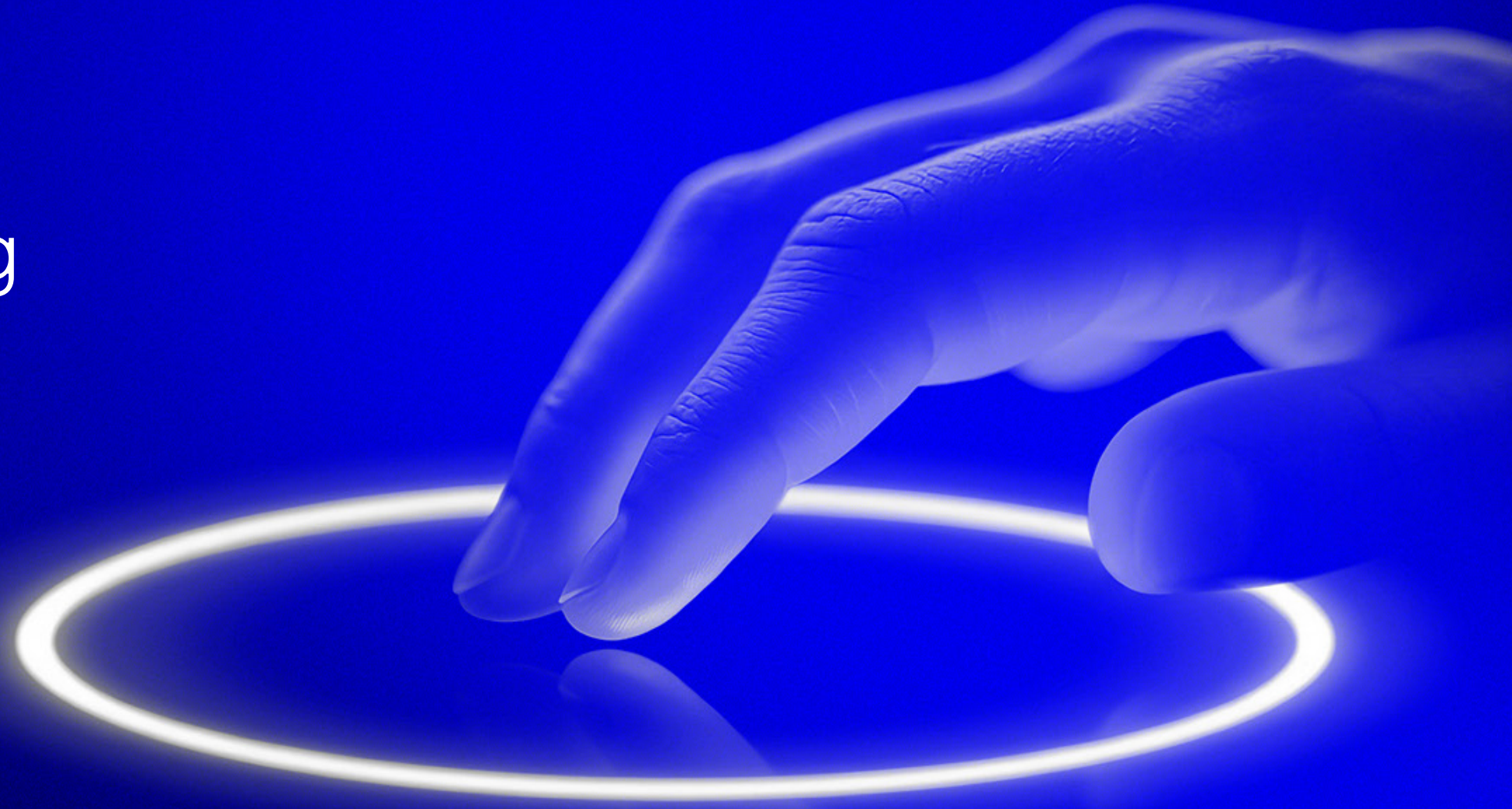


# Sustainable growth

In advanced manufacturing

2025



We are a benchmark in machine tools and advanced manufacturing, and we are working to become a benchmark in **sustainability** by generating a **positive impact** on people, society and the planet through our business activities.

We are clear, our individual and singular approach has worked out, and now, we wish to share it with you.

**Read this report to find out more about what Danobatgroup does for sustainability.**

# Sustainable growth

In advanced manufacturing 2025

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# Letter from the Chair and the CEO

Against a global backdrop marked by geopolitical uncertainty and unprecedented technological competition — particularly from China — Danobatgroup reaffirmed its position in 2025 as a benchmark in advanced manufacturing, reaching a new historic milestone with a turnover of €366 million. This strong performance was underpinned by the international success of the Group's manufacturing companies, Danobat and Soraluce, which account for more than 90% of sales of high value-added projects in export markets and in highly demanding sectors such as aerospace and energy.

This performance reinforces our conviction that we are moving in the right direction, with prudence and a constant awareness of the environment around us, in line with our cooperative values — which place people at the centre of our activity — while continuing to implement the priorities of the 2025–2028 Strategic Plan, focusing on technological innovation, servitisation, diversification and internationalisation, and integrating sustainability, Artificial Intelligence and talent as key cross-cutting pillars.

In terms of sustainability, in 2025 we made significant progress in our ESG (Environmental, Social and Governance) strategy. The Group's main companies carried out a double materiality assessment, identifying and prioritising key sustainability matters, and defined their action plans, thereby establishing a common framework that enables us to structure, prioritise and deploy our contribution more efficiently and maximise its impact.

On the environmental front, we continued to make progress in areas such as decarbonisation, energy management and the circular economy. In addition to measuring greenhouse gas emissions across Scopes 1, 2 and 3, Danobat and Soraluce defined their roadmaps to achieve net-zero emissions in Scopes 1 and 2 by 2030. In parallel, the commitment to more sustainable energy consumption was strengthened, with 100% of the electricity consumed in 2025 being of renewable origin across all plants in the Basque Country. Soraluce certified a new machine model in accordance with the ISO Ecodesign standard and now has 27 models holding this certification. The Mobility Plan for employees also continued to be promoted: in 2025, 46,472.9 kg of CO<sub>2</sub> emissions were avoided and more than €7,500 in incentives were distributed among the most active participants.

On the social front, we continued to promote quality employment, safe and healthy working environments, and an egalitarian and inclusive culture aligned with our cooperative business model and focused on the development and well-being of the 1,492 people who make up the Group. In 2025, we continued to advance initiatives and plans aimed at attracting, developing and retaining talent. In the area of equality, diversity and inclusion, we made progress in implementing the Equality Plan and rolling it out through specific actions, notably the creation of a ten-point guide for inclusive recruitment and promotion processes. We also continued to support STEM initiatives, with a particular focus on encouraging scientific and technological vocations among women and, in line with our commitment to the communities around us, continued to collaborate with social initiatives through dedicated funding, benefiting more than 200 organisations.

In terms of governance, we continued to implement the Regulatory Compliance Programme and the actions arising from it. Likewise, with the aim of aligning the supply chain with the Group's sustainable and ethical model, in 2025 we conducted a survey of critical suppliers to assess their level of sustainability

maturity and approved a new Purchasing Policy, together with new General Purchasing Conditions and a Supplier Code of Conduct. We also took a significant step forward in information security and cybersecurity by obtaining ISO 27001 certification.

Together with the other actions described in this report, these measures reflect our commitment to addressing the current and future challenges of advanced manufacturing responsibly, contributing to sustainable development and generating a positive impact through our activity.



**Julian Aizpurua**  
Chairman of  
Danobatgroup



**Nerea Aranguren**  
Managing Director of  
Danobatgroup

# Sustainability Management Approach at Danobatgroup

Sustainability at Danobatgroup is managed in a coordinated, structured manner and integrated into the business strategy of the Group's main companies through a common model that enables efforts to be aligned, resources to be optimised and consistent progress to be made in fulfilling the commitments undertaken both at Group level and at the level of each cooperative.

Within this framework, in 2025 the main companies of Danobatgroup developed their respective Sustainability Master Plans, prepared in a coordinated manner at Group level. These plans enable the sustainability strategy to be deployed operationally, combining commitments and lines of action managed jointly by Danobatgroup with specific actions and objectives defined by each cooperative.



## Alignment with the Strategic Plan

Supporting the Group's cooperatives in the transition towards integrating sustainability into the socio-business strategies of Danobatgroup's cooperatives is one of the strategic lines included in the Group's 2025–2028 Strategic Plan.

Within this framework, the Sustainability Master Plans form part of the respective 2025-2028 Strategic Plans and are fully aligned with Danobatgroup's Strategic Plan and Mondragon's Socio-Business Policy, thereby ensuring consistency, a common approach and strategic alignment in sustainability matters.



## Sustainability governance

Governance is a key element in ensuring effective, consistent and aligned management. In this context, Danobatgroup currently structures its sustainability governance through a committee-based framework across the Group's main companies, through a committee at Danobatgroup level, and through its participation in Mondragon's Sustainability Committee, thereby ensuring coordination and consistency in the management of sustainability matters.



## Sustainability topics: Double materiality and strategic relevance

Danobatgroup defines sustainability topics as those environmental, social and governance matters that generate significant impacts on people and the environment, influence financial and economic performance, or are key to the strategic positioning and long-term competitiveness of the Group's companies.

With this approach, and in a coordinated manner led by Danobatgroup, the Group's two main companies — Danobat and Soraluze — conducted a double materiality assessment during the 2025 financial year aimed at identifying and prioritising the main impacts, risks and opportunities (IROs) associated with their activities. The process was conducted in accordance with EFRAG recommendations and included consultation with stakeholders.

In addition, the analysis incorporated an assessment of strategic relevance aimed at identifying those topics which, despite not exceeding the double materiality thresholds, remain critical to the Group's vision, its sustainability roadmap and its anticipation of future regulatory, market or societal expectations.

As a result of this process, the Group and its main companies manage a total of thirteen sustainability topics, differentiating between double materiality topics and strategically relevant topics, which constitute the basis for defining ESG priorities, objectives and action plans.

For more information, see section 07, description of the double materiality analysis and relevant sustainability matters.

03 Dimensions	05 Pillars	13 Priority topics
Environmental	Climate change	Decarbonisation Energy Circular economy Pollution
Social	Own workforce	Health and safety Equality, diversity and inclusion Attraction, development and retention
	Consumers and end-users	Health and safety
	Cooperative social transformation	Cooperative social transformation
Governance	Corporate culture	Compliance Governance and corporate culture Sustainable management of the supply chain Cybersecurity and information security



## Policies

The Group's companies have a set of policies that support sustainability topics and respond to the commitments undertaken. These policies guide strategic and operational decisions, promoting responsible economic, social and environmental performance.

E		S		G	
• Sustainability Policy					
• Environmental Policy	• Occupational Health and Safety Policy	• Code of Ethics	• Criminal Risk Prevention Manual	• Conflict and Harassment Policy	
• Energy Policy	• Equality Policy	• Anti-Corruption Policy	• Conflict of Interest Prevention Policy	• Privacy and Confidentiality Policy	
	• Social Action Policy	• Code of Conduct for Suppliers	• Purchasing Policy	• Information Security Policy	
	• PolitiLanguage Policy	• Financial Policy	• Quality Policy	• Export Control and Due Diligence Management Policy	

\* Not all group companies implement all the policies mentioned. For more information, please contact each company directly.



## Objectives and actions

Sustainability management is implemented through objectives, milestones and actions defined by areas of action and linked to specific action plans within the Group's main companies. These plans also incorporate cross-cutting objectives and actions driven and coordinated by Danobatgroup, thereby enabling consistent progress towards shared environmental, social and governance commitments.





## Certifications and assessments

The Group's companies are periodically audited to certify their management systems in specific ESG-related areas.

In addition, they undergo comprehensive sustainability assessments in order to meet customer requirements.

### Certifications:

<b>AENOR</b> HUELLA DE CARBONO CO <sub>2</sub> CALCULADO ISO 14064	<b>AENOR</b> GESTIÓN ENERGÉTICA ISO 50001	<b>AENOR</b> ECODISEÑO ISO 14006
<b>AENOR</b> GESTIÓN AMBIENTAL ISO 14001	<b>AENOR</b> CALIDAD AEROSPACIAL UNE-EN 9100	<b>AENOR</b> SEGURIDAD Y SALUD EN EL TRABAJO ISO 45001
<b>AENOR</b> GESTIÓN DE LA CALIDAD ISO 9001	<b>AENOR</b> GESTIÓN I+D+I UNE 166002	<b>AENOR</b> SEGURIDAD INFORMACIÓN ISO/IEC 27001



### Assessments:

ECOVADIS



\* Not all group companies hold all the certifications and have undergone all the evaluations mentioned above. For more information, please contact each cooperative directly



## Reporting and communication

The annual sustainability report reflects the management activities carried out and the progress achieved in relation to Danobatgroup's material sustainability topics. This report is published on the Group's website and made available both internally and externally.

Danobat and Soraluze also publish their Non-Financial Information Statement annually in compliance with the provisions of Spanish Law 11/2018.



# Sustainability Areas, Commitments and Key Actions in 2025



## Environmental

### Decarbonise

Climate action and environmental stewardship: protecting tomorrow by acting today.

Our commitment to climate action and environmental stewardship drives us to act today in order to leave a better planet for future generations.

To this end, we are advancing towards a decarbonised industry, promoting energy efficiency, embedding circular economy principles throughout the product life cycle and rigorously managing pollution prevention, ensuring that our decisions and actions generate a positive and sustainable impact on the world around us.



## Social

### Care and transform

Commitment to people: creating value and well-being inside and outside the organisation.

As a cooperative enterprise, we place people at the centre of everything we do.

We foster and develop internal talent through equality, diversity and inclusion, protect the health and safety both of our people and of those who rely on our products, and actively contribute to social progress and community well-being, because we aspire to create quality employment and contribute to the economic and social well-being of the communities around us.



## Governance

### Build a lasting legacy

Responsible, ethical and cooperative governance.

Our cooperative identity, within the Mondragon framework, guides our governance model based on participation, democracy, solidarity, transparency and shared responsibility, combining our cooperative culture with the highest standards of integrity and regulatory compliance.

In addition, we steer our supply chain towards sustainable development aligned with ESG criteria while safeguarding information security. All with a common purpose: to build trust, remain consistent with our model and leave a better legacy for future generations.

## Key commitments

## Highlighted actions 2025



## Environmental Decarbonise

- Advance the decarbonisation of the organisation by reducing greenhouse gas emissions across Scopes 1, 2 and 3 through a structured plan with the aim of achieving climate neutrality.
- Ensure a 100% renewable energy supply based on electricity with Guarantees of Origin and self-consumption through in-house generation.
- Integrate circular economy principles throughout the product life cycle.
- Prevent pollution and ensure strict compliance with applicable environmental regulations through an ISO 14001-certified environmental management system.

- › Measurement of the carbon footprint across all three scopes (1, 2 and 3).
- › Implementation of the decarbonisation plan for Scopes 1 and 2 in the Group's main companies.
- › Increase in self-consumption and renewable electricity supply.
- › Reinforcement and expansion of the measures promoted under the Mobility Plan.
- › Extension of ecodesign criteria to a larger number of product models.
- › Extension of the scope of the ISO 14001-certified Environmental Management System to subsidiaries.



## Social Care and transform

- Comprehensively protect the health and safety of the workforce through a management system certified under ISO 45001.
- Guarantee equal treatment and non-discrimination, fostering an inclusive culture that values gender, generational, cultural and disability diversity.
- Ensure the attraction, development and retention of the talent required for the cooperative project by offering quality employment, continuous learning pathways and a work-life balance framework that strengthens engagement and pride in belonging.
- Ensure, from the design stage onwards, that products incorporate a preventive approach to protecting the health and safety of users throughout the entire product life cycle.
- Actively contribute to social transformation through support for organisations and projects aimed at improving quality of life and social well-being.

- › Continuity in the management of occupational health and safety in line with ISO 45001.
- › Implementation of the Equality and Diversity Management Plan.
- › Continued promotion of STEM initiatives.
- › Continuation of talent attraction, development and management initiatives.
- › 100% compliance with legislation regarding the health and safety of end users.
- › Contribution to social impact projects in the local community.



## Governance Build a lasting legacy

- Ensure an integrity and compliance framework that prevents corruption and bribery, protects whistleblowers and provides the organisation with effective ethics and business conduct mechanisms.
- Strengthen cooperative culture as a distinctive feature of the Group's cooperatives, ensuring transparent social dialogue and internal and external recognition aligned with the values and frameworks of the cooperative model.
- Guide supply chain management in line with the sustainable and ethical model of the Group's companies.
- Guarantee information security through a management system certified under ISO 27001, while ensuring compliance with applicable product cybersecurity regulations.

- › Continuation of the Regulatory Compliance Programme.
- › Conducting the corporate culture survey and delivering training activities on cooperative values and culture.
- › Approval and implementation of the new Purchasing Policy, General Purchasing Conditions and Supplier Code of Conduct.
- › Conducting sustainability self-assessments across the supply chain.
- › Obtaining ISO 27001 certification.

\* Further details on progress and related indicators are provided in the specific sections of each area of this report.

# Sustainable growth

In advanced manufacturing

## About Danobatgroup <sup>03</sup>

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05 Care and transform

## Introduction

Danobatgroup is an industrial cooperative group specialising in the manufacture of machine tools, solutions for the production of high value-added components, turnkey production systems, and technologically advanced services, catering to sectors with high demand, such as aeronautics, railways, automotive and energy.

The group, part of the Mondragon Corporation, boasts a history of over 70 years in developing high-precision systems and researching and applying manufacturing technologies. As the largest domestic manufacturer and one of the main European producers of machine tools, Danobatgroup employs 1,492 people and records a turnover of 366 million euros, with more than 90% coming from international markets.

The group's core companies are Danobat, one of the leading manufacturers of grinding machines, high precision lathes and precision robots in Europe, along with its subsidiaries Hembrug and Overbeck. Soraluze, a world-leading manufacturer of milling, boring and multifunction technology, and Goimek, a company specialising in precision machining and large size and highly complex parts machining.

To anticipate future challenges, diversify its value proposition, and explore new opportunities, Danobatgroup actively pursues alliances by acquiring new companies, participating in the social capital of startups, and promoting strategic partnerships with ancillary service providers as it has done with companies such as Savvy and Novak among others.

Danobatgroup's international orientation and engagement with global markets have always been its hallmarks. While most manufacturing plants are located in the Basque Country, the group also has production plants in countries like Germany, the Netherlands, Romania, and the United States. Centres of Excellence strategically located in Germany, Italy, the Netherlands, the United States, and China further enhance its global presence.

Danobatgroup stands out for its firm commitment to innovation and development of pioneering technologies, a feature that sets it apart from other companies. Investing more than 9% of its income in innovation, the group boasts 58 patent families in operation. The Ideko research centre plays a crucial role as its technological partner, propelling innovation forward.

In addition to its technological prowess, Danobatgroup stands out for its strong commitment to sustainability, people, and the environment. Incorporating rigorous environmental, social, and good governance (ESG) criteria into the strategy, our roadmap aligns daily management with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. This commitment underscores Danobatgroup's ongoing dedication to creating value, something it has been doing since its inception.

2025



### M€ 366

Turnover



### >90%

Export



### 1,492

People



### >9%

Investment in R&amp;D&amp;I



### Main Countries

- USA
- China
- Germany
- Spain
- Italy



### Main Sectors

- Aeronautics and Aerospace
- Automotive and electric mobility
- Capital goods
- Railways
- Energy

For further information, see: Annex 1, GRI 2-1 Contact details and reporting scope

## Group companies



### **SORALUCE**

Soraluce has more than 60 years of experience and a strong commitment to innovation. Its continuous contribution to the development of advanced engineering solutions has established the company as a benchmark in the machine-tool industry.

With more than 3,000 machines installed in the market, Soraluce offers a wide range of machining solutions, including milling machines, boring machines, vertical lathes, multitasking machines, and automation solutions. It also provides expert advice in machining engineering, analysing its customers' production processes to develop solutions that optimise quality, productivity, efficiency, and manufacturing costs.

Its leadership is built on technological excellence, continuous innovation, a high degree of customisation, close customer relationships and a strong international focus.

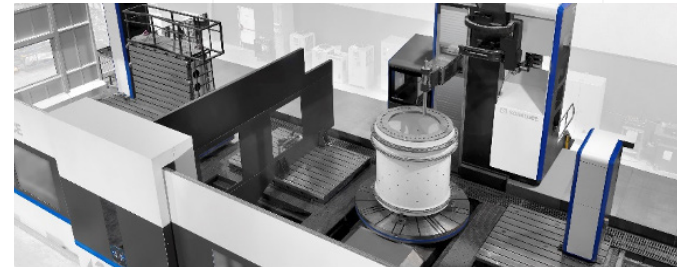


### **DANOBAT**

Danobat is a global manufacturer of high-precision machine tools and advanced manufacturing systems, backed by more than seven decades of industrial expertise.

Its operations are structured around three international brands: Danobat, specialising in the design and manufacture of grinding machines, lathes, and robotic systems for machining processes; Overbeck, a historic German company with more than a century of experience and a benchmark in high-precision internal grinding machines; and Hembrug, a Dutch leader in hard turning solutions and hybrid technologies that combine turning and grinding within a single machine.

Together, these three brands form a complementary technological portfolio designed to meet the most demanding industrial requirements, driven by a shared strategy of innovation and specialization.



### **GOIMEK**

Goimek is a specialist in precision and large machining services for strategic parts in highly demanding industries such as aerospace, wind power and capital goods. It has the most advanced production means and state-of-the-art testing instruments.



### **IDEKO** MEMBER OF BASQUE RESEARCH & TECHNOLOGY ALLIANCE

For four decades, Ideko has been driving innovation in advanced manufacturing, becoming a trusted technology partner for industry. With strong expertise in manufacturing technologies, the centre develops high-value solutions that help strategic sectors such as machine tools and aerospace improve productivity, precision and competitiveness.

Its R&D activity is focused on precision engineering, digital manufacturing technologies and advanced robotics, fostering industrial innovation and accelerating technology transfer to industry.

## Part of Mondragon Corporation

Danobatgroup is a group of cooperative companies integrated within Mondragon Corporation, a global benchmark in cooperative enterprise and one of Europe's leading cooperative business groups.

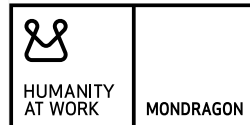
The companies within Mondragon share a common vision of business in which people are at the centre, shared value is generated, and sustainable development of surrounding communities is fostered through cooperation, democratic participation in management and a long-term outlook.

This business model demonstrates that it is possible to compete and grow globally while maintaining a strong commitment to quality employment, social cohesion and deep local roots.

As cooperative companies, the organisations within Danobatgroup prioritise labour over capital and reinvest a significant proportion of their profits to strengthen the collective project, ensure its continuity and actively contribute to the development of their surrounding communities.

Within the Mondragon ecosystem, Danobatgroup also benefits from mechanisms for cooperation and inter-cooperative solidarity that enable companies to support one another, share resources, knowledge and capabilities, and jointly address a wide range of challenges, thereby strengthening the resilience of the group as a whole.

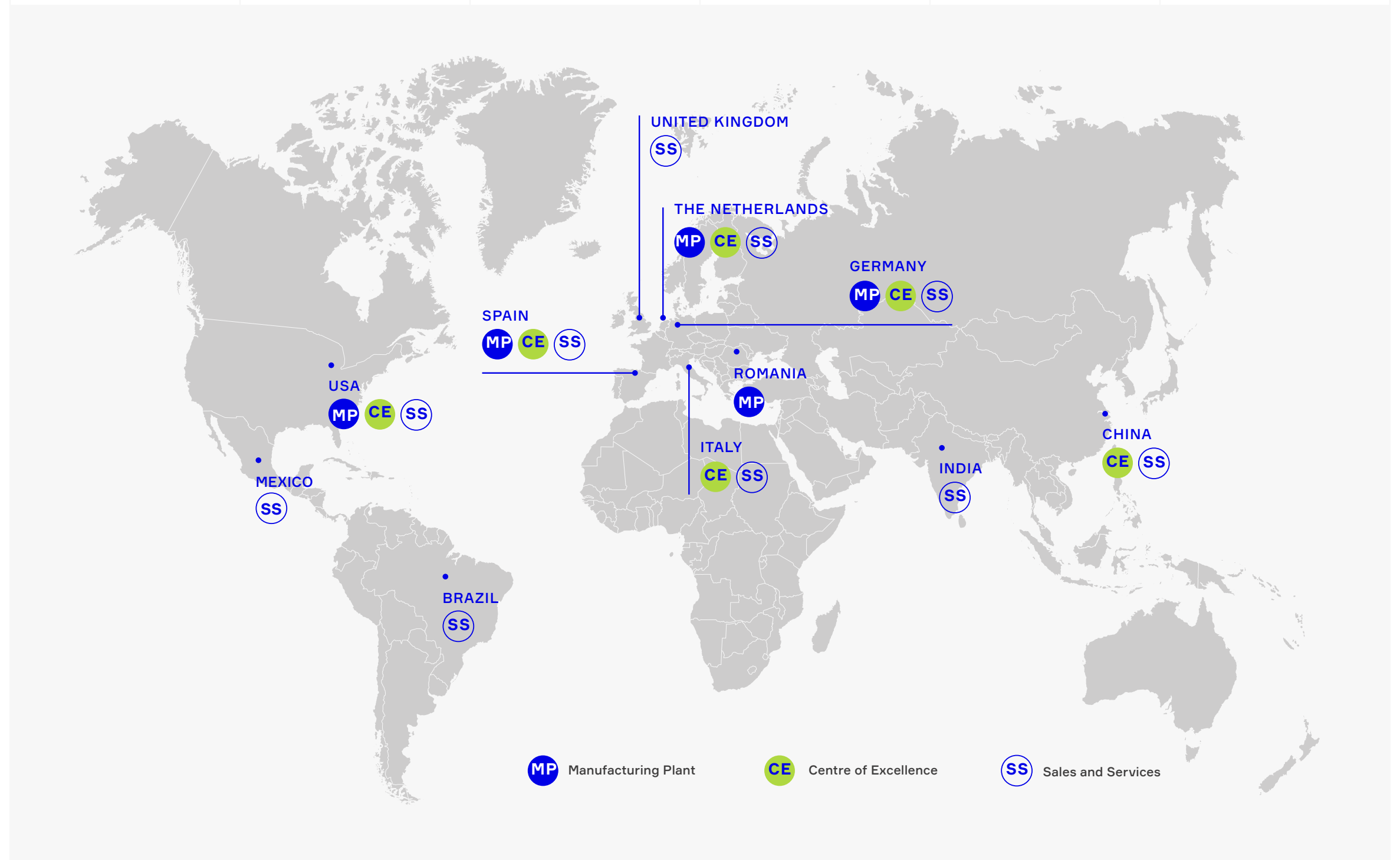
This distinctive way of doing business amplifies the group's positive impact and reinforces its contribution to a more sustainable future.



## A global group

To secure efficient and smooth customer operations, Danobatgroup is always close by:

- Manufacturing plants in Spain, Germany, the Netherlands, Romania and United States.
- Centres of Excellence in Spain, Germany, Italy, the Netherlands, USA and China.
- Sales and service offices in many other countries.



