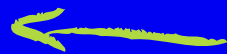


Sustainable growth

In advanced manufacturing

2024

Sustainability
report



We are a benchmark in the manufacture of machine tools and are working towards being a benchmark in **sustainability**, by caring for the **planet, society** and **people**.

We have it 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

2024

Sustainability report

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Letter from the Presidency and General Management

Uncertainty and concern sum up the feelings of the European industry in recent months, which have been marked by global geopolitical and economic ups and downs. A strongly internationalised group such as Danobatgroup cannot ignore this context. However, we are confident that we ready to face this period having laid the necessary groundwork.

Following a historic year for the group in 2024, marked by a change in general management and record turnover figures of €344 million, we are approaching the new Strategic Plan for the 2025–2028 cycle with confidence, knowing that we are moving in the right direction to overcome the challenges ahead.

The challenge now is to make the most of the renewed infrastructures and capacities of our main companies, in which we have invested more than €80 million, and to move forward together in technological innovation, servitisation, diversification and internationalisation. In addition to artificial intelligence and talent, sustainability will again play a central, cross-cutting role.

This new cycle will comprehensively and purposefully address the three ESG areas (environmental, social and governance). This is not a new commitment for us, as it has been present in our cooperative DNA from day one. However, we now want to advance more effectively in our sustainability strategy. To this end, we conducted a dual materiality analysis in 2024 to update the process and align the sustainability strategy with the vision of the new strategic cycle.

Furthermore, with a focus on creating a more sustainable and resilient supply chain, we have launched the HAZI project in collaboration with Ategi. This initiative will enable us to conduct a thorough analysis and develop a concrete action plan to enhance the sustainability of our purchasing and supplier relations, thereby integrating sustainability into our value chain.

In terms of the environment, in 2024 we took significant steps towards decarbonisation, aligning our actions with the goal of achieving climate neutrality. Throughout the year, we held decarbonisation workshops to identify key levers and lay the groundwork for a clear net-zero roadmap in the coming years.

At the same time, we are reinforcing our commitment to energy efficiency by installing new photovoltaic panels on the roofs of our facilities, enabling us to increase our generation of clean energy. Thanks to these and other initiatives, 22% of our energy consumption in 2024 came from renewable sources.

We have also continued to promote sustainable mobility among our employees through our specific plan. Of particular note are the actions linked to the use of an app that promotes various forms of sustainable mobility, such as shared transport or cycling; 31% of our workforce is registered on this app. Thanks to this tool, 28,042 kg of CO₂ emissions were avoided in 2024, with more than €3,500 in incentives awarded to the most active users.

In terms of product environmental impact, two new Soraluze machine models were certified in ecodesign in 2024, and Danobat carried out a life cycle analysis of one of its products: the DHD-T pit lathe.

On a social level, we continue to foster the development of our talent, promote safe and healthy working environments, and advance the consolidation of more inclusive and equitable workplaces through our equality plans and other programmes, with a workforce of 1,459 people worldwide.

Notable improvements in 2024 include updates to the conflict and harassment protocol in line with new regulations, addressing harassment towards the LGTBI community, and participating in initiatives to promote STEM education among young people, particularly females.

In terms of our environmental commitment, we continue to support hundreds of initiatives each year through funds allocated to social transformation. A notable milestone in 2024 was the third edition of the participatory social transformation programme Elkarrekin Eragin, which received funding of 600,000 euros.

We also contributed to the EKIOLA Elgoibar-Mendaro project, which will promote a fair and sustainable energy transition for around 650 families in the Debabarrena region by installing a photovoltaic plant scheduled for commissioning by the end of 2025.

Together with our best-ever results in our 70-year history and the advantages gained from the previous cycle, these actions result in a very positive balance that encourages us to continue our sustained growth. With the commitment of our people and our shared values, we will continue to strengthen our leadership in machine tools and take firm steps to remain a sustainability benchmark.



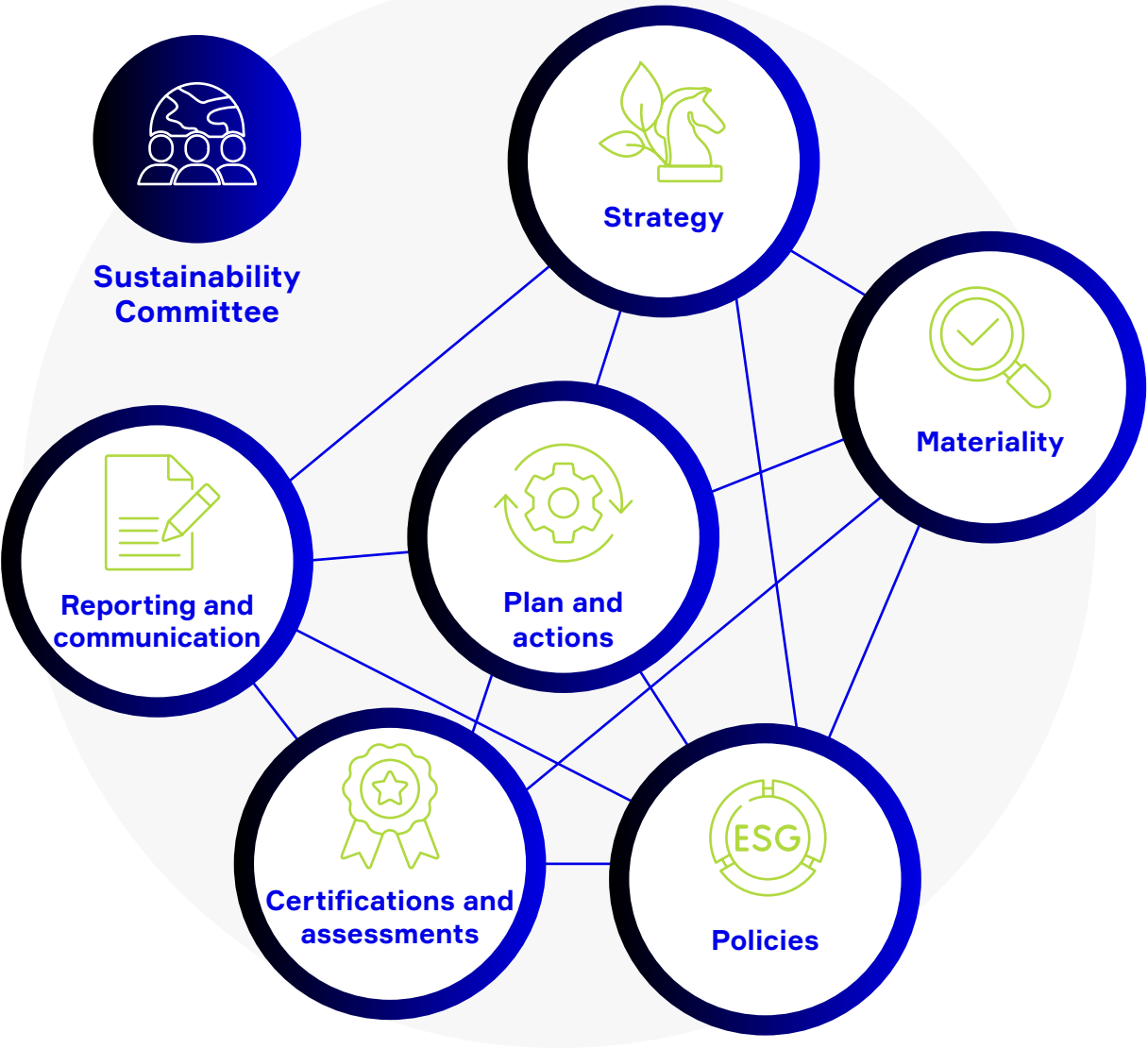
Nerea Aranguren
General Director of Danobatgroup



Andres Mazkieran
Chairman of Danobatgroup

Danobatgroup's approach to sustainability management

Sustainability is managed within the group through a structured and coordinated approach, which ensures the alignment of efforts and progress with commitments.



Sustainability Committee

To drive sustainability management, the Sustainability Committee was created in 2021, made up of management, board members and experts from the different companies of the group. This committee coordinates and monitors activities related to the selected material issues.

Furthermore, in 2024, the Group's main companies have established their own sustainability committees, which coordinate closely with the Group Sustainability Committee to ensure strategic and operational alignment.



Strategy

The integration of sustainability into Danobatgroup's corporate social strategies is one of the eight strategic lines set out in the group's Strategic Plan drawn up in 2021.



Materiality

Danobatgroup defines sustainability as the ongoing development and management of the thirteen material topics outlined in its materiality matrix.

In 2024, a double materiality analysis was carried out with the aim of updating the process, advancing more effectively in the sustainability strategy, and aligning it with the vision of the new 2025-2028 strategic cycle.

The approval and implementation of the results from this analysis into the sustainability strategy and plan are scheduled for 2025, coinciding with the start of the new strategic cycle, in which sustainability will continue to be one of the main lines of action.

To identify impacts, risks, and opportunities (IROs) and evaluate double materiality, an

analysis process was developed based on the recommendations from the EFRAG (European Financial Reporting Advisory Group) guidelines, following these phases:

- **Analysis** of the company’s context.
- **Identification** of actual and potential impacts, risks, and opportunities (IROs) related to sustainability.
- **Consultation** with stakeholders.
- Impact materiality **assessment**.
- Financial materiality **assessment**.
- **Aggregation** of results and **identification** of significant IROs.

**See section 09, Process of Identification of Material topics of this report.*



Policies

Danobatgroup companies have a set of policies that support the material issues identified in the sustainability analysis and reflect the commitments they have made. These policies guide its strategic and operational decisions, promoting responsible economic, social, and environmental performance.

E	S	G		
• Environ- mental Policy	• Occupational Health and Safety Policy	• Sustainability Policy	• Code of Ethics	• Criminal Risk Preven- tion Manual
• Energy Policy	• Equality Policy	• Conflict and Harass- ment Policy	• Anti-Corruption Policy	• Conflict of Interest Prevention Policy
	• Social Action Policy	• Privacy and Confiden- tiality Policy	• Code of Conduct for Suppliers	• Purchasing Policy
	• Language Policy	• Information Security Policy "Confidentiality, Industrial and Intellectual Property, Non-Competition, Responsibility, and Proper Use of Information Systems"		
		• Financial Policy	• Quality Policy	

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



Plan and action

In order to comply with the sustainability strategy, the Sustainability Plan was launched for the first time in 2022, which includes the objectives, action and related indicators for its implementation.



Certifications and assessments

The group's companies periodically undergo audits that certify their management systems in specific ESG areas.

They also undergo comprehensive sustainability assessments to meet their clients' requirements.

Certifications:

AENOR

HUELLA DE CARBONO CO₂ CALCULADO

ISO 14064

AENOR

GESTIÓN ENERGÉTICA

ISO 50001

AENOR

ECODISEÑO

ISO 14006

AENOR

GESTIÓN AMBIENTAL

ISO 14001

AENOR

CALIDAD AEROESPACIAL

UNE-EN 9100

AENOR

SEGURIDAD Y SALUD EN EL TRABAJO

ISO 45001

AENOR

GESTIÓN DE LA CALIDAD

ISO 9001

AENOR

GESTIÓN I+D+I

UNE 166002



Assessments:







Reporting and communication

The annual sustainability report reflects Danobatgroup's management and developments on material issues. This report is published on the website of the group and disseminated both internally and externally.

Likewise, the companies Danobat and Soraluce publish their Non-Financial Information Statement on an annual basis.

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

Commitments and key actions 2024

Governance

- To adhere to an ethical and responsible business behaviour.
- To achieve the highest standards of co-operative governance and economic performance.
- To be publicly recognised as a company of integrity, transparency and accountability.
- To increase partnerships, strategic collaborations and intercooperation.

2024

The management and operation of the legal compliance program and the **whistleblowing** channel have continued and the **Conflict and Harassment Protocol** has been adapted based on the latest legislative changes.

Implementation of the **HAZI project** to advance the sustainability of the supply chain.

Environment and climate

- To reduce the environmental impact generated by the consumption of raw materials.
- To improve energy efficiency and reduce consumption from non-renewable sources.
- To minimise the environmental impact of products throughout their life cycle.
- To reduce waste generation and move towards a circular economy through recycling.
- To continue the transition to a zero-carbon future.
- To adapt management systems in the environmental field to customer requirements.

2024

More **solar panels** were installed on the roofs of several buildings.

Participation in **decarbonization workshops** with the aim of establishing the framework for developing carbon reduction and neutralization plans by 2025.

New **mobility plan** initiatives such as user incentives through the app, improved bicycle parking facilities, and much more.

2 new machine models have been certified in **Ecodesign**.

Carrying out the **LCA - Life Cycle Analysis** of the Danobat DHD-T uderfloor wheel lathe.





People

- To be a benchmark in safety and welfare of workers.
- To be pioneers in the machine tool sector in the implementation of measures to promote equality, inclusion, diversity and non-discrimination.
- To be a driving force for the development of talent in the STEM field, both for our people and for society.
- To generate an optimal environment for the personal and professional development of our people.

2024

Equality plans in all group companies.

Implementation of the **STIMULUS** program for improving the mental health of employees and their close relatives.

Support for the following **initiatives**: Mondragón City Challenge, ZTIM HUB, Debegesa, Zientzia Azoka, Bizilabe, Gladys awards, Ada Byron awards, Mondragon TFG/TFM awards and IMH awards.

Sustainable development of the society

- To improve living conditions and promote sustainable development in the communities in which we operate.

2024

€ 600,000 allocated to the **Elkarrekin Eragin** participatory program.

€ 1,277,738 earmarked for actions associated with social development.

Quality, excellence and innovation

- To offer high-quality products that build customer loyalty.
- To ensure the security and privacy of the customer.
- To innovate to achieve efficiency and improve customer satisfaction.

2024

More than €30 million spent on R&D&I actions.

Improvements have been made on a tool aimed at streamlined and effective monitoring of the different **communication channels with customers**.



→ 03

About Danobatgroup

Introduction

Danobatgroup in figures

Cooperatives and brands

A Global group

Mission, vision and values

New businesses and intercooperation

Alliances

Introduction

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

The group, a 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 over 1,400 people and records an annual turnover of more than 300 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 machining lines in Europe, along with its subsidiaries Hembrug and Overbeck. Then Soralue, 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 the companies such as Savvy, Endity 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.

Commitment to innovation

Danobatgroup stands out for its firm commitment to innovation and development of pioneering technologies, a feature that sets us apart from other companies. Investing more than 9% of its income in innovation, the group boasts 46 families of its patents in operation. The Ideko research centre plays a crucial role as its technological partner, propelling innovation forward.

A cooperative, sustainable group, committed to people and the environment

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.



Cooperatives and brands



With a track record of more than 60 years hinged on innovation, Soraluce drives the machine tool sector thanks to its continuous innovative contributions in the field of engineering making it a benchmark in the sector.

With more than 3,000 machines installed on the market, Soraluce offers a wide range of milling machines, boring machines and vertical lathes, multifunction solutions and automated lines and systems. The company provides professional consultancy services in machining engineering by assessing its customers' production and machining processes and proposing solutions for optimisation in line with the quality, efficiency and cost parameters required by the investor.

Soraluce's success is based on first-class quality, top class service, cutting-edge in-house technology, a great capacity for customisation and its clear international focus.



