

# SUSTAINABILITY AT EIKA 2024

**At Eika, sustainability is seen as the ability to drive economic growth while protecting natural resources, with a focus on both the well-being of our current society as well as that of future generations.**

**To ensure that our businesses are fully in line with sustainability, each year we draw up a plan in which we set objectives and specify the actions associated with each of them.**

**Sustainability is applied across three areas, influencing the various processes that take place at Eika: ENVIRONMENT, SOCIAL and GOVERNANCE.**

# Environment Climate change

## We are Eika

Nowadays, it is essential to establish a framework for action that addresses the challenges of climate change and contributes to the sustainability of the planet.

At Eika, we recognise the urgency of the climate crisis and are committed to taking the steps that are within our power in order to address it, implementing mitigation measures to reduce greenhouse gases (GHG) and adapting our operations and products to face the impacts of climate change.

For this purpose we created the ENERGY COMMITTEE and continue to fine-tune the measurement of energy consumption each year

and carry out actions to reduce consumption.

In 2024, thanks to the work of this team, we have become certified in Energy Management, achieving the ISO 5001 certification from Aenor.

In 2024, 1.38% of our energy consumption was generated by our photovoltaic panels.

Thanks to the Ondoan database, we have been able to calculate the three scopes of our organisation's CARBON FOOTPRINT:

The most significant CO<sub>2</sub> generation is found in Scope 3 and within the product use

ton CO <sub>2</sub> equiv	EBB	EMX
Scope 1	159,23	944,96
Scope 2	1888,31	2019,62
Scope 1+2	2047,54	2964,59
Scope 3	4678389	5417362
TOTALA	4680436	5420327
		10100764



# Circular economy

## We are circular

The Circular Economy is an economic system that seeks to maximise the use of economic resources. To this end, four strategies are proposed: Rethinking, Extending active life, Resource optimisation, Closing the cycle.

Our designs are focused on reducing the use of materials and being even more efficient. To achieve this, we are developing a new line of radiant lights.

In addition, we continue working on the recycling of WASTE generated in our process. We have already achieved a high recycling rate:

- 2023 saw a 70% reduction in dust destined for landfill.

- In 2024 there was a reduction of 17.5%.

This year we are working to further reduce the amount of landfill waste, although the challenge is becoming increasingly difficult as the amount of waste decreases.



# Social area

## We are social

The social groups that converge in our line of sustainability are:

- Our staff
- Staff in the supply chain
- Affected communities
- End-users of the product

We want to ensure an inclusive and respectful working environment among our staff, in which all people are valued for their abilities and contributions, regardless of gender, race, religion, age, sexual orientation, gender identity, gender expression, disability or any other characteristic protected by law.

In 2024 we presented the EQUALITY PLAN and in 2025 we will implement the actions of this plan.

From the point of view of Health and Safety at Work, WELL-BEING continues to be a priority for Eika, and we continue to work with the GARATUZ programme, a tool provided by Osarten S.Coop. to enable companies to define their strategy on HSE (health, safety and well-being at work).

We define ourselves as a EUSKALDUN Cooperative and we work towards this. In 2024 we renewed the BIKAIN CERTIFICATE.

We work to attract TALENT in social media:



- As Eika Spare Parts in Instagram [@eikaspareparts](https://www.instagram.com/eikaspareparts)
- As EIKA in LinkedIn <https://www.linkedin.com/company/9464470/admin/dashboard/>
- On Facebook as Eika Spare Parts and EIKA [https://www.facebook.com/eikakoop/?locale=es\\_ES](https://www.facebook.com/eikakoop/?locale=es_ES)
- On TikTok as Eika Spare Parts <https://www.tiktok.com/@eikaspareparts>
- We took part for the first time in the TFG-TFM MONDRAGON awards with the presentation of a special prize from Eika: Best project in the Basque language
- During 2024, we continued taking part in the conferences organised by the employment forums and training centres.

## Staff in the supply chain

In our supply chain, we aim to work with suppliers to identify and eliminate materials obtained from processes involving human rights violations, forced labour, the financing of armed conflict, the financing of health and safety issues, that pose a risk of pollution or environmental deforestation, ensuring compliance with the applicable regulations.

We require our suppliers to comply with the requirements for responsible conflict mining based on section 1502 of the US Dodd-Frank Act and minerals in high-risk areas. We use the CMRT minerals questionnaire as a basis to ensure that our raw materials do not originate from the territories or mines mentioned. We also inform our customers by passing on the information received.

## Affected communities

Commitment to our surroundings and the communities within them is embedded in our co-operative ethos.

An example of this is our participation in the district's cooperative round table, contributing, among many other things, to the promotion of new cooperatives.

COFIP (Contribution for Cooperative Education and Promotion and Other Public Interest

Objectives) is allocated each year for culture, sport and training in the area.

## End-users of the product

Although we do not have a direct relationship with the end user of the product, we certify our products according to the required standards in each case to ensure the safe use of our product in leading institutes in each region: VDE and LCOE in Europe, UL in the USA, CQC in China and KC in Korea.

We also carry out surveillance and monitoring of compliance with the applicable legislation. Such as RoHS, REACH... and all other regulations that restrict the use of components that are hazardous to humans and to nature. To this end, we ask our suppliers to comply with them as requirements and we follow up annually to ensure that this is the case.





# Governance area

## We are governance

The Eika Group is firmly committed to complying with the laws and regulations in force in the countries in which it operates, even in those countries where regulations are not as stringent. To this end, we have developed the following codes, manuals and policies:

- Eika Code of Conduct
- Criminal risk prevention manual
- Action protocol for dealing with moral or gender-based conflict or harassment
- Gift policy
- Anti-corruption policy
- Grants Policy

In addition, our staff have been trained in all these policies via the Eika App. This is an application on our mobile phones where we receive a variety of communications.

In 2024 we also became SMETA certified, both in Etxebarria and in Mexico. SMETA is an audit that measures standards of labour, health and safety, environmental performance and ethics within our own operations or at a supplier site.







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