## Vision and values

Danobatgroup is a group of companies with values that revolve around people and cooperation. The talent, dedication and commitment of each individual are its foundations and cooperation is the key to achieving its results.

A group that advances in business to create wealth and quality employment in our community, through a solid and shared management model with a sense of legacy.

It is guided by values that unite them and drive them to make a difference.



### Commitment

Because we are involved as workers and partners of the company.



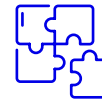
### Customer Focus

Because by knowing their needs and working collaboratively we can offer them the best solutions and grow together.



### Innovation

Because in a constantly changing world we are ready and open to change.



### Co-operation

Because working together for a common and shared project is the basis for the sustainability of our business project.



### Trust

Because we are dependable and consistent with the decisions we take.

## Innovative nature

Innovation is a key factor in Danobatgroup's sustained growth over the past decades, to the point where it has become its hallmark. Innovation is part of its DNA, and has defined its character. It has turned the need to always be at the forefront of technology, to be ahead of future challenges, into a vocation. Innovation focused on achieving maximum efficiency and always improving customer satisfaction.

This approach has allowed Danobatgroup companies to differentiate themselves in the competitive scenario of advanced manufacturing, offering the most advanced technological solutions and developments to strategic sectors demanding high value-added technology.

### From R&D laboratory to a driver of innovation: IDEKO

The commitment to innovation of Danobatgroup is materialised through Ideko, a fundamental instrument for promoting the design and development of cutting-edge technologies in advanced manufacturing.

Ideko was set up in 1986 to provide an answer to the technological challenges of the then machine tool division of the Mondragon Corporation. Since then, it has been leading innovation in the machine tool and advanced manufacturing sector, transforming technological research into real solutions for the challenges posed by its customers.

Through the technology centre, and through its collaboration with other leading companies and organisations, Danobatgroup has created a unique research and development ecosystem for its companies.



Active patents **58** patent families

People involved in R+D+i **15%** of Danobatgroup's total workforce

Running R+D+i projects **88** projects for all group companies

## Technology that brings the factory of the future closer

To move towards the self-sufficient, smart and sustainable factory of the future, Danobatgroup is structured around the following five pillars:

### Green manufacturing

The group strives for maximum energy efficiency and drive innovation with a commitment to zero defects. Its focus is on avoiding errors and providing technological solutions that ensure flawless part manufacturing from the very first attempt.

At its core, Danobatgroup prioritises energy efficiency, incorporating sustainable design principles. Its commitment extends to minimizing coolant and resource consumption, fostering recyclability, and promoting the reuse of components at the end of their life cycle.

### Precision engineering

In its pursuit of excellence, Danobatgroup's highly specialised companies develop machines, systems, and processes following stringent precision manufacturing processes to the strict quality standards of its customers.

Its experts delve into thermal variations, calibration, volumetrics, and hydrostatic and hydrodynamic lubrication, static, dynamic, thermal and multi-physical calculations, approaching the complete design cycle from the perspective of precision.

Danobatgroup leverages cutting-edge artificial intelligence techniques for predictive maintenance, optimizing processes, and proactively addressing potential issues to ensure precision and reliability, avoiding errors and breakdowns.

### Digitisation and AI

The digital era has ushered in increased automation of industrial solutions, posing new challenges for machine tool manufacturers.

Over recent years, the group has undergone a significant digital transformation, resulting in a broad range of digital solutions—both hardware and software. These solutions harness the valuable operational data of its equipment, combining the latest AI techniques to meet evolving market needs.

### Machining processes

Danobatgroup seeks to introduce machining alternatives that provide a differentiating factor and a competitive advantage in production to end users through the use of new cooling technologies or through implementing new tools and manufacturing cycles.

Its use of cutting-edge management and organisational tools, such as simulations of production processes, enhances efficiency, reduces manufacturing costs, improves quality, and ensures safety.

### Dynamics and control

The group commitment to innovation extends to improving the dynamic behaviour of machines and manufacturing processes. Danobatgroup address vibration issues through dynamic machine and drive design, coupled with specific development solutions to eliminate noise and chatter in a variety of machining processes.



## Open innovation

All Danobatgroup companies have adopted open innovation and systematically develop it. By considering agents outside the organisation itself, open innovation allows the companies of the group to have access to a higher level of knowledge and other technologies. This process is materialised through partnerships with both national and international entities and organisations.

For more than 30 years, Danobatgroup has been actively participating in international consortia within the different European R&D funding programmes. This experience has enabled the group to build up a wide network of contacts in its fields of expertise.

The high degree of specialisation and technological sophistication of the solutions developed by the companies of the group has made it necessary to establish a wide network of partners to complement the skills Danobatgroup has internally. In this sense, of particular note is the boost given to collaboration with Startups which, specialising in different areas, accelerate the integration of new technologies and knowledge into the portfolio of technological resources which are applied to the products of the group's companies.

Likewise, through Ideko, Danobatgroup permanently works together with leading organisations in different fields. Collaborations include among others comparing specialisation plans, writing up doctoral theses, hiring for specific projects or temporarily exchanging researchers.

Main innovation collaborations established through Ideko with universities and research centres:



University of Waterloo,  
in Machine Dynamics.



Budapest University,  
in Trajectory Control.

**ETH** zürich

ETH – Zurich,  
in Precision Engineering.



University of the Basque Country  
UPV – EHU, in Machining Processes.



Basque Center of Applied Mathematics,  
in Artificial Intelligence.



University of Bremen,  
in Grinding.



Software Competence Center  
Hagenberg (SCCH) – Austria,  
in Intelligent Software.



BRTA,  
Basque Research Technology Alliance.

## Alliances, new businesses and intercooperation

In line with its sustainable growth strategy, Danobatgroup promotes the creation of new businesses by identifying emerging niches that strengthen and complement its portfolio of solutions, while also fostering the development of shared activities among the group's companies.



As a result of this alliance strategy, in 2015 the company acquired a majority stake in Savvy Data Systems, a company specialising in digitisation and data management processes. With this operation, Danobatgroup reaffirmed its commitment to industrial digitisation and Industry 4.0.



In 2022, Danobatgroup took a majority stake in NOVAK. This has helped the group to extend its capabilities in the field of prismatic and cylindrical parts machining, as well as to improve the quality of core parts of Danobat and Soraluze machines.



Saeki is another step in the search for synergies with other organizations to diversify. In this case, the group has invested in the Swiss startup SAEKI to enter the field of precision robotics.

This approach is implemented through a combination of organic and inorganic growth, including the acquisition of new companies, participation in high-potential startups, and the establishment of strategic partnerships with complementary or adjacent companies, aimed at expanding its value proposition and accessing new business opportunities.

In parallel, the group promotes intercooperation within the Mondragon Corporation and collaborates with other companies and business groups, such as MIA, Mondragon's Industrial Automation division, with the aim of generating synergies in the machine tool and advanced manufacturing sectors.

This approach is complemented by an active policy of partnerships and collaboration with industrial, technological, academic and institutional stakeholders at both local and international levels. In this context, Danobatgroup participates in clusters and organisations such as Debegesa, Hegan and BIND 4.0, as well as in initiatives promoted by public institutions.



The group is also a member of leading industry associations at both national and international level, such as AFM, SERCOBE, VDW, AMT and UCIMU, and participates in specialised forums and platforms related to advanced manufacturing, such as CIRP, Euspen and SAMPE, among others.

In the field of sustainability, Danobatgroup participates in initiatives such as the Mondragon Sustainability Committee and AFM Green, and, leveraging its membership in Mondragon, is also involved in BasqueESG and ASETT, among others.

Highlighted alliances and collaborations:



The Capital Goods Tractor Project, within Mondragon's Industrial Automation division (MIA), seeks to generate synergies in the field of machine tools, promoting joint projects between Fagor Arrasate, Fagor Automation, Mondragon Assembly and Danobatgroup.



The Basque Research and Technology Alliance (BRTA), a collaboration agreement between the Basque Government, the SPRI group (The Basque Business Development Agency), the Provincial Councils of Alava, Bizkaia and Gipuzkoa and 16 scientific and technological agents belonging to the Basque Science and Technology and Innovation Network.



The aim of the Basque Artificial Intelligence Centre is to lead and promote the development of Artificial Intelligence in the Basque Country in order to improve business competitiveness and the welfare of Basque society.



The Centre for Advanced Aeronautical Manufacturing (CFAA in Spanish) aims to develop advanced manufacturing technologies at levels of development that are rapidly transferable to the industrial fabric and oriented to this key sector of the economy.



The Spanish Association of Manufacturers of Machine Tools, Accessories, Components and Tools.



BPTD is part of a strategy that seeks the collaboration and alignment of all those who make up the industrial ecosystem of the Lower Deba region and surrounding areas: companies and organisations and institutions of the district, for the setting up of a "New, innovative and sustainable framework at the service of the growth of the industrial economy".



The International Academy for Production Engineering (CIRP), the world's leading production engineering research organisation, is at the forefront of the design, optimisation, control and management of processes, machines and systems.



The Advanced Manufacturing Research Centre (AMRC) at the University of Sheffield is a world-class centre conducting world-leading research into advanced machining, manufacturing and materials for aerospace and other high-value manufacturing sectors.



Foundation that inspires and generates technological progress in the industrial sector of Gipuzkoa through interaction, collaboration and shared knowledge.



National association of capital goods manufacturers.

The actions of the sections 01, 02 and 03 are aligned with the sustainable development goals of the United Nations and the GRI Standards.



GRI 2 \_\_ [2-1] [2-22] [2-23] [2-28]

GRI 3 \_\_ [3-1] [3-2]

GRI 201 \_\_ [201-1]

# Sustainable growth

In advanced manufacturing



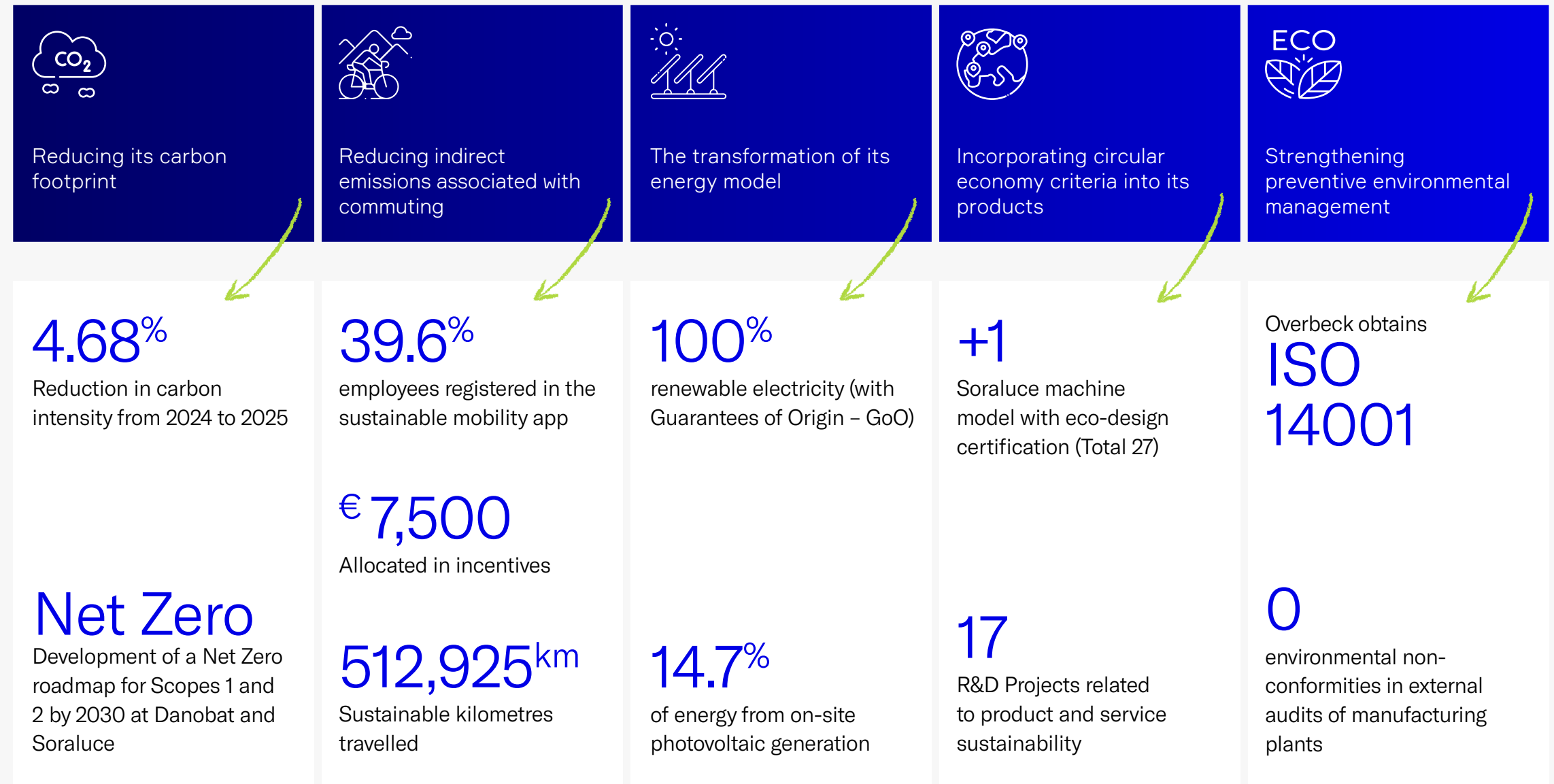
## Decarbonise 04

Climate action and environmental stewardship: protecting tomorrow by acting today

Environmental management system	25
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Pollution and biodiversity	39

Care and transform 05  
Build a lasting legacy 06

## Danobatgroup moves forward in...



# Environmental management system

Since 2002, the group's most important companies have had an Environmental Management System (EMS) developed and certified according to ISO 14001 at all their headquarters. Furthermore, the Danobat Hembrug plant in the Netherlands achieved this certification in 2024 and in 2025, Danobat Overbeck in Germany also obtained the corresponding certificate.

Although they do not have their own certification, the rest of the group's companies apply the environmental management system of the already certified companies. The group's general approach is guided by the precautionary principle and based on a preventive strategy.

At Danobat, the Environmental Management System, ISO 14001, is complemented by the Energy Management System, certified according to ISO 50001, and includes the verification of the calculation of its Organizational Carbon Footprint in accordance with ISO 14064 and GHG Protocol standards.

At Soraluze, the Product Design and Development Process Management System (Ecodesign) is certified in accordance with the ISO 14006 standard.

All these systems, together with the Quality Management System (certified under ISO 9001) and the Occupational Health and Safety Management System (certified under ISO 45001) form the Integrated Management System. The operational management of these management systems is carried out by the management systems department or operations area, under the supervision of people appointed by management.

The Integrated Management Policy of the group, published on the relevant websites, shows the commitment to the environment, to minimise the environmental and energy impact of products and activities, and to act permanently under the principle of pollution prevention, all framed in a package of continuous improvement. This Policy incorporates clear references to GHG emissions, carbon footprint and sustainable sourcing.

The Environmental Management Systems and also the Energy Management System at Danobat and the Ecodesign System at Soraluze are audited annually by AENOR. It is worth mentioning that no non-conformities have been detected in the last 5 years.

UNE-ISO  
14001

Environmental  
Management System.

UNE-ISO  
14006

Product Design and  
Development Process  
Management System.

UNE-ISO  
50001

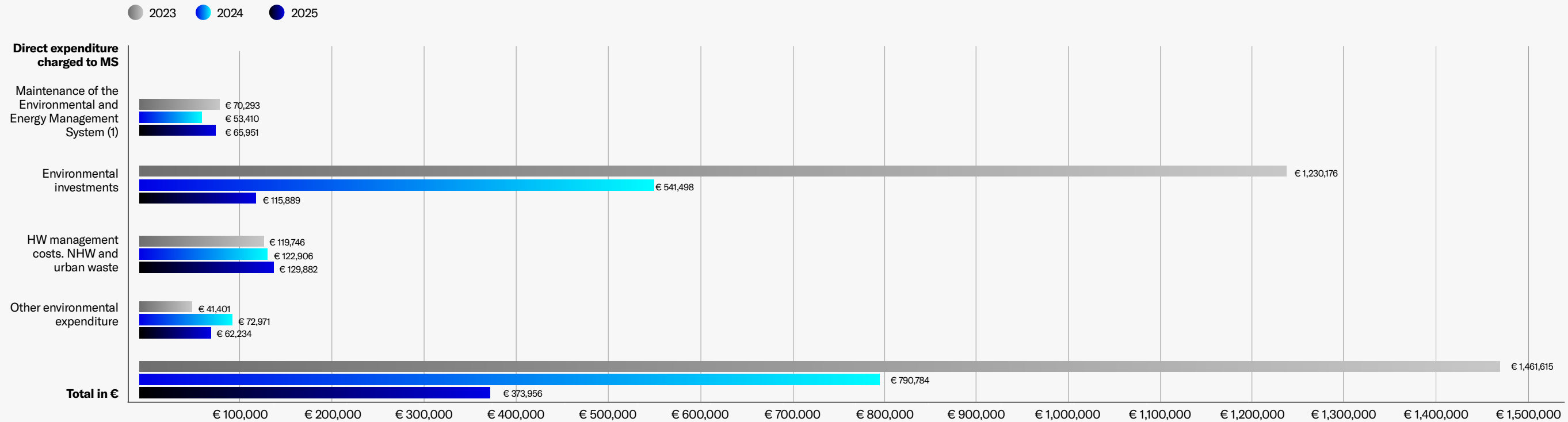
Energy  
Management System.

UNE-ISO  
14064

GHG  
Protocol

Verified  
Carbon Footprint.

Below are some relevant data related to the environmental management system and the resources dedicated to environmental risk prevention:



For more information see:  
Annex 2, Direct expenditure charged to MS

# Decarbonisation

Danobatgroup recognises the fundamental role that companies must play in mitigating climate change and considers decarbonisation a central pillar of its sustainability approach. This area has been identified as a material topic from a double materiality perspective, both due to the significant impacts the Group's activities have on the climate and the associated financial implications.

The transition towards a low-carbon economy entails managing regulatory, cost and investment risks, which may intensify in the absence of appropriate management of the transition process. At the same time, this context creates opportunities linked to the development of solutions, capabilities and business models aligned with a decarbonised economy.

In response to this context, Danobatgroup is committed to driving the decarbonisation of the organisation through a structured plan aimed at progressively reducing greenhouse gas emissions across Scopes 1, 2 and 3, advancing towards climate neutrality.

## Analysis of climate change-related risks

Recognising the growing importance of assessing and managing the economic implications of climate change, it should be noted that, since 2023, the Group's main companies — Danobat and Soraluce — have each maintained climate change-related financial risk analyses prepared in accordance with the framework established by the Task Force on Climate related Financial Disclosures (TCFD), which provides a comprehensive approach to the identification, management and leveraging of the financial risks and opportunities associated with this phenomenon.

Following the identification of potentially significant impacts associated with certain physical risks, a specific in-depth study focusing on the Group's facilities in the Basque Country was carried out throughout 2025. This complementary work enabled a more thorough assessment of the exposure and vulnerability of the facilities to threats such as rising temperatures and flood risk, thereby strengthening the long-term anticipation, adaptation and planning capabilities of the Group's facilities in the region.

KEY ACTION AREAS >

# Carbon footprint measurement and emissions reduction plan

## Carbon footprint measurement

The organisational carbon footprint is the main indicator used to manage and monitor Danobatgroup's performance in relation to climate change.

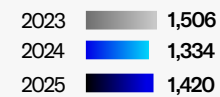
In 2022, a dedicated tool was developed to assess and quantify greenhouse gas emissions (Scopes 1, 2 and 3), thereby enabling progress towards the future development of a comprehensive decarbonisation plan.

Since 2023, Danobat, Soraluca and Ideko have annually measured all three scopes of their organisational carbon footprint in accordance with recognised methodologies. In turn, during 2025, Goimek established the technical and organisational foundations required to incorporate this measurement process, progressively joining the Group's efforts to mitigate climate change.

It should also be highlighted that Danobat's carbon footprint assessment has been certified by AENOR in accordance with ISO 14064 standards and the GHG Protocol guidelines, thereby validating its commitment to internationally recognised standards.

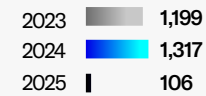
### Scope 1

Direct GHG emissions in Tons CO<sub>2</sub>



### Scope 2

Indirect energy-related GHG emissions in Tons CO<sub>2</sub>

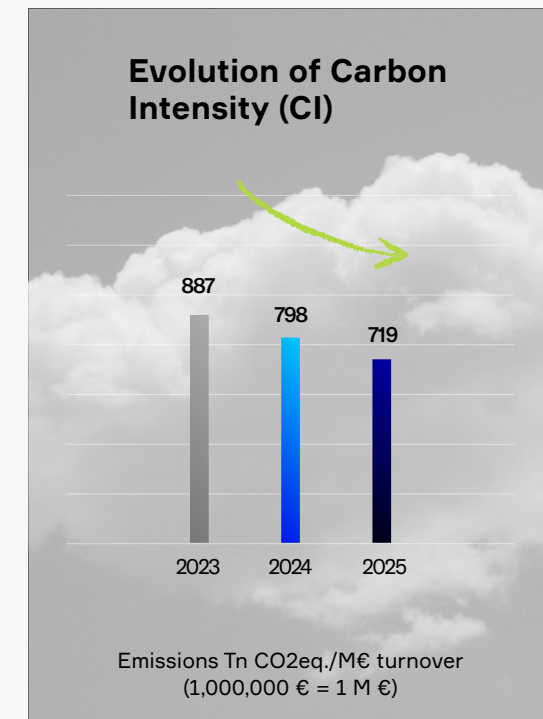


### Scope 3

Other indirect GHG emissions in Tons CO<sub>2</sub>



For more information see: [Annex 3, GRI 305-1 Direct GHG emissions \(scope 1\)](#), [305-2 Indirect energy-related GHG emissions \(scope 2\)](#) and [305-3 Other indirect GHG emissions \(scope 3\)](#)



# Emissions Reduction Plan

## Plans for the reduction of Scope 1 and 2 emissions

In 2025, and in compliance with the provisions of Royal Decree 214/2025, Danobat and Soraluze defined a greenhouse gas emissions reduction plan covering Scopes 1 and 2, with the aim of achieving Net Zero emissions in these scopes by 2030. The plan was developed on the basis of the organisational carbon footprint analysis and establishes a time horizon exceeding five years, incorporating structural measures aimed at the progressive reduction of emissions.

The reduction plan is aligned with the criteria of the Science Based Targets initiative (SBTi) and is consistent with the objectives of the Paris Agreement, particularly the goal of limiting the increase in average global temperature to 1.5°C.

The plan is monitored periodically through reviews of progress against targets and updates to the measures where necessary, and the information is published in an accessible and transparent manner within each cooperative's Non-Financial Information Statement.

Looking ahead to 2026, Danobatgroup plans to further advance the definition of a common Group-wide decarbonisation roadmap initially focused on Scopes 1 and 2, with the aim of aligning approaches and coordinating efforts across the Group.



## Other measures to reduce indirect emissions (Scope 3)

In addition to the reduction plans associated with Scopes 1 and 2, Danobatgroup is implementing various actions aimed at reducing Scope 3 emissions linked to the value chain. These measures mainly focus on areas such as mobility and supplier relations, with the objective of progressively advancing decarbonisation beyond the Group's own operations.

## Sustainable Mobility Plan

With the aim of reducing emissions generated by employees' commuting journeys, in 2022 the Group carried out an assessment through a consultancy specialising in mobility, in which more than 70% of employees participated. Following this assessment, in 2023 a specific Mobility Plan was approved for each location where the Group's companies are based.

One of the most significant actions arising from the plan was the implementation in 2023 of an app designed to promote more sustainable mobility habits among employees by facilitating car sharing and other transport alternatives.

In 2025, three years after the initial assessment, a new mobility survey was carried out to update the data, analyse the evolution of the implemented plans and refine the employee mobility strategy.

On this basis, and following the analysis carried out, the Group intensified and expanded its sustainable mobility measures, incorporating new initiatives complementary to the app in 2025.

These include the acquisition of electric bicycles for inter-plant mobility, the expansion and improvement of bicycle parking areas, the reservation of a greater number of preferential parking spaces for employees who share vehicles, collaboration with public authorities to improve public transport stops near the facilities, and the continued installation of additional charging points for electric vehicles.

Main 2025 indicators:

**39.6%**  
Of Group employees registered on the app

**46,4729 kg/co2**  
Emissions avoided (65.7% more than in 2024)

**512,925 km**  
Sustainable kilometres travelled (through car sharing, cycling, walking and public transport)

**+7,500 €**  
Distributed in incentives among the most active users

Emissions throughout the supply chain

As a significant proportion of the Group companies' emissions originate outside their own operations, the Group promotes initiatives aimed at encouraging reductions in emissions throughout the supply chain.

These actions are implemented within the framework of the responsible supply chain management plan detailed in the Governance section of this report.

# Energy management and consumption

Danobatgroup integrates energy management as a central element of its sustainability approach and of its contribution to the transition towards a more energy-efficient and sustainable business model. The Group recognises that the use and source of energy significantly influence its environmental performance and future resilience, and that advanced energy management is a key driver in preventing significant impacts, managing risks and capturing associated opportunities.



Accordingly, the Group is moving towards a more efficient and sustainable energy model. Within this framework, Danobatgroup is promoting a progressive transition towards a 100% renewable energy supply, boosting self-consumption through in-house generation and complementing it, for the remaining consumption, with the use of electricity certified through Guarantees of Origin.

KEY ACTION AREAS



## Energy efficiency

Over recent years, Danobatgroup has carried out numerous refurbishments to its facilities, generating significant improvements both in employee well-being and in energy efficiency. These refurbishments have had a significant environmental impact, particularly in relation to gas and electricity consumption (systems for detecting and eliminating compressed air leaks, LED lighting with light-sensitive regulation, monitoring and control of heating and lighting systems), thereby enabling more efficient energy management and reduced consumption.

This systematic approach to energy management is further reinforced in Danobat's case through ISO 50001 certification, which certifies the implementation of a system focused on the continuous improvement of energy performance and the reduction of energy consumption associated with its activities.

It should also be noted that, for several years, Danobatgroup companies have installed photovoltaic panels on most of their buildings. In 2025, the rollout of photovoltaic installations was extended to additional plants, and the Group plans to continue this initiative through further installations in the coming years.



**+ 8,000 m<sup>2</sup>**  
of photovoltaic surface

In addition, in 2023 the Group invested more than one million euros in a solar farm located outside its facilities. Throughout 2025, work continued on the implementation of this external photovoltaic project, which became operational in December of the same year. From 2026 onwards, this initiative will enable renewable energy generated by the project to be incorporated into the Group's energy mix.

These combined actions are designed to ensure that one third of the energy consumed by the Group is self-generated.

Furthermore, these initiatives relating to energy efficiency and energy management are complemented by the sustainable design of certain Group facilities. In this regard, two Soraluece manufacturing plants hold LEED (Leadership in Energy & Environmental Design) Gold certification, recognising their performance in areas such as energy efficiency, responsible resource use and the environmental quality of buildings.