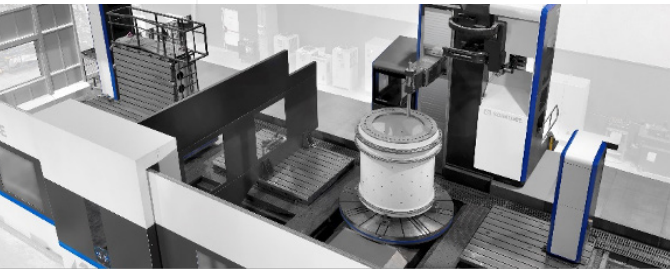
Danobat has been providing its customers with technologically advanced and fully customised manufacturing solutions and services for 70 years. As a result, the company has established itself as a leading provider of advanced manufacturing solutions.

The company has three renowned brands:

Danobat specialises in the development of innovative equipment, such as grinding machines, lathes and robotic systems for machining, and offers high-value services in the field of manufacturing.

Overbeck, with more than 100 years of experience, is a prestigious German developer and manufacturer of high-precision internal, external, and radius grinding machines.

Hembrug designs, builds and sells ultra-precise, fully hydrostatic hard turning machines as well as hybrid machines with turning and grinding capabilities.



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.



The technological centre Ideko is specialised in advanced manufacturing technologies and aims to generate, capture, and develop new technology capable of adequately meeting current and future challenges of industry.

Specialising in manufacturing technologies has enabled it to develop advanced solutions to improve the production capacity and competitiveness of its customers across strategic sectors.

Danobatgroup in numbers



1,459

Professionals



>90%

Export



M€ 344

Turnover



>9%

Investment in R&D&I



Main countries:

- CHINA
- ITALY
- USA
- GERMANY
- SPAIN
- MEXICO



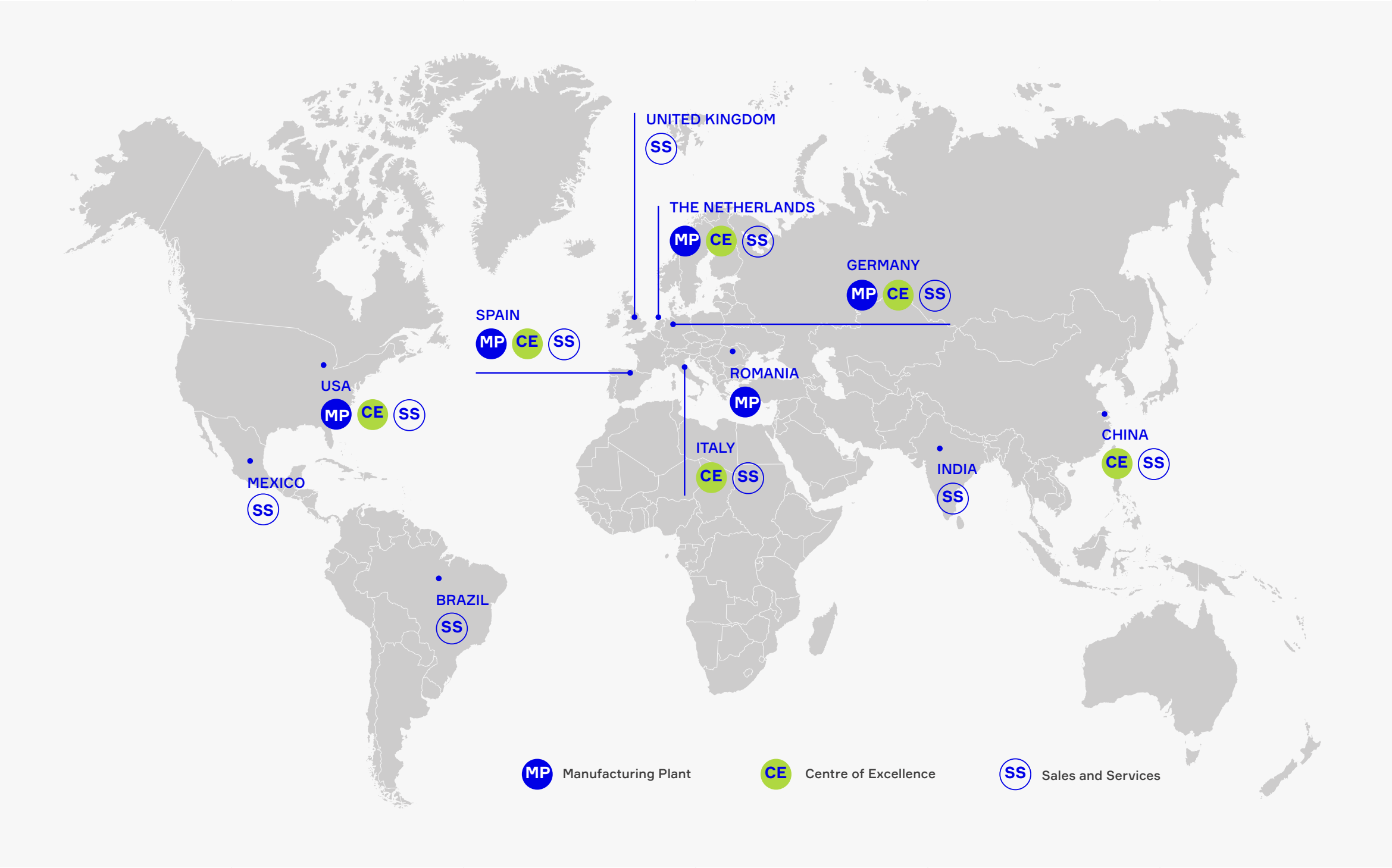
Main Sectors:

- AERONAUTICS AND AEROSPACE
- CAPITAL GOODS
- AUTOMOTIVE AND ELECTRIC MOBILITY
- ENERGY
- RAILWAYS

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

A unique way of doing things.

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.

New businesses and intercooperation

As part of its strategy of sustainable growth and its mission to generate quality employment, Danobatgroup supports the growth of its companies, while encouraging the development of shared activities among them.

Also, the group drives inter-cooperation with other companies within the Mondragon Corporation, and collaborates with other companies and groups, such as MIA — Mondragon's Industrial Automation division—, to achieve higher goals and provide a higher added value proposition.

In addition, with the aim of diversifying the value proposition and exploring new business opportunities, Danobatgroup pursues a strategy of alliances that materialises in the acquisition of new companies, in the participation in the capital of benchmark start-ups, and in the establishment of strategic collaboration agreements with companies whose operation is complementary or fits in well with the activity of the companies of the group.

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 2020, the group created the company Endity Solutions to secure a position on the market for non-destructive inspection.



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



In order to learn more about the world of semiconductor metrology through wavefront phase images, in 2023 the group enters together with Fagor Automation and Mondragon in the capital of WOOPTIX.



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.



Alliances

In order to be able to develop the technologies needed by the industry, Danobatgroup constantly and proactively seeks strategic alliances and collaborations with other relevant players.

Highlight, due to its special relevance, the Capital Goods project to drive the industrial resources within the Industrial Automation division at Mondragon (MIA), in which Danobatgroup is participating together with the co-operatives Fagor Arrasate, Fagor Automation and Mondragon Assembly in the search for synergies in the field of machine tools.

Furthermore, the industrial group actively participates in clusters and local entities such as Debegesa, Hegan or Bind 4.0, among others. It also does so in public entities such as Innobasque, the Basque Council for Science and Technology or the Basque Government, as well as in other entities operating in the field of regional and local governments. Danobatgroup also joins several initiatives in the sector, both on a local and international level. An example of this is AFM, VDW, AMT, UCIMU, etc.

Also, the academic collaboration of the research centre Ideko with prestigious institutions such as the University of Bremen, the University of Waterloo and the University of Budapest, Danobatgroup and its businesses have raised their level of scientific and technological excellence. These collaborations have also stretched to ETH-Zurich or SCC-Austria.

Danobatgroup also participates in forums and platforms that are benchmarks in the field of manufacturing. The international academy of industrial production CIRP, Euspen, Mondragon Forums, the Society for the Advancement of Material and Process Engineering or SAMPE, among others, are worth mentioning.



Danobatgroup is constantly and proactively seeking strategic alliances and partnerships.



Alliances

Just to name but a few, in which Danobatgroup is particularly active and in which we participate in the decision-making bodies:

	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.		

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



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→ 04

Ethical, solidary and participatory management model

Governance structure

Communication and transparency

Inter-cooperative solidarity mechanisms

Compliance and ESG policies

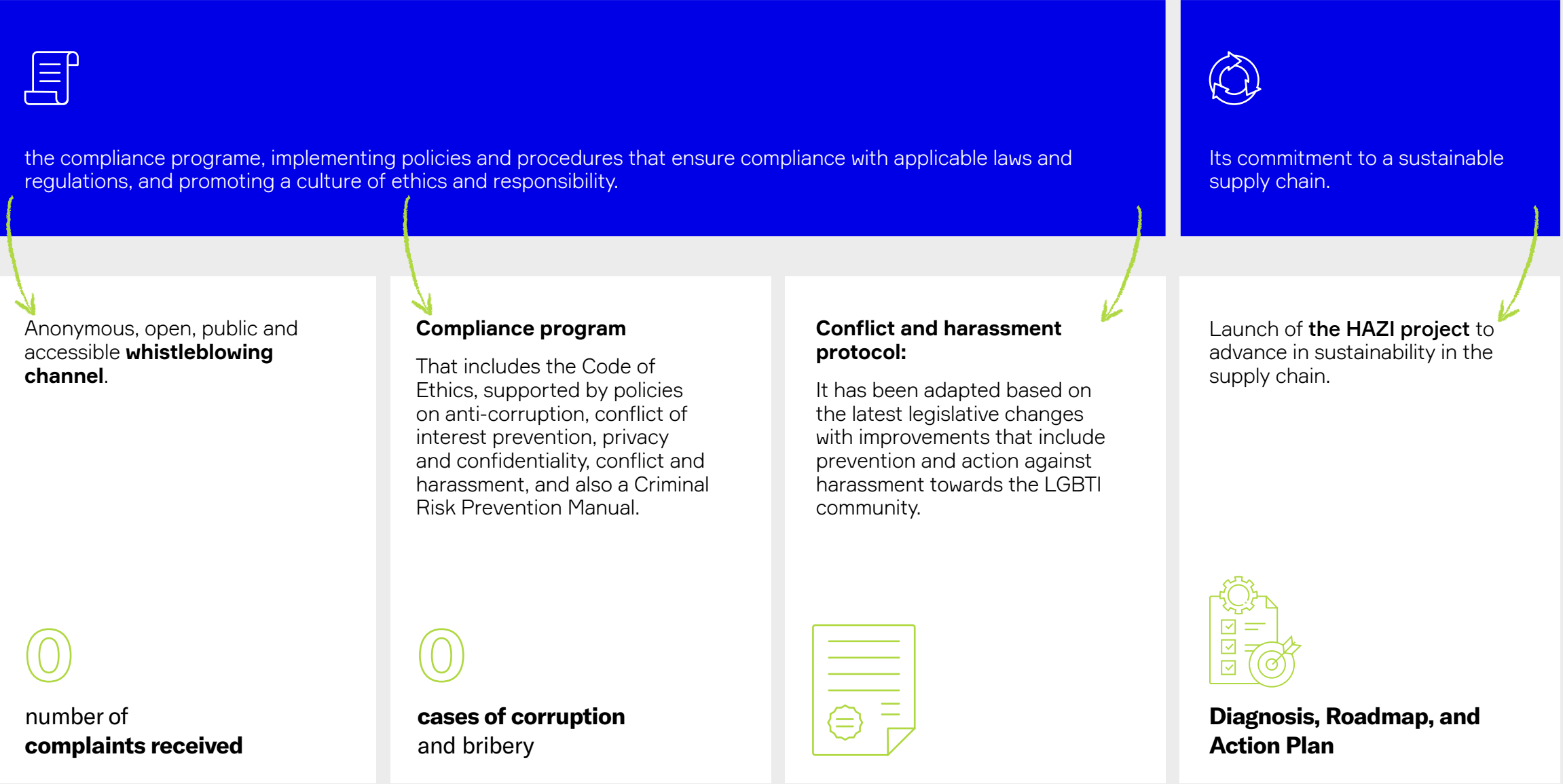
Supply chain sustainability

Danobatgroup is made up of a group of Cooperative Companies that operate in accordance with an inclusive-participative business model. A humanistic management model that seeks to improve the competitiveness of the company and to bring the development of the workers to a higher level. This encourages participation of all members in the socio-economic project, involvement in its implementation and operation, and to share the responsibility for the results.

To achieve this, cooperative training, aimed at different professional profiles and with specific formats, is an essential ingredient to provide people with the necessary knowledge to enable them to take responsibility and participate actively in business management. Solidarity, as a lever for social transformation, is another tool embedded in Danobatgroup's management.

In short, a solid, shared management model with a sense of legacy, which promotes the involvement of people through multiple mechanisms and hinges on the Statutes of each cooperative, the internal regulation rules and a set of corporate rules, procedures and policies that lay down the principles and guidelines that govern the group's performance within the framework of Mondragón's co-operative management model.

Danobatgroup moves forward in...



Governance structure and participation

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
General Assembly	The General Assembly is the supreme body representing the group's Co-operatives and their decisions on matters affecting the Co-operatives and their members, within the framework of the powers established in the Articles of Association.
Governing Board	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.
General Management	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 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.

- Financial Committee
 - Social Management committee
 - Sustainability Committee
 - Procurement Committee
 - Innovation Committee
 - Operations Committee
- Communication Committee
 - Safety and Health Committee
 - Basque Language Committee
 - Equality Committee
 - Mobility committee

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.

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.



Communication, transparency and cooperative training

Danobatgroup is characterised by a culture of transparency and fluid internal communication through the different governing bodies, presentations and talks, and internal tools such as the employee portal and the e-mail communication channel, among others, to inform employees about relevant issues.

In addition, external communication channels such as the corporate website, social networks and newsletters have been set up to establish a fluid dialogue with stakeholders.

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 2 or 3 years since 2010.

Likewise, 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 co-operative 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.