# Gas and electricity consumption

With regard to gas and electricity consumption, comprehensive monitoring and control measures are implemented for energy use. Heating systems, as well as lighting systems and energy consumption associated with different uses, are continuously monitored by the Group companies. The data obtained enables improvement measures to be implemented.

The key energy consumption data for Danobatgroup plants located in the Basque Country are set out below.

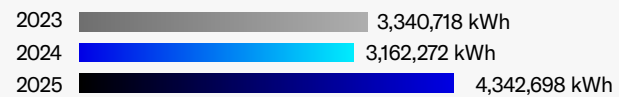
## Energy Consumption (kWh)



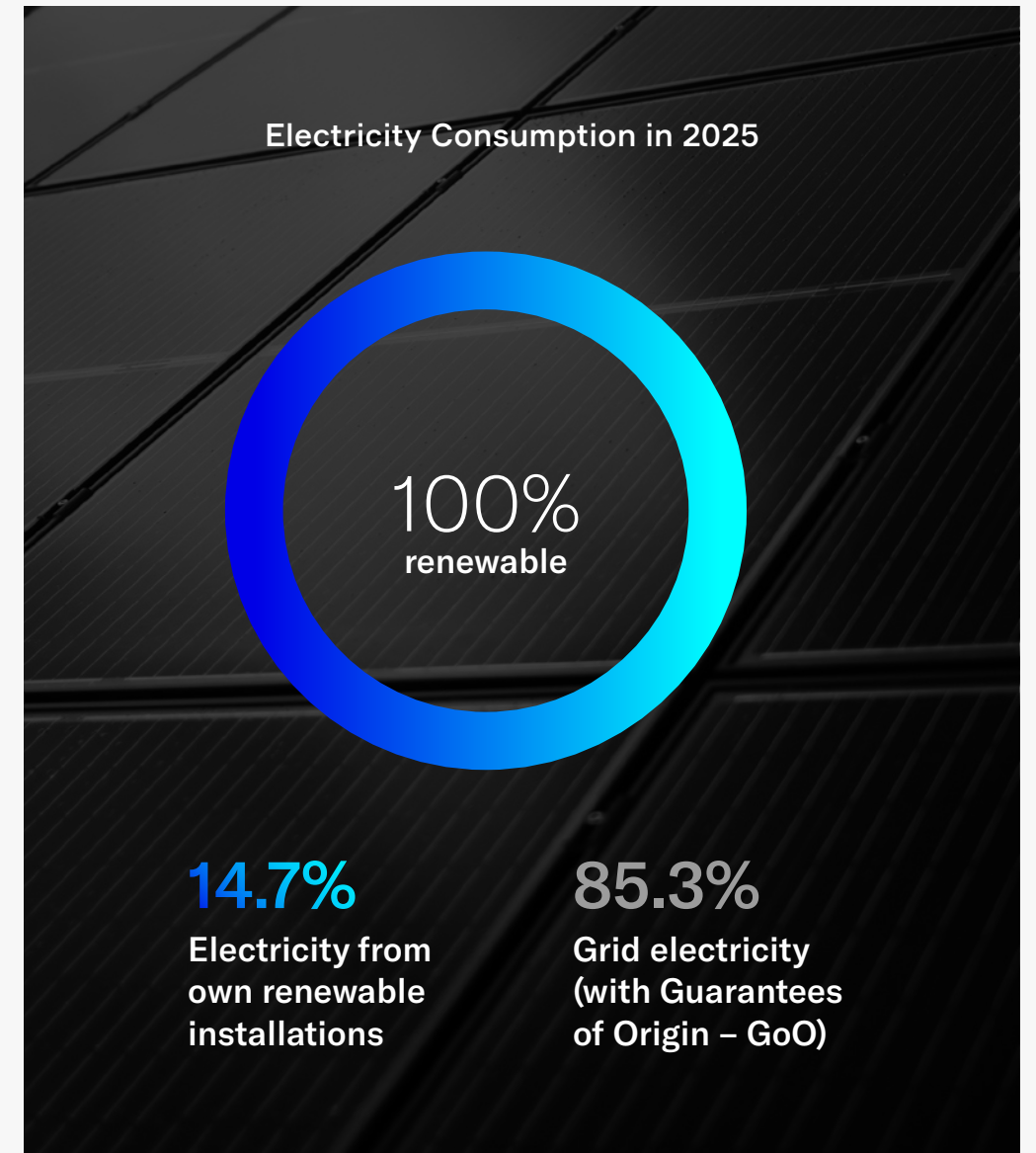
### Electrical Energy



### Natural gas



For more information see: Annex 4, GRI 302-1 Energy Consumption within the organisation



# Circular economy

Danobatgroup recognises the circular economy as a relevant area for advancing towards a more resource-efficient industrial model and strengthening the sustainability of its products and processes. The orientation towards circular economy models is considered a strategic issue for strengthening the Group's value proposition.



In response to this context and to the opportunities arising from the transition towards more circular models, the Group's companies are progressing in their efforts to promote the efficient use of resources by encouraging reuse and maximising the recycling of products at the end of their life cycle; incorporating environmental and energy criteria into the development of new products; driving innovation aimed at reducing environmental impacts, increasing durability and optimising material use; facilitating the safe and non-polluting recycling of materials and components; and maintaining and strengthening awareness and training programmes on the proper management and recycling of waste.

KEY ACTION AREAS >

## Use of resources and consumption of raw materials

The promotion of the sustainable use of resources constitutes a priority of the Group's environmental approach and is addressed through the responsible management of consumption associated both with the needs of the products we manufacture, the productive activity, and the daily operation of the organization.

Most of the raw materials acquired are incorporated into the products manufactured by the Group's companies; consequently, their consumption is directly linked to the design, manufacturing and after-sales service of the projects.

Additionally, an identification, registration, and evaluation of the environmental aspects generated during the production phases are carried out annually in order to determine possible impacts and to establish their significance level from a life cycle perspective. For each of them, the magnitude and severity are determined, and their level of significance is obtained and appropriate action is adopted.

Water consumption is not considered to be relevant for the operations of the group. Water is used in toilets, in the canteen, for industrial floor sweepers and for the generation of cutting coolants. Consumption is continuously monitored and there are warning alarms in the event of exceeding volumes or consumption outside the scheduled hours.



### Water consumption (m<sup>3</sup>)

2023	9,697 m <sup>3</sup>
2024	8,807 m <sup>3</sup>
2025	10,036 m <sup>3</sup>

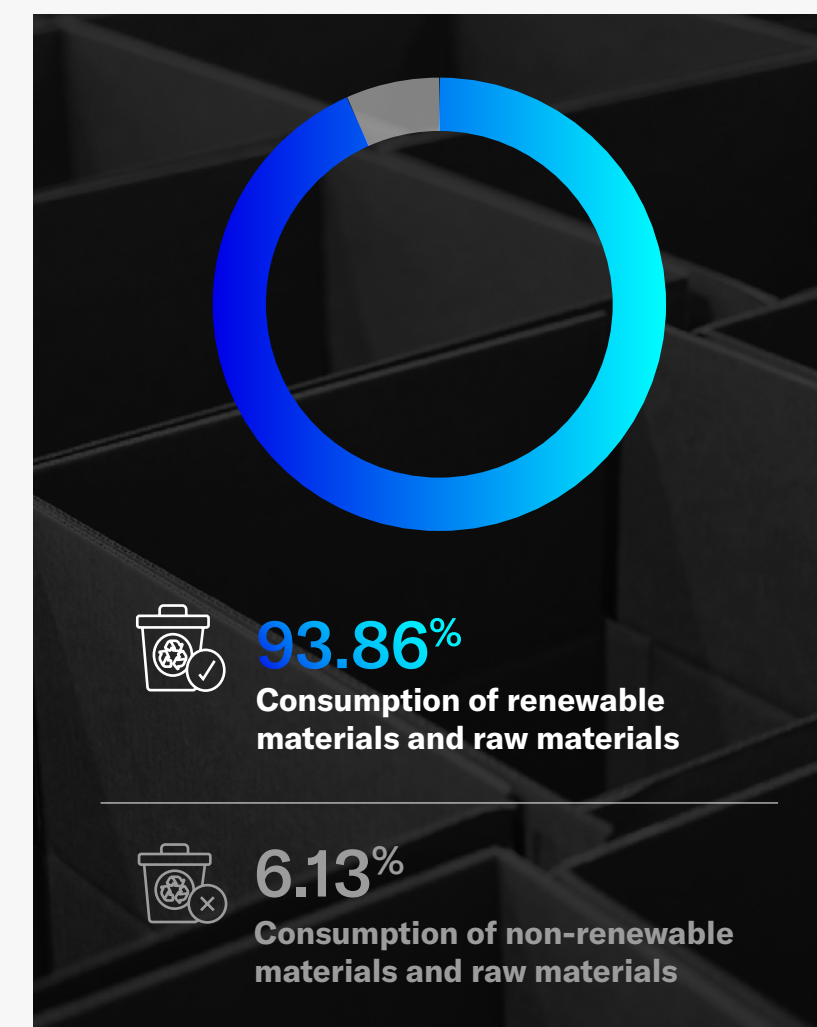
For more information see:  
[Annex 5, GRI 303-5 Water consumption.](#)

Regarding the consumption of raw materials and their nature, it should be noted that the group takes measures to reduce both the use of renewable and non-renewable materials, with the aim of optimising our overall consumption.

Additionally, the group has implemented various initiatives to reduce cutting fluid consumption. At Soraluca, for example, coolant use has been reduced by 12% through various measures implemented by the plant's Organization, Order, and Cleanliness Improvement (OOLI) group, and Goimek has had a coolant reduction plan since 2021 through the Minimum Quantity Lubrication (MQL) system.

The most significant consumption indicators are shown alongside.

	2023	2024	2025
<b>Renewable</b>			
<b>Raw materials</b> (steel, foundry, copper...)	4,985,817 kg	4,986,402 kg	5,678,381 kg
<b>Process materials</b> (lubricant, refrigerants, coolants...)	0 kg	0 kg	0 kg
<b>Packaging materials</b> (plastic, cardboard, and wood)	1,096,625 kg	1,325,599 kg	1,027,156 kg
<b>Total renewables</b>	<b>6,082,442 kg</b>	<b>6,312,001 kg</b>	<b>6,705,537 kg</b>
<b>Non-renewable</b>			
<b>Raw materials</b> (steel, foundry, copper...)	237,614 kg	158,453 kg	296,146 kg
<b>Process materials</b> (lubricant, refrigerants, coolants...)	62,111 kg	50,717 kg	57,809 kg
<b>Packaging materials</b> (plastic, cardboard, and wood)	95,077 kg	113,192 kg	84,123 kg
<b>Total non-renewables</b>	<b>394,802 kg</b>	<b>322,362 kg</b>	<b>438,078 kg</b>
<b>Total</b>			
<b>Raw materials</b> (steel, foundry, copper...)	5,223,431 kg	5,144,855 kg	5,974,527 kg
<b>Process materials</b> (lubricant, refrigerants, coolants...)	62,111 kg	50,717 kg	57,809 kg
<b>Packaging materials</b> (plastic, cardboard, and wood)	1,191,702 kg	1,325,599 kg	1,111,279 kg
<b>Total</b>	<b>6,477,244 kg</b>	<b>6,634,362 kg</b>	<b>7,143,615 kg</b>



For more information see:  
Annex 6, Material and raw material consumption

## Ecodesign and environmental criteria in product development

Minimising the environmental impact of products throughout their entire life cycle is a fundamental pillar of the sustainability strategies pursued by Danobatgroup's manufacturing companies. From this perspective, the development of manufacturing solutions based on circular economy and ecodesign principles is key to advancing towards a more sustainable industry.

### ISO 14006 in Ecodesign

The environmental impact generated by a product throughout its life cycle is determined by the decisions adopted during the design stage. For this reason, the design of highly efficient products is a key factor in enabling the company to fulfil its commitment to environmental protection and stewardship.

A clear demonstration of this corporate commitment is the integration of environmental criteria into product design and development to improve the environmental performance of products through the ISO 14006 certification obtained by the Group company Soraluce.

Among other benefits, this certification provides the following advantages:

- Circular design based on durability, standardisation and ease of disassembly.
- Energy optimisation through efficient motors, regenerative systems and Sleep Mode.
- Multifunction machines that reduce processes, cycle times and energy consumption.
- Optimised transport and sustainable packaging.
- Option to offset emissions associated with machine production if requested by the customer.

It should be noted that Soraluce was the first company in the machine-tool sector to obtain this certification. To date, a total of 27 machine models have been certified in ecodesign, including a new model certified in 2025. These figures reflect Soraluce's progress in maintaining 95% of its turnover linked to eco-designed machines/models.

### Product life cycle assessment

Following the 2024 Life Cycle Assessment (LCA) of the DHD T Underfloor Wheel Lathe, Danobat prepared the corresponding Product Carbon Footprint (PCF) and Product Environmental Footprint (PEF) reports in 2025 based on the results obtained. The three resulting reports — LCA, PCF and PEF — were audited and certified by Bureau Veritas in 2025.

### Measuring the footprint of machined products

The cooperative Goimek has developed the capability to provide its customers with calculations of the carbon footprint generated by the machining of requested components. This information, together with a series of additional indicators relating to the production process itself, may be incorporated into a Digital Product Passport. In this field, Goimek has already worked with prototype data platforms, thereby developing the capability to integrate this type of information into its offering.



## Innovation actions for the development of sustainable products and services

Danobatgroup companies carry out intensive research and development activities to improve the products and services offered to its customers, including in the field of sustainability. This approach is structured through various complementary lines covering products, processes, technologies and services throughout the entire machine life cycle.

On the one hand, initiatives and projects relating to remanufacturing, modernisation and equipment upgrading are promoted to extend the useful life of industrial assets and maximise the value of existing resources. At the same time, intensive work is being carried out on the development of more efficient and precise production processes capable of reducing energy consumption, material use and reworking, without compromising performance or quality.

Another important area is the development and implementation of optimal processes and technologies incorporating ecodesign criteria, as well as the use of materials and technical solutions with improved life cycle performance. In this field, digitalisation and digital twins make it possible to transfer testing, trials and validation activities to virtual environments, thereby reducing the need for physical prototypes, as well as time and resource consumption.

Through digitalisation and artificial intelligence, the Group companies develop advanced services integrating monitoring, data analysis and predictive maintenance, enabling failures to be anticipated, operations to be optimised and more efficient decision-making by customers. Taken together, these initiatives support a more durable and efficient industrial model aligned with the principles of the circular economy.

Most relevant R&D&I projects related to the circular economy developed throughout 2025:

<b>XPRINT</b>	Anomaly Detection in High-Variability Manufacturing Processes	<b>SHIELDBOT</b>	Next-generation robotics for sustainable and efficient thermal shielding of buildings
<b>PRECIA</b>	Intelligent electronic system for the precise and stable machining of composite materials for the aerospace sector	<b>CREDIT</b>	Circularity and Remanufacturing-Enabling Digital Twins
<b>QSAT</b>	Transformation of technical support services through an intelligent assistant based on generative AI with quantum-inspired model compression	<b>SUPERPAN</b>	New generation of sustainable and ultra-light self-reinforced composite panels
<b>BIKIDOI</b>	Precision control in milling and boring machine tools using Digital Twins	<b>STEP-2</b>	Technologies for the new generation of highly efficient and sustainable power transmission systems
<b>REMANIA</b>	New strategies for extending service life through AI-based remanufacturing technologies	<b>iBLADE</b>	Intelligent solutions for efficiency and sustainability in doctor blade holders for the paper industry
<b>MAREK</b>	Research into coating systems based on new materials for high-strength, durable components	<b>REED (r1)</b>	Responsive and reconfigurable value network for the manufacture of bulky parts
<b>SMARTROT</b>	Intelligent rotary tools with advanced damping systems for machining process optimisation	<b>LASERWAY</b>	Extremely high-speed laser processes for sustainable and flexible manufacturing
<b>ECOFAST2</b>	Sustainable and productive additive manufacturing technologies to enhance industrial competitiveness	<b>BIOSTRUCT</b>	Manufacturing process for bio-based fibre-reinforced composite parts for structural applications
<b>XWAVE</b>	Research into the virtualisation of key production system functionalities to enable dynamic reconfiguration throughout their life cycle		

# Waste management

Danobatgroup considers the efficient management of waste as a key element to ensure a responsible use of resources and to minimize the environmental impacts associated with its industrial activity. This commitment includes both the proper management of the waste generated and the facilitation of safe, efficient, and non-polluting recycling of materials and components, as well as the continuous strengthening of awareness and education programs regarding the correct management and recycling of waste.

In this context the group companies whose main activity is the manufacture of machinery have implemented a waste management system that regulates the three types of waste: hazardous, non-hazardous and municipal solid waste.

Technical instructions are available for the correct separation of each type of waste, especially hazardous waste, which has a specific collection system, performed by trained and experienced personnel, and subsequently managed by duly authorised waste managers.

For both non-hazardous waste and general waste, differentiated collection systems with appropriate containers, paper and cardboard compaction systems are provided. Authorised waste managers are in charge of recycling or recovery of this waste.

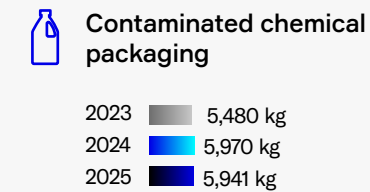
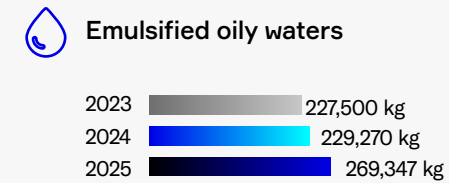
The group gradually increases waste recycling each year, not only of industrial waste, which was recycled in the past as well, but also of general waste. This is a further step in improving separation and subsequent recycling, with the aim of minimising waste that could end up in landfill.

## Commitment to Extended Producer Responsibility (EPR) and sustainable packaging management

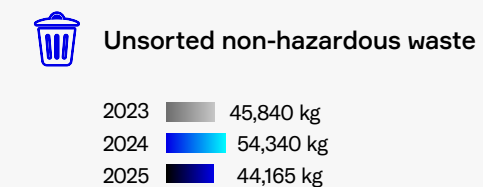
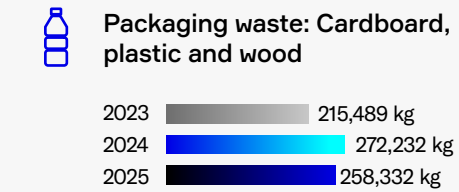
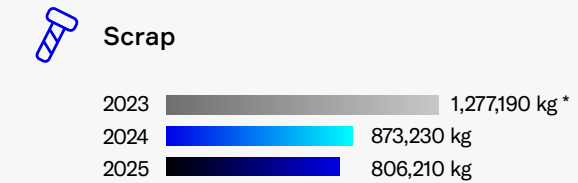
In line with its commitment to sustainability and regulatory compliance, the group's companies have made significant progress in implementing EPR. All of the group's production companies have formalized their adherence to a Collective System of Extended Producer Responsibility (SCRAP), thus ensuring efficient and sustainable management of the packaging used for its products.

### Waste

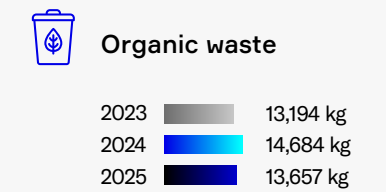
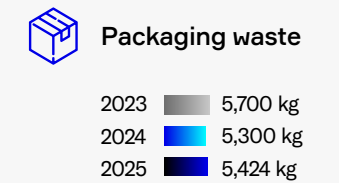
#### Hazardous waste



#### Non-hazardous waste



#### Refuse classified as urban waste



\* Increase due to renovations in industrial warehouses

For more information see: [Annex 7, GRI 306-3 Waste generated](#), [306-4 Waste not destined for disposal](#), [306-5 Waste destined for disposal](#)

# Pollution and biodiversity

Danobatgroup's industrial activity involves managing the risks associated with air, water and soil pollution from a preventive approach, aligned with the nature of its industrial activity and the applicable regulatory framework.

Although, according to the double materiality analysis, the impacts identified in this area do not reach the thresholds of severity and probability required for consideration as material, the prevention and control of polluting emissions and discharges remain a management priority and a relevant area within the Group's sustainability approach. This approach contributes to strengthening stakeholder trust and consolidating Danobatgroup's position as a benchmark for responsible industry.



On this basis, Danobatgroup is committed to preventing pollution and ensuring strict compliance with applicable environmental regulations, relying on an environmental management system certified in accordance with ISO 14001, which provides a structured framework for control, monitoring and continuous improvement of environmental performance.

KEY ACTION AREAS >

In line with the requirements of the ISO 14001 standard and with its commitment to pollution prevention and the continuous improvement of environmental performance, the group's companies have a system for identifying and monitoring relevant environmental aspects. These include, among others, waste, emissions to the atmosphere, water consumption, noise, the use of hazardous substances, the consumption of natural resources, and potential soil contamination.

Based on the assessment of relevant environmental aspects, the environmental programme to be implemented is defined. It should be noted that the records of relevant environmental aspects mostly reflect better indicators.

Due to the nature of the activities of the group, the actual environmental impact is contained. However, Danobatgroup does not let-up in the continuous improvement of all the indicators of the identified environmental aspects through periodic controls, environmental indicators, and internal reviews.

Regarding provisions and guarantees, the group's companies have environmental liability insurance with sufficient coverage to cover a potential environmental accident that may be caused by their activities.

Despite being classified among activities potentially polluting to the soil, water, or atmosphere, the activity of Danobatgroup has an irrelevant level of possible impact.

Given the location of the facilities and the nature of the activity, no significant impacts on biodiversity or protected areas are identified. Consequently, no specific preservation measures are foreseen, beyond the study of potentially contaminated soils and, if applicable, their restoration upon the cessation of the activity.

To this end, the main companies of the group count with a new report drawn up by the environmental consultancy ONDOAN, in accordance with decree 209/2019 of 26 December, which implements Law 4/2015 of 25 June for the prevention and correction of soil pollution. According to this report, the probability of affecting the soil stands at Level IV (no intervention required) and the environmental sensitivity is very low. The conclusions drawn are that at the sites with the corrective or preventive measures and the defence measures or control and monitoring measures in place, the impact on both the environment (soil and groundwater) and human health is minimum or non-existent.

Regardless of this, the companies of the group have an emergency plan in place, which itemises the most significant risks in terms of possible contamination of the environment and lists the measures for prevention and action in the event of accidents or environmental incidents. Amongst others, this plan includes all measures in the event of a fire or spillage.

In this regard, the installations are provided with warning and alarm communication systems and extinguishing means as stipulated in the applicable regulations.

A separate and differentiated network for rainwater and sanitary water is installed, the latter connected to the waste-water treatment plants at each location. The Danobatgroup companies do not discharge any pollutants into rivers or natural systems.

In relation to the risk of contamination from chemical products, the Group has storage facilities that are designed, maintained and inspected in accordance with APQ regulations (regulations for the storage of chemical products), in order to protect people and the environment and to ensure that chemicals are stored safely, legally and under controlled conditions.

The impact of the activity in terms of acoustics and lighting is not considered significant, so no additional measures have been established

beyond those already included in the usual monitoring systems required by regulations, such as external noise controls and internal noise controls, in the area of health and safety.

In relation to biodiversity, and in line with the low level of impact associated with the previously described pollution aspects, the activities of Danobatgroup do not generate significant impacts on ecosystems or protected areas. This conclusion is based on the location of its facilities, the industrial nature of the sites, and the absence of direct interactions with areas of high ecological value.

Consequently, no relevant risks have been identified, nor are additional specific measures required in terms of biodiversity, beyond the application of the preventive measures already described in the management of soils, water, and hazardous substances, which indirectly contribute to the protection of the natural environment.



The actions of this section are aligned with the sustainable development goals of the United Nations and the GRI Standards.