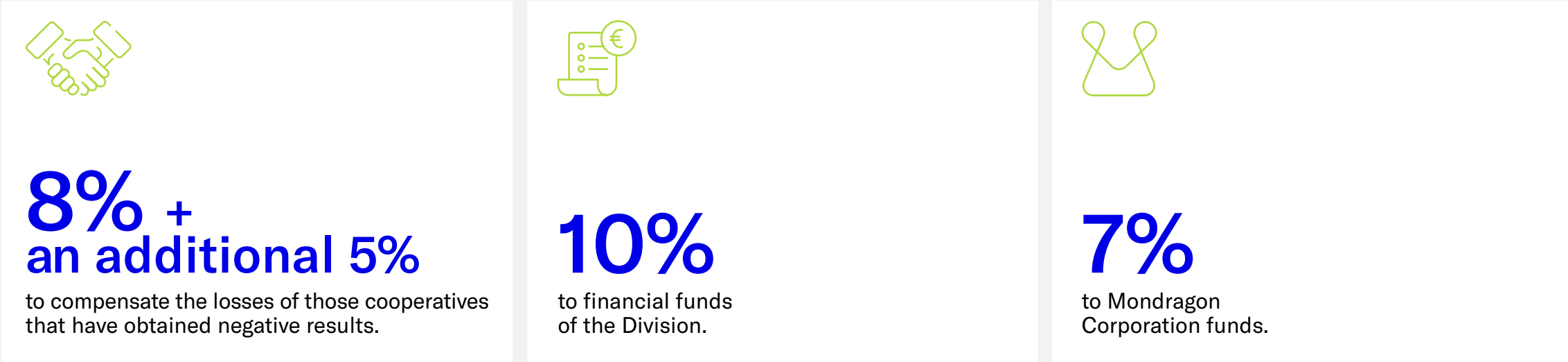


Inter-cooperative solidarity schemes

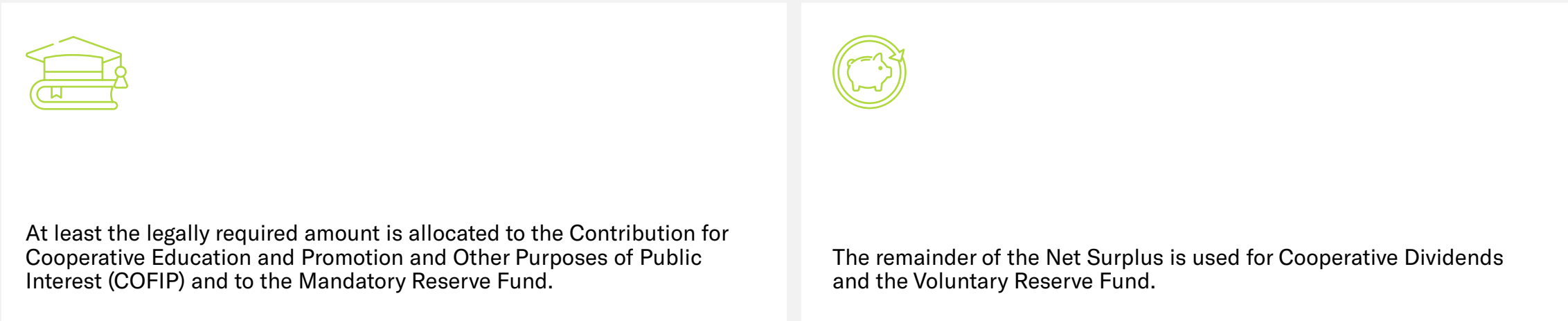
Intercooperative solidarity is a fundamental principle of the MONDRAGON cooperative model, the purpose of which is to strengthen internal cohesion, ensure the continuity of the model, and foster a solidarity-based development that goes beyond business objectives, generating impact on the society and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



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



Danobatgroup's main economic and financial indicators	2022	2023	2024
Sales	€ 223,994,000	€ 274,152,000	€ 267,204,000
Consolidated sales (aggregate subsidiaries)	€ 277,000,000	€ 336,982,000	€ 354,300,000
Benefits: before interest, redeployment and COFIP allocation funds	€ 18,139,000	€ 28,130,000	€ 30,050,000
Net Financial Debt / EBITDA Ratio	-3.29	-0.72	-0.13
Independence Ratio	1.59	1.53	1.44

Compliance and ESG policies

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.

Hence, the group is committed to people and the environment, and pursues a culture of responsibility and respect for human rights. Furthermore, 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.

Compliance program

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:

- 3 Criminal Risk Assessment
- 3 Criminal Risk Prevention Plan

Notably, in 2024 the policy for action against conflict and harassment was updated, adapting it to the latest legislative changes, and including improvements regarding the appointment of people in charge and the procedure.

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.

ESG policies and other elements to be taken into consideration

The companies of the group have various policies in the environmental, social and economic and governance fields, such as Danobat's integrated management policy for occupational health and safety, quality, environment and energy, and the Integrated policy for safety, quality, environment and eco-design of Soralue.

In addition, all the organisations have the following:

Code of conduct for suppliers

In the area of subcontracting and supplier management, there is a specific Code of Conduct, whereby the supplier entity declares that its operations are carried out in accordance with the core values of respect for human rights at work, the environment and anti-corruption practices.

Information security standards

Information Security standards have been implemented, for which Danobatgroup has drawn up different protocols and standards. Hence, it is possible to involve everyone in guaranteeing the confidentiality of information and the proper use of computer equipment (Confidentiality Rules, Industrial and Intellectual Property, non-competition, responsibility and proper use of Information Systems).

Sustainability Policy

This policy is the reference framework for the effective integration of environmental, social and governance (ESG) issues in Danobatgroup's decision-making process, in the development of its activity, and in the relationship with the group's main stakeholders.

Social Action Policy

This policy is the reference framework for the effective integration of the objectives relating to the Social Commitment area of Danobatgroup's Sustainability Strategy.

Diversity and Equality Policy

It is the framework to advance in promoting inclusive spaces and cultures that boost gender equality particularly, as well as respect and integration of the diversity of people in its broadest sense.

Furthermore, significant steps were taken in 2024 regarding information security, advancing in the development and implementation of a Management System aimed at protecting the confidentiality, integrity, and availability of the organization's information. These actions reflect Danobatgroup's commitment to responsible information management and lay the groundwork for achieving ISO 27001 certification in 2025.

This culture of ethics and transparency makes it possible to reach the goal of zero corruption, which all Danobatgroup companies achieved in 2024.

In 2024, 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.

Cases of corruption

0

Human Rights Violations

0



Supply chain sustainability

Danobatgroup seeks to extend its ESG commitment to its upstream value chain, promoting responsible and sustainable practices among its suppliers. The group encourages the adoption of its core values, such as respect for human rights, environmental protection, and anti-corruption practices. Danobatgroup companies are firmly committed to ensuring that these values are upheld in all their operations.

For this purpose, the group has a Code of Conduct for suppliers which defines basic requirements to be met by suppliers, and has general purchasing conditions that guarantee a commercial relationship based on transparency, professional ethics, and regulatory compliance.

Likewise, Danobatgroup promotes local purchasing, adhering to its environmental commitment and its interest in regional economic development.

Because the companies of the group are located in an industrialised area, there is an extensive network of specialised machine tool suppliers. In 2024, more than 70% of the group's industrial suppliers are located nearby (Basque Country and Navarra), and more than 80% are located in Spain.

Also, Danobatgroup is dedicated to the development of its suppliers, promoting management improvement projects and initiatives related to innovation and the adoption of new technologies. In this sense, it is worth highlighting the Darwin project, for the digitalization of purchases, and the Ai! Ene project, promoted by Soralue and Danobat to provide support and accompaniment in improving the administrative and production processes of their suppliers.

In 2024, the HAZI project was launched with the support of ATEGI (MONDRAGON Corporation's Purchasing Center) to advance in sustainability in the supply chain.

Over the course of the year a diagnosis was carried out to assess the maturity of the main cooperatives of the group on this issue, and a roadmap and action plan were created to take the next steps in the coming years.



In 2024, the HAZI project was launched to advance in sustainability in the supply chain.



The actions of this section are aligned with the United Nations Sustainable Development Goals.



GRI 205 — [205-3]

GRI 2 — [2-29] [2-10]



→ 05

Committed to people

People of Danobatgroup

Solidarity wage

Health and safety at work

Talent attraction and management

Training and professional development

Diversity, equality and non-discrimination

Danobatgroup is committed to a corporate social project that places people at the centre, people committed to the business project, who together shoulder the objective of generating lasting and sustainable wealth and employment wherever the group and its companies are present.

For that reason Danobatgroup is firmly committed to the personal and professional development of all people of the organisation, maximising their well-being and employability, so that they give the best of themselves.

This commitment extends to the field of talent attraction, with the aim of responding to the challenges of today's advanced manufacturing sector and anticipating future needs.

In addition, Danobatgroup makes every effort to provide an environment that safeguards health and safety of people, and pursues a policy of wage solidarity throughout the organisation, where diversity, non-discrimination and equal opportunities between people prevail.

Danobatgroup moves forward in...



The promotion of STEM vocations.



Adoption of measures to promote equal treatment and opportunities for women and men.

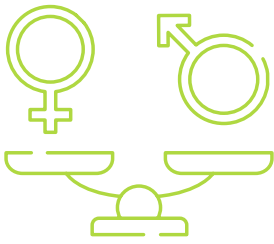


Mental health management in the workplace.



Promoting a safe working environment.

Support for the following initiatives:



Equality Plans in all companies of the group.



In 2024, the **Stimulus** program was implemented to improve the mental health of employees and their immediate family members.



Danobatgroup's **average incidence rate** is 18.07, well below the average for industrial companies in the Basque Autonomous Community, which stands at 63.04.

Danobatgroup people

1459
Working people



1049

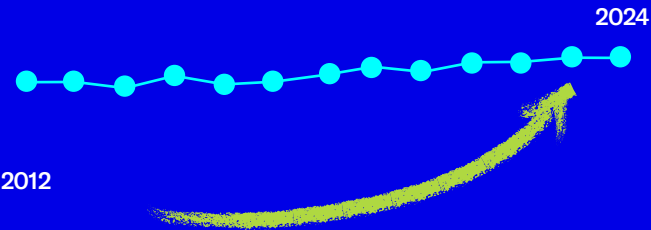
In the
Basque Country

878

Cooperative
members



Employment rate:



The number of employees has grown steadily in recent years, reflecting Danobatgroup's efforts to create jobs and, in particular, to promote cooperative employment.

All of this despite the cyclical nature of our sector and challenging periods experienced during the COVID-19 pandemic.

155 Females



965 Full time

120 Females 778 Males

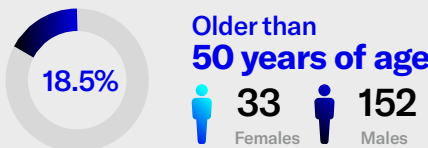
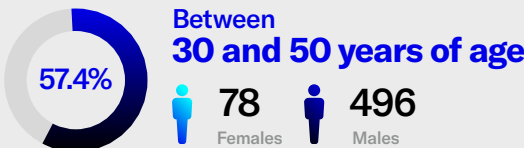
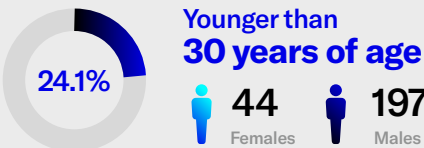
35 Part time

13 Females 22 Males

945 Permanent 146 Females 799 Males

55 Temporary 9 Females 46 Males

845 Males



For more information see: Annex 1, GRI 2-7 Employees

Solidarity wage

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 worker 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.



Maximum pay gap between Danobatgroup working people

x 4.5

Health and safety at work

Danobatgroup is committed not only to safety, but also to creating healthy work environments. Beyond physical safety, the cooperative group is deeply involved in managing mental health in the work environment.

All group companies have implemented their respective Occupational Risk Prevention Management Systems, in compliance with the Occupational Risk Prevention Act, its implementing regulation in line with the criteria of the ISO45001 standard, as well as the Health Surveillance Plan.



For more information see: Annex 2, GRI 403-9 Work-related injuries and GRI 403-10 Occupational diseases and illnesses

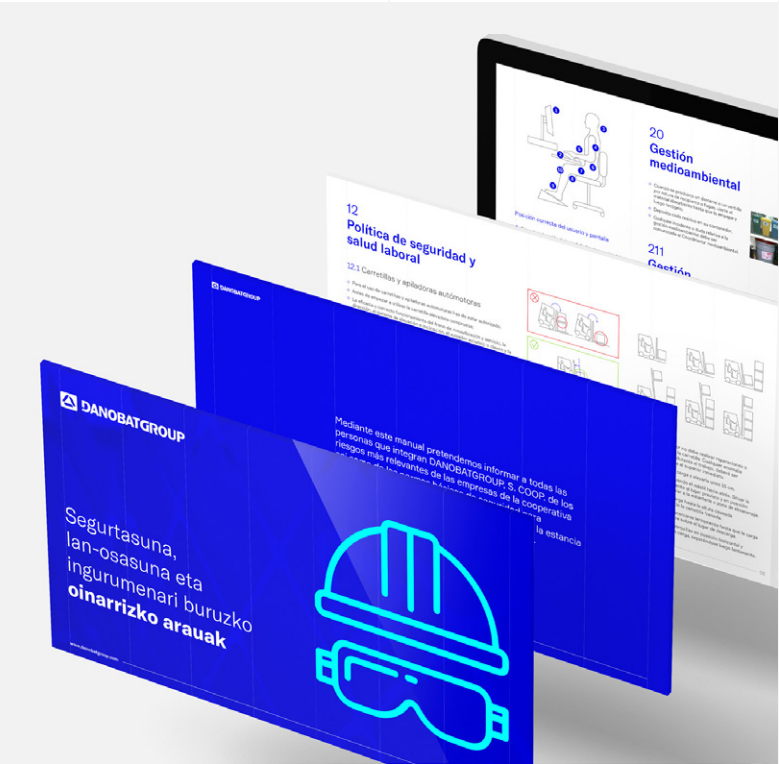
Occupational risk prevention plan

Danobat, Soraluze and Goimek hold the AENOR-certificate for occupational safety and risk prevention.

The basic objectives in the area of OHS are set out in the 2021-2024 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.

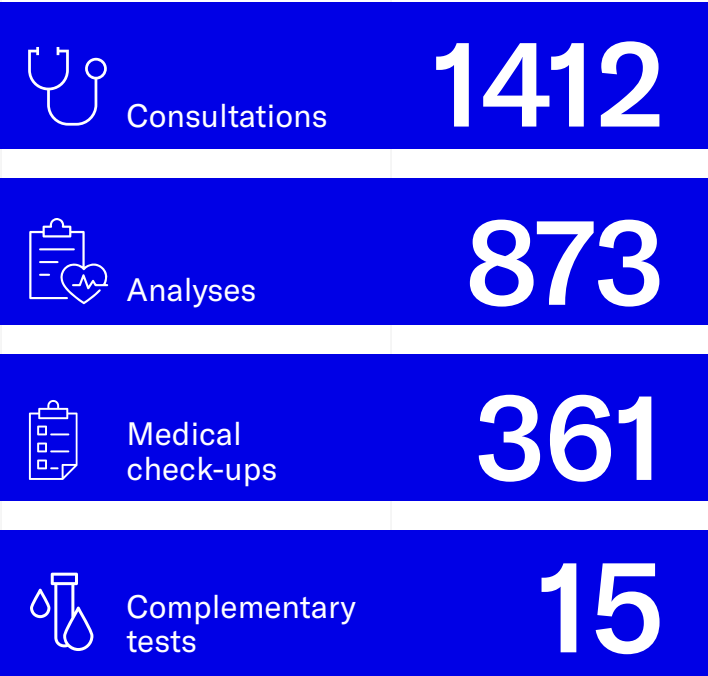
By means of the corresponding established protocols and mechanisms, compliance with safety regulations by external people who interact with our companies is ensured in all group facilities.

In the context of this plan in 2024, psychosocial risk assessment surveys were launched in all the group's cooperatives to identify and measure psychosocial risk factors in order to detect risk, identify the people exposed, and assess the risk by establishing priority levels. Following the survey, the results and the consequent action plan for improvement are expected to be available in 2024.



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 2024 the following was carried out:



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: In 2024, a mental health improvement program was implemented that includes 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.



Talent attraction and management

Danobatgroup is strongly committed to the personal and professional development of all members of its organisation. A commitment to, one the one hand, look after people and on the other hand keep their employability at the highest possible level.

For this reason, we are committed to strategic management of talent, so that our human capital can develop their full potential, satisfy their aspirations and meet their goals while helping the cooperative to meet its challenges.

Within the framework of strategic talent management, Danobatgroup works pro-actively to attract talent in order to meet both current and future needs in the field of advanced manufacturing. To this end, the group participates in initiatives that boost STEM studies among young people, promotes agreements and strategic collaborations with universities and educational centres, and advertises as an employer brand, among other actions.

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.

Some data relating to 2024:



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 2024, 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)

In 2023, Danobatgroup made efforts to establish a partnership for 2024 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 avail of 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:

- 3 Since 2017, we work with a program for Talent Management, which includes: conversations for development, performance and potential assessments, Bottom Up assessments, Talent Reviews, and aspiration management.
- 3 The experience of employees at all levels is managed: communication, professional development, systems for participation in management and responsibility for the organisation's results.
- 3 There is an optimised onboarding process (first 90 days): welcome plan, elaboration of the training plan according to professional profiles, regular follow-ups, etc.
- 3 A culture is pursued in which each person is responsible for their own development and where managers are accountable for developing their teams.
- 3 Individualised career plans are drawn up based on people's concerns/expectations.
- 3 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 2024, the following
vacancies were
published internally

71

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.
- 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 long-term courses related to the job position.