GRI 3 — [3-3]

GRI 302 — [302-1]

GRI 303 — [303-5]

GRI 305 — [305-1] [305-2] [305-3]

GRI 306 — [306-3]

GRI 307 — [307-1]

# Sustainable growth

In advanced manufacturing



## Care and transform 05



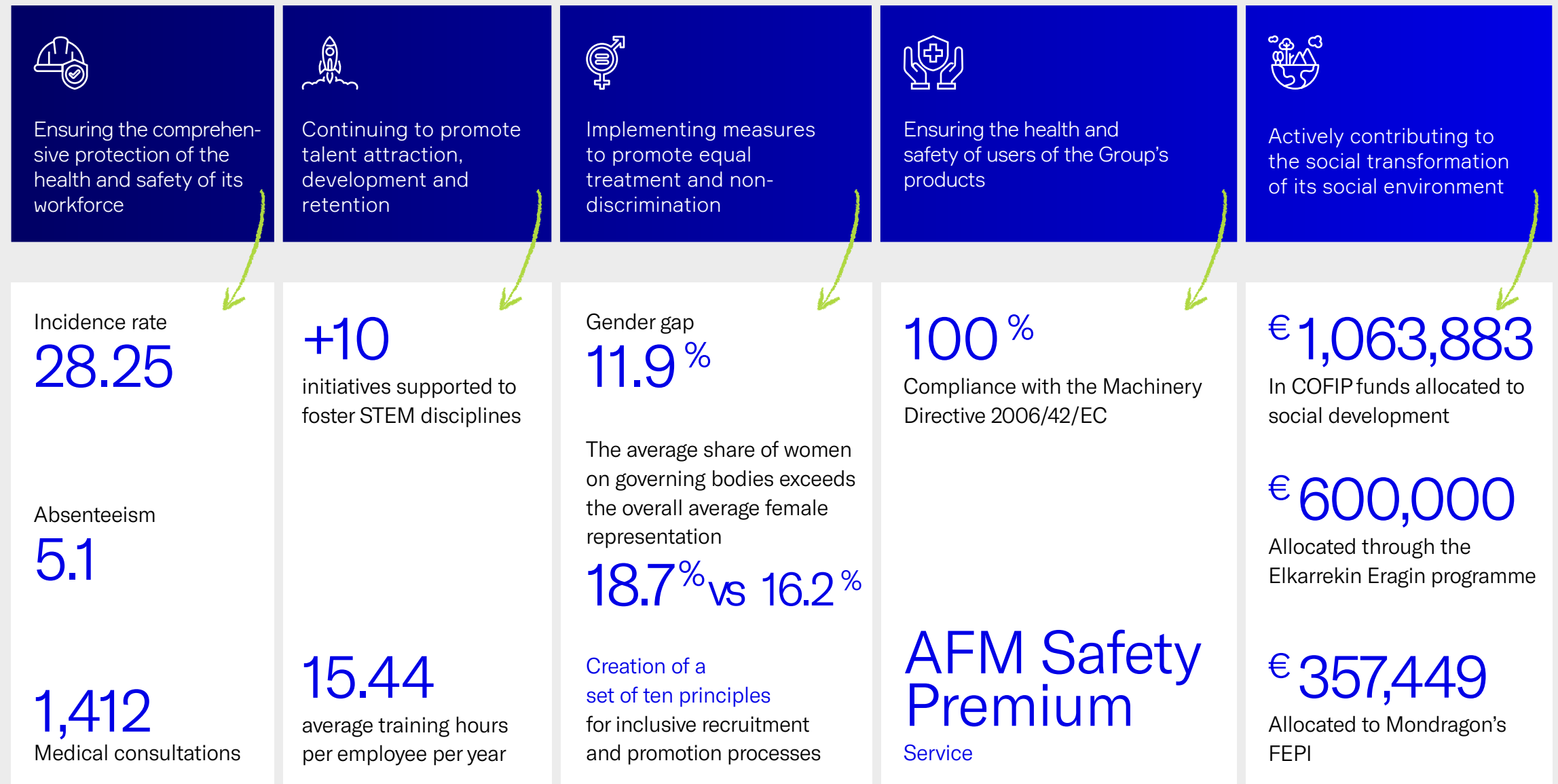
Commitment to people: creating value and well-being inside and outside the organisation

Workforce and employment profile	44
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Equality, diversity and inclusion	56
Health and safety of users of our products and services	60
Social commitment and contribution to the community	62

06 Build a lasting legacy

07 Double materiality

## Danobatgroup moves forward in...



# Profile of people and employment

**1492**  
Working people

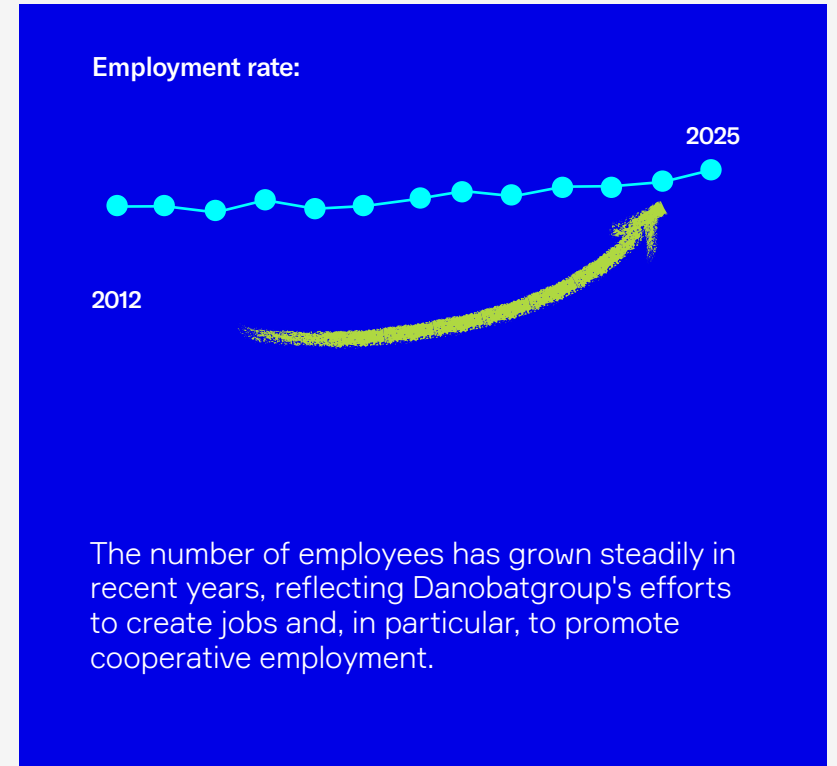


**1000**

In the Basque Country

**944**

Cooperative members



**162** Women



**838** Men

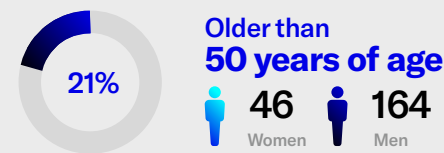
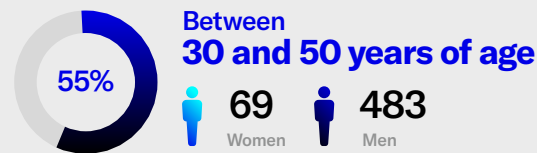
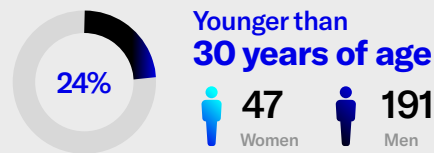


**960** Full time

**40** Part time

**149** Women **811** Men

**13** Women **27** Men

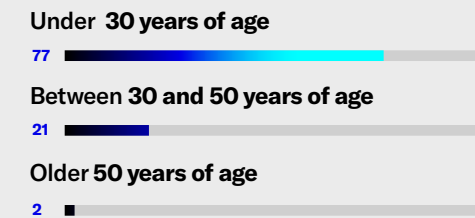


**940** Permanent **151** Women **789** Men

**60** Temporary **11** Women **49** Men

**0.02%** Employee turnover rate

**100** Total number of new hires **23** Women **77** Men



For more information, see: Annex 8, GRI 2-7 Employees and GRI 401-1: New hires and employee turnover

## Employment model and compensation principles

In line with its corporate values, Danobatgroup applies the principle of solidarity wage throughout the organisation, which translates into a narrow salary range between positions with less responsibility and those of senior management.

Thus, this principle ensures sufficient and solidarity-based remuneration for work. This wage model, based on the efficiency and performance of the employee in the job, is built on an objective system that takes into account the knowledge and experience required, the responsibility and effort of each job.

This remuneration policy applies equally to everyone in the organisation. The Human Resources Committee, together with the Governing Board, approves and makes decisions regarding the remuneration of individuals. The remuneration scale is continuously reviewed, and every year, adjustments and improvements are made as deemed necessary in the light of organisational changes or substantial changes in the responsibilities assigned to individuals.

On a regular basis, benchmarking of remuneration with other organisations is carried out to ensure the remuneration follows trends elsewhere.

**x 4.5**

**Maximum pay gap between Danobatgroup working people**



# Occupational health and safety

Health and safety are a fundamental pillar and a material sustainability topic for Danobatgroup, as well as an essential condition for day-to-day operations. In an industrial environment such as that of the Group, the protection of people goes beyond regulatory compliance: it forms part of the Group's commitment to well-being, trust and quality employment.

The machine tool and advanced manufacturing sector carries inherent risks that require constant, preventive and rigorous management. Workplace safety, the protection of physical health and the care of psychological well-being directly influence the quality of life of employees.



Consistent with this approach, Danobatgroup prioritises the comprehensive protection of the health and safety of its workforce by promoting safe and healthy working environments and relying on an Occupational Health and Safety Management System certified in accordance with ISO 45001, integrated into the Group companies' overall management and continuous improvement model.

KEY ACTION AREAS

## Occupational Health and Safety Management System

All companies within the Danobatgroup have an Occupational Health and Safety Management System in place, implemented in compliance with the Occupational Health and Safety Act and its implementing regulations, and aligned with the criteria of the ISO 45001 standard, including health surveillance.

The companies Danobat, Soraluze, and Goimek are also ISO 45001 certified by AENOR, which attests to the implementation of a structured and preventive approach to occupational health and safety.

The basic objectives in the area of OHS are set out in the 2025-2028 Strategic Plans of the companies of the group. In each one, there is a Risk Prevention Committee, made up of people with different functions in the organisation (management, delegates, prevention technicians and medical service). This committee is the body that ensures compliance with the commitments established in the plans.

Through this committee, the prevention delegates monitor the management plan, and participate in the management of health and safety issues. The risk prevention committee informs people about the management it carries out through the risk assessment inherent to each job. It also reports on the outcome of the investigation of accidents and incidents at work and corrective actions taken to improve the system.

By means of the corresponding established protocols and mechanisms, compliance with safety regulations by external people who interact with our companies is ensured in all group facilities.

As part of this plan, by 2025 all psychosocial risk assessments for the group's companies had been completed, and the corresponding action plans for the identified improvements had been implemented.



For more information see: Annex 9, GRI 403-9 Work-related injuries and GRI 403-10 Occupational diseases and illnesses

## Own occupational health service

Danobatgroup has its own health service with a company doctor and a company nurse on staff. Among other tasks, the Danobatgroup health service is responsible for carrying out Health Surveillance (HS) of the employees. As part of this surveillance, in 2025 the following was carried out:



Consultations

1603



Analyses

910



Medical check-ups

754



Complementary tests

4

## Lagun Aro, social protection system for members

Lagun Aro is the voluntary social welfare institution of which the companies of the group are members, and whose mission is to provide social protection services to its members.

Lagun Aro provides a mixed coverage system that includes direct benefits and benefits from the Public Social Security System, through the Special Scheme for Self-Employed Workers, in which Danobatgroup members pay contributions.

Lagun Aro offers the following benefits to group employees:

- Benefits schemes. These include retirement, disability and widow's and widower's benefits. In these cases, Lagun Aro's services complement the services provided by the public system. Hence, beneficiaries receive benefits from both systems.
- Support provisions. These cover unemployment benefits, temporary sick leave and health care. The first two replace the provisions of the public system, and the third provides private health insurance for all members.

## “Healthy Company” project

Danobatgroup has been involved in the "Healthy Company" project for several years. This project focuses on improving people's health, with specific action, combined with awareness-raising campaigns.

Some of the action taken is the following:



STIMULUS Program for Mental Health Improvement

Since 2024, a mental health programme has been in place, including confidential psychological support for employees and their immediate family members. Training sessions were sent to employees through internal communications on resilience, tips for regulating workload, and improving concentration, among other topics. A training program was also implemented for managers in all group companies to learn how to detect and manage symptoms of stress among employees.



Training for the transition to a new life stage

Aware of the importance of supporting people at all stages of their professional careers, Danobatgroup also offers training for people over 59 years of age to actively and positively prepare for the transition into retirement.



Promotion of a healthy diet

Through providing information and proposals to the head chef for healthier menus for the canteens set up in the company. Also, the vending machines are stocked with healthy products.



Own canteen service in Elgoibar and Bergara

The fact that an in-house canteen is available at the premises reduces meal times and avoids having to travel away for meals.



Encouragement of exercise and sustainable mobility by promoting active mobility measures.

## Support service for people travelling abroad

As an international group, Danobatgroup staff frequently travel abroad for business purposes. To this purpose, the group has all the necessary mechanisms in place to cover any extraordinary situation that may arise abroad, as established in the Duty of Care regulations.

Specifically, all members of the group are provided with travel health insurance through IMA Ibérica and the services of International SOS (a leading company in medical assistance, international health care and travel security services).

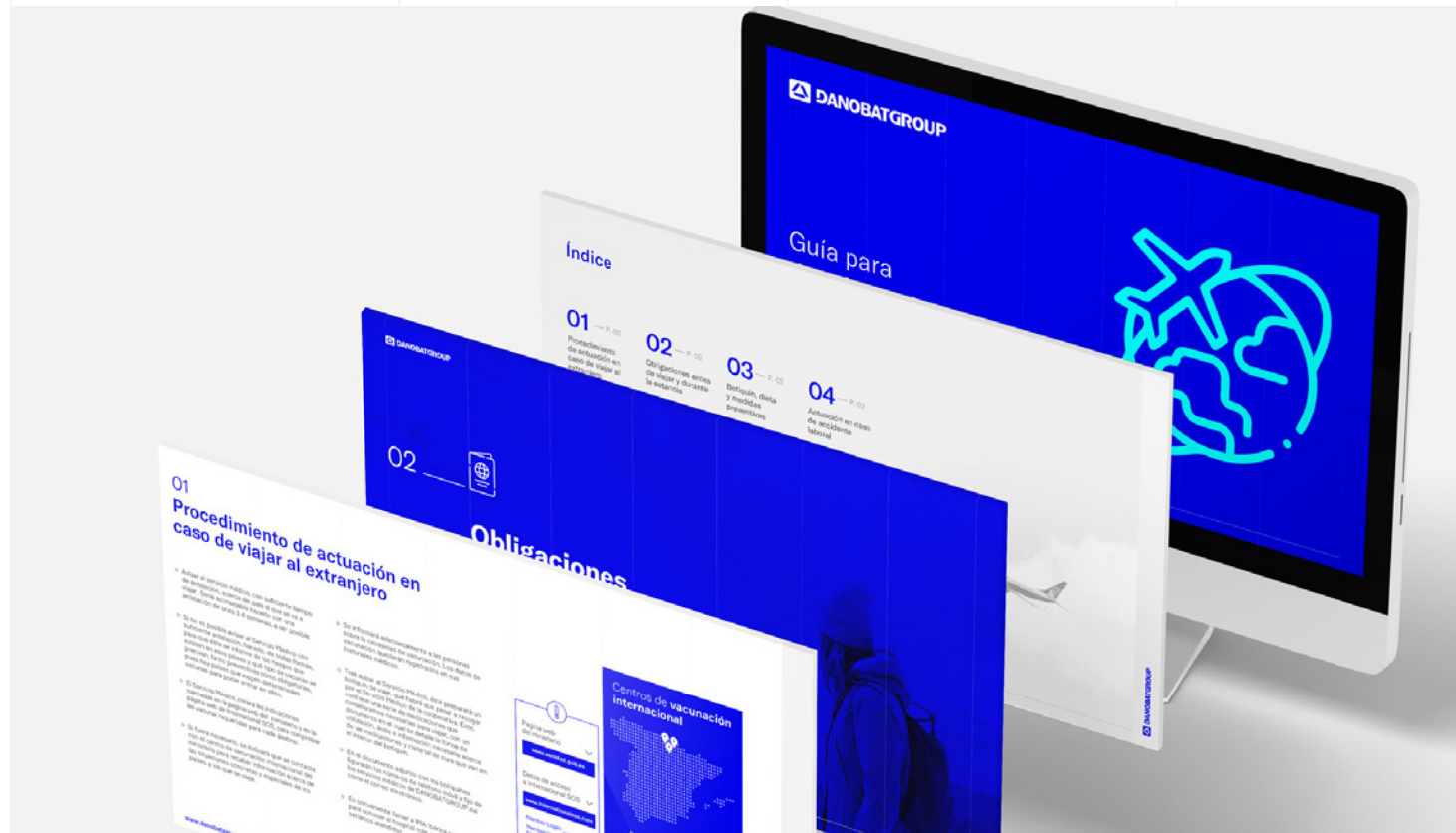
## Health and safety training and communication

Training and communication in the field of health and safety is key for Danobatgroup. Training is provided annually to employees on health and safety risks and good working practices in each of their areas. Fire-fighting and first aid courses are given, as well as talks or courses related to well-being and a healthy company, such as smoking cessation courses, mindfulness training, pre-retirement training for people over 59 years of age, or courses on road safety, among others.

This is complemented by awareness-raising campaigns, via internal communication and internal meetings.

## Contribution to the Akribea Project

In 2021 Danobatgroup joined the Akribea project, an initiative led by the Centre for Cooperative Research in Biosciences (CIC bioGUNE) in collaboration with OSARTEN, Mondragon Unibertsitatea and the Basque BIOBANK. The Akribea project is based on personalised or precision medicine, and aims to generate a database to support diagnosis based on the analysis of the active population of the Basque Country. This study over a period of five years, has the voluntary and anonymous collaboration of Danobatgroup workers, as well as other Mondragon cooperatives.



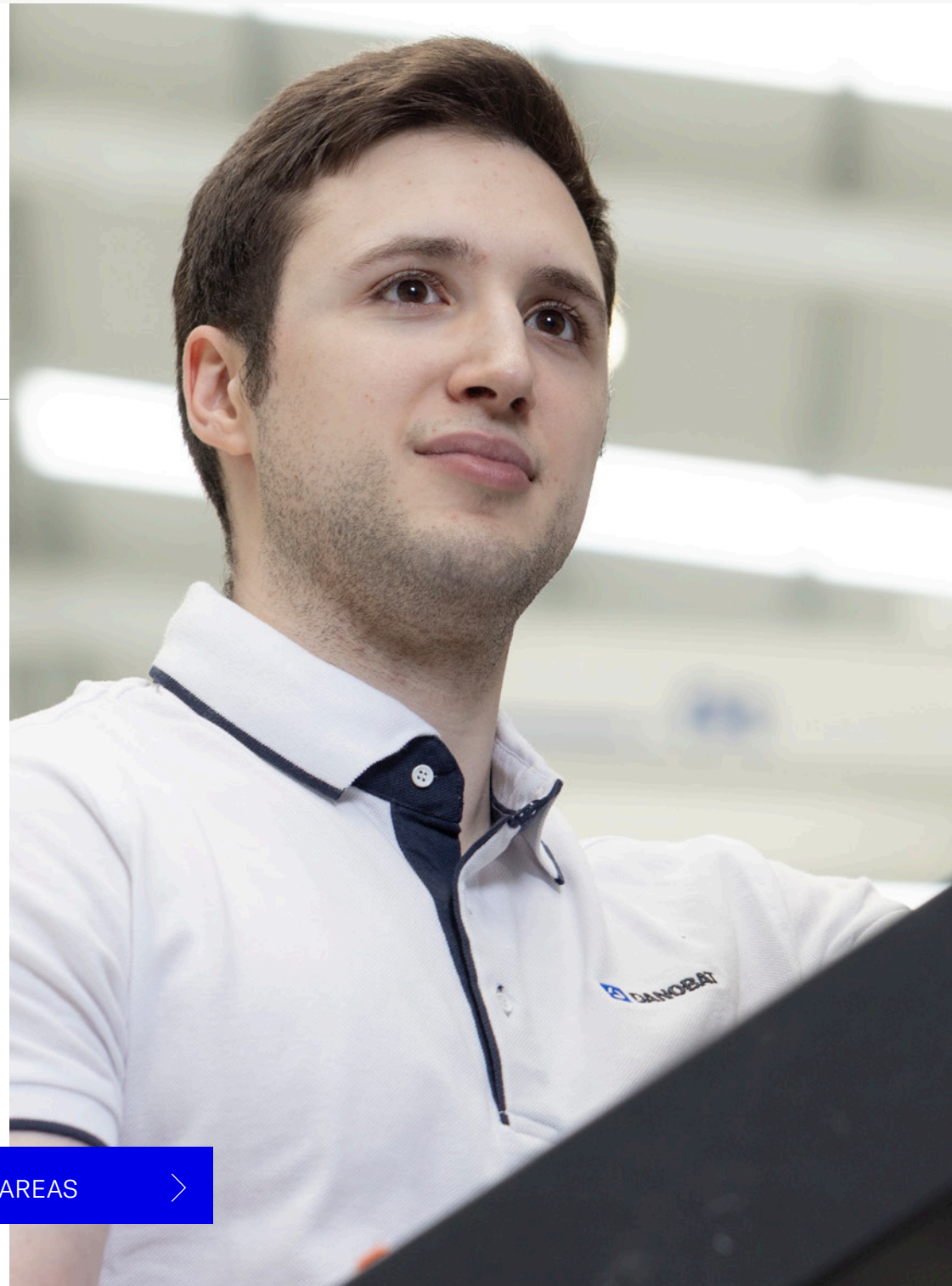
# Attraction, development and retention of talent

Danobatgroup's cooperative model places people at the heart of its business project. Within this framework, the ability to attract, develop and retain talent is crucial to ensuring the continuity, competitiveness and sustainability of the Group's companies. In a sector characterised by high technical specialisation and constant transformation, ensuring the availability of key profiles, promoting talent management aligned with the cooperative model and strengthening the channels for attracting new talent is crucial for the future.



In this context, Danobatgroup is committed, through its Sustainability Plan, to continuing to promote the attraction, development and retention of the talent required for the viability and evolution of its cooperative project. To this end, it promotes quality employment, the design of continuous learning pathways and an appropriate working environment that strengthens people's commitment, engagement and sense of belonging, as key factors for the Group's long-term sustainability.

KEY ACTION AREAS >



## Talent attraction

With the emergence of new technologies, the industrial manufacturing sector is undergoing a process of profound and continuous changes. In this context, Danobatgroup needs new professionals who are able to meet these constant challenges.

Constant interaction with young people throughout their training process is a hallmark of Danobatgroup. Thanks to this, all endeavours of the group to ensure that young people positively value their integration into Danobatgroup at the end of their studies are highly successful.

## Direct actions to attract talent

Danobatgroup promotes itself as an employer brand by going to job fairs, organising visits for centres, schools and universities, through continuous placing job offers on the corporate website, social media and employment platforms such as LinkedIn or Mondragon People, and through monthly newsletters. But above all, the brand is promoted through the ambassadorial work of the people themselves, telling their environment what they do and what it is like to work at Danobatgroup.

Job fairs

5

+7,500

Subscribers to the monthly job offers newsletter

## Strategic agreements and collaborations

In order to anticipate the needs of the manufacturing industry, Danobatgroup builds strong relationships with the educational community, with the aim of achieving specialisation and professionalisation of talent. Danobatgroup maintains collaboration agreements and alliances with the main academic institutions in the Basque Country in the field of engineering. In this way, the group also plays an educational and informative role in line with its social commitment.

The aim of these alliances is to get closer to the academic community, to promote the involvement of the business fabric in education, and to ensure that new graduates perceive the pursuit of their professional career in the industrial sector as a preferred option, a sector where highly specialised personnel is required with many attractions that are not always obvious to the new graduates.

This university-business collaboration strategy has materialised into several agreements with different academic institutions, such as the University of the Basque Country UPV/EHU, the Engineering College of the University of Navarra (Tecnun), the Mondragon University, the University of Deusto and the Machine Tool Institute. These agreements lead to different support schemes and relationships which ultimately facilitate bringing talent closer to the machine tool sector.

## Contribution to training through dual training, placements, final projects/master's degrees and work-linked training schemes

Danobatgroup pursues bring students closer to the industrial world by offering several training options, such as: work placements, dual training, writing a thesis or master's degree projects in the different companies of the group. In 2025, more than 50 people were trained at Danobatgroup through the various existing formulas.



## Boosting interest in STEM studies

The process of digitisation of production environments and the challenges of smart factories demand new professional profiles that combine multidisciplinary scientific and technological knowledge within the STEM (Science, Technology, Engineering and Mathematics) field.

Danobatgroup is committed to anticipating the needs of the manufacturing industry through fostering scientific and technological vocations among young people, specifically geared to women.

Danobatgroup knows that encouraging women to pursue scientific, technological and research careers is key to the sustainability of the industrial sector, to the competitiveness of the productive fabric and to innovation.

With this in mind, the group is involved in various projects aimed at boosting the creation of vocations and STEM references, to make visible the contribution of women in the scientific and technological fields and to create references that can serve as an inspiration. Among others, the group participates in the following programmes:

### Elgoibarko Zientzia Azoka

This event is organised by the Elgoibar Town Council, educational centres, companies and different local agents, to promote science, technology and innovation, and to increase scientific culture among the children and young people of Elgoibar.



### Bizilabe

This initiative is promoted by the Elhuyar Foundation, aimed at young people between the ages of 10 and 19, which encourages them to develop theories and experiments without the rigidity of the school curriculum. By encouraging autonomy, creativity and independence, enthusiasm for science and technology is awakened at an early age.



### ZTIM HUB

This project is led by Mondragon Goi Eskola Politeknikoa and Huhezi to promote STEM vocations through cooperation between the business fabric and the education sector with the aim of creating spaces for science, engineering, technology and mathematics.



### Internships for girls in industrial companies

An initiative by the Bajo Deba Regional Development Agency aimed at giving first-year high school girls first-hand exposure to the industrial sector, helping them make more informed decisions about their future career paths.



### Mondragon TFG/TFM Awards

Promoted by the Mondragon Corporation, these awards seek to recognise work that makes an innovative and sustainable contribution to meeting the challenges of the 21st century by students from any university who have completed their final degree or master's project. Specifically, Danobatgroup has sponsored the "Digital Transformation Award", aimed at the two best proposals to accelerate digital transformation and promote the competitiveness of industry.



### Mondragon City Challenge

International championship aimed at promoting the culture of entrepreneurship and cooperative values among young people. The initiative is organised by El Diario Vasco, Arrasate Town Council, the Basque Government, the Higher Council of Cooperatives of the Basque Country, the Confederation of Cooperatives of the Basque Country, the Mondragon Corporation, the Provincial Council of Gipuzkoa and Mondragon Unibertsitatea.



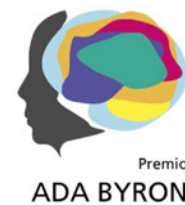
### FIRST® LEGO® League (FLL)

Danobatgroup collaborates with this international educational programme that promotes scientific-technological vocations among young people aged 4 to 16. This programme, which already inspires more than 250,000 young people in 90 countries, is based on fun, hands-on experiences to solve real-world problems and contribute to building a better future.



### Ada Byron Awards for women in technology

The University of Deusto award is given annually to women technologists to highlight their excellency achieved during their careers.



### Gladys Awards

This award recognises the work of professional women in the digital environment and gives visibility to their work, while at the same time an example is set for young people in the field of IT. This is an initiative of the PuntuEUS Foundation and the Faculty of Computer Science of the University of the Basque Country, and is sponsored by the Equality body of the Provincial Government of Gipuzkoa and Emakunde.



### IMH Awards

Award granted by the Integrated Vocational Training Center of IMH Campus with the aim of honoring the value of Vocational Training and its contribution to our society.



## Talent management

Danobatgroup can benefit from the advantages and opportunities of a large business group (business solidity, internal mobility, career plans, etc.), but also of the advantages of a medium-sized company, such as treatment, close attention to each person, participation, etc.

In this regard, the group believes that before turning to the market, it must develop and leverage the talent already existing in the organisation. The potential of our teams is very high, and a system must be structured to fully avail of this, on the one hand, to promote the professional development of people, and on the other hand, to face the organisational challenges, as far as possible, with the people who are part of the organisation.

In line with the above, Danobatgroup has a policy of internal promotion. In other words, before bringing in people from outside, the opportunity is opened up to those already on the staff. All working people are also actively asked about their career aspirations, in order to try to steer them as far as possible whenever opportunities arise within the organisation. At a time of talent shortage such as now, policies and systems to promote the development of existing skills are a clear competitive advantage.

In addition to pursuing internal promotion, the following actions are being carried out by the group for effective talent management:

- Since 2017, the Group works with a program for Talent Management, which includes: conversations for development, performance and potential assessments, Bottom Up assessments, Talent Reviews, and aspiration management.
- The experience of employees at all levels is managed: communication, professional development, systems for participation in management and responsibility for the organisation's results.
- There is an optimised onboarding process (first 90 days): welcome plan, elaboration of the training plan according to professional profiles, regular follow-ups, etc.
- A culture is pursued in which each person is responsible for their own development and where managers are accountable for developing their teams.
- Individualised career plans are drawn up based on people's concerns/expectations.

- The group works together with international organisations to facilitate the exchange of people and stays abroad, with the aim of transferring trained people to establishments abroad.

In 2025, the following vacancies were published internally

**68**  
vacancies



## Training and professional development

Danobatgroup has a clear commitment to the professional development of the people in the organisation, based on the premise that each person is the owner and protagonist of their own employability, and that each person takes ownership of their professional development. For that reason, Danobatgroup is committed to continuous training of its professionals throughout their careers.

In the coming years, global trends such as digitisation and decarbonisation will require the transformation of many existing jobs. In this context, identifying retraining schemes of the people concerned and structuring the way in which these processes are boosted will become one of the main priorities.

Likewise, in order to respond to the high degree of international character of business, Danobatgroup promotes continuous learning of foreign languages, and makes face-to-face and online language courses available to its people.

Danobatgroup is currently carrying out the following actions in the field of training:

# 15.44

Average hours of training per year per person

- Annual Training Plan and/or Individual Development Plans. Both programmes focus on technical skills as well as soft skills relative to attitudinal competences.
- Made available to all those who are interested in learning through platforms such as LinkedIn Learning. In this way, each person can be trained in any area of interest, even irrespective of the position they hold, with no other limitation than their own interest.
- Transversal training development, both at departmental and organisation-wide level (digital skills, cybersecurity, languages, people management, occupational risk prevention, etc.).
- Self-management of all necessary and reasonable training for the development of each person.
- Support for pursuing master's degrees and longterm courses related to the job position.



For more information see: Annex 10, GRI 404-1 Average number of training hours per year per employee

## Standardisation of the Basque language

Since the early days of Danobatgroup, the Basque language and culture has been a priority, and much work has been done to enable people to work in their mother tongue if they wished to do so.

Since Danobatgroup implemented the first Basque language plan in one of its companies more than 25 years ago, the group has continued to take steps to intensify its use, and motivated people to increase their knowledge of the Basque language.

Likewise, Danobatgroup participates in various local initiatives to promote the Basque language, as mentioned in the section on social commitment in this report. In addition, it sponsors many of these social initiatives.

# 100%

Of the Danobatgroup companies have Basque language plans.

# €204,251

Investment in Basque language plans in 2025.



With the aim of advancing and improving Basque language management all group companies were re-evaluated between 2023 and 2024, and obtained the Bikain language management certificate, awarded by the Basque Government.



Danobatgroup has been a pioneer in the creation of linguistic resources such as the terminology dictionary for the machine tool sector.



Active participation in the following organisations: **Advisory Council for the Basque Language of the Basque Government, Mondragon Corporation Basque Language Committee, Euskaragileak and INDEUS.**



With the aim of enriching and promoting the Basque language within the framework of the Sustainable Development Goals (SDGs) and raising public awareness of the importance of sustainability, Danobatgroup published the Plurilingual Dictionary (Basque, Spanish and English) of the 2030 Agenda together with Elhuyar and the Basque Government in 2023.



# Equality, diversity and inclusion

Equal opportunities and the management of diversity and inclusion are relevant areas for Danobatgroup, insofar as they have a direct impact on organisational culture, the attraction and retention of talent and the alignment of the Group with emerging social and regulatory expectations. For this reason, Danobatgroup integrates them as relevant topics within its sustainability approach, based on the conviction that diverse, inclusive and equitable working environments promote people's well-being, commitment to the cooperative project and the sustainable development of the organisation.



On this basis, Danobatgroup promotes equal treatment and non-discrimination, fostering an inclusive culture that values and respects gender, generational, cultural and disability diversity throughout the organisation.



KEY ACTION AREAS



Danobatgroup is committed to a future where equality and diversity are not only ideals, but tangible realities throughout the organisation. Through ongoing work, the group and its companies are integrating these values into their operations, transforming people management from a gender perspective.

At present, all group companies have an equality plan and their own committee to manage it. In parallel, Danobatgroup has also operated a central Equality Committee since 2022, with a twofold objective:

1. To internally understand and share the best practices developed in each of the cooperatives and, to learn about the experiences of other cooperatives and organizations through visits, exchange meetings, and participation in the MONDRAGON Corporation forum.
2. To coordinate and develop joint projects that are useful to all cooperatives. A clear example of this is the update and improvement of the Conflict and Harassment Protocol from a gender and LGTBIQ+ diversity perspective, across all cooperatives, implemented in 2024 and updated during 2025.

In 2025, the following notable actions were carried out:

- **Development of equality policies:**

Following the development of the Group's general Equality and Diversity Policy in 2023, Danobat made progress in 2025 on its own policy, aligned with the Group's framework and adapted to the format and style of the organisation's policies.

- **Design of Strategic Equality Plans:**

Following the development in 2024 of the second Strategic Equality Plan by two of the Group's companies, Soraluze also developed its second plan in 2025. All plans are submitted annually to REGCON by all the Group's cooperatives.

- **Monitoring and continuous improvement:**

A dashboard of indicators has been developed to monitor data and track annual progress.

- **Training for the Confidential Advisory Service:**

The advisory team has continued specialised training to address sexual and gender-based harassment, with the aim of fostering a safe and respectful environment for the entire workforce.

- **Awareness and training:**

Throughout 2025, single-sex sessions were held in various cooperatives, with participants grouped by gender. A total of more than 45 women and 82 men took part. In addition, basic training is periodically provided to the Governing Council, the Social Council and new leaders to ensure that those in leadership positions have a solid understanding of this area.

- **Promoting STEAM Careers:**

Through visits to educational centers, participation in forums, and sponsorship of awards.

- **Inclusive Communication:**

The use of inclusive language has become standard, because every word and every image counts in building a more equitable environment.

- **Awareness Campaigns:**

To raise awareness at all levels of Danobatgroup, communication campaigns were launched, including awareness snapshots, webinars and publications in internal magazines, as well as activities on significant dates such as February 11, March 8, 28 June and November 25.

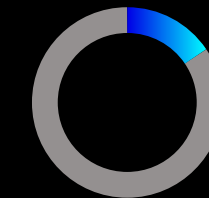


Wage gap for the Danobatgroup companies as a whole

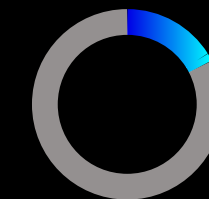
11.9%

\*The difference between the average salary of men and women, divided by the average salary of men.

The average number of women in decision-making bodies exceeds the overall average number of women.



16.2%  
Total average  
of women



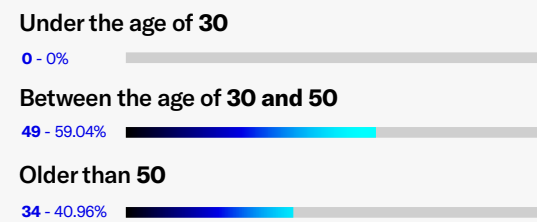
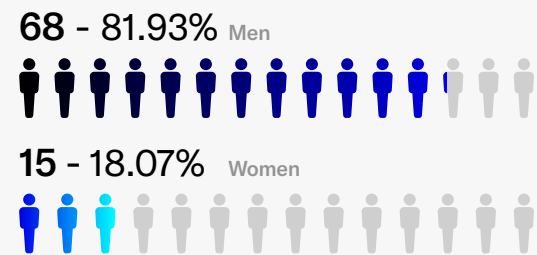
18.07%  
Average of women  
in decision-making  
bodies

# Diversity in governing bodies and employees

## Governing bodies

83

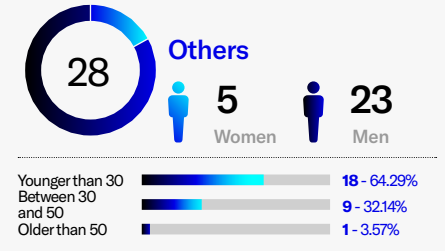
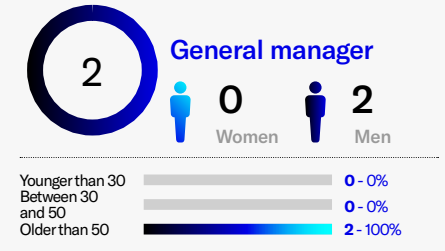
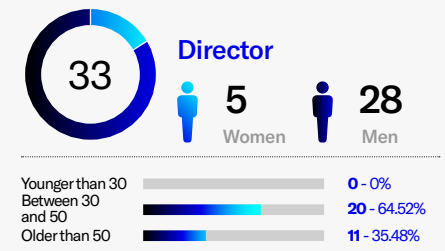
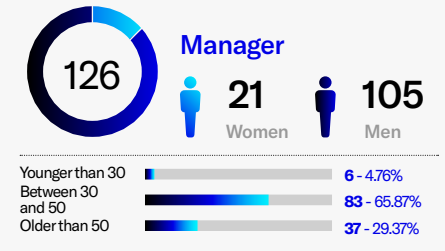
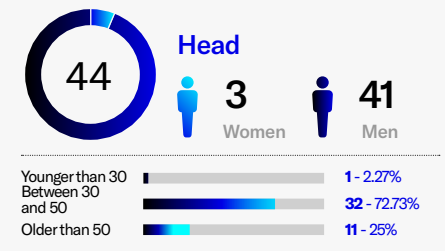
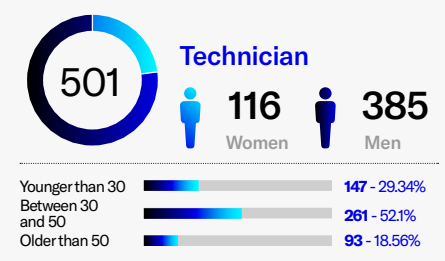
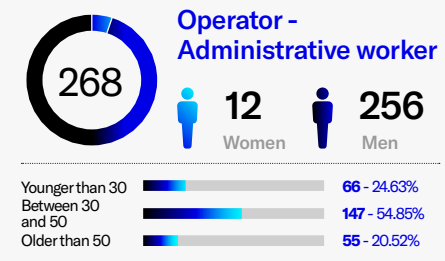
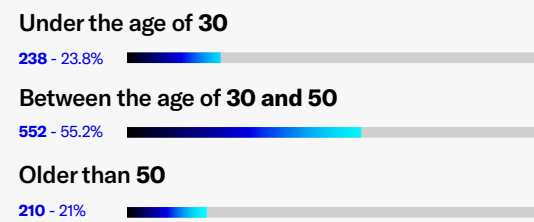
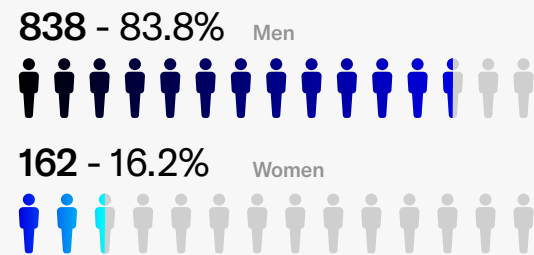
People in governing bodies



## People by employment category

1492

People



For more information see: Annex 11, GRI 405-1 Diversity in governing bodies and employees

## Balancing personal, family, and work life

Danobatgroup continues to move forward and to set itself new challenges. The group recognises that an egalitarian organisation is difficult to achieve unless an appropriate work-life balance scheme is put in place. The formulation and implementation of an action plan aimed at promoting work-life balance is an obligation and a priority for Danobatgroup.













The global wellbeing of the people who work at Danobatgroup, and also that of their families, is a key factor for the organisation. Although the group has always been at the forefront in the implementation of flexibility and work-life balance schemes, in recent years, it has stepped up its efforts, and strictly complies with legal requirements.

Specifically the group has:

- Maximised the flexibility of reduced working hours and the granting of special voluntary working hours.
- Added the possibility of making Friday afternoons available as holidays in most of the group's cooperatives.
- Incorporated teleworking options.

In short, with these and other measures, Danobatgroup aims to raise the value proposition of the people in its organisation, also improving the work-life balance possibilities and, along with that, equality in the organisation.

### People who have benefited from work-life balance measures during the year 2025

Total number of employees entitled to childbirth and childcare leave:	 2 Women	 24 Men
Total number of employees who have taken childbirth and childcare leave:	 2 Women	 24 Men
Total number of employees who have returned to work in the period to which this report applies after the end of childbirth and childcare leave:	 7 Women	 31 Men
Total number of employees who have returned to work after the end of childbirth and childcare leave and who were still employed 12 months after returning to work:	 2 Women	 26 Men
Rates of employees returning to work and of employee retention on childbirth and childcare leave during the year 2025:		
Return to work rate:	 0.88% Women	 1% Men
Retention rate:	 1% Women	 0.96% Men

## Non-discrimination and inclusion

Danobatgroup has upheld the basic premise of non-discrimination in all its processes, through equal pay policies for all employees or the recruitment of people of different nationalities, without exclusion based on age, race, gender, sexual orientation or religion.

These procedures are translated into concrete actions, such as the removal from candidate profiles (CVs) of any data that could lead to discriminatory use. In this regard, it is worth noting that in 2025 a set of ten principles for inclusive recruitment and promotion processes was developed.

It is also worth mentioning that the group's facilities are considered adequate and adapted to people with disabilities, thus complying with the universal accessibility criteria.

For more information see: Annex 12, GRI 401-3  
Childbirth and childcare leave

# Health and safety of users of our products and services

The health and safety of users of the products and services offered by Danobatgroup companies constitute a material topic from an impact materiality perspective, particularly given the relevance of this issue for customers as a priority stakeholder group. Performance in this area is critical, and the Group's companies have robust quality, design and engineering practices and requirements aimed at minimising the likelihood of incidents, integrating the health and safety of users as a central element in the design, development and delivery of their products and services.



On this basis, the Group's companies are progressing in ensuring, from the design stage onwards, that their products incorporate a preventive and systematic approach to protecting the health and safety of users throughout their life cycle, thereby strengthening the trust of customers and end users.

[KEY ACTION AREAS](#)

In such a demanding environment as the machine tool and advanced manufacturing sector, with ever increasing levels of stringency, quality assurance and product safety is a key factor for success.

In this regard, all Danobatgroup manufacturing companies have ISO 9001 certification, which in the case of Goimek is complemented by ISO 9100. In the case of Ideko, it has UNE 166002 certification.

To ensure the safety of users of its products, the companies within Danobatgroup are covered by the AFM Safety Premium service for more than 10 years, always staying up-to-date with legislation and regulations, even going ahead or above them.

Danobatgroup companies design and build their machines implementing the most advanced technologies in terms of safety, complying with the Machinery Directive 2006/42/CE for the CE marking, as well as other applicable Directives (Electromagnetic Compatibility, Low Voltage, etc.) and also, with all the applicable harmonised standards. It should be noted that, in 2025, they have been kept up-to-date on safety issues, so no non-compliance with these regulations has been identified.

Danobatgroup has signed a collaboration agreement with AFM, the Spanish Association of Manufacturers of machine tools, accessories and components. Within the framework of this agreement, AFM's safety department acts proactively to ensure that the Group is up to date, both in terms of the regulations that apply to the design of the machines and in terms of the availability of a continuously updated technical dossier.

This collaboration includes work meetings between the staff of the industry association and the technicians of the companies of the Group responsible for the design and construction of the machines, during which an exhaustive control of compliance with frequently changing legislation is carried out.

Hence, Danobatgroup is guaranteed to be continuously informed of any relevant regulations, from the very moment they are issued. Thus, the structured partnership with AFM enables the companies of the Group to anticipate the implementation of more stringent security measures than those currently in force.



100%

Compliance with the Machinery Directive 2006/42/EC

ISO 9001

ISO 9100

UNE 166002



# Social commitment and contribution to the community

Social commitment and contribution to the community constitute a strategic key area for Danobatgroup. Its relevance derives from its close link with the Group's cooperative identity and with the way its cooperative companies understand and develop their business activities.

Danobatgroup approaches business development from a long-term perspective that integrates economic value creation with social progress, deep local roots and a long-standing commitment to the development of the communities in which it operates. This vision forms part of the cooperative model itself and guides decision-making, commitment to quality employment and contribution to strengthening the local economic and social fabric.

Within this framework, Danobatgroup is committed to actively contributing to social transformation through support for organisations and projects aimed at improving quality of life and social well-being.



KEY ACTION AREAS

## Cooperative Promotion Funds and other Public Interest Purposes (COFIP)

To generate a positive impact on society, the group supports and finances social transformation initiatives through established mechanisms and criteria.

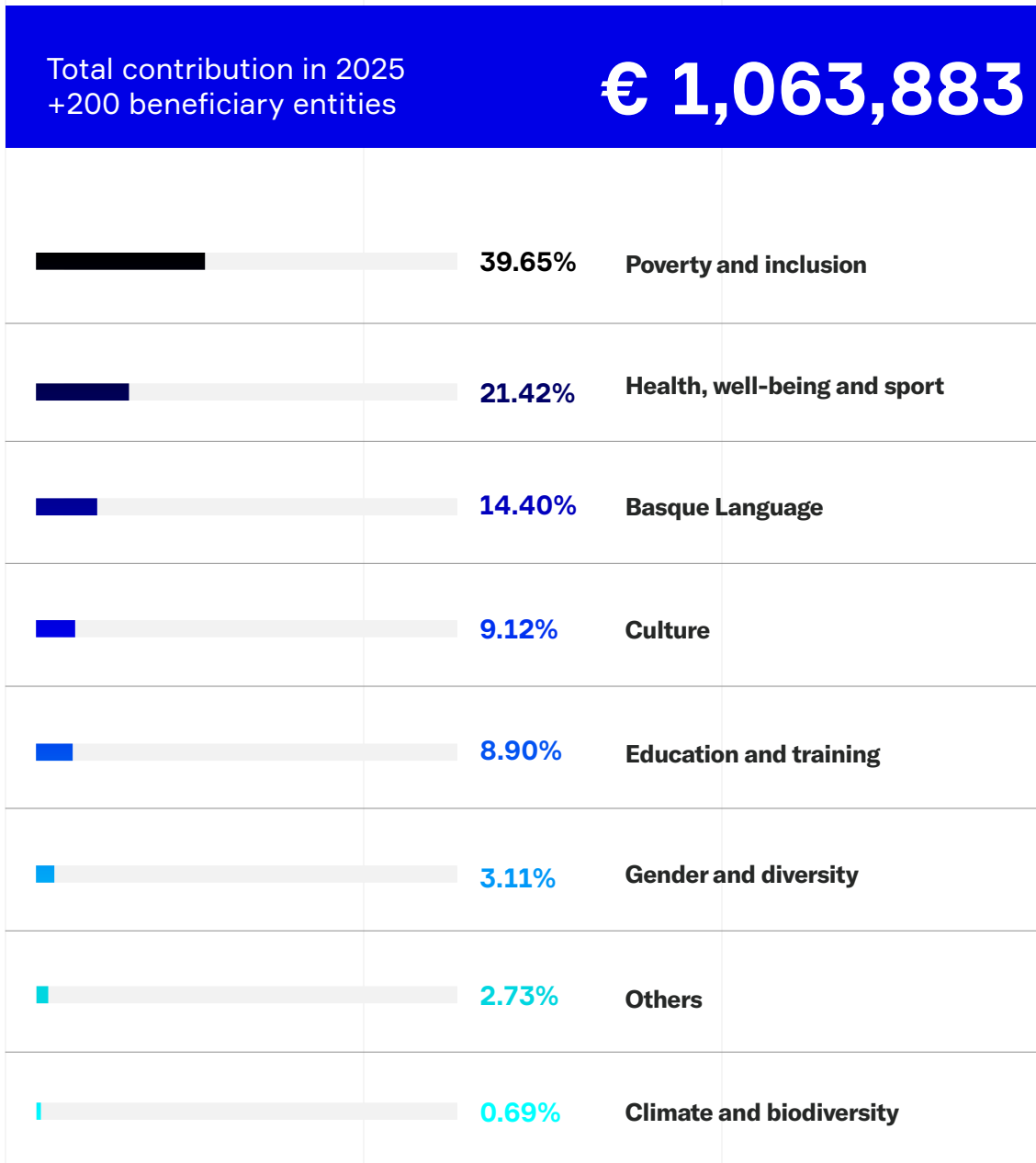
The cooperatives that make up Danobatgroup allocate 10% of their net profits to the Funds for Cooperative Promotion and Other Public Interest (COFIP). Part of these funds are managed by each cooperative, part is allocated and managed by Danobatgroup, and another part is allocated and managed by the FEPI - Intercooperative Education and Promotion Fund - of Mondragon.

Allocation of these funds is done in accordance with pre-established criteria that consider, among other aspects, the geographical target area, the fields of action, the impact of the projects both for society and for the target organisation, and the support of the project by the employees.

Within this framework is, for example, the Osintxu Biziberritu project, promoted by one of the group's companies with the aim of supporting the regeneration of the Osintxu neighbourhood in Bergara, where the company is located. It was declared a degraded area in 2019 by the Basque Government.

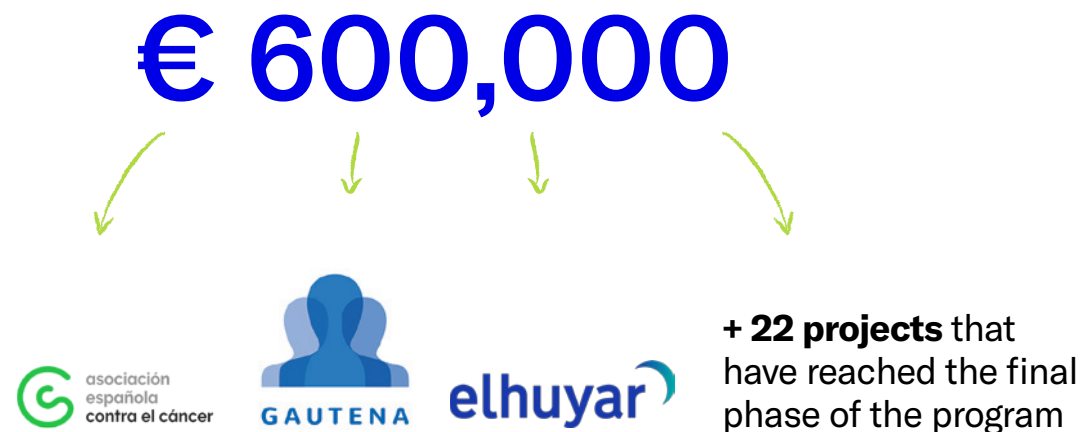
Likewise, Danobatgroup makes its facilities available for activities with a social nature. For example, the Elgoibar facilities have been used for blood donation.

In addition to the COFIP funds, the group's overseas subsidiaries and manufacturing plants also contribute annually to social initiatives in their local communities.



These actions are in addition to those of the **Elkarrekin Eragin** programme, an initiative that started in 2018 to support social transformation through the active involvement of the people of the group. Unlike the rest of the grants, the Elkarrekin Eragin programme includes proposals chosen by the people of the group. As a threeyear programme, it provides beneficiary organisations with long-term commitment and support.

Following the success of the first and second editions, the group has launched the third edition, allocating €600,000 to the following three organizations and the 22 participating projects that have reached the final phase of the program:



In this context, in line with its commitment to a fair and sustainable energy transition, it is worth highlighting the group's support for the Ekian and Ekiola initiatives.



Danobatgroup has participated since 2019 as an investment partner in the EKIAN project, the largest solar energy park in the Basque Country, promoted by the EVE (Basque Energy Agency) and the KREAN company of the MONDRAGON Corporation.



In 2025, Danobatgroup contributed to the Ekiola Elgoibar–Mendaro project, a cooperative solar energy generation initiative promoted by public and cooperative stakeholders in the region. The project involved the construction of a photovoltaic plant in Azkarate, with an estimated lifespan of 30 years, which will supply renewable energy to around 650 households in nearby municipalities.



## Participation in the governing bodies of various organisations

Due to its strong roots in the territory and the community of which the group is a part, Danobatgroup has played an important historical role in its socio-economic transformation.

In this respect, the group actively participates in the governing bodies of some of the organisations whose initiatives it supports. Such is the case of the Machine Tool Museum and Mundukide.

**ME** MAKINA  
ERREMINTA  
MUSEOA

**mundukide**  
kooperazio kooperatiboa



## Leave of absence for development co-operation

Since 2022, Danobatgroup has a special leave of absence policy to encourage and facilitate leave of absence for development co-operation through Mundukide.

## Intercooperative Education and Promotion Fund

The Danobatgroup companies donate 20% of their COFIP (Cooperative Promotion and Other Public Interest) to Mondragon's FEPI (Intercooperative Education and Promotion Fund), which supports activities in the field of education and innovation.

- Promotion of the Cooperative Model.
- Innovation and new business creation.
- Education and Training.
- Sustainable Communities.

Among these areas, several initiatives stand out, such as Basque language normalisation programmes, the promotion of inter-cooperation projects across different business areas, and investments in highly technology-driven projects through Mondragon Ventures.

**€ 357,449**

**Contributions made by Danobatgroup to Mondragon's FEPI (Intercooperative Education and Promotion Fund) in 2025**

The actions of this section are aligned with the sustainable development goals of the United Nations and the GRI Standards.