For more information see: Annex 3, 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 initiatives on a local level to promote the Basque language, as mentioned in section 7 on social commitment in this report. In addition, it sponsors many of these social initiatives.

100%

Of the Danobatgroup companies have Basque language plans.

€222,686

investment in Basque language plans in 2024.



BIKAIN
Euskararen kalitate ziurtagiria
Certificado en la calidad lingüística

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: **Mondragon Basque 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.

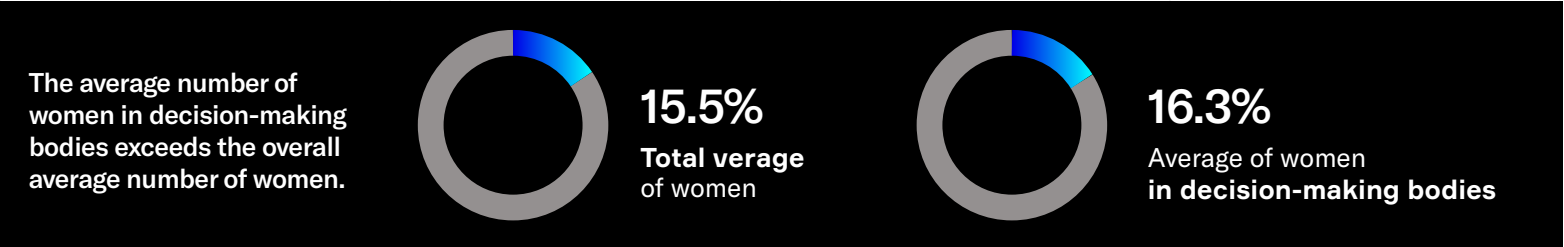


Diversity, equality and non-discrimination

The machine tool sector and, in general, those sectors in which Danobatgroup's customers operate, have traditionally been male-dominated. Danobatgroup, however, strongly believes in the need to foster inclusive spaces and cultures that promote gender equality in particular, as well as respect and integration of people's diversity in its broadest sense.

This commitment is propagated both internally in the organisation and manifested to the society. Danobatgroup believes in equal opportunities for all people, and that different ages, genders, races, etc., substantially enrich the operations carried out by the companies of the group, and therefore the positive impact of it cannot and should not be forsaken. In this respect, the group is working on steps to reduce the gender pay gap.

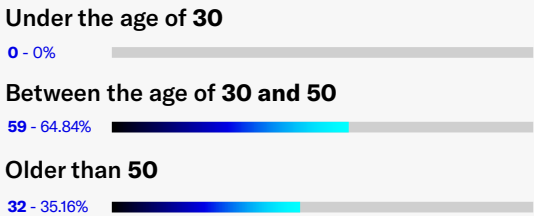
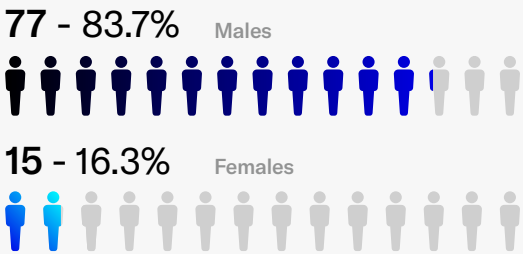
For this reason, since 2020, equality plans, be it for legal reasons or on a voluntary basis, have been put in place in all companies of the group. In addition, specific committees have been set up to implement the objectives set out in the plans. Danobatgroup also promotes equality, diversity and an egalitarian culture in its catchment area. In this regard, the group collaborates with initiatives that promote equality, especially in the STEM field, such as the initiatives mentioned in the "Talent Attraction and Management" section of this report.



Governing
bodies

92

People in
governing bodies



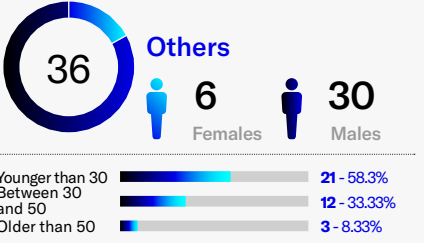
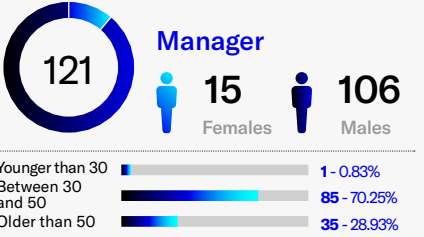
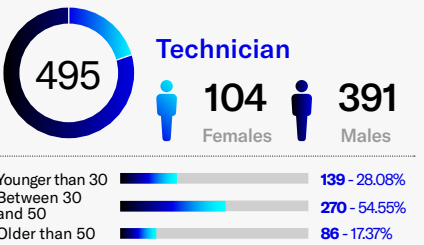
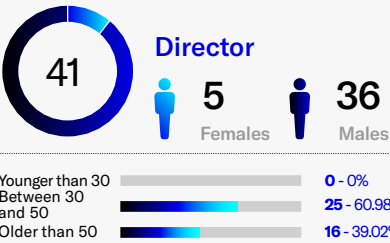
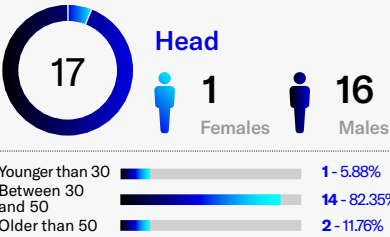
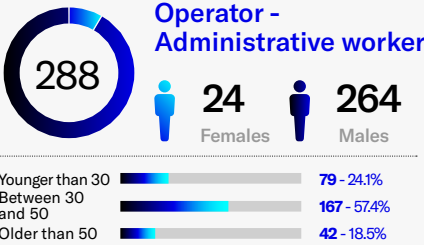
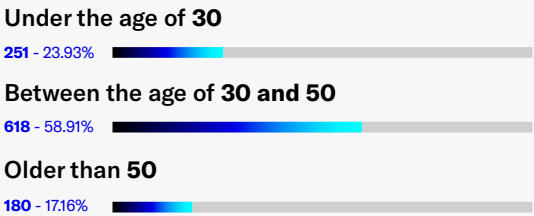
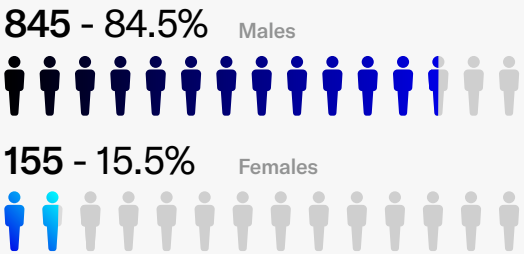
People by
employment category

1459

People



In Basque
Country



For more information see: Annex 4, GRI 405-1 Diversity
in governing bodies and employees

Equality and
Diversity Plan

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 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 perspective, across all cooperatives, implemented in 2024.

In 2024, the following notable actions were carried out:

- **Design of Strategic Equality Plans:** Two of the group's companies developed their second Equality Plan, based on a comprehensive assessment that will allow them to move forward decidedly.
- **Monitoring and Continuous Improvement:** Data and indicators were monitored to implement action plans that truly make a difference for the cooperatives.
- **Training in Confidential Consulting:** The consulting team received specialized training to address sexual and gender-based harassment, to move toward a safe and respectful environment for the entire group.
- **Awareness and Training:** Training was stepped up across the organisation, especially in leadership positions, since inclusive leadership is essential to advancing equality.
- **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 and publications in internal magazines, as well as activities on significant dates such as February 11, March 8, and November 25.



Work–life balance

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 a policy and concrete action 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 2024:

Total number of employees entitled to childbirth and childcare leave:



Total number of employees who have taken childbirth and childcare leave:



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:



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:



Rates of employees returning to work and of employee retention on childbirth and childcare leave during the year 2024:

Return to work rate:



Retention rate:



Non-discrimination and diversity management

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 have materialised in concrete action, such as for example, removing of any data from CVs of job applicants that could be used in a discriminatory manner.



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 5, GRI 401-3
Childbirth and childcare leave

The actions of this section are aligned with the United Nations Sustainable Development Goals.



- GRI 2 — [2-7]
- GRI-401 — [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





Commitment to the climate and environment

- Environmental management system
- Circular economy and waste prevention and management
- Sustainable use of resources
- Protecting biodiversity and preventing environmental risks
- Fight against climate change
- Environmental impact of products

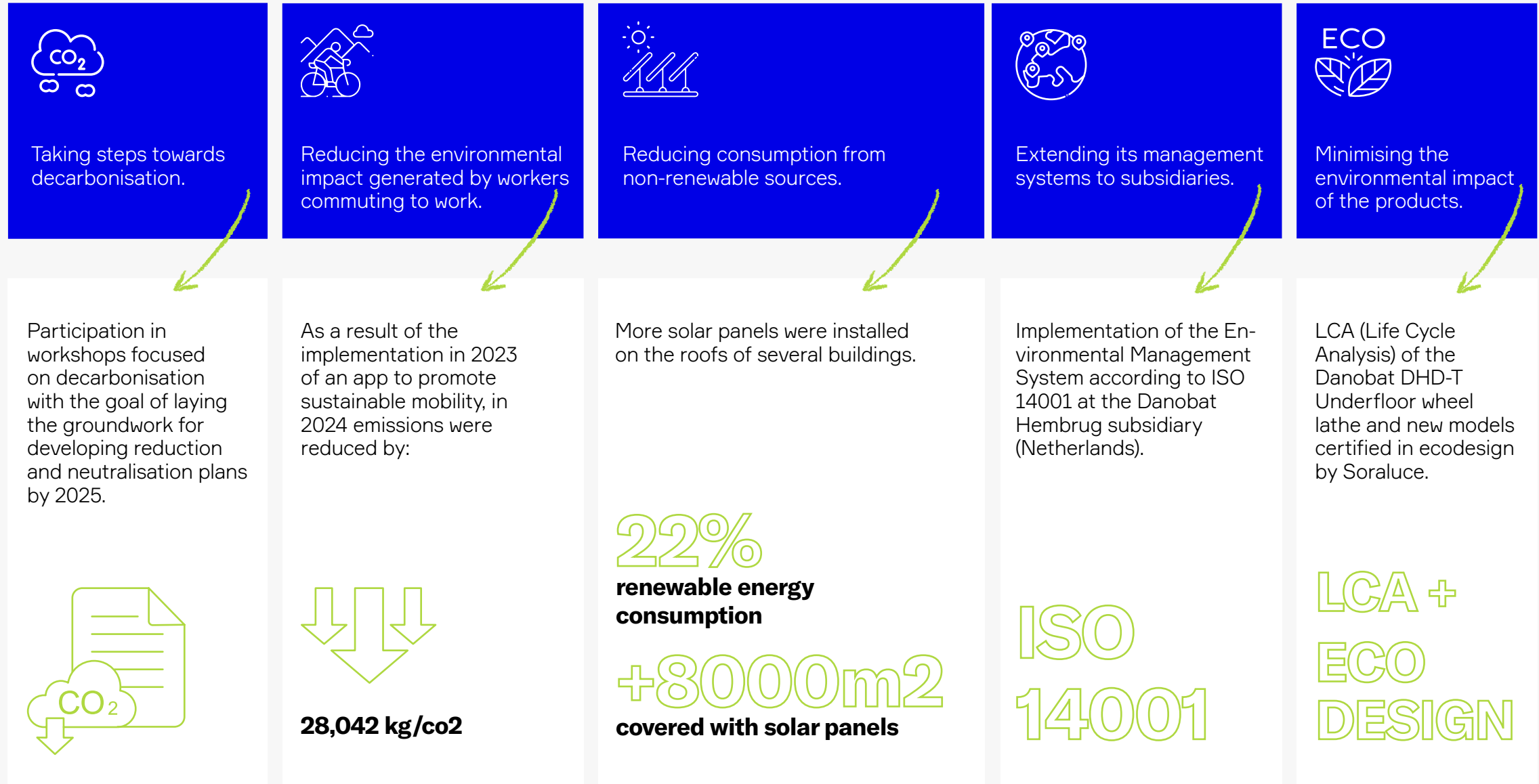
Environmental protection is part of Danobatgroup's strategic commitment to sustainability and responsible development.

The organization promotes a comprehensive approach to environmental management encompassing not only the fight against climate change, but also efficient resource use, waste management, the promotion of the circular economy, biodiversity protection, and environmental risk prevention.

Danobatgroup aims to decouple its carbon footprint from economic growth, an ambitious goal that can only be achieved in the long term. However, the group is aware that it must also act in the short term, both individually and collectively, moving step by step toward this goal.

In this regard, it is committed to the use and self-generation of renewable energy, as well as the continuous improvement of energy efficiency. Furthermore, Danobatgroup incorporates energy and environmental criteria into product design and development, which helps reduce its impact throughout its entire life cycle.

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 work is underway to extend it to other manufacturing subsidiaries. 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 Soraluce, 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, 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 Soraluce are audited annually by AENOR. It is worth mentioning that no non-conformities have been detected in the last 5 years.

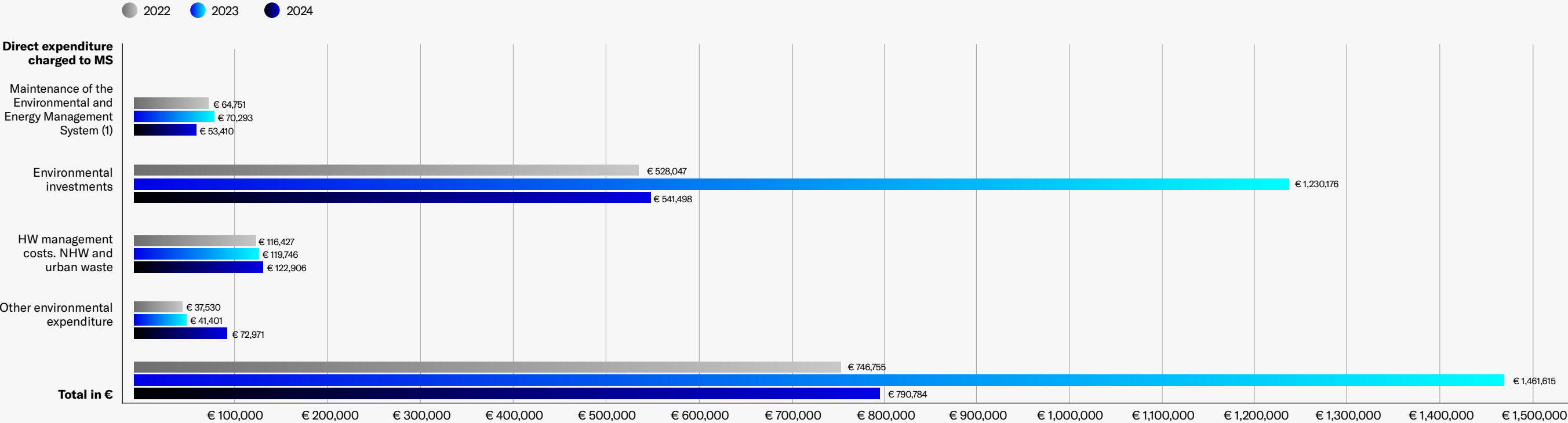
The group companies have a register of relevant environmental aspects such as "waste", "atmospheric emissions", "water", "noise", "hazardous substances", "consumption of natural resources" and "soil contamination". These aspects are evaluated annually. Based on the assessment of relevant environmental 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 elicited environmental aspects.