GRI 2 — [2-7]

GRI 3 — [3-3]

GRI 401 — [401-1] [401-3]

GRI 403 — [403-1] [403-2] [403-3] [403-4] [403-5] [403-6] [403-9] [403-10]

GRI 404 — [404-1] [404-3]

GRI 405 — [405-1]

GRI 406

GRI 413 — [413-1]



# Sustainable growth

In advanced manufacturing



GOVERNANCE

## Build a lasting legacy 06



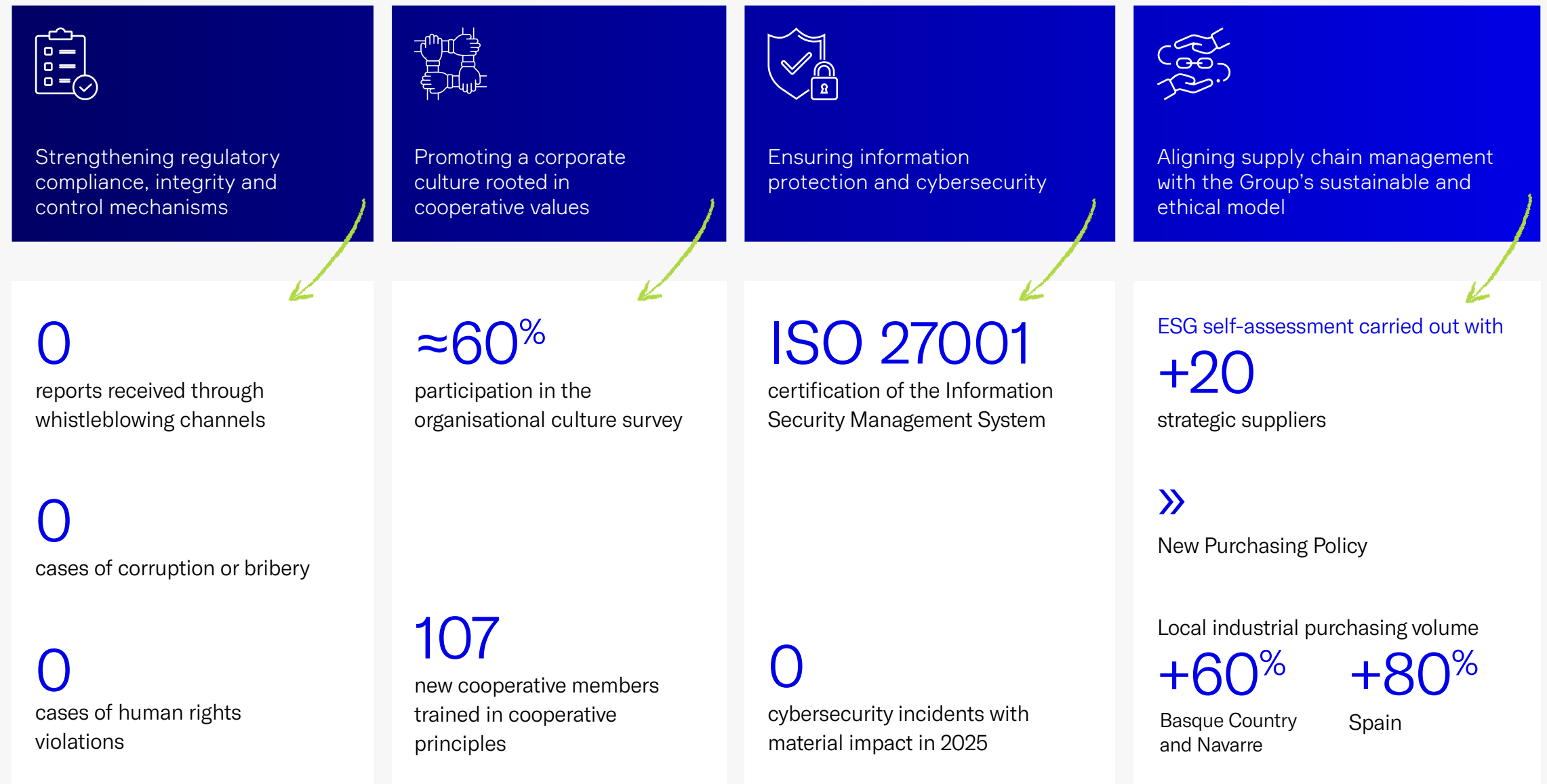
Responsible, ethical and cooperative governance

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Information security and cybersecurity	76
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Double materiality 07

Annexes 08

# Danobatgroup moves forward in...



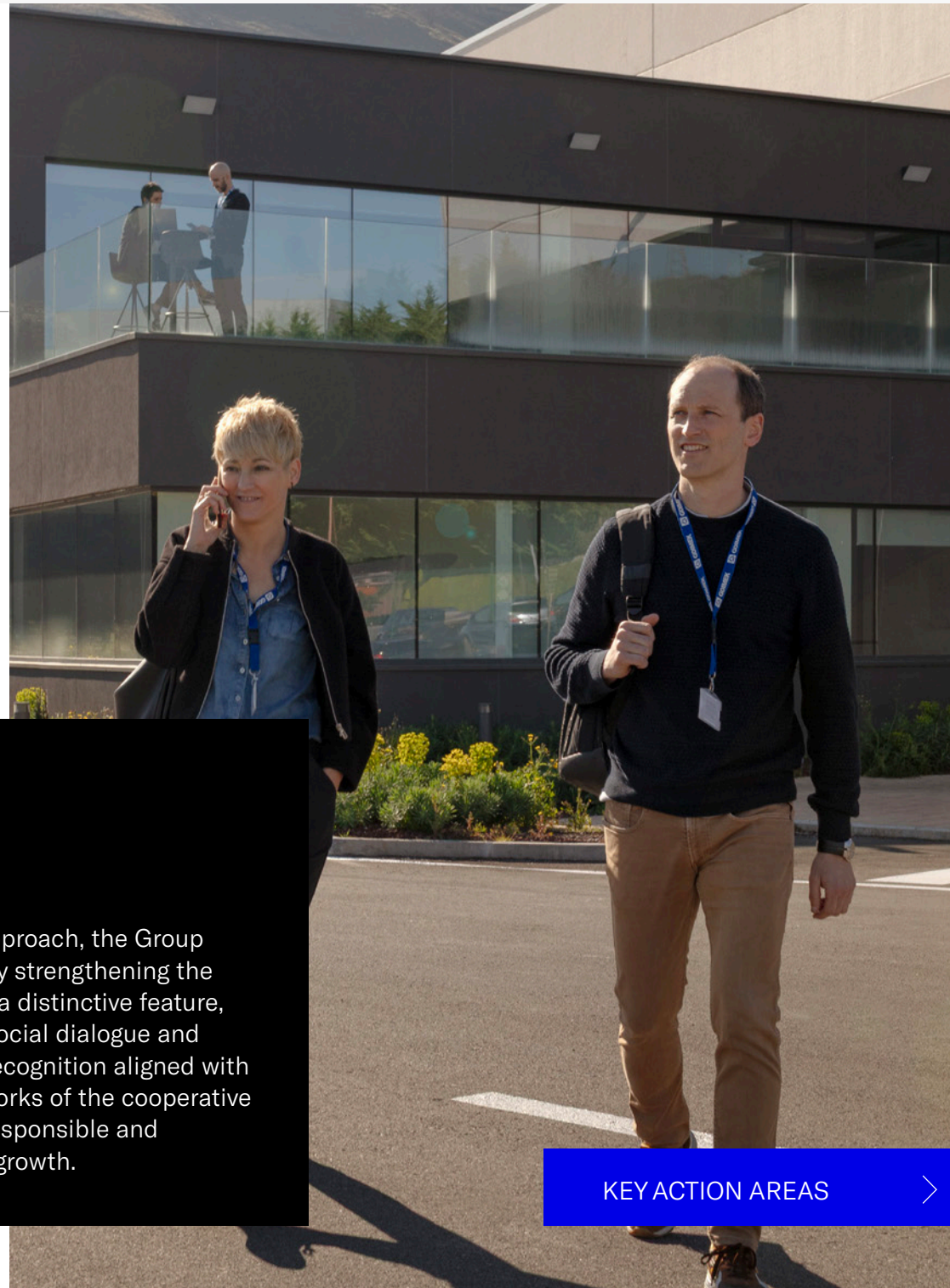
# Governance and corporate culture

Danobatgroup recognises that good governance and a strong corporate culture are key elements in ensuring the long-term sustainability of the organisation, and identifies them as a material topic within its sustainability strategy due to their cross-cutting influence on responsible management practices across the Group.

The Group's corporate culture, closely linked to its cooperative model and to Mondragon's values of participation, solidarity and shared responsibility, exerts a cross-cutting influence on decision-making, the management of ESG risks and impacts, and the organisation's internal cohesion.

Proper governance, participation and social dialogue are essential for creating an environment of trust, alignment and commitment.

Consistent with this approach, the Group is committed to actively strengthening the cooperative culture as a distinctive feature, ensuring transparent social dialogue and internal and external recognition aligned with the values and frameworks of the cooperative model, as a basis for responsible and sustainable long-term growth.



KEY ACTION AREAS >

## Governance structure

Danobatgroup is a group of cooperative companies that operate under an inclusive and participatory business model, aligned with the cooperative principles of Mondragon. This humanistic management model seeks to enhance the company's competitiveness while fostering the development of its people. It promotes the active participation of all members in the socio-economic project, their involvement in its implementation and operation, and shared responsibility for its results.

It is a solid and shared management model, with a strong sense of legacy, that encourages people's engagement through multiple mechanisms. It is supported by each cooperative's bylaws, internal regulations, and a set of corporate rules, procedures, and policies that define the principles and guidelines governing the Group's performance within the Mondragon cooperative management framework.

Danobatgroup's organisational model is based on two pillars: the governing bodies of each partner company and the group's inter-cooperative bodies.

This allows for inter-cooperative management of Danobatgroup's operations, where each partner company retains its autonomy and independence, while at the same time it transfers some functions to the group's corporate bodies, where inter-cooperation and the participation of people from different companies in the governing bodies is promoted in order to achieve more efficient and effective management.

## Danobatgroup's intercooperative governing bodies

Body	Main functions and features
<b>General Assembly</b>	The General Assembly is the supreme body representing the group's Co-operatives and their decisions on matters affecting the Cooperatives and their members, within the framework of the powers established in the Articles of Association.
<b>Governing Board</b>	The Governing Board is the body that represents, governs and manages Danobatgroup, and is vested with all powers in this respect, except those expressly reserved by law or the Articles of Association to other corporate bodies. The Governing Board acts within the general policies defined by Mondragon.
<b>General Management</b>	The General Manager, acting on behalf of the Governing Board, is the highest governing executive of the Danobatgroup and of the co-operative-members in all matters relating to business functions, acting under the direction of the President of the General Board of Mondragon.

## Governance of each cooperative company of the Danobatgroup

In addition to the group's governance structure, each co-operative has its own governing bodies. The General Assembly with the participation of all members, the Governing Board, the Social Council, the Supervisory Committee and the Board of Directors.

## Specific intercooperative Danobatgroup committees

In addition, committees have been set up to coordinate and respond to strategic planning. The number of committees varies according to the needs of the moment and are created at the request of Danobatgroup's General Management or with its approval.

## Bodies of Mondragon

Also, Danobatgroup participates in the governing bodies of the Mondragon Corporation. These bodies include the General Board, the Industrial Board, the Permanent Committee and the Mondragon Congress.

## Inter-cooperative solidarity schemes

Intercooperative solidarity is a fundamental principle of the Mondragon cooperative model, the purpose of which is to strengthen internal cohesion, ensure the continuity of the model, and foster a solidarity-based development that goes beyond business objectives, generating impact on the society and people.

At Danobatgroup, this solidarity is incorporated as a key management tool, through mechanisms such as the profit redistribution, mutual support between cooperatives, and participation in shared funds.

After the results of each cooperative are approved, a solidarity system is deployed which allocates funds as follows:



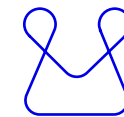
**8% + an additional 5%**

to compensate the losses of those cooperatives that have obtained negative results.



**10%**

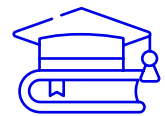
to financial funds of the Division.



**7%**

to Mondragon Corporation funds.

After the redeployment, and subtracting corporate tax, the surplus is distributed as decided by the General Assembly, in accordance with the following rules:



**30%**

At least the legally required amount is allocated to the Contribution for Cooperative Education and Promotion and Other Purposes of Public Interest (COFIP) and to the Mandatory Reserve Fund.



The remainder of the Net Surplus is used for Cooperative Dividends and the Voluntary Reserve Fund.

## Cooperative culture, participation of people and social dialogue

The cooperative model of the group's businesses is based on a personal and collective commitment to do things better and differently. The aim is to promote a corporate social project that is inclusive, supportive, sustainable and transformative, following the principles of the United Nations Universal Declaration of Human Rights of 1948.

The group's companies operate in accordance with the provisions defined by the fundamental conventions of the International Labour Organisation (ILO), related to respect for freedom of association and the right to collective bargaining, non-discrimination in employment, the elimination of forced or compulsory labour and the abolition of child labour.

In this regard, Danobatgroup relies on a strong cooperative culture that acts as a cornerstone for participation, social dialogue, and decision-making, and represents a key element in ensuring the organization's responsible and sustainable management.

### Participation of people and social dialogue

The participation of people and social dialogue is a constant in the day-to-day running of the organisation, which is reflected both in the Articles of Association and in the work dynamics and established communication channels. This organisational model is a true reflection of the open and horizontal leadership style promoted in Danobatgroup companies.

Through continuous interaction between the Governing Council, the Social Council and the Board of Directors, and the establishment of other channels of participation (open meetings, talks, etc.), it is guaranteed that all workers have the opportunity to make proposals and that their voice is taken into account in relation to social and organisational issues that transcend specific departments.

In this respect, the Articles of Association, the Internal Regulations and the Labour Standards that all the group companies have as a general reference framework for social relations should be highlighted.

Danobatgroup is also characterised by a culture of transparency and effective internal communication, structured through its governance bodies, regular presentations and meetings, and tools such as the employee portal and internal communication channels, which enable the consistent sharing of relevant information.



## Training and development in cooperative culture

Danobatgroup is aware of the importance of developing people in the organisation, so that they take responsibility and actively participate in business management. To achieve this, cooperative training is an essential component of the cooperative management model.

For this reason there are cooperative training programmes with specific formats aimed at different professionals, such as training for people joining the governing bodies of companies, training for managers, or training for new members.

In 2025, training activities were carried out for newly admitted cooperative members through onboarding sessions, with 107 participants, strengthening their understanding of the cooperative model as well as its values and principles. In addition, a structured training pathway has been designed for individuals joining Governing Boards or Social Councils, aimed at ensuring informed

and responsible participation in governance bodies, which will be implemented in 2026.

It is also worth highlighting the launch of the Hurbiltzen programme, a new online cooperative education initiative for Temporary Members.

# 107

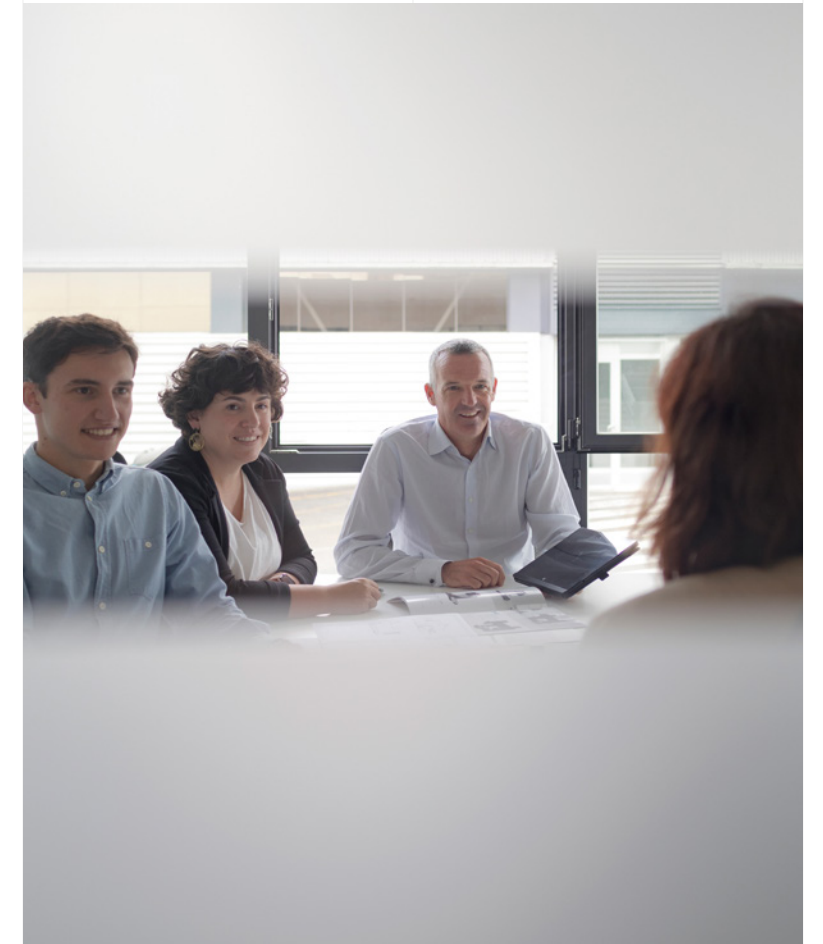
New cooperative members trained in cooperative culture

## Assessment and monitoring of organisational culture

Fully aware of the importance of a business culture that is consistent with the values and needs of the people in the organisation, an organisational culture survey is conducted every two or three years since 2010.

The results obtained constitute a key diagnostic tool, facilitating the identification of strengths and areas for improvement, and serving as a basis for the design and monitoring of initiatives aimed at strengthening the cooperative culture, people engagement and the continuous improvement of the organisational model.

Within this framework, the latest organisational culture survey was conducted in 2025, with a response rate of around 60% of the workforce, reflecting a high level of staff involvement in the processes of assessing and improving the Group's corporate culture.



# Regulatory compliance and ethical conduct

Compliance, understood as the set of mechanisms aimed at ensuring regulatory compliance and responsible ethical conduct, is considered a material sustainability topic due to the severity of the potential consequences that could arise from non-compliance, both for the Group's cooperatives and for their various stakeholders.



In this context, Danobatgroup companies are committed to ensuring a strong integrity and compliance framework aimed at preventing corruption and bribery, protecting whistle-blowers and implementing effective ethics and business conduct mechanisms, integrated across the organisation and supported by appropriate policies, procedures and control systems.



KEY ACTION AREAS >

Within this general framework of action, and with the aim of fighting corruption and bribery, among others, the main companies of the group have a Compliance Programme that includes the Code of Ethics, supported by policies on anti-corruption, conflict of interest prevention, privacy and confidentiality, conflict and harassment, and also a Criminal Risk Prevention Manual.

Both the Code of Ethics and the associated policies and the Manual have been made available to all employees through the intranet of each business and the usual communication channels, in addition to having included all related information in the Welcome Plan for new employees.

This Regulatory Compliance programme was written up after taking the necessary steps required for the effectiveness of the Compliance Programme, namely:

- Criminal Risk Prevention diagnosis
- Criminal Risk Prevention Plan

The companies of the group also have a system for monitoring the functioning of the Criminal Risk Prevention System, a Whistleblower Channel and a Compliance Committee.

Among other functions, this Committee manages and promotes the dissemination and knowledge of the Code of Ethics, addresses any doubts regarding the interpretation of the regulations and clarifies possible situations of conflict, with a view to preventing such situations. Furthermore, the committee investigates complaints and possible breaches, in which case appropriate measures are taken. Annually, information is collected on the degree of compliance, and the Code of Ethics is reviewed, of which all staff is informed together with any actions for improvement, if any.

Since 2023, the group's companies also have an anonymous, open, public, and accessible Whistleblower Channel to facilitate the confidential and efficient reporting of irregularities or breaches of the code of ethics.

In 2025, there were no complaints regarding human rights violations or complaints about breaches of other ethical principles. No legal actions related to unfair competition, monopolistic and anti-competitive practices, or non-compliance with laws and regulations in the social and economic spheres were reported.




**This culture of ethics and transparency makes it possible to reach the goal of zero corruption, which all Danobatgroup companies achieved in 2025.**

# Information security and cybersecurity

In an increasingly digitalised and technologically exposed environment, information security and cybersecurity are becoming increasingly relevant for ensuring operational continuity, protecting intellectual property and maintaining the trust of customers, employees and other stakeholders.

Proper management of the risks associated with information and digital systems is key to strengthening the resilience of the business model, preventing potential operational and reputational impacts and ensuring compliance with applicable regulatory requirements, both at corporate level and in relation to the products and solutions offered by the Group's companies.


  
 In this context, Danobatgroup undertakes to ensure information security through a robust management system certified in accordance with ISO 27001, while also ensuring compliance with applicable product cybersecurity regulations.



KEY ACTION AREAS >

## Information security management system (ISMS)

Since 2025, Danobatgroup has had an Information Security Management System certified to ISO 27001, covering all its facilities in the Basque Country.

This management system includes:

- An information security policy comprising a set of measures and strategies designed to protect the four fundamental pillars — confidentiality, availability, authenticity and integrity — ensuring the protection of Danobatgroup's assets.

- A security committee acting as both an advisory and executive body. The security committee reports, through the Security Manager, to the management board, the highest body responsible for cybersecurity management and regulatory compliance.
- In addition, the company's employment regulations include annexes relating to: User equipment management, industrial and intellectual property, confidentiality, non-competition and responsibility. These regulations are intended to ensure the proper use of information systems by employees.
- Furthermore, in order to prevent and manage any incident related to information systems, the Group has implemented a business continuity plan and a cyber-incident management procedure.
- Finally, a periodic Security Master Plan (SMP) is in place to assess the state of information security management and define objectives and continuous improvement actions.

In order to ensure regulatory compliance and operate transparently, the Information Security Policy has been made available to stakeholders through the corporate website. Both the policy and the associated regulations have also been communicated to all employees and are accessible through the company intranet, ensuring awareness and availability across the organisation.

In parallel, cybersecurity management is also supported by employee training and awareness programmes, regarded as a key element in the prevention and mitigation of digital risks. These programmes help integrate information security into day-to-day operations and strengthen the resilience of the business model.

## ISO 27001



**In 2025, no cybersecurity incidents with material impact were reported. Only preventive and continuous improvement measures were carried out in line with the established procedures.**

## Product cybersecurity

Product cybersecurity is becoming an increasingly important area for Danobatgroup's manufacturing companies as machines and solutions become increasingly digital and connected.

In this context, progress is being made in the gradual integration of cybersecurity criteria from the product design stage, aligning actions with emerging regulatory requirements in the European Union, such as the Cyber Resilience Act (CRA).

As the CRA does not currently establish a direct certification or audit scheme, Danobatgroup is supporting this alignment through recognised international standards, such as IEC 62443, which provide a structured, auditable, and widely accepted technical and organisational framework within the industrial domain.

This approach makes it possible to anticipate and provide a practical response to the principles and requirements of the Cyber Resilience Act (CRA), strengthening the cyber resilience of products throughout their lifecycle — from design and development to commissioning and maintenance.

The Group's manufacturing companies are committed to progressively strengthening the cybersecurity management of their products, ensuring regulatory compliance and contributing to the development of safer and more resilient machines and solutions.

# Supply chain sustainability

The supply chain constitutes a strategic element for Danobatgroup in deploying its sustainability approach, as it enables the Group's environmental, social and governance commitments to extend beyond its direct operations and reinforces coherent management of the risks and opportunities associated with relationships with suppliers and business partners.

Advancing the understanding and progressive integration of ESG criteria among suppliers contributes to strengthening the resilience of the business model, anticipating regulatory, operational and reputational risks, and ensuring the alignment of the supply chain with the expectations of customers, regulators and other stakeholders.



Consistent with its cooperative model and with the principles of sustainability, ethics and integrity that govern the activities of the Group's companies, Danobatgroup is committed to advancing the integration of sustainability within the supply chain by promoting the progressive alignment of its suppliers with its sustainable and ethical model.



KEY ACTION AREAS



Danobatgroup is advancing, in collaboration with Ategi — the Mondragon Corporation's central purchasing hub — through a range of initiatives aimed at integrating sustainability into supply chain management. This approach reflects the objective of extending the Group's environmental, social and governance commitments throughout its upstream value chain, reinforcing alignment with its ethical and sustainable model while anticipating future risks.

Before moving forward with the effective integration of ESG criteria, Danobatgroup considers it essential to gain an adequate understanding of the reality of its suppliers. To this end, the Group has launched an ESG supplier self-assessment process through a dedicated platform, involving more than 20 strategic suppliers. Following the analysis and review of the results obtained, improvement actions will be defined for suppliers whose performance is not fully aligned with Danobatgroup's expectations and standards. The assessment process will also be extended to additional suppliers.

In parallel, in 2025 the Group approved a new Purchasing Policy that explicitly incorporates sustainability criteria and is underpinned by a Supplier Code of Conduct. This code establishes the core principles and requirements that suppliers of the Group's companies must comply with in areas such as respect for human rights, environmental protection, business ethics and corruption prevention. Likewise, the general purchasing conditions ensure business relationships based on transparency, professional ethics and regulatory compliance.

In line with its environmental commitment and its support for the economic development of the region, Danobatgroup also promotes local sourcing. The Group's companies operate within a highly industrialised environment, supported by an extensive network of suppliers specialised in the machine-tool sector. In 2025, more than 60% of the Group's industrial purchasing volume came from local suppliers (Basque Country and Navarre), while more than 80% originated from suppliers across Spain.



**New purchasing policy, general purchasing conditions and supplier code of conduct.**



The actions of this section are aligned with the sustainable development goals of the United Nations and the GRI Standards.



**GRI 2** — [2-10] [2-23] [2-29]

**GRI 3** — [3-3]

**GRI 204** — [204-1]

**GRI 205** — [205-1] [205-3]

**GRI 308** — [308-1]

**GRI 414** — [414-1]

**GRI 418** — [418-1]

# Sustainable growth

In advanced manufacturing

## Double materiality<sup>07</sup> assessment

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## Annexes<sup>08</sup>

# Double materiality assessment and relevant sustainability matters

The two main companies in the group, Danobat and Soraluze, have conducted a coordinated double materiality and strategic relevance analysis together with Danobatgroup, using a common methodology and criteria. This joint exercise has enabled the identification of key sustainability topics which, based on their impact and relevance, will also be considered at group level, ensuring consistency and alignment across company and group strategies.

## Description of the process

For the purpose of identifying impacts, risks and opportunities and evaluating their materiality and relevance, the companies have developed an analysis process based on applicable regulatory recommendations and reference guidelines published by EFRAG, in line with the following main phases:

1. Analysis of the company context.
2. Identification of actual and potential impacts, risks and opportunities (IROs) related to sustainability matters.
3. Stakeholder consultation.
4. Impact materiality assessment.
5. Financial materiality assessment.
6. Aggregation of results and identification of material IROs.
7. Assessment of strategic relevance.
8. Aggregation of final results: Material and relevant IROs.

During the reporting period, the company has identified stakeholders, as well as actual and potential impacts, risks and opportunities across the different stages of its value chain.

- Upstream value chain: direct suppliers of the company's main supply chains (Tier 1).
- Own operations carried out by the company, considering all companies and subsidiaries within the consolidated group.
- Downstream value chain: stages ranging from distribution to the customer and the product use phase.



## 1. Context analysis

To obtain an overall understanding of the company's activities and business relationships, the context in which they take place and the main stakeholders, a context analysis was carried out as a starting point, covering the following aspects:

- Activities, products and services, business model, financial statements, policies and strategy of the cooperative.
- Analysis of management practices and ESG initiatives implemented by the cooperative across its own operations and value chain.
- Applicable high-level regulatory framework.
- High-level mapping of activities, products and services, and the geographical location of activities, business relationships and the main upstream/downstream value chains.

Based on this information and the consultation of various reference sources (GRI, SASB, UNEP-FI Impact Radar, ENCORE, etc.), a set of relevant data and information was obtained to support the identification of the companies' potential IROs.

In addition, as part of this analysis exercise, stakeholders were mapped across the different stages of the value chain within the defined analysis perimeter. For each stakeholder, the following aspects were identified:

- Whether they are a stakeholder affected by the company's activities and/or its value chain, and/or a user of the sustainability statement.
- Their position within the value chain.
- Their level of priority based on operational, relational and importance criteria for the company.
- Their needs and expectations regarding the company and the sustainability matters of interest to them.
- Consultation and engagement channels and mechanisms in place for stakeholders.

## 2. Identification of IROs

To identify IROs related to the various sustainability matters, the organisation has relied on the results of the context analysis. As a result, a Long List of IROs has been established, which includes the following information in a structured manner, organised by topic, subtopic or sub-subtopic (depending on the level of disaggregation considered necessary in each case):

- Description of the impact, risk or opportunity and its categorisation based on criteria such as type and position in the value chain, among others.
- Potential materiality, potential time horizon and expected level of disaggregation.
- Initiatives, management practices, policies, actions and targets currently implemented by the organisation to address the different IROs.

## 3. Stakeholder consultation

Based on the initial stakeholder identification carried out as part of the context analysis, a stakeholder consultation strategy was developed with a dual objective:

- To prioritise IROs according to their relevance and impact from a stakeholder perspective, thereby helping to focus efforts on the most critical areas with the greatest potential for influence.
- To validate relevance and scope: Through the feedback received, this process enables confirmation of whether the identified IROs are indeed relevant and whether their scope is appropriate, allowing for adjustments where necessary.

As part of the analysis, a series of surveys were conducted across different stakeholder groups to gather their views and contributions, particularly in areas where information gaps had been identified.

The results of the consultation process constitute a key input to the subsequent assessment. The information and assessments obtained are taken into account to determine the relative importance of the different matters analysed, in line with the defined criteria and thresholds.

## 4. Impact materiality assessment

### 4.1. Definition of THRESHOLDS AND ASSESSMENT CRITERIA

In line with the guidance and recommendations of the applicable regulation (ESRS 1, section 3.4) and the guidelines published by EFRAG, a set of qualitative thresholds and assessment criteria has been defined for the evaluation of actual and potential, positive and negative impacts, taking into account the following factors:

- Severity, based on magnitude, scope and irremediability.
- Likelihood of occurrence.

For each of the factors considered in the assessment, five levels have been defined, in accordance with the following scheme:

For aspects related to the severity of the impact:

Magnitude	Scope	Irremediability
Level 1 – Minimal	Level 1 – Limited	Level 1 – Easily remediable at low cost and in the short term
Level 2 – Low	Level 2 – Localised	Level 2 – Moderately remediable with moderate cost and/or time frame
Level 3 – Medium	Level 3 – Moderate	Level 3 – Partially remediable with significant cost and/or time frame
Level 4 – High	Level 4 – Extensive	Level 4 – Complex to remediate, with high cost and/or long time frame
Level 5 – Very high	Level 5 – Global	Level 5 – Not remediable / Irreversible

For the likelihood of occurrence:

Likelihood
Level 1 – Very unlikely
Level 2 – Unlikely
Level 3 – Likely
Level 4 – Very likely
Level 5 – Almost certain

Double materiality assessment and relevant sustainability matters

Taking into account the defined thresholds, the following assessment criteria have been applied:

- Assessment of actual impacts:
  - **Positive:**  
Severity (Magnitude × Scope)
  - **Negative:**  
Severity (Magnitude × Scope × Irremediability)
  
- Assessment of potential impacts:
  - **Positive:**  
Likelihood × Severity (Magnitude × Scope)
  - **Negative:**  
Likelihood × Severity (Magnitude × Scope × Irremediability)

REAL IMPACTS						
		Magnitude	Scope	Irremediability	Actual Impact Assessment	
SEVERITY	Level 5	Absolute	Global	Non-remediable / Irreversible	Critical	MATERIAL
	Level 4	High	Widespread	Complex remediation, high cost and/or long-term	Significant	
	Level 3	Medium	Moderate	Partial remediation, significant cost and/or timeframe	Moderate	
	Level 2	Low	Concentrated	Moderate remediation, moderate cost and/or timeframe	Low	
	Level 1	Minimal	Limited	Easily remediable at low cost and short term	Minimal	

> The threshold above which an impact is considered material is set at severity level 2. From this point onwards, positive and negative impacts on people and the environment classified as moderate, significant or critical are considered material.

POTENTIAL IMPACTS								
		PROBABILITY					Actual Impact Assessment	
		Level 1	Level 2	Level 3	Level 4	Level 5		
SEVERITY	Level 5	Moderate	Moderate	Significant	Significant	Critical	Critical	MATERIAL
	Level 4	Low	Moderate	Moderate	Significant	Significant	Significant	
	Level 3	Low	Low	Moderate	Moderate	Moderate	Moderate	
	Level 2	Minimal	Low	Low	Low	Low	Low	
	Level 1	Minimal	Minimal	Minimal	Minimal	Minimal	Minimal	

> Consistent with the approach applied to actual impacts, the materiality threshold is set from magnitude level 2 onwards. From this point, actual and potential impacts on people and the environment classified as moderate, significant or critical are considered material, taking into account the likelihood of occurrence.

#### 4.2. Result of the impact materiality assessment

Taking as a starting point:

- The Long List of IROs defined in previous phases.
- The thresholds and criteria for impact materiality assessment.

The defined assessment criteria have been applied to the different impacts identified, based on:

- The results of the analysis and identified inherent risks associated with activities and geography (within the defined analysis perimeter).
- Stakeholder input regarding the relevance of the matters assessed.

In addition, for each impact:

- For each impact, the expected time horizon has been identified as short term (<1 year), medium term (1–5 years) or long term (>5 years), in line with regulatory recommendations and reference guidelines.
- The level of the company's involvement in each impact has been determined based on whether its activities cause, contribute to, or are linked to the impact.
- The rationale for each assessment has been documented.

As a result of the exercise, an impact materiality assessment matrix has been developed, showing how positive and negative impacts are prioritised in accordance with the defined criteria and identifying the material matters.



## 5. Financial materiality assessment

### 5.1. Definition of THRESHOLDS AND ASSESSMENT CRITERIA

In line with the guidance and recommendations of the applicable regulation (ESRS 1, section 3.5) and the guidelines published by EFRAG, a set of quantitative and qualitative thresholds, together with the corresponding assessment criteria, has been defined for the evaluation of risks and opportunities, taking into account the following factors:

- Magnitude of the financial effect on the company and/or its operations.
- Likelihood of occurrence.

For each of the factors considered in the assessment, five levels have been defined, in accordance with the following scheme:

Magnitude: five qualitative and quantitative assessment levels have been defined.

Magnitude	Scope	Irremediability
<b>Level 1 – Minimal</b>	Level 1 – Limited	Level 1 – Easily remediable at low cost and in the short term
<b>Level 2 – Low</b>	Level 2 – Localised	Level 2 – Moderately remediable with moderate cost and/or time frame
<b>Level 3 – Medium</b>	Level 3 – Moderate	Level 3 – Partially remediable with significant cost and/or time frame
<b>Level 4 – High</b>	Level 4 – Extensive	Level 4 – Complex to remediate, with high cost and/or long time frame
<b>Level 5 – Very high</b>	Level 5 – Global	Level 5 – Not remediable / Irreversible

Likelihood of occurrence, for which five levels have likewise been defined:

Likelihood
<b>Level 1 – Very unlikely</b>
<b>Level 2 – Unlikely</b>
<b>Level 3 – Likely</b>
<b>Level 4 – Highly likely</b>
<b>Level 5 – Certain</b>

**Double materiality assessment and relevant sustainability matters**

A time scale aligned with the companies' financial cycles has also been established. This framework enables the assessment of how the magnitude and likelihood of identified financial effects evolve across different time horizons.

- Short term: <1 year
- Medium term: between 1 and 5 years
- Long term: >5 years

Based on the defined thresholds, the following assessment matrix has been established:

		PROBABILITY					Potential Impact Assessment	MATERIAL
		Level 1	Level 2	Level 3	Level 4	Level 5		
MAGNITUDE	Level 5	Moderate	Moderate	Significant	Significant	Critical	Critical	
	Level 4	Low	Moderate	Moderate	Significant	Significant	Significant	
	Level 3	Low	Low	Moderate	Moderate	Moderate	Moderate	
	Level 2	Minimal	Low	Low	Low	Low	Low	
	Level 1	Minimal	Minimal	Minimal	Minimal	Minimal	Minimal	

The materiality threshold has been set at magnitude level 2. From this point onwards, and depending on the likelihood, financial effects classified as moderate, significant or critical are considered material, taking into account likelihood of occurrence.

Within the scope of the assessment, no specific monetary quantification has been carried out for the current or potential financial effects associated with the identified risks and opportunities. This is because, at present, organisations do not have the analytical capabilities, established methodologies or sufficiently reliable data to produce robust quantitative estimates without incurring disproportionate effort. In this context, any attempt at quantification would involve a high degree of uncertainty, significantly limiting its reliability and usefulness for users of the information.

Consequently, in accordance with paragraphs 28 and 29 of ESRS 2 (SBM-3), the financial materiality assessment has been carried out using an estimation-based approach grounded in the previously defined thresholds, focusing on the characterisation of potential financial effects and their possible evolution over the short, medium and long term. For this purpose, reasonable and available information has been used, obtained without undue cost or effort.

In addition, the assessment criteria take into account the cumulative nature of magnitude and likelihood over different periods, such that the evaluation considers the maximum magnitude values across the periods assessed, and the likelihood corresponds to the highest probability of occurrence in those periods.

5.2. Result of the financial materiality assessment

Taking as a starting point:

- The Long List of IROs defined in previous phases.
- The thresholds and criteria for financial materiality assessment.

The defined assessment criteria have been applied to the identified risks and opportunities, taking into account:

- The results of the analysis and identified inherent risks associated with activities and geography (within the defined analysis perimeter).
- Stakeholder input regarding the relevance of the matters assessed.

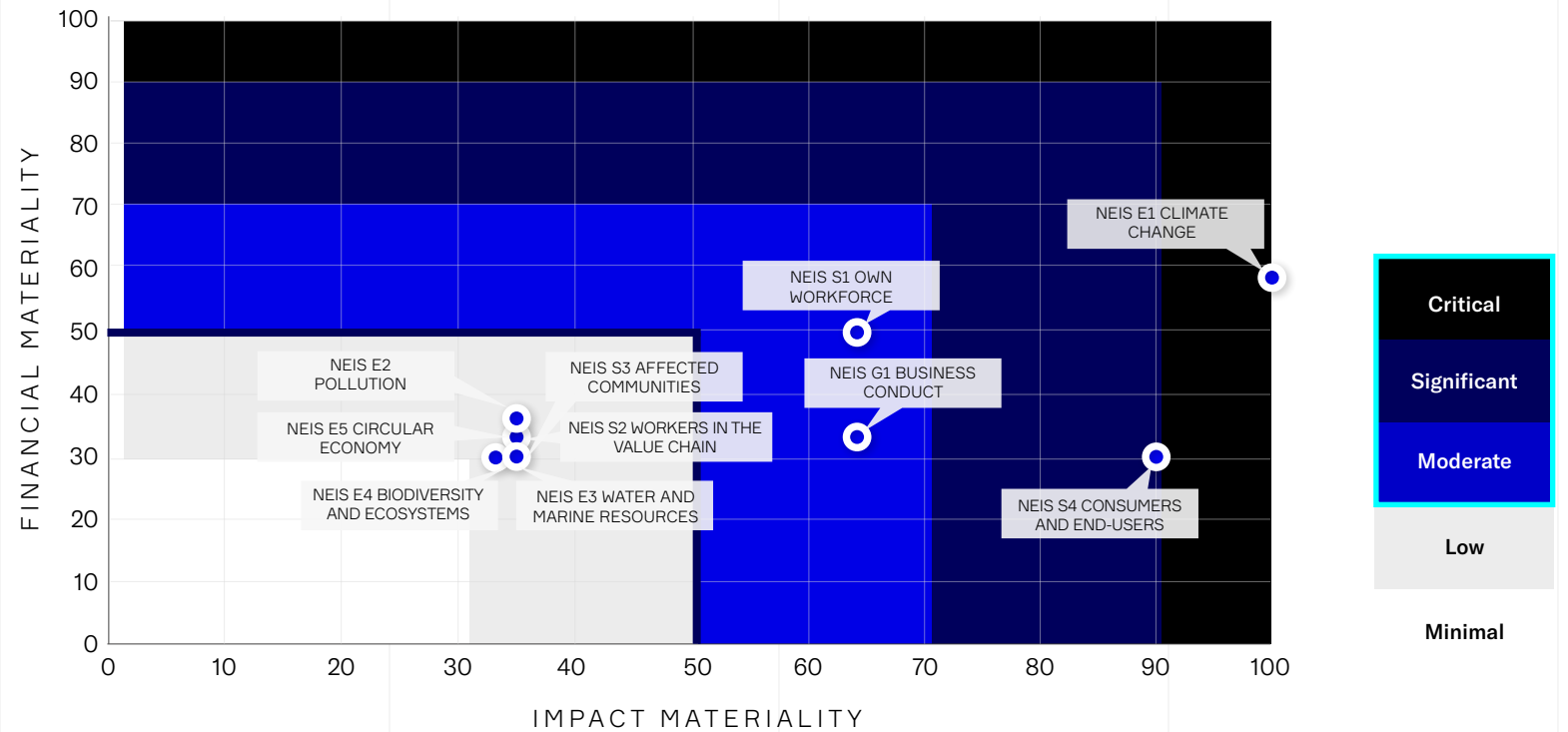
As a result of the exercise, a financial materiality assessment matrix has been developed, showing the prioritisation of risks and opportunities in accordance with the defined criteria and identifying the material matters.

6. Aggregation of results and identification of material IROs

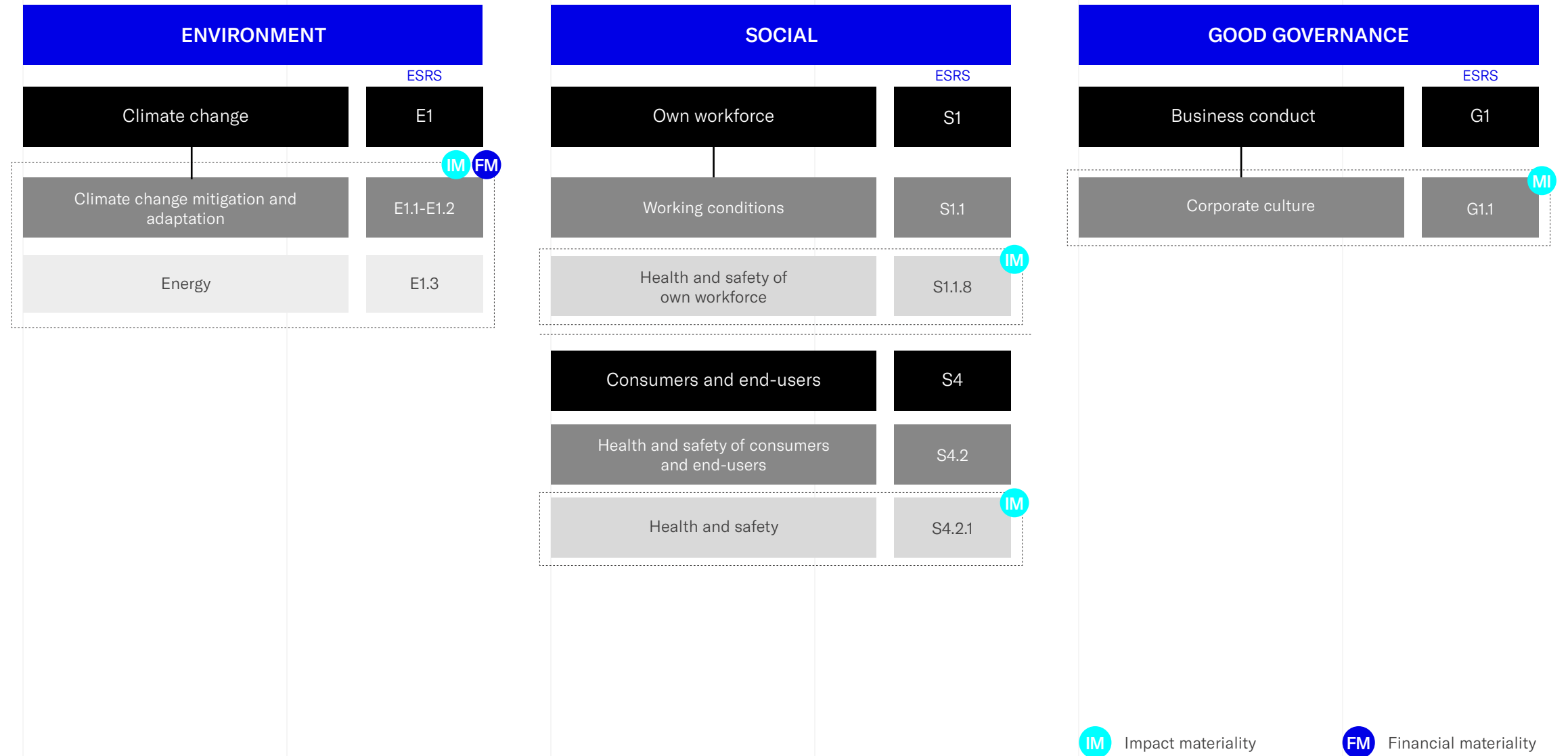
Based on the results of the impact materiality assessment (section 4) and the financial materiality assessment (section 5), a systematic aggregation of information has been carried out to establish the final map of impacts, risks and opportunities (IROs). Each topic initially identified has been classified, in accordance with the defined thresholds, into one of the following categories:

- IROs material from an impact materiality perspective.
- IROs material from a financial materiality perspective.
- IROs material in both dimensions (dual materiality).

This aggregation results in a defined set of priority matters—visualised in the materiality matrix—structured across environmental, social and governance dimensions.



In summary, following a methodologically robust analysis that has enabled the assessment of impacts, risks and opportunities in sustainability (ESG) matters, the key topics by dimension are as follows:



## 7. Assessment of strategic relevance

Taking as a starting point the results of the materiality assessment (section 6), including impact materiality (section 4) and financial materiality (section 5), those IROs are identified which, although not exceeding the defined thresholds and therefore not being material in the current reporting year, are of strategic relevance.

The inclusion of this additional stage is supported by the “materiality of information” criterion set out in ESRS 1, which allows the disclosure, alongside material matters, of additional information derived from other regulations or generally accepted frameworks (GRI, SASB, etc.), provided that it is useful for users’ decision-making and meets the qualitative characteristics of relevance, faithful representation and verifiability. Likewise, the ICAC guidance emphasises that the materiality analysis and inclusion decisions must be based on sound evidence and, as far as possible, on objective information, without excluding any material IRO or replacing it with voluntary disclosures.

Within this framework, Danobat and Soraluece have defined an internal, proportionate and documented criterion to identify those topics which, although not material from a double materiality perspective, are considered “relevant non-material topics” and are therefore subject to monitoring and, where appropriate, voluntary disclosure. These are defined as IROs for which at least one of the following factors applies:

- Internal strategic relevance, due to its direct connection with the cooperative’s vision, sustainability roadmap, innovation or future value proposition.
- Well-founded stakeholder expectations, evidenced through dialogue and consultation processes (interviews, surveys and other channels described in section 3), indicating that information on the topic is useful for impact and/or financial users.
- Critical dependencies on resources or relationships within the value chain, even where no significant direct impacts have currently been identified (e.g. technological, supplier or key capability dependencies).
- Signals of potential future materiality, arising from regulatory, market or technological changes that may alter the severity or likelihood of impacts, risks or opportunities in the short, medium or long term.

The assessment of strategic relevance does not alter the conclusions of the materiality analysis nor reduce the level of rigour applied to material IROs. All topics that reach the thresholds defined in sections 4 and 5 are considered material and are subject to mandatory disclosure.

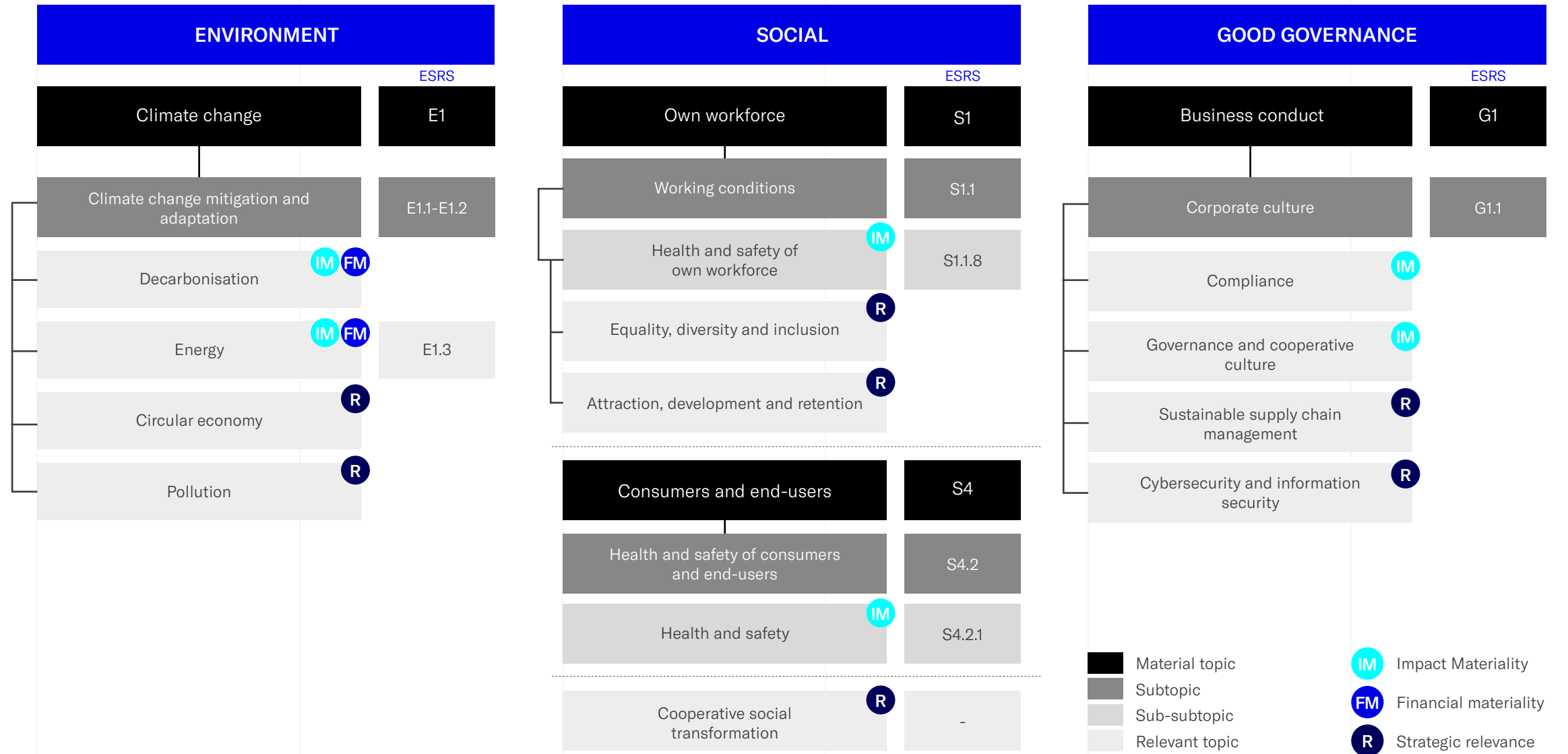
The purpose of the strategic relevance assessment is to reinforce the dynamic nature of the double materiality assessment, ensure consistency between the results of the analysis and the corporate strategy, and anticipate future developments that may lead certain non-material topics to become material in subsequent reporting periods.

Relevant non-material topics are integrated into internal sustainability management and monitoring systems. Where possible, standardised metrics (GRI, SASB, ISSB, etc.) will be used; in their absence, proprietary indicators will be defined, applying the information materiality filter and the qualitative characteristics required by the regulations.



### 8. Aggregation of final results: Material and relevant IROs

In line with the applied methodological framework and as a transparency exercise, a brief justification of the status assigned to each topic (impact materiality, financial materiality or strategic relevance) is provided below, structured as follows:





## Environmental dimension

### Climate change – Decarbonisation (impact and financial material):

This topic is considered impact material due to the key role of decarbonisation in the organisation's own operations and across the value chain, as well as its contribution to climate change and its importance to stakeholders. From a financial perspective, the transition to low-carbon models entails regulatory, cost and investment risks, but also commercial opportunities linked to decarbonised solutions.

### Climate change – Energy (impact and financial material):

Energy consumption and sourcing throughout the product life cycle have a significant impact on climate and natural resources and therefore meet the criteria for impact materiality. At the same time, energy costs and availability significantly influence the group's cost structure and future competitiveness, making this topic financially material.

### Climate change – Circular economy (strategically relevant):

The double materiality assessment concludes that, in the current reporting year, the associated impacts and financial effects do not exceed the defined thresholds. However, the transition to circular economy models is considered a strategic priority to strengthen the value proposition and respond to growing demand for sustainable solutions and services.

### Climate change – Pollution (strategically relevant):

Although the identified impacts do not reach the severity and likelihood thresholds required for materiality, the prevention of emissions and pollutant releases is considered relevant for maintaining the social licence to operate and reinforcing Danobat's position as a benchmark for responsible industrial practices.



## Social dimension

### Own workforce – Occupational health and safety (impact material):

This topic is classified as impact material because working conditions and accident prevention have direct and potentially severe effects on employees. Although robust policies and systems are in place, the nature of industrial activity means that any deviation may have significant consequences for health, well-being and the company's reputation as a responsible employer.

### Own workforce – Attraction, development and retention (strategically relevant):

The double materiality assessment does not identify sufficient impacts or financial effects for this topic to be considered material. However, it is a critical area for ensuring talent availability, knowledge transfer and the organisation's ability to adapt in a highly competitive industrial environment.

### Own workforce – Equality, diversity and inclusion (strategically relevant):

Although the quantitative materiality threshold is not exceeded, equal opportunities and diversity management are considered relevant for organisational culture, talent attraction and alignment with evolving social and regulatory expectations.

### Consumers and end users – Health and safety (impact material):

This topic is considered impact material because the health and safety of products and services have direct effects on customers and end users. Organisations have robust practices in place to minimise incidents, based on strict quality requirements. However, the potential severity of impacts in the event of failure justifies prioritisation from an impact perspective.

### Cooperative social transformation (strategically relevant):

The social transformation linked to the cooperative model does not reach the levels of impact or financial effect required for materiality. However, it constitutes a central element of Danobat and Soraluca's identity and their contribution to the development of the environment in which they operate, and is therefore considered a matter of high strategic relevance.



## Governance dimension

### Corporate Culture: (impact material):

Within dimension G1.1 Corporate culture, and in line with the regulatory description, this dimension is structured into two distinct areas, both of which are assessed by the cooperatives as impact material.

#### • Compliance (impact material):

The compliance function, understood as the set of mechanisms to ensure regulatory and ethical compliance, is classified as impact material due to the severity of potential consequences (sanctions, reputational damage, loss of trust) in the event of non-compliance, for both the cooperatives and their stakeholders.

#### • Cooperative governance and culture (impact material):

Cooperative culture and governance are considered impact material due to their direct influence on organisational behaviour, decision-making and the management of ESG risks and impacts.

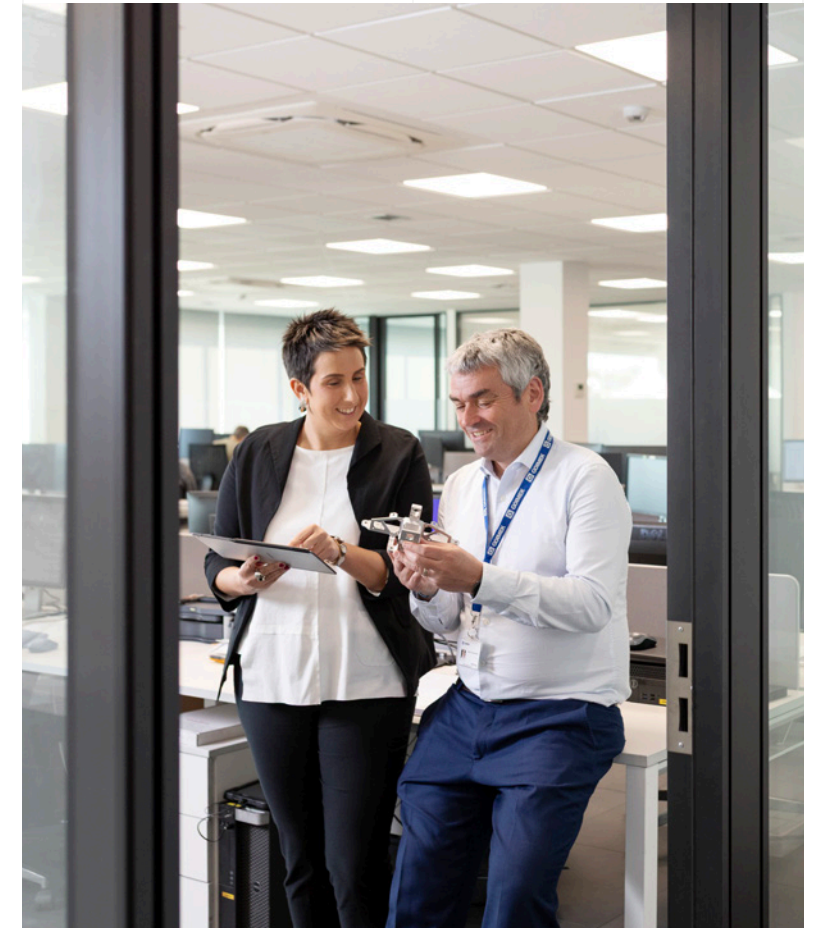
### Sustainable supply chain management (strategically relevant):

Although the dual materiality assessment does not yet identify this topic as material, the integration of ESG criteria into supply chain management is considered relevant for extending sustainability commitments, reducing future risks and strengthening supplier alignment with customer and regulatory expectations.