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

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 6, Direct expenditure charged to MS](#)

Waste management and circular economy

Efficient waste management is a priority for all group companies. Within the framework of the environmental management system and in compliance with current legislation, 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 our commitment to sustainability and regulatory compliance, the group's companies have made significant progress in implementing EPR.

Over the past year, 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 our products.

Furthermore, in an effort to maintain environmental responsibility without shifting the financial burden to customers, the group has decided to fully cover the expenses associated with packaging management under the SCRAP scheme.

To ensure complete transparency, this information is itemised on the invoice, allowing Danobat, Soralue, and Goimek customers to understand our commitment to sustainability without incurring any additional charges.

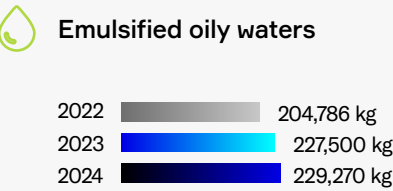


The group's companies have made significant progress in implementing Extended Producer Responsibility (EPR) by 2024.

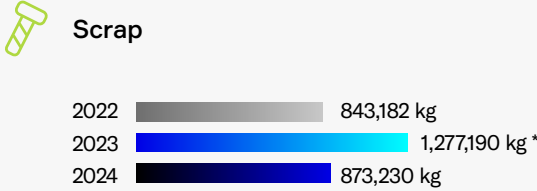
Below, the volume of the most significant waste generated by the activity in the Danobatgroup plants in the Basque Autonomous Community is indicated.

Waste

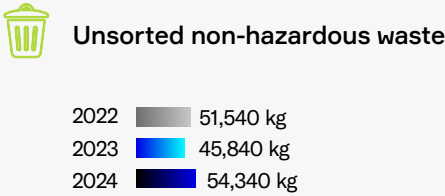
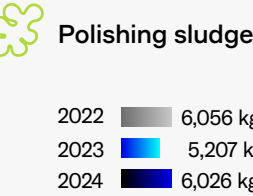
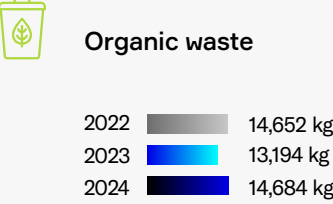
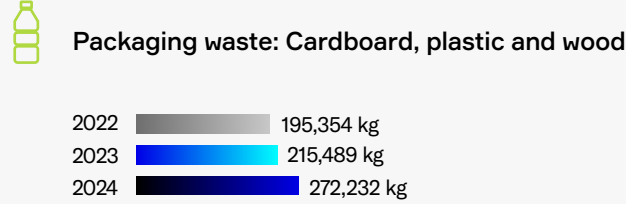
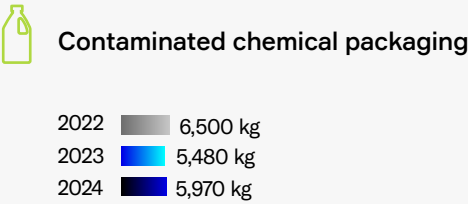
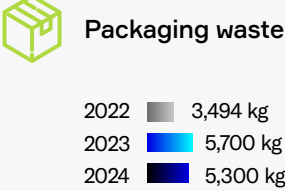
Hazardous waste



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](#)

Sustainable use of resources

The environmental policy clearly prioritises sustainable use of resources, with special emphasis on reducing the use of raw materials and other materials throughout the entire life cycle of the products and, in addition, on reducing energy consumption by implementing measures for greater energy efficiency.

The resources used by the group are divided up into energy (Gas and Electricity), water and raw materials required for production purposes.

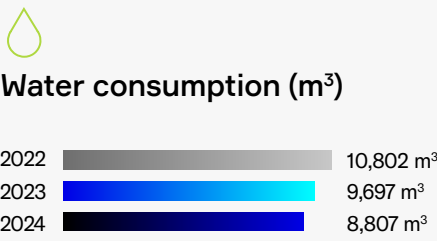
Most of the raw materials acquired are incorporated into the manufactured products manufactured by the companies of the group and consequently their consumption is directly dependent on the design, manufacture and after-sales service of the projects.

In addition, a series of environmental aspects are identified, recorded and evaluated 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

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.



For more information see: [Annex 8, GRI 303-5 Water consumption](#).

Gas and electricity consumption and energy efficiency

With regard to gas and electricity consumption, exhaustive checks are carried out on the use of energy. The entire heating system, as well as the lighting systems and the energy consumption for the different types of use are monitored continuously in most of the group companies. With the data that are obtained, action for improvement is taken.

Over the last few years, Danobatgroup has carried out numerous reforms of its facilities, which have led to significant improvements in both people's well-being and energy efficiency.

These include systems for detecting and eliminating compressed air leaks, LED lighting with light regulation, monitoring and control of the heating and lighting system, enabling efficient management and reducing consumption).

In 2024, these improvements continued with actions such as replacing the gas heating system with a more efficient climate control system.

In addition, in 2024, Soraluze inaugurated a new assembly plant designed from a sustainable point of view and which achieved the LEED "Leadership in Energy & Environmental Design" gold certification. This adds to a similar certification obtained by another Soraluze plant in 2023.

Likewise, it is worth noting that, Danobatgroup companies have installed photovoltaic panels in most of its buildings over the last few years. In 2024, this initiative was expanded to additional sites, with plans to continue installing solar panels in the years ahead.



Two of Soraluze's manufacturing plants have earned LEED "Leadership in Energy & Environmental Design" Gold certification.

Furthermore, in 2023, the group invested over one million euros in a solar farm located outside its facilities. In 2024, the project was executed, with completion expected in the first half of 2025, at which point the generated energy will begin to be used.

By combining these initiatives, the aim is to ensure that one third of the renewable energy consumed by the group is self-generated, demonstrating its ongoing commitment to sustainability and to reducing the carbon footprint.

Below are the significant energy consumption data at Danobatgroup plants in the Basque Country.

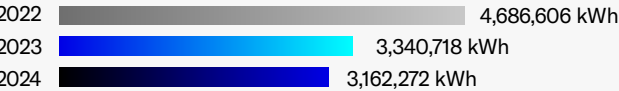
Energy Consumption (kWh)



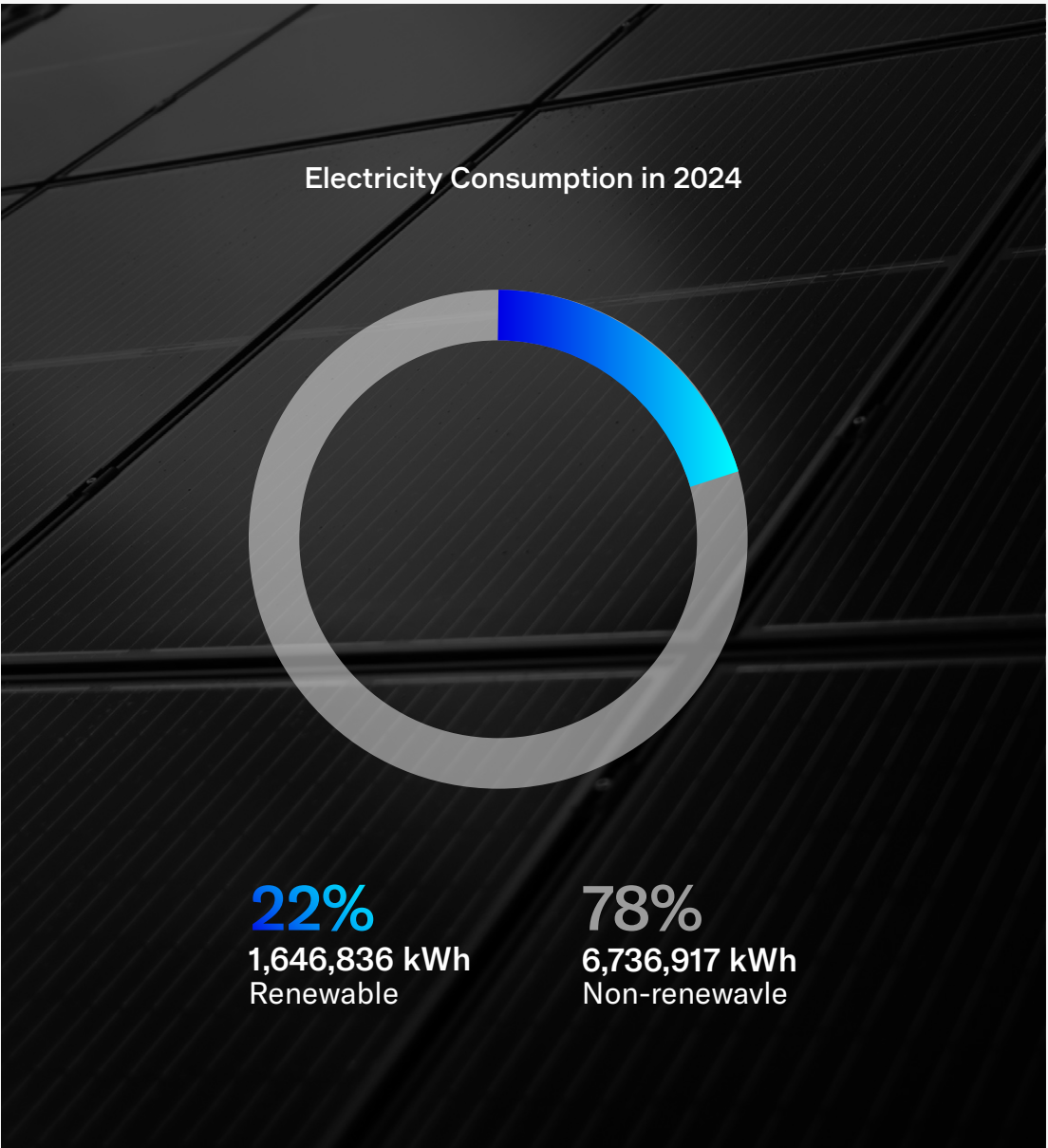
Electrical energy



Natural gas



For more information see: Annex 9, GRI 302-1 Energy Consumption within the organisation



Consumption of raw materials

Regarding the consumption of raw materials, 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.

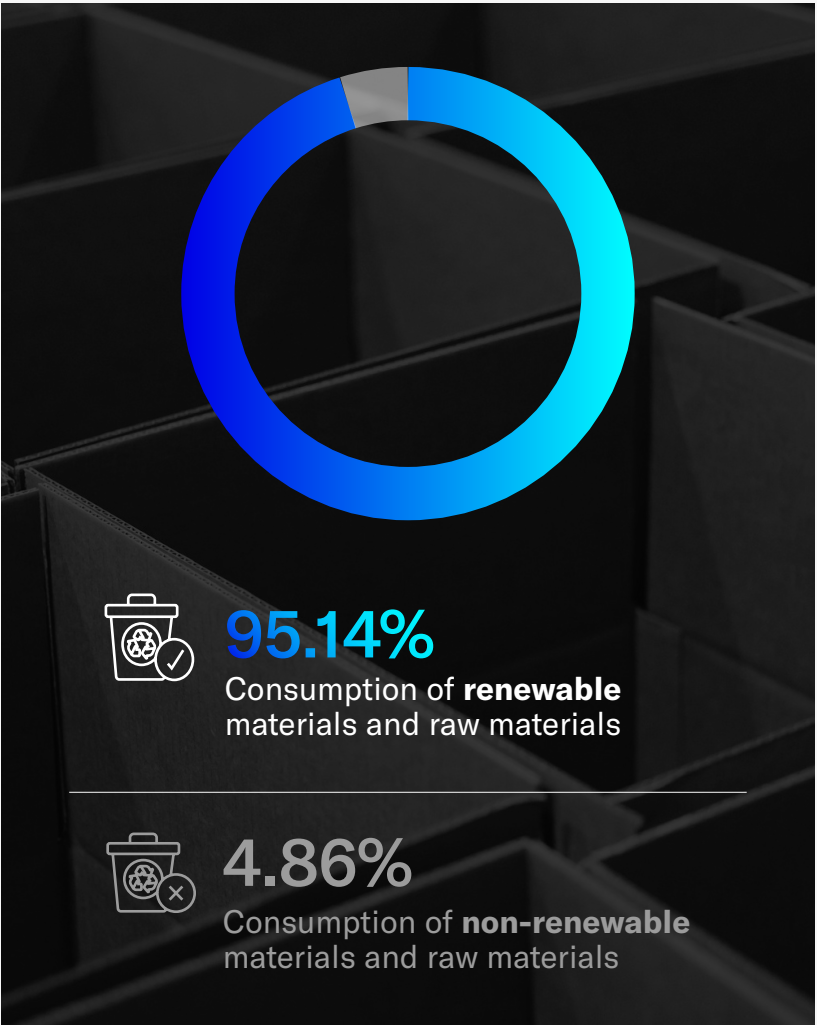
In order to reduce the amount of paper and toner used in the day-to-day operation, a network of modern multifunctional devices and printers has been available for a number of years which, in addition to default settings for black-and-white and double-sided printing, include a delayed print function, allowing unwanted jobs to be cancelled. These measures have led to reductions in paper consumption of around 30%.

Additionally, the group has implemented various initiatives to reduce cutting fluid consumption. At Soraluce, for example, coolant use has been reduced by 17% 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.

Furthermore, Goimek began using a new semi-synthetic cutting fluid technology throughout 2024, which is expected to reduce its total annual consumption by 50%.

Other significant consumption indicators are presented below.

	2022	2023	2024
Renewable			
Raw materials (steel, foundry, copper...)	5,155,106 kg	4,985,817 kg	4,986,402 kg
Process materials (lubricant, refrigerants, coolants...)	0 kg	0 kg	0 kg
Packaging materials (plastic, cardboard, and wood)	731,199 kg	1,096,625 kg	1,325,599 kg
Total renewables	5,886,305 kg	6,082,442 kg	6,312,001 kg
Non-renewable			
Raw materials (steel, foundry, copper...)	127,867 kg	237,614 kg	158,453 kg
Process materials (lubricant, refrigerants, coolants...)	66,985 kg	62,111 kg	50,717 kg
Packaging materials (plastic, cardboard, and wood)	60,924 kg	95,077 kg	113,192 kg
Total non-renewables	255,776 kg	394,802 kg	322,362 kg
Total			
Raw materials (steel, foundry, copper...)	5,282,973 kg	5,223,431 kg	5,144,855 kg
Process materials (lubricant, refrigerants, coolants...)	66,985 kg	62,111 kg	50,717 kg
Packaging materials (plastic, cardboard, and wood)	792,123 kg	1,191,702 kg	1,325,599 kg
Total	6,142,081 kg	6,477,244 kg	6,634,362 kg



For more information see: Annex 10, Material and raw material consumption

Protection of biodiversity and prevention of environmental risks

Danobatgroup maintains an ongoing commitment to reduce the environmental impact of its operations safeguarding local biodiversity.

The industrial activity of the group in the areas where they are located is limited to the land occupation of their production plants.

The main plants are not located near specially protected environments or protected areas, so no special preservation measures are foreseen, except for the study of potentially contaminated soil and consequent restoring of the original soil conditions on closure of the plant.

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 by chemical products, the group has warehouses built, maintained and inspected in accordance with APQ regulations (storage of chemical products), for products with a certain risk of inflammation, such as paints or solvents, and for those with a risk of contamination by oils or emulsions.

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.



Fight against climate change

Danobatgroup recognizes the fundamental role that companies must play in the fight against climate change. In this context, leading companies of the group prepare their corresponding reports to provide an analysis of the greenhouse gas emissions associated with each business.

These reports serve as a key tool for understanding and assessing the organization's environmental impact and for establishing a solid foundation for implementing strategies to reduce carbon emissions from its operations.

Measurement of the Group's Carbon Footprint

The primary indicator of climate-related performance is the company's overall carbon footprint. In 2022, a tool for this measurement was defined, in order to evaluate and quantify greenhouse gas emissions (Scope 1, 2 and 3), and thus be able to move towards the creation of a comprehensive decarbonization plan for the future. Since 2023, Danobat, Soraluce, and Ideko have measured their full corporate carbon footprints annually, including Scopes 1, 2, and 3.

It should be noted that Danobat's measurement has been certified by AENOR in accordance with ISO 14064 regulations and the GHG Protocol guidelines, thus validating its commitment to recognized international standards in the measurement and management of greenhouse gas emissions.

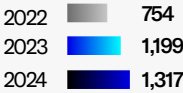
Goimek, for its part, is working to implement this measurement in the coming years, thereby joining the group's efforts in the fight against climate change.

In addition, Danobatgroup companies participated in a series of workshops focused on decarbonization in 2024, with the aim of analyzing their current emissions, identifying opportunities for improvement, and laying the groundwork for developing decarbonization plans starting in 2025.

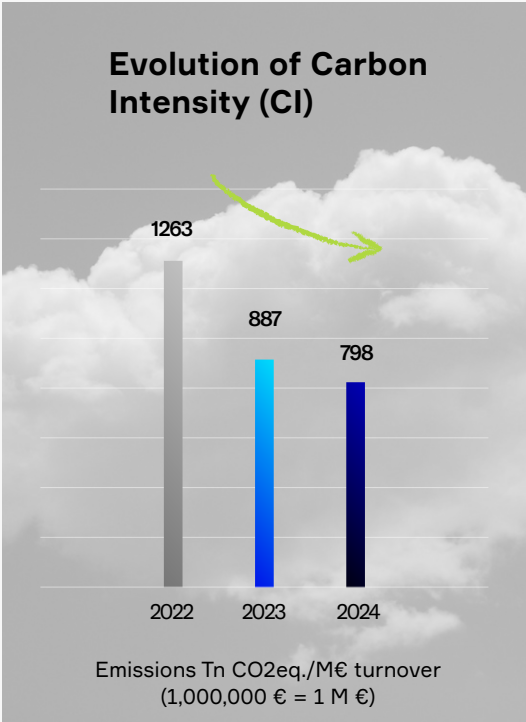
Scope 1
Direct GHG emissions in Tons CO2



Scope 2
Indirect energy-related GHG emissions in Tons CO2



Scope 3
Other indirect GHG emissions in Tons CO2



For more information see: Annex 11, 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)

Mobility Plan

With the aim of reducing the environmental impact of employees' commuting to the workplace, in 2022, the group conducted a study with the help of a specialised mobility consulting firm, in which over 70% of employees participated. Following this, in 2023, a Mobility Plan was approved, tailored to each plant location of the group.

One of the most significant actions of this plan was the creation of an app in 2023 to promote more sustainable mobility.

In addition to promoting sustainable mobility through this app, bicycle parking spaces were installed in 2024. VIP parking spaces were reserved for car-sharing users, work efforts were made in coordination with public authorities to improve public transport stops near the facilities, and the installation of more charging stations for electric cars continued.



Key indicators for 2024:

31%
of the group's members have signed up for the APP

28,042 kg/co2
CO2 emissions avoided

315,600 km
Sustainable kilometers traveled (carpooling, cycling, walking, and public transportation)

+ € 3,500
Distributed as incentives for the most active users

Analysis of financial risks derived from climate change

Recognizing the growing importance of assessing and managing the economic implications of this global phenomenon, it is worth noting that since 2023, the group's main companies, Danobat and Soralue, have conducted their respective analyses of climate-related financial risks in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. This is a comprehensive framework for managing risks and seizing financial opportunities related to climate change.

Environmental impact of products

Minimising the environmental impact of products throughout their life cycle is a key factor in Danobatgroup's sustainability strategy. The development of more environmentally and climate-friendly manufacturing solutions is key to ensuring the sustainability of the industry and therefore the development of higher quality, more productive, efficient and sustainable products is a key objective of the group's companies.

ISO 14006 in ECODESIGN

The environmental impact that a product generates throughout its life is proportional to the decisions taken during design. For this reason, the design of highly efficient products is a fundamental factor of the company's commitment to respect and care for the environment.

Clear proof of this commitment is the certification of an environmentally friendly design model. This is the case of Soraluce, a company within the group, which holds a certificate issued by AENOR for over ten years certifying that the design of its machines is carried out within the framework of an Ecodesign Management System in accordance with the ISO 14006 standard. Soraluce is the first company in the machine tool sector to have been awarded this certification. To date, a total of 26 machine models are ecodesign certified, 2 new models in 2024.

Product life cycle analysis

Danobat conducted a Life Cycle Analysis (LCA) of the DHD-T underfloor wheel lathe in 2024. The results were also used to prepare a Product Carbon Footprint (PCF) report and a Product Environmental Footprint (PEF) report. All three reports were audited and certified by Bureau Veritas.



In 2024, Danobat conducted the Life Cycle Assessment (LCA) of the DHD-T Underfloor wheel lathe.

System to automatically calculate the carbon footprint of each part to be machined

Throughout 2024, Soraluce developed the "Machining C-print" project with the collaboration of Ideko, Ondoan, Savvy, and Goimek as a validator.

The main objective was to create a first prototype of a software application integrated into the Savvy Smart Box to automatically calculate the carbon footprint of each part to be machined. The system was implemented on the Soraluce FS machine model installed at Goimek's machining plant. The application, in addition to identifying the carbon footprint for each manufacturing order, allows for an estimate of the machine's remaining useful life.

This development can provide a basis for machine eco-design, process improvement, and facilitates obtaining environmental product certifications for machined parts.

Innovation for more efficient and sustainable manufacturing

Danobatgroup carries out intensive research and development to improve the products and services it provides to its customers. The vast majority of the developed research projects are eventually incorporated into the products and services offered by the group, making them technologically more advanced while minimising their environmental impact.

The research projects have an impact on different technical aspects, but this Annual Report focusses in on those that make the equipment and manufacturing systems developed by the group more efficient and sustainable. The most relevant projects in this respect are listed below, grouped according to research topic.

QUALITY is an essential aspect in production. Producing quality parts avoids the re-manufacturing of non-compliant parts, reducing raw material and energy consumption. In order to improve quality, various projects were completed, of which we highlight three:

- **SUSTWIND:** Development of new intelligent systems for the sustainable manufacturing of the next generation of offshore wind turbines.
- **RECOAT:** Design and implementation of grinding technologies to drive the adoption of advanced and sustainable coatings.

PRECISION of a machine determines the quality of the manufactured parts. Maintaining this precision over time allows us to continue to manufacture quality parts, extend the life of the machine and reduce the consumption of raw material. With this objective in mind, several projects have been carried out, the most important of which is **CORTEX**, for the search for maximum precision in critical Ultra Near Net Shape components.

Continuing in the field of precision, but now focused on robotics, we are also participating in the **ROBOCOMP** project, which proposes research into automation and robotization technologies to accelerate and optimize the manufacturing processes of various key components for aerostructures.

The incorporation of **DIGITAL TECHNOLOGIES** allows virtual simulation and optimisation of machines and processes through the use of digital twins. Also, the application of data analytics and artificial intelligence techniques, enhances manufacturing and maintenance processes, resulting in optimal consumption of materials and energy. Among the different projects carried out for incorporating digital technologies, the following should be highlighted:

- **SUSTWINABLE:** Development and implementation of technical solutions that improve the performance and sustainability of machine tools for the production of large parts, taking full advantage of digital twin technology.
- **REMANET:** A project aimed at promoting the concepts of remanufacturing, recycling, material savings, and functional upgrades. It does so through the implementation of a digitally integrated factory platform designed to extend and strengthen the remanufacturing value chain..

The actions of this section are aligned with the United Nations Sustainable Development Goals.



GRI 302 — [302-1]

GRI 303 — [303-5]

GRI 305 — [305-1] [305-2] [305-3]

GRI 306 — [306-3]

GRI 307 — [307-1]



Commitment to the sustainable development of society

Social commitment

One of the most notable cooperative features of Danobatgroup is its longstanding commitment to making a positive impact on society, as well as on the community and environments within which it operates. This goes well beyond its core business activities. Danobatgroup actively engages with the communities it serves, creating value and fostering economic and social progress.

To this end, it promotes initiatives in areas such as health, well-being and sport, poverty and social inclusion, climate and biodiversity, Basque language, education and training, gender equality and diversity, and culture. Danobatgroup also participates in organizations, institutions and forums whose purpose is to promote socio-economic development, innovation or the dissemination of knowledge.

In 2023, to reinforce its commitment to social responsibility and sustainable development, Danobatgroup adopted a Social Action Policy. This policy serves as a reference framework for integrating the group's social objectives into its broader Sustainability Strategy and ensuring their alignment within the organisation.

Danobatgroup moves forward in...



Undertaking action for social development.

More than €1,2 M from COFIP funds, granted to more than 200 entities, for actions linked to social development.



€1,277,738

of **COFIP** funds earmarked for social development



Taking initiatives for social transformation with the participation of the people of Danobatgroup.

€600,000 allocated to 3 entities chosen by Danobatgroup's people for the period 2024-2026 and for the rest of the participating projects that have reached the final phase of the program.



€600,000

earmarked through the **Elkarrekin Eragin** programme



The promotion of initiatives in the field of intercooperative education and innovation.

In 2024, Danobatgroup has allocated to the Mondragon FEPI (Intercooperative Education and Promotion Fund):



€378,751

allocated to Mondragon **FEPI**

Social commitment

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.

Total contribution in 2024

€ 1,277,738

The chart below shows some of the initiatives in which Danobatgroup has been involved:



35.78%

Health, well-being and sport



27.61%

Poverty and inclusion



11.93%

Climate and biodiversity



10.49%

Basque Langue



3.68%

Education and training



3.53%

Gender and diversity



2.94%

Culture



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 three-year 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:

€ 600,000



asociación española
contra el cáncer



GAUTENA



elhuyar

+ 22 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 2024, Danobatgroup contributed to the **Ekiola Elgoibar-Mendaro** project, a cooperative initiative that will promote the generation of local and sustainable solar energy to supply approximately 650 families in the region where the group's main manufacturing plants are located.



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.



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 Promotion
- Education and Training
- Sustainable Communities

Among these areas, some initiatives stand out, such as the Basque language standardization programs, the promotion of inter-cooperation projects in different business areas, the new promotion fund for investments in projects with a strong technological component, the new **HIREKIN** entrepreneurship center, and the **MONDRAGON Hospitality** cluster.

€ 378,751

Contributions made by Danobatgroup to Mondragon's FEPI (Intercooperative Education and Promotion Fund) in 2024

The actions of this section are aligned with the United Nations Sustainable Development Goals.



GRI 203 — [2]
GRI 413 — [1]



→ 08

Quality, excellence and innovation

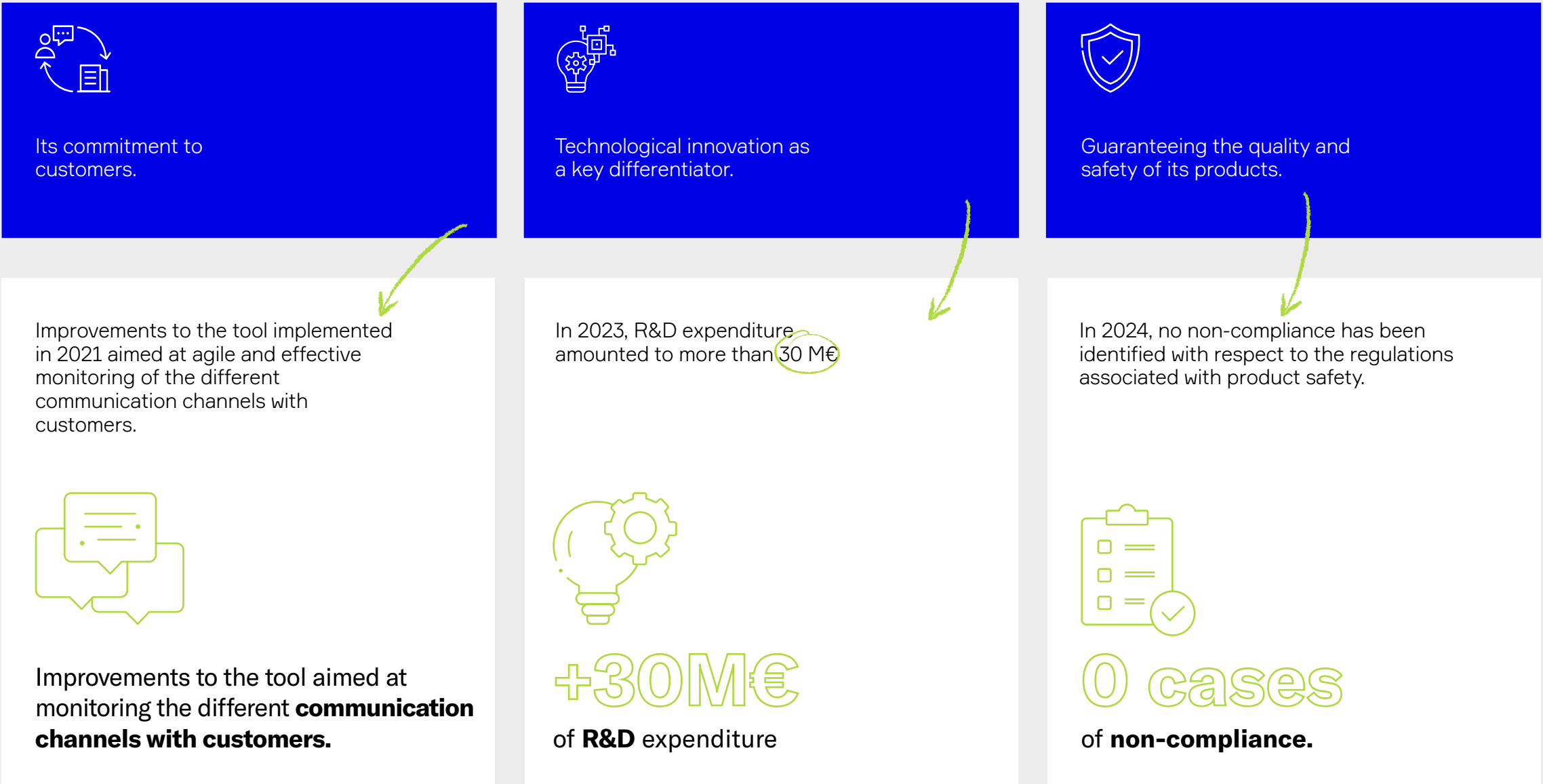
Innovation

Committed to the client

Danobatgroup understands boosting innovation essential to develop new technologies, products, services, solutions and processes that facilitate the achievement of global objectives of Agenda 2030. Innovation is visible and tangible, and is transformed into real benefits for each customer, such as increased productivity, safety, efficiency and quality of the end product, while reducing energy consumption and raw material use.

Thanks to innovation, the companies of the group are more resilient and new business opportunities are opening up, facilitating growth and the creation of quality jobs.

Danobatgroup moves forward in...



Innovation

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.