### Cybersecurity and information security (strategically relevant):

Cybersecurity does not yet meet the thresholds for impact or financial materiality, but it is considered a strategic topic due to its increasing importance for operational continuity, the protection of intellectual property and the trust of customers and other stakeholders in an increasingly digitalised environment exposed to technological risks.

Overall, this aggregation provides an integrated view of Danobat and Soraluze's IROs, explicitly linking each matter to its type of materiality or strategic relevance together with a concise justification for its classification. This forms the basis for prioritising ESG objectives, action plans and resource allocation, as well as for the consistent preparation of the sustainability statement.



# Sustainable growth

In advanced manufacturing

## Annexes 08

# Annexes

## Annex 1: Company contact details (GRI 2-1) and scope of the report

Danobat Group S. Coop.	Danobat S. Coop.	Soraluce S. Coop.	Goimek S. Coop.	Ideko S. Coop.
Arriaga kalea, 2 20870 Elgoibar Gipuzkoa - Spain	Arriaga kalea, 21 20870 Elgoibar Gipuzkoa - Spain	Osintxu auzoa, S-N 20570 Bergara Gipuzkoa - Spain	Pol Ind Itziar Parcela 2 Gipuzkoa 20829 Itziar Gipuzkoa - Spain	Arriaga Kalea, 2 20870 Elgoibar Gipuzkoa - Spain
943 74 83 00	943 748 044	943 769 076	943 606 315	943 74 80 00
<a href="http://danobatgroup.com">danobatgroup.com</a>	<a href="http://danobat.com">danobat.com</a>	<a href="http://soraluce.com">soraluce.com</a>	<a href="http://goimek.com">goimek.com</a>	<a href="http://ideko.es">ideko.es</a>

### Reporting scope

The corporate data presented in this report (turnover, people, international presence and other general information included in the “About Danobatgroup” section) refer to all companies within Danobatgroup, including their subsidiaries.

Meanwhile, the environmental, social and governance (ESG) indicators included in Sections 04, 05 and 06 correspond to the sustainability reporting boundary formed by the following Danobatgroup companies: Danobatgroup, S. Coop., Danobat, S. Coop., Soraluce, S. Coop., Goimek, S. Coop. and Ideko, S. Coop., unless a different scope is expressly indicated. Any variations in the reporting scope of specific indicators are identified in the annexes.

## Annex 2: Direct expenditure charged to MS

	Danobat			Soraluce			Goimek			Ideko		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023*	2024	2025
<b>Direct expenditure charged to MS</b>												
Maintenance of the Environmental and Energy Management System (1)	37,620	35,846	38,946	23,173	8,594	18,000	9,500	8,969	9,005	N/A	0	0
Environmental investments	420,761	392,430	80,389	492,853	149,068	35,500	316,562	0	0	N/A	0	0
HW management costs. NHW and urban waste	70,787	82,242	87,050	36,073	24,500	26,997	12,886	16,164	15,835	N/A	0	0
Other environmental expenditure	32,401	47,240	47,254	6,000	6,000	10,000	3,000	8,938	814	N/A	10,792.97	4,166
<b>TOTAL IN €</b>	<b>561,569</b>	<b>557,758</b>	<b>253,639</b>	<b>558,099</b>	<b>188,162</b>	<b>90,497</b>	<b>341,947</b>	<b>34,071</b>	<b>25,654</b>	<b>N/A</b>	<b>10,793</b>	<b>4,166</b>

(1) Dedication of staff, AENOR and Legoa audits.

\* N/A Data not available.

\*In the case of Soraluce, the reporting scope also includes its subsidiaries.

## Annex 3: GRI 305-1 Direct GHG emissions (scope 1) and 305-2 Indirect energy-related GHG emissions (scope 2) and 305-3 Other indirect GHG emissions (scope 3)

	Danobat			Soraluce			Goimek			Ideko		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Breakdown of emissions by source. Carbon Footprint</b>												
Scope 1: Direct GHG emissions	183	203.8	294	1,236	1,051	961	N/A	N/A	82,21	86.27	79	83
Scope 2: Indirect energy-related GHG emissions	688	876,1	0	511	441	106	N/A	N/A	0	0.36	0	0
Scope 3: Other indirect GHG emissions	150,051	163,142.8	156,397	88,783	60,808	58,114	N/A	N/A	N/A	1,051.68	1,191	1,098
<b>Total CO2 emissions in tons</b>	<b>150,922</b>	<b>164,223</b>	<b>156,691</b>	<b>90,529</b>	<b>62,300</b>	<b>59,181</b>	<b>N/A</b>	<b>N/A</b>	<b>82.21</b>	<b>1,138</b>	<b>1,269</b>	<b>1,180</b>

\* From 2022: calculation of carbon footprint according to ISO140064 and GHG Protocol

\* N/A Data not available

\* In the case of Soraluce, the reporting scope also includes its subsidiaries.

## Annex 4: GRI 302-1 Energy consumption within the organisation

	Unit	Danobat			Soraluce			Goimek			Ideko		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Energy Consumption</b>													
<b>Renewable</b>													
Grid Electricity with GoO	kWh	0	0	3,660,852	0	220,623	1,623,000	0	0	2,401,206	706,908	606,910	678,168
Electricity from own renewable energy installations	kWh	401,242	443,756	942,156	415,086	486,485	559,136	0	0	0	123,600	102,300	117,100
		401,242	443,756	4,603,008	<b>415,086</b>	707,108	2,182,136	0	0	2,401,206	830,508	709,210	795,268
<b>Non-renewable</b>													
Grid Electricity without GoO	kWh	2,596,347	3,185,625	0	1,518,000	1,286,078	0	2,622,570	2,181,818	0	0	0	0
Natural gas	kWh	875,951	947,767	1,456,245	1,635,000	1,649,000	2,389,795	426,498	326,042	274,617	403,269	239,463	222,041

\* In the case of Soraluce, the reporting scope also includes its subsidiaries.

## Annex 5: GRI 303-5 Water consumption

	Danobat			Soraluce			Goimek			Ideko		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Water consumption (m3)</b>												
Water consumption	4,871	4,491	5,225	2,165	1,927	2,283	1,231	1,304	886	1,430	1,085	1,642

\* In the case of Soraluce, the reporting scope also includes its subsidiaries.

## Annex 6: Material and raw material consumption

Danobat									
Raw materials consumption (kg)	2023			2024			2025		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	226,676	2,098,476	2,325,152	158,453	2,864,511	3,022,964	176,927	2,725,516	2,902,443
Process materials (lubricant, refrigerants, coolants...)	21,316	0	21,316	20,752	0	20,752	25,557	0	25,557
Packaging materials (plastic, cardboard, and wood)	50,365	647,708	698,073	69,034	882,880	951,914	60,586	794,154	854,740
<b>TOTAL</b>	<b>298,357</b>	<b>2,746,184</b>	<b>3,044,541</b>	<b>248,239</b>	<b>3,747,391</b>	<b>3,995,630</b>	<b>263,070</b>	<b>3,519,670</b>	<b>3,782,740</b>

Soraluce									
Raw materials consumption (kg)	2023			2024			2025		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	2,887,341	0	2,121,891	2,121,891	2,887,341	2,887,341	0	2,952,865	2,952,865
Process materials (lubricant, refrigerants, coolants...)	20,879	13,852	0	13,852	0	20,879	11,712	0	11,712
Packaging materials (plastic, cardboard, and wood)	485,776	43,484	438,608	482,092	441,959	485,776	22,624	22,8139	250,763
<b>TOTAL</b>	<b>3,393,996</b>	<b>57,336</b>	<b>2,560,499</b>	<b>2,617,835</b>	<b>3,329,300</b>	<b>3,393,996</b>	<b>34,336</b>	<b>3,181,004</b>	<b>3,215,340</b>

\* In the case of Soraluce, the reporting scope also includes its subsidiaries.

Goimek									
Raw materials consumption (kg)	2023			2024			2025		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	0	10,938	0	0	0	10,938	119,219	0	119,220
Process materials (lubricant, refrigerants, coolants...)	0	19,916	16,113	0	16,113	19,916	20,540	0	20,540
Packaging materials (plastic, cardboard, and wood)	6,958	7,853	673,56	4,110,8	4,784	7,853	913,36	4,863	5,776
<b>TOTAL</b>	<b>6,958</b>	<b>38,707</b>	<b>16,787</b>	<b>4,111</b>	<b>20,897</b>	<b>38,707</b>	<b>140,672</b>	<b>4,863</b>	<b>145,536</b>

## Annex 7: 306-3 Wastes by type and disposal method

<b>Danobat</b>				
<b>Hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Emulsified oily waters	Kg.	212,360	213,360	249,000
Contaminated chemical packaging	Kg.	1,260	680	200
Polishing sludge	Kg.	4,702	4,702	2,580
<b>Non-hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Scrap	Kg.	551,640	172,930	136,510
Packaging waste: Cardboard, plastic and wood	Kg.	155,480	201,110	184,140
Unsorted non-hazardous waste	Kg.	20,340	26,160	21,080
<b>Refuse classified as urban waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Packaging waste	Kg.	4,700	4,460	4,680
Organic waste	Kg.	13,194	14,684	13,657
<b>Goimek</b>				
<b>Hazardous waste</b>	<b>Unidad</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Emulsified oily waters	Kg.	300	780	822
Contaminated chemical packaging	Kg.	3,520	3,460	4,470
Polishing sludge	Kg.	395	240	260
Coolants	Kg.	4,625	37,360	8,555
Coolant sludge	Kg.	5,865	3,960	2,680
<b>Non-hazardous waste</b>	<b>Unidad</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Scrap	Kg.	659,460	657,400	632,580
Packaging waste: Cardboard, plastic and wood	Kg.	8,511	13,376	10,758
Unsorted non-hazardous waste	Kg.	N/A	2,480	3,850
<b>Refuse classified as urban waste</b>	<b>Unidad</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Packaging waste	Kg.	N/A	N/A	N/A
Organic waste	Kg.	N/A	N/A	N/A

\* N/A data not available, Packaging and organic waste are managed by a regional service,

<b>Soraluce</b>				
<b>Hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Emulsified oily waters	Kg.	11,500	13,050	18,125
Contaminated chemical packaging	Kg.	700	1,830	1,271
Polishing sludge	Kg.	110	1,084	480
<b>Non-hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Scrap	Kg.	66,090	42,900	37,120
Packaging waste: Cardboard, plastic and wood	Kg.	49,820	56,156	61,825
Unsorted non-hazardous waste	Kg.	25,500	28,180	23,085
<b>Refuse classified as urban waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Packaging waste*	Kg.	N/A	N/A	N/A
Organic waste*	Kg.	N/A	N/A	N/A

\* Data not available. Packaging and organic waste are managed by a regional service.

<b>Ideko</b>				
<b>Hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Oily emulsion	Kg.	3,340	2,080	1,400
Laboratory reagents	Kg.	1,688	580	1,120
Contaminated plastic packaging	Kg.	180	40	80
Contaminated material	Kg.	102	460	560
<b>Non-hazardous waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Packaging waste: Cardboard, plastic and wood	Kg.	1,678	1,690	1,609
<b>Refuse classified as urban waste</b>	<b>Unit</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Packaging waste	Kg.	1,000	840	744

\* In the case of Soraluce, the reporting scope also includes its subsidiaries.

## Annex 8: GRI 2-7 Employees and GRI 401-1: New hires and employee turnover

2025	Danobat			Soraluce			Goimek			Ideko			Danobatgroup – Corporate Services		
	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff
<b>Total staff by gender and origin</b>															
Spain	372	57	429	261	44	305	85	7	92	97	39	136	23	15	38
<b>TOTAL</b>	<b>372</b>	<b>57</b>	<b>429</b>	<b>261</b>	<b>44</b>	<b>305</b>	<b>85</b>	<b>7</b>	<b>92</b>	<b>97</b>	<b>39</b>	<b>136</b>	<b>23</b>	<b>15</b>	<b>38</b>
<b>Total staff by gender and age</b>															
Younger than 30	74	18	92	77	9	86	7	2	9	29	16	45	4	2	6
Between 30 and 50	217	22	239	143	20	163	59	3	62	54	16	70	10	8	18
Older than 50	81	17	98	41	15	56	19	2	21	14	7	21	9	5	14
<b>TOTAL</b>	<b>372</b>	<b>57</b>	<b>429</b>	<b>261</b>	<b>44</b>	<b>305</b>	<b>85</b>	<b>7</b>	<b>92</b>	<b>97</b>	<b>39</b>	<b>136</b>	<b>23</b>	<b>15</b>	<b>38</b>
<b>Permanent and temporary contracts by gender</b>															
Permanent	359	54	413	238	43	281	83	6	89	86	33	119	23	15	38
Temporary	13	3	16	23	1	24	2	1	3	11	6	17	0	0	0
<b>TOTAL</b>	<b>372</b>	<b>57</b>	<b>429</b>	<b>261</b>	<b>44</b>	<b>305</b>	<b>85</b>	<b>7</b>	<b>92</b>	<b>97</b>	<b>39</b>	<b>136</b>	<b>23</b>	<b>15</b>	<b>38</b>
<b>Full and part-time by gender</b>															
Full-time	366	53	419	246	38	284	82	7	89	94	38	132	23	0	23
Part-time	6	4	10	15	6	21	3	0	3	3	1	4	13	2	15
<b>TOTAL</b>	<b>372</b>	<b>57</b>	<b>429</b>	<b>261</b>	<b>44</b>	<b>305</b>	<b>85</b>	<b>7</b>	<b>92</b>	<b>97</b>	<b>39</b>	<b>136</b>	<b>36</b>	<b>2</b>	<b>38</b>

2025	Danobat				Soraluce				Goimek				Ideko				Danobatgroup – Corporate Services			
	Total new hires	Total voluntary turnover	New hire rate	Employee turnover rate	Total new hires	Total voluntary turnover	New hire rate	Employee turnover rate	Total new hires	Total voluntary turnover	New hire rate	Employee turnover rate	Total new hires	Total voluntary turnover	New hire rate	Employee turnover rate	Total new hires	Total voluntary turnover	New hire rate	Employee turnover rate
<b>New hires and voluntary departures by gender</b>																				
Male	12	2	0.03	0	43	7	0.14	0.02	3	3	0.03	0.03	15	3	0.11	0.02	4	0	0.11	0
Female	8	0	0.02	0	4	0	0.01	0	1	0	0.01	0	8	2	0.06	0.01	2	0	0.05	0
<b>TOTAL</b>	<b>20</b>	<b>2</b>	<b>0.05</b>	<b>0</b>	<b>47</b>	<b>7</b>	<b>0.15</b>	<b>0.02</b>	<b>4</b>	<b>3</b>	<b>0.04</b>	<b>0.03</b>	<b>23</b>	<b>5</b>	<b>0.17</b>	<b>0.04</b>	<b>6</b>	<b>0</b>	<b>0.16</b>	<b>0</b>
<b>New hires and voluntary departures by age</b>																				
Younger than 30	17	2	0	0	36	6	0	0	1	1	0	0	20	5	0	0	3	0	0	0
Between 30 and 50	3	0	0.01	0	10	1	0.03	0	3	2	0.03	0.02	3	0	0.02	0	2	0	0.05	0
Older than 50	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0.03	0
<b>TOTAL</b>	<b>20</b>	<b>2</b>	<b>0.05</b>	<b>0</b>	<b>47</b>	<b>7</b>	<b>0.15</b>	<b>0.02</b>	<b>4</b>	<b>3</b>	<b>0.04</b>	<b>0.03</b>	<b>23</b>	<b>5</b>	<b>0.17</b>	<b>0.04</b>	<b>6</b>	<b>0</b>	<b>0.16</b>	<b>0</b>

## Annex 9: GRI 403-9 Work-related injuries and GRI 403-10 Occupational affections and illnesses

	Danobat			Soraluce			Goimek			Ideko		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
<b>Injuries</b>												
Work-related injuries	7	4	7	7	4	5	2	7	7	0	2	0
<b>Occupational affections and illnesses</b>												
Total work hours	662,394	695,507	686,871	471,117	497,194	495,523	125,252.52	124,463.88	137,043.45	195,555	212,482	221,658
% overtime	4	4.49	5	4.3	4.5	4.6	2.2	3.1	2.75	0	0	0
Absenteeism	5.7	5.2	5.4	6.08	4.05	5.95	6.6	11.03	6.95	0.8	1.7	2.3
<b>(Absenteeism hours per hours worked)</b>												
Incidence rate	17.24	9.32	16.28	24.05	15.4	16.29	25.97	85.36	80.45	0	15.65	0
<b>(Number of accidents with sick leave per 1,000 workers)</b>												
Frequency rate	11.02	5.75	5.56	14.8	6.59	10.09	15.6	56.24	51.07	0	9.32	0
<b>(Number of occupational accidents per million hours worked)</b>												
Severity rate	0.77	0.35	0.54	0.63	0.72	0.13	0.07	0.36	0.34	0	1.15	0
<b>(Number of days lost per 1,000 hours worked)</b>												
Number of occupational illness												

## Annex 10: GRI 404-1 Average number of training hours per year per employee

2025	Danobat		Soraluce		Goimek		Ideko		Danobatgroup – Corporate Services	
	Total number of training hours	Average	Total number of training hours	Average	Total number of training hours	Average	Total number of training hours	Average	Total number of training hours	Average
<b>Average hours of training per year per gender</b>										
Male	5,218	14.03	3,863.1	14.8	41.5	4.85	2,369.3	24.43	449.5	19.54
Female	1,548.9	27.17	425.3	9.67	0	0	843.8	21.64	314	20.93
<b>TOTAL</b>	<b>6,766.9</b>	<b>15.77</b>	<b>4,288.4</b>	<b>14.06</b>	<b>412.5</b>	<b>4.48</b>	<b>3,213.1</b>	<b>23.63</b>	<b>763.5</b>	<b>20.09</b>
<b>Average hours of training per year by job category</b>										
Operator - Administrative worker	1,254.4	11.2	1,097	11.43	156	2.79	8.5	4.25	4.5	2.25
Technician	3,230.4	14.49	2,261.6	17.13	150	6.52	2,539.6	24.9	502	23.9
Head	419.5	15.54	134	10.31	89	22.25	-	-	-	-
Manager	1,282.5	22.5	669.5	17.62	13.5	6.75	503	22.86	232	33.14
Director	145.1	20.73	126.3	15.79	4	0.67	162	20.25	25	12.5
General Manager	-	-	-	-	-	-	-	-	-	-
Others	435	0	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>6,766.9</b>	<b>15.77</b>	<b>4,288.4</b>	<b>14.06</b>	<b>412.5</b>	<b>4.48</b>	<b>3,213.1</b>	<b>23.63</b>	<b>763.5</b>	<b>20.09</b>

## Annex 11: GRI 405-1 Diversity in governing bodies and employees

2025	Danobat		Soraluce		Goimek		Ideko		Danobatgroup – Corporate Services	
Percentage of people within the organisation's governing bodies by gender	No. of people in governing bodies	Percentage of people in governing bodies	No. of people in governing bodies	Percentage of people in governing bodies	No. of people in governing bodies	Percentage of people in governing bodies	No. of people in governing bodies	Percentage of people in governing bodies	No. of people in governing bodies	Percentage of people in governing bodies
Male	9	75	18	85.71	14	93.33	11	73.33	13	81.25
Female	3	25	3	14.29	1	6.67	4	26.67	3	18.75
<b>TOTAL</b>	<b>12</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>15</b>	<b>100</b>	<b>15</b>	<b>100</b>	<b>16</b>	<b>100</b>
Percentage of people within the organisation's governing bodies by age categories										
Younger than 30	0	0	0	0	0	0	0	0	0	0
Between 30 and 50	9	75	11	52.38	10	66.67	7	46.67	9	56.25
Older than 50	3	25	10	47.62	5	33.33	8	53.33	7	43.75
<b>TOTAL</b>	<b>12</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>15</b>	<b>100</b>	<b>15</b>	<b>100</b>	<b>16</b>	<b>100</b>

	Danobat													
Percentage of employees by job category and gender	No. of employees	Percentage of employees	Operator - Administrative worker	Percentage of Operators - Administrative workers	Technician	Percentage of Technicians	Head	Percentage of Heads	Manager	Percentage of Managers	Director	Percentage of Directors	Others	Percentage of Others
Male	372	86.71	110	98.21	184	82.51	25	92.59	44	77.19	6	85.71	3	100
Female	57	13.29	2	1.79	39	17.49	2	7.41	13	22.81	1	14.29	0	0
<b>TOTAL</b>	<b>429</b>	<b>100</b>	<b>112</b>	<b>100</b>	<b>223</b>	<b>100</b>	<b>27</b>	<b>100</b>	<b>57</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>3</b>	<b>100</b>
Percentage of employees by job and age category														
Younger than 30	67	21.45	29	25	38	25.11	0	0	6	10.53	0	0	2	66.67
Between 30 and 50	266	55.71	76	51.79	128	52.47	19	70.37	38	66.67	6	85.71	1	33.33
Older than 50	70	22.84	12	23.21	37	22.42	8	29.63	13	22.81	1	14.29	0	0
<b>TOTAL</b>	<b>403</b>	<b>100</b>	<b>117</b>	<b>100</b>	<b>203</b>	<b>100</b>	<b>27</b>	<b>100</b>	<b>57</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>3</b>	<b>100</b>

	Soraluce															
Percentage of employees by job category and gender	No. of employees	Percentage of employees	Operator - Administrative worker	Percentage of Operators - Administrative workers	Technician	Percentage of Technicians	Head	Percentage of Heads	Manager	Percentage of Managers	Director	Percentage of Directors	General Manager	Percentage of General Managers	Others	Percentage of Others
Male	261	85.57	89	92.71	102	77.27	12	92.31	34	89.47	7	87.5	1	100	16	94.12
Female	44	14.43	7	7.29	30	22.73	1	7.69	4	10.53	1	12.5	0	0	1	5.88
<b>TOTAL</b>	<b>305</b>	<b>100</b>	<b>96</b>	<b>100</b>	<b>132</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>38</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>17</b>	<b>100</b>
Percentage of employees by job and age category																
Younger than 30	86	28.2	32	33.33	38	28.79	1	7.69	0	0	0	0	0	0	15	88.24
Between 30 and 50	163	53.44	49	51.04	71	53.79	9	69.23	28	73.68	4	50	0	0	2	11.76
Older than 50	56	18.36	15	15.63	23	17.42	3	23.08	10	26.32	4	50	1	100	0	0
<b>TOTAL</b>	<b>305</b>	<b>100</b>	<b>96</b>	<b>100</b>	<b>132</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>38</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>17</b>	<b>100</b>

Goimek														
Percentage of employees by job category and gender	No. of employees	Percentage of employees	Operator - Administrative worker	Percentage of Operators - Administrative workers	Technician	Percentage of Technicians	Head	Percentage of Heads	Manager	Percentage of Managers	Director	Percentage of Directors	General Manager	Percentage of General Manager
Male	85	92.39	55	98.21	19	82.61	4	100	2	100	4	66.67	1	100
Female	7	7.61	1	1.79	4	17.39	0	0	0	0	2	33.33	0	0
<b>TOTAL</b>	<b>92</b>	<b>100</b>	<b>56</b>	<b>100</b>	<b>23</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>1</b>	<b>100</b>
Percentage of employees by job and age category														
Younger than 30	9	9.78	5	8.93	4	17.39	0	0	0	0	0	0	0	0
Between 30 and 50	62	67.39	40	71.43	12	52.17	4	100	1	50	5	83.33	0	0
Older than 50	21	22.83	11	19.64	7	30.43	0	0	1	50	1	16.67	1	100
<b>TOTAL</b>	<b>92</b>	<b>100</b>	<b>56</b>	<b>100</b>	<b>23</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>1</b>	<b>100</b>

Ideko														
Percentage of employees by job category and gender	No. of employees	Percentage of employees	Operator - Administrative worker	Percentage of Operators - Administrative workers	Technician	Percentage of Technicians	Manager	Percentage of Managers	Director	Percentage of Directors	Others	Percentage of Others		
Male	97	71.32	1	50	68	66.67	20	90.91	7	87.5	1	50		
Female	39	28.68	1	50	34	33.33	2	9.09	1	12.5	1	50		
<b>TOTAL</b>	<b>136</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>102</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>2</b>	<b>100</b>		
Percentage of employees by job and age category														
Younger than 30	45	33.09	1	50	44	43.14	0	0	0	0	0	0		
Between 30 and 50	70	51.47	0	0	50	49.02	13	59.09	5	62.5	2	100		
Older than 50	21	15.44	1	50	8	7.84	9	40.91	3	37.5	0	0		
<b>TOTAL</b>	<b>136</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>102</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>2</b>	<b>100</b>		

	Danobatgroup – Corporate Services											
Percentage of employees by job category and gender	No. of employees	Percentage of employees	Operator - Administrative worker	Percentage of Operators - Administrative workers	Technician	Percentage of Technicians	Manager	Percentage of Managers	Director	Percentage of Directors	Others	Percentage of Others
Male	23	60.53	1	50	12	57.14	5	71.43	2	100	3	50
Female	15	39.47	1	50	9	42.86	2	28.57	0	0	3	50
<b>TOTAL</b>	<b>38</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>6</b>	<b>100</b>
Percentage of employees by job and age category												
Younger than 30	6	15.79	0	0	5	23.81	0	0	0	0	1	16.67
Between 30 and 50	18	47.37	0	0	11	52.38	3	42.86	0	0	4	66.67
Older than 50	14	36.84	2	100	5	23.81	4	57.14	2	100	1	16.67
<b>TOTAL</b>	<b>38</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>6</b>	<b>100</b>

## Annex 12: GRI 401-3 Childbirth and childcare leave

	Danobat			Soraluce			Goimek			Ideko			Danobatgroup – Corporate Services		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees entitled to childbirth and childcare leave, by gender	13	0	13	4	2	6	3	0	3	3	0	3	1	0	1
Total number of employees who have taken childbirth and childcare leave, by gender	13	0	13	4	2	6	3	0	3	3	0	3	1	0	1
Total number of employees who have returned to work in the period to which this report applies after the end of childbirth and childcare leave, by gender	18	2	20	8	2	10	3	1	4	2	1	3	0	1	1
Total number of employees who have returned to work after the end of childbirth and childcare leave and who were still employed 12 months after returning to work, by gender	13	1	14	8	1	9	1	0	1	3	0	3	1	0	0
<b>Rates of employees returning to work and of employee retention on childbirth and childcare leave, by gender</b>															
Rate of employees returning to work	1	1	1	1	0.67	0.91	1	1	1	1	1	1	0	1	1
Retention rate	0.93	1	0.93	1	1	1	1	0	1	1	0	1	1	0	1



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