Key figures for
Innovation in 2023



R+D+i
investment:

9%

of turnover



Active
patents:

46

patent
families



People
involved in R+D+i:

15%

of Danobatgroup's total
workforce



Running
R+D+i projects:

49

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 axed around the following five:

Green manufacturing

The group strive 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 prioritise 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 leverage 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 seek 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.



From R&D laboratory
to motor 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.



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.

The most relevant partnerships are specified in the chapter on alliances and partnerships.

Here the innovation partnerships established with universities and research centres are listed.

 University of Waterloo, in Machine Dynamics.	 Budapest University, in Trajectory Control.	 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.	

Committed to the client

Customer satisfaction

Danobatgroup companies are clearly customer-oriented, bringing together expertise from all areas of the company to deliver the best. Customer orientation lies at the base of the most innovative solutions, as well as a clear commitment to their technological progress, endeavouring to meet their most demanding challenges. The companies of the Group develop the best products and services tailored to the needs of their customers. The approach and direct relationship with customers translates into their loyalty and trust, supported by the customisation and flexibility to meet their demands, all together forming the key differentiator of Danobatgroup.

To optimise customer service, the Group's companies keep close contact with a constant back-and-forth dialogue through different channels to precisely gauge the customer's expectations, receive their queries and complaints, and offer a streamlined, personalised and quality response. For this purpose, a variety of channels have been set up, depending on their purpose. These include the online forms on the various websites of the Group's companies, specific mailboxes for communication with customers, platforms for recording machine incidents 24h/365 days, a platform for real-time monitoring of machine status, etc.

The continuous monitoring of these channels is subsequently carried out with the recently implemented and constantly improved Microsoft dynamics system, which allows for agile and efficient management.

The group companies also conduct customer satisfaction surveys at different times. Thanks to these surveys, the companies collect the customer's experience with the product, for subsequent evaluation in a framework of continuous improvement.

Product quality and safety

In such a demanding environment as the machine tool and advanced manufacturing sector, with ever-increasing levels of stringency, quality assurance 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.

Moreover, Danobatgroup ensures the safety of the people who use the machines sold worldwide by the companies of the Group.

Companies belonging to the Danobatgroup have been using 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 2024, 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.

Danobatgroup makes every effort to be at the forefront of machine safety at all times. To this end, the Group participates in various forums and working groups in the AFM environment, which focus on a wide range of safety-related topics and, above all, where the most critical aspects of safety in machine design are discussed.

ISO 9001

ISO 9100

UNE 166002

The actions of this section
are aligned with the United
Nations Sustainable
Development Goals.

9
INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



GRI 416 — [416-2]



Process of identifying material issues

- Preliminary considerations
- Contribution to the SDGs
- Analysis and definition of material issues
- Most relevant issues for Danobatgroup
- Communication with stakeholders

Preliminary considerations

Integration of ESG criteria into corporate strategy

In the process of developing Danobatgroup's 2021–2024 Strategic Plan, environmental, social and governance (ESG) issues were integrated. As a result, these ESG factors have been incorporated into the company's processes and are effectively managed by the leaders of each area.

Collaboration in the development of the materiality analysis

To support the people responsible for incorporating ESG factors into Danobatgroup's processes, multidisciplinary and at the same time ESG-specific working groups have been set up. These teams have researched and analysed issues, concerns about the performance area of the group, and potential risks that could affect the operations of Danobatgroup.

In addition, the work teams have had external support, both from specialised companies and experts from the Mondragon Corporation. Working closely with the work team, they guided them throughout the process, with their knowledge and experience being particularly crucial in delving into situations where ESG issues are particularly significant.

About Materiality analysis

The work focused on the ESG factors that Danobatgroup and its stakeholders considered most likely to have a material impact on their operations. After establishing all stakeholders involved in Danobatgroup, direct contact was sought with them.

By pooling all individual opinions on each of the multiple ESG issues raised in a weighted manner, a materiality matrix was created to identify and prioritise the most relevant issues, which were then incorporated into the strategic plan of the group.



Double Materiality Analysis 2024

As mentioned in section "02. Sustainability Management Approach" of this report, a new analysis was conducted in 2024, this time under the double materiality approach.

The objective of this process is to identify impacts, risks, and opportunities (IROs) from both an impact and financial perspective, in accordance with the guidelines of EFRAG (European Financial Reporting Advisory Group).

The implementation and approval of the results from this analysis are scheduled for 2025, coinciding with the launch of the new 2025–2028 Strategic Plan, in which sustainability will continue to be one of the group's main lines of action.

Contribution to the SDGs

Danobatgroup performs its operations in a responsible manner, and, at all times, takes into consideration the impact that this activity has on society, the environment and the people in the organisation itself. For proper management and continuous improvement of the environmental, social and governance actions, they form an integral part of the strategic plan.

In this sense, Danobatgroup does not just accept that the operations it carries out do not cause negative impacts on its stakeholders and society as a whole. The group wished to drive development, generating a positive impact that changes the way business is done and improves the well-being of society.

Danobatgroup is committed to the 17 United Nations Sustainable Development Goals (SDGs), and analyses its operations in terms of their contribution to the achievement of the SDGs.

The content of this report focuses on the Sustainable Development Goals that are most closely aligned with the actions set out in Danobatgroup's 2021-2024 Strategic Plan. This report explains how the group's operations contribute both to meeting the goals set out in the strategic plan and to achieving a sustainable future for all.

From this perspective, this sustainability report explains the activity carried out by Danobatgroup and its cooperative companies and focuses on initiatives aimed at responsible production, innovation applied to both the organisation and products, energy efficiency within the organisation and its products, reduction of greenhouse gases, and environmental management (waste, use of resources...). Furthermore, from the outset, the group has paid special attention to strengthening corporate governance and building a working environment that improves people's quality of life. It endeavours to develop people in a comprehensive manner, encouraging entrepreneurship, participation in management and accountability for the results obtained. Diversity, gender equality and non-discrimination are also seen as factors that enrich the organisation. Finally, Danobatgroup values and actively stimulates inter-cooperation, collaborating with companies, institutions and social actors, promoting alliances that add value to society.

OBJETIVOS DE DESARROLLO SOSTENIBLE

Analysis and definition of material issues

In the 2nd half of 2020, Danobatgroup launched a materiality study with the objective of defining the issues relevant to the group's sustainability, considering the priorities of our stakeholders and the way in which Danobatgroup manages these priorities. This analysis served as the basis for the contents of this report and is aligned with the framework defined in the 2021-2024 Strategic Plan, in which sustainability was incorporated as one of the eight priority strategic lines.

The materiality analysis spanned a four-step process, which has allowed us to prioritise the areas of our performance.

Stage 1 Definition of relevant issues

Relevant issues were established through an analysis of external sources, including trends, sector benchmarking and applicable regulations, on the one hand, and internal sources, on the other hand. This list of issues was eventually validated resulting in a list of material issues on which to act was drawn up.

Stage 2 Contrast and internal validation of relevant issues

Danobatgroup assessed the relevance of each issue, considering factors such as: the business impact of the issues, the risks involved, the impact on brand and corporate reputation. As a result of this process, a final list of material topics for further study was drawn up.

Stage 3 Consultation with external and internal stakeholders

At the end of 2020, 312 internal and external stakeholders were consulted by holding meetings and online surveys.

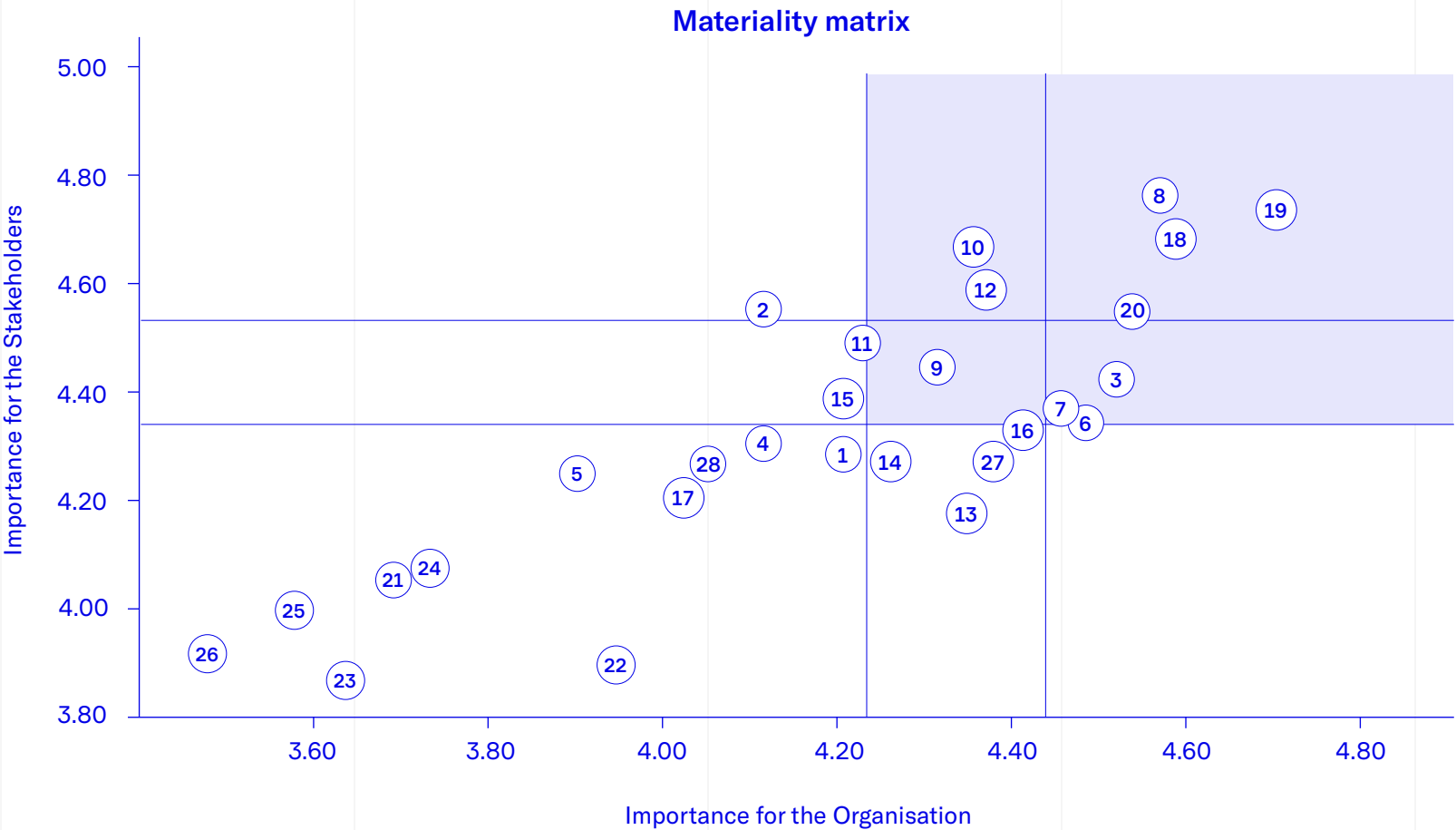
Stage 4 Materiality matrix

As a result of the stakeholder consultations, a matrix of priority material issues was drawn up which ran along two axes: relevance of the issue for both internal and external stakeholders.

The matrix takes into account the weighting given to each stakeholder group. For internal stakeholders, a weighting is applied according to their economic, environmental and social influence on the company. For external stakeholders, based on the extent to which they are affected by the company's economic, environmental and social performance.

The total number of cases assessed was 28, grouped into 6 categories: (1) environment, (2) labour practices, (3) ethics and corporate governance, (4) products and services, (5) society, and (6) economics. Using the materiality matrix, the 28 topics were ranked from most to least relevant.

The 11 high relevant issues were then transferred to Danobatgroup's Sustainability Plan, and included in a cross-cutting manner in the Strategic Plan 2021-2024.



No. Material issues

- 1
- Energy
- 2
- Emissions and climate change
- 3
- Waste management
- 4
- Life cycle and resource management
- 5
- Circular economy
- 6
- Training and professional development.
- 7
- Talent management
- 8
- Health and safety at work
- 9
- Diversity and equality
- 10
- Non-discrimination
- 11
- Respect for human rights
- 12
- Business ethics and integrity
- 13
- Learning culture
- 14
- Democratic organisation
- 15
- Transparency and information management

- 16
- Advanced business culture
- 17
- Implementation of best practices in corporate governance
- 18
- Product quality and safety
- 19
- Customer satisfaction
- 20
- Innovation applied to the development of new products
- 21
- Involvement in local communities. Social transformation
- 22
- Solidarity mechanisms.
- 23
- Relationship and engagement with stakeholders
- 24
- Local suppliers
- 25
- Environmental assessment of suppliers
- 26
- Social assessment of suppliers
- 27
- Profitability and performance
- 28
- Alliances / Strategic Partnerships / Intercooperation

To determine the relevance of issues, both internal and external perspectives are considered.

Also, in order to broaden the scope and to be in line with market trends, "energy" was included in the material topic "emissions and climate change".

On the other hand, given the fact that management prioritises the themes "strategic alliances/collaborations and inter-cooperation", and "implications for local communities/social transformation", it was decided to include both as material themes.

The priority issues for Danobatgroup are the sum of the two relevance issues:

+ Given the fact that management prioritises the themes "strategic alliances/ collaborations and inter-cooperation", and "implications for local communities/social transformation", it was decided to include both as material issues.

ies/social

Communication with stakeholders



Internal stakeholders

Board of Directors

Governing Board/Social Council



External stakeholders

Clients

Suppliers

Public administration

Regional Public Administration
Local Public Administration
National Public Administration

Collaborators

External delegations
Sectoral associations
Technology centres
Universities

Mondragon Corporation

Mondragon
MIA
Laboral Kutxa
Lagun Aro

Social partners

Press and Social Networks
TV and Radio Stations
NGOs
Cultural Associations

The relationship and dialogue with Danobatgroup's stakeholders is essential to learn of everybody's concerns and take them into account in the development of the group's activities.

Communication with stakeholders provides Danobatgroup with certain advantages and is a fundamental factor in the definition of the strategy and in the corporate culture:

- It improves risk management by including stakeholder input in the selection of issues relevant to the company.
- It raises awareness of the social, economic and environmental context, both present and future, which enables the identification of opportunities.
- It improves corporate reputation and stakeholder confidence in Danobatgroup.

More information on Danobatgroup's communication channels can be found in the section [Governance - Communication and transparency](#) of this report.

Annexes

Annexes

Annex 1: GRI 2-7 Employees

2024	Danobat			Soraluce			Goimek			Ideko			Central Services		
	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff	Male	Female	TOTAL staff
Total staff by gender and origin															
Spain	395	55	450	254	42	296	84	5	89	91	37	128	21	16	37
TOTAL	395	55	450	254	42	296	84	5	89	91	37	128	21	16	37
Total staff by gender and age															
Younger than 30	94	16	110	65	8	73	7	1	8	28	16	44	3	3	6
Between 30 and 50	227	26	253	147	24	171	63	3	66	49	16	65	10	9	19
Older than 50	74	13	87	42	10	52	14	1	15	14	5	19	8	4	12
TOTAL	395	55	450	254	42	296	84	5	89	91	37	128	21	16	37
Permanent and temporary contracts by gender															
Permanent	381	52	433	235	41	276	81	4	85	82	33	115	20	16	36
Temporary	14	3	17	19	1	20	3	1	4	9	4	13	1	0	1
TOTAL	395	55	450	254	42	296	84	5	89	91	37	128	21	16	37
Full and part-time by gender															
Full-time	385	51	436	247	36	283	82	5	87	89	36	125	20	14	34
Part-time	10	4	14	7	6	13	2	0	2	2	1	3	1	2	3
TOTAL	395	55	450	254	42	296	84	5	89	91	37	128	21	16	37

Annex 2: GRI 403-9 Work-related injuries
and GRI 403-10 Occupational affections and illnesses

	Danobat			Soraluce			Goimek			Ideko		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Injuries												
Work-related injuries	5	7	4	4	7	4	4	2	7	1	0	2
Occupational affections and illnesses												
Total work hours	635,466	662,394	695,507	441,669	471,117	497,194	134,008	125,252	124,463	187,577	195,555	212,482
% overtime	3	4	4.49	5	4.3	4.5	2	2.2	3.1	0	0	0
Absenteeism	4.51	5.7	5.2	4.49	6.08	4.05	5.11	6.6	11.03	2.2	0.8	1.7
(Absenteeism hours per hours worked)												
Incidence rate	12.32	17.24	9.32	14.76	24.05	15.4	46.51	25.97	85.36	8.47	0	15.65
(Number of accidents with sick leave per 1,000 workers)												
Frequency rate	7.87	11.02	5.75	9.06	14.8	6.59	29.26	15.6	56.24	5.39	0	9.32
(Number of occupational accidents per million hours worked)												
Severity rate	0.22	0.77	0.28	0.27	0.63	0.72	0.174	0.07	0.36	0.03	0	1.15
(Number of days lost per 1,000 hours worked)												
Number of occupational illness	0	0	0	0	0	0	0	0	0	0	0	0

Annex 3: GRI 404-1 Average number of training hours per year per employee

2024	Danobat		Soraluce		Goimek		Ideko		Central Services	
Average hours of training per year per gender	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
Male	8208.3	20.78	5275.5	20.77	636.8	7.58	2748.8	30.21	1412	67.24
Female	1614.2	29.35	775.7	18.47	16.4	3.28	1655.4	44.74	950.5	59.41
TOTAL	9822.5	21.83	6051.2	20.44	653.2	7.34	4404.2	34.41	2362.5	63.85
Average hours of training per year by job category										
Operator - Administrative worker	3248.5	23.2	1957.5	21.51	399.4	7.54	1.3	0.65	78	39
Technician	5606.2	24.16	2956.2	22.74	175.4	9.74	3518.5	37.04	1955.5	97.78
Head	-	-	443	31.64	16	5.33	-	-	-	-
Manager	717	12.36	603	18.27	16	16	553.9	26.38	320	40
Director	242.1	13.45	86.5	9.61	44.4	8.88	330.5	41.31	9	9
Managing director	-	-	5	5	2	2	-	-	-	-
Others	8.7	0	-	-	-	-	-	-	-	-
TOTAL	9822.5	21.83	6051.2	20.44	653.2	7.34	4404.2	34.41	2362.5	63.85

Annex 4: GRI 405-1 Diversity in governing bodies and employees

2024	Danobat		Soraluce		Goimek		Ideko		Central 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	11	84.62	18	85.71	13	92.86	11	73.33	14	82.35
Female	2	15.38	3	14.29	1	7.14	4	26.67	3	17.65
TOTAL	13	100	21	100	14	100	15	100	17	100
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	69.23	11	52.38	9	64.29	8	53.33	9	52.94
Older than 50	4	30.77	10	47.62	5	35.71	7	46.67	8	47.06
TOTAL	13	100	21	100	14	100	15	100	17	100

	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	Manager	Percentage of Managers	Director	Percentage of Directors	Others	Percentage of Others
Male	395	87.78	125	89.29	200	86.21	52	89.66	16	88.89	2	100
Female	55	12.22	15	10.71	32	13.79	6	10.34	2	11.11	0	0
TOTAL	450	100	140	100	232	100	58	100	18	100	2	100
Percentage of employees by job and age category												
Younger than 30	110	24.44	51	36.43	56	24.14	1	1.72	0	0	2	100
Between 30 and 50	253	56.22	69	49.29	127	54.74	45	77.59	12	66.67	0	0
Older than 50	87	19.33	20	14.29	49	21.12	12	20.69	6	33.33	0	0
TOTAL	450	100	140	100	232	100	58	100	18	100	2	100

	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	Manager	Percentage of Manager	Others	Percentage of Others
Male	254	85.81	84	92.31	102	78.46	13	92.86	29	87.88	8	88.89	1	100	17	94.44
Female	42	14.19	7	7.69	28	21.54	1	7.14	4	12.12	1	11.11	0	0	1	5.56
TOTAL	296	100	91	100	130	100	14	100	33	100	9	100	1	100	18	100
Percentage of employees by job and age category																
Younger than 30	73	24.66	23	25.27	33	25.38	1	7.14	0	0	0	0	0	0	16	88.89
Between 30 and 50	171	57.77	56	61.54	75	57.69	11	78.57	23	69.7	4	44.44	0	0	2	11.11
Older than 50	52	17.57	12	13.19	22	16.92	2	14.29	10	30.3	5	55.56	1	100	0	0
TOTAL	296	100	91	100	130	100	14	100	33	100	9	100	1	100	18	100

	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	Manager	Percentage of Manager	Others	Percentage of Others
Male	84	94.38	53	100	15	83.33	3	100	1	100	4	80	1	100	7	87.5
Female	5	5.62	0	0	3	16.67	0	0	0	0	1	20	0	0	1	12.5
TOTAL	89	100	53	100	18	100	3	100	1	100	5	100	1	100	8	100
Percentage of employees by job and age category																
Younger than 30	8	8.99	4	7.55	2	11.11	0	0	0	0	0	0	0	0	2	25
Between 30 and 50	66	74.16	41	77.36	11	61.11	3	100	1	100	4	80	1	100	5	62.5
Older than 50	15	16.85	8	15.09	5	27.78	0	0	0	0	1	20	0	0	1	12.5
TOTAL	89	100	53	100	18	100	3	100	1	100	5	100	1	100	8	100

	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	Head	Percentage of Heads	Manager	Percentage of Managers	Director	Percentage of Directors	Manager	Percentage of Manager	Others	Percentage of Others
Male	91	71.09	1	50	62	65.26	19	90.48	7	87.5	2	100	1	100	7	87.5
Female	37	28.91	1	50	33	34.74	2	9.52	1	12.5	0	0	0	0	1	12.5
TOTAL	128	100	2	100	95	100	21	100	8	100	2	100	1	100	8	100
Percentage of employees by job and age category																
Younger than 30	44	34.38	1	50	42	44.21	0	0	0	0	1	50	0	0	2	25
Between 30 and 50	65	50.78	0	0	47	49.47	12	57.14	5	62.5	1	50	1	100	5	62.5
Older than 50	19	14.84	1	50	6	6.32	9	42.86	3	37.5	0	0	0	0	1	12.5
TOTAL	128	100	2	100	95	100	21	100	8	100	2	100	1	100	8	100

	Central 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	Head	Percentage of Heads	Manager	Percentage of Managers	Director	Percentage of Directors	Manager	Percentage of Manager	Others	Percentage of Others
Male	21	56.76	1	50	12	60	5	62.5	1	100	2	33.33	1	100	7	87.5
Female	16	43.24	1	50	8	40	3	37.5	0	0	4	66.67	0	0	1	12.5
TOTAL	37	100	2	100	20	100	8	100	1	100	6	100	1	100	8	100
Percentage of employees by job and age category																
Younger than 30	6	16.22	0	0	6	30	0	0	0	0	0	0	0	0	2	25
Between 30 and 50	19	51.35	1	50	10	50	4	50	0	0	4	66.67	1	100	5	62.5
Older than 50	12	32.43	1	50	4	20	4	50	1	100	2	33.33	0	0	1	12.5
TOTAL	37	100	2	100	20	100	8	100	1	100	6	100	1	100	8	100

Annex 5: GRI 401-3 Chilbirth and childcare leave

	Danobat			Soraluce			Goimek			Ideko			Central 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	18	2	20	8	3	11	3	1	4	2	1	3	0	1	1
Total number of employees who have taken childbirth and childcare leave, by gender	18	2	20	8	3	11	3	1	4	2	1	3	0	1	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	13	1	14	8	1	9	0	0	0	3	0	3	1	0	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	17	0	17	7	0	7	3	0	3	3	1	4	1	1	2
Rates of employees returning to work and of employee retention on childbirth and childcare leave, by gender															
Rate of employees returning to work	0.93	1	0.93	1	1	1	0	0	0	1	0	1	1	0	1
Retention rate	0.85	0	0.81	1	0	1	1	0	1	1	1	1	1	1	1

Annex 6: Direct expenditure charged to MS

	Danobat			Soraluce			Goimek			Ideko		
Direct expenditure charged to MS	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022*	2023*	2024
Maintenance of the Environmental and Energy Management System (1)	35,185	37,620	35,846	20,000	23,173	8,594	9,566	9,500	8,969	nd	nd	0
Environmental investments	419,143	420,761	392,430	108,904	492,853	149,068	0	316,562	0	nd	nd	0
HW management costs. NHW and urban waste	72,191	70,787	82,242	33,000	36,073	24,500	11,236	12,886	16,164	nd	nd	0
Other environmental expenditure	29,030	32,401	47,240	6,000	6,000	6,000	2,500	3,000	8,938	nd	nd	10,792.97
TOTAL IN €	555,549	561,569	557,758	167,904	558,099	188,162	23,302	341,947	34,071	nd	nd	10,793

(1) Dedication of staff, AENOR and Legoan audits.
* Data not available.

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

Danobat				
Hazardous waste	Unit	2022	2023	2024
Emulsified oily waters	Kg.	176,960	212,360	213,360
Contaminated chemical packaging	Kg.	1,040	1,260	680
Polishing sludge	Kg.	5,600	4,702	4,702
Non-hazardous waste	Unit	2022	2023	2024
Scrap	Kg.	61,440	551,640	172,930
Packaging waste: Cardboard, plastic and wood	Kg.	143,036	155,480	201,110
Unsorted non-hazardous waste	Kg.	24,320	20,340	26,160
Refuse classified as urban waste	Unit	2022	2023	2024
Packaging waste	Kg.	2,520	4,700	4,460
Organic waste	Kg.	14,652	13,194	14,684
Goimek				
Hazardous waste	Unit	2022	2023	2024
Emulsified oily waters	Kg.	4,885	300	780
Contaminated chemical packaging	Kg.	3,985	3,520	3,460
Polishing sludge	Kg.	116	395	240
Coolant	Kg.	15,580	4,625	37,360
Coolant sludge	Kg.	5,356	5,865	3,960
Non-hazardous waste	Unit	2022	2023	2024
Scrap	Kg.	712,650	659,460	657,400
Packaging waste: Cardboard, plastic and wood	Kg.	9,399	8,511	13,376
Unsorted non-hazardous waste	Kg.	np	np	2,480
Refuse classified as urban waste	Unit	2022	2023	2024
Packaging waste*	Kg.	nd	nd	nd
Organic waste*	Kg.	nd	nd	nd

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

Soraluce				
Hazardous waste	Unit	2022	2023	2024
Emulsified oily waters	Kg.	20.901	11.500	13.050
Contaminated chemical packaging	Kg.	1.475	700	1.830
Polishing sludge	Kg.	340	110	1.084
Non-hazardous waste	Unit	2022	2023	2024
Scrap	Kg.	69.092	66.090	42.900
Packaging waste: Cardboard, plastic and wood	Kg.	41.760	49.820	56.156
Unsorted non-hazardous waste	Kg.	27.220	25.500	28.180
Refuse classified as urban waste	Unit	2022	2023	2024
Packaging waste*	Kg.	nd	nd	nd
Organic waste*	Kg.	nd	nd	nd

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

Ideko				
Hazardous waste	Unit	2022	2023	2024
Oily emulsion	kg	2,040	3,340	2,080
Laboratory reagents	kg	847	1,688	580
Contaminated plastic packaging	kg	40	180	40
Contaminated material	kg	221	102	460
Non-hazardous waste	Unit	2022	2023	2024
Packaging waste: Cardboard, plastic and wood	kg	1,159	1,678	1,690
Refuse classified as urban waste	Unit	2022	2023	2024
Packaging waste	Kg.	974	1,000	840

Annex 8: GRI 303-5 Water consumption

	Danobat			Soraluce			Goimek			Ideko		
Water consumption (m3)	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Water consumption	3,943	4,871	4,491	3,503	2,165	1,927	999	1,231	1,304	2,357	1,430	1,085

Annex 9: GRI 302-1 Energy consumption within the organisation

	Danobat				Soraluce			Goimek			Ideko		
Energy Consumption	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Renewable													
Grid Electricity with GoO	kWh	1,285,424	0	0	0	0	220,623	0	0	0	795,093	706,908	606,910
Electricity from own renewable energy installations	kWh	13,161	401,242	443,756	5,883	415,086	486,485	0	0	0	6,193	123,600	102,300
		1,298,585	401,242	443,756	5,883	415,086	707,108	0	0	0	801,286	830,508	709,210
Non-renewable													
Grid Electricity without GoO	kWh	1,141,029	2,596,347	3,185,625	1,866,000	1,518,000	1,286,078	2,343,480	2,622,570	2,181,818	0	0	0
Natural gas	kWh	1,974,661	875,951	947,767	1,863,000	1,635,000	1,649,000	426,766	426,498	326,042	422,179	403,269	239,463

Annex 10: Material and raw material consumption

Danobat									
Raw materials consumption (kg)	2022			2023			2024		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	125,437	1,919,355	2,044,792	226,676	2,098,476	2,325,152	158,453	2,864,511	3,022,964
Process materials (lubricant, refrigerants, coolants...)	25,983		25,983	21,316		21,316	20,752		20,752
Packaging materials (plastic, cardboard, and wood)	38,468	507,919	546,387	50,365	647,708	698,073	69034	882,880	951,914
TOTAL	189,888	2,427,274	2,617,162	298,357	2,746,184	3,044,541	248,239	3,747,391	3,995,630

Soraluce									
Raw materials consumption (kg)	2022			2023			2024		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	3,235,751	0	2,887,341	2,887,341	0	2,121,891	2,121,891	2,887,341	2,887,341
Process materials (lubricant, refrigerants, coolants...)	19,785	20,879	0	20,879	13,852	0	13,852	0	20,879
Packaging materials (plastic, cardboard, and wood)	242,415	43,817	441,959	485,776	43,484	438,608	482,092	441959	485,776
TOTAL	3,497,951	64,696	3,329,300	3,393,996	57,336	2,560,499	2,617,835	3,329,300	3,393,996

Goimek									
Raw materials consumption (kg)	2022			2023			2024		
	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total	Non-renewable materials	Renewable materials	Total
Raw materials (steel, foundry, copper...)	0	2,430	10,938	0	10,938	0	0	0	10,938
Process materials (lubricant, refrigerants, coolants...)	0	21,217	19,916	0	19,916	16,113	0	16,113	19,916
Packaging materials (plastic, cardboard, and wood)	2,717	3,321	895	6,958	7,853	673,56	4,110.8	4,784	7,853
TOTAL	2,717	26,968	31,749	6,958	38,707	16,787	4,111	20,897	38,707

Annex 11: 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			Ideko		
Breakdown of emissions by source. Carbon Footprint	2022	2023	2024	2022	2023	2024	2022	2023	2024
Scope 1: Direct GHG emissions	408	183	203.8	897	1,236	1,051	126.89	86.27	79
Scope 2: Indirect energy-related GHG emissions	258	688	876.1	496	511	441	0,20	0,36	0
Scope 3: Other indirect GHG emissions	184,370	150,051	163,142.8	84,542	88,783	60,808	1,074.96	1,051.68	1,191
Total CO2 emissions in tons	185,036	150,922	164,223	85,935	90,529	62,300	1,202	1,138	1,269

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

