

2025

Consolidated Non-financial Information Statement

EIKA Group



INTRODUCTION	Risks and Opportunities Related to Climate Change	TALENT MANAGEMENT
EIKA GROUP BUSINESS MODEL	Assessment of physical climate risks for Eika	DIGITALISATION
MISSION	Carbon Footprint and Decarbonisation Plan	WORKING CONDITIONS
VISION	MEASURES TO PREVENT POLLUTION	Employment - Remuneration
VALUES	Sources of Emissions	Work Organisation
BUSINESS AND ORGANISATION	SEPs	SOCIAL RELATIONS
GOVERNANCE: MANAGEMENT AND CORPORATE	BIODIVERSITY PROTECTION	SAFETY, HEALTH AND WELL-BEING
CONDUCT MODEL, G	CIRCULAR ECONOMY AND WASTE PREVENTION AND	Promotion of workers' health
DUAL MATERIALITY ANALYSIS	MANAGEMENT	TRAINING
Double Materiality Development Process	Packaging Waste	EQUALITY, ACCESSIBILITY AND FAIR TREATMENT
Double Materiality	Hazardous and Non-Hazardous Waste	Equality Plan
CODE OF CONDUCT	SUSTAINABLE USE OF RESOURCES	CONSUMER HEALTH AND SAFETY
COMPLIANCE	Energy Consumption	CO-OPERATIVE IDENTITY AND SOCIAL TRANSFORMATION
SUBCONTRACTING AND SUPPLIERS IN THE SUPPLY	Water Consumption	BASQUE LANGUAGE
CHAIN	Material consumption	
KEY NON-FINANCIAL INDICATORS	ENVIRONMENTAL EXPENDITURE	
INFORMATION ON ENVIRONMENTAL ISSUES, E	INFORMATION ON SOCIAL ISSUES	
CLIMATE CHANGE	INTERNAL COMMUNICATION	

INTRODUCTION

This document presents the Eika Group's Consolidated Non-Financial Report in accordance with the requirements of Law 11/2018 of 28 December, amending the Commercial Code, the consolidated text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July on the Audit of Accounts, in relation to non-financial information and diversity.

Eika's Governing Board has chosen to present the Consolidated Non-Financial Information Statement in a separate document, although the content of the Consolidated Non-Financial Information Statement forms part of the Consolidated Management Report.

With regard to the scope of this consolidated non-financial information statement, it covers the parent company Eika, S.coop. and all the subsidiaries that make up the Eika Group, for the purposes of accounting consolidation.

In accordance with the new wording of Article 49 of the Commercial Code, the Consolidated Non-Financial Information Statement includes the information necessary to understand the development, results and situation of the Eika Group, and the impact of its activities on environmental and social issues, as well as

on staff, respect for human rights, and the fight against corruption and bribery.

In the preparation of this report and the selection of its content, the results of the materiality analysis carried out in early 2019 and reviewed in 2020, 2021, 2022, 2023 and 2024 were taken into account in the early years. This analysis was based on various sources of information and assessed the relevance to the Eika Group of the issues of concern to its stakeholders. In 2025, work began on a double materiality analysis, with a view to the possible application of the CSRD or Corporate Sustainability Reporting Directive. A 'top-down' approach has been adopted, whereby material issues are identified. This analysis will serve as the basis for the development of a renewed sustainability plan.

Furthermore, in the event that the Eika Group does not implement any policy on any of the matters set out in Section 6 of Law 11/2018, the Consolidated Non-Financial Report provides a clear and reasoned explanation in this regard for each of the issues.



Eika was founded with the aim of creating jobs for local women

THE EIKA GROUP'S BUSINESS MODEL



The Eika Group has its roots in the cooperative company Eika, S. Coop., which designs, manufactures and markets components for electric cooking appliances, as well as designing and marketing electronic components for cooking appliances. It also designs, manufactures and markets insulation solutions and products with very low thermal conductivity for thermal insulation and/or fire-retardant applications.

The Eika Group is part of the Mondragón Corporation. The Eika S.Coop. cooperative was founded in 1973 in Etxebarria, Bizkaia. In the late 1960s, the Lea-Artibai region was a depressed area, with a predominantly rural economy based on fishing and agriculture. Furthermore, these sectors had experienced successive job cuts due to the poor economic situation affecting the area, and the Basque Country in general. There was a pressing need for jobs in the region, particularly for young people.

The decision to set up Eika S.Coop. was the result of an attempt to revitalise the region by boosting its industrial development. It was necessary to find a product that was relatively simple to manufacture, given that the region had no industrial tradition, and which could generate as many jobs as possible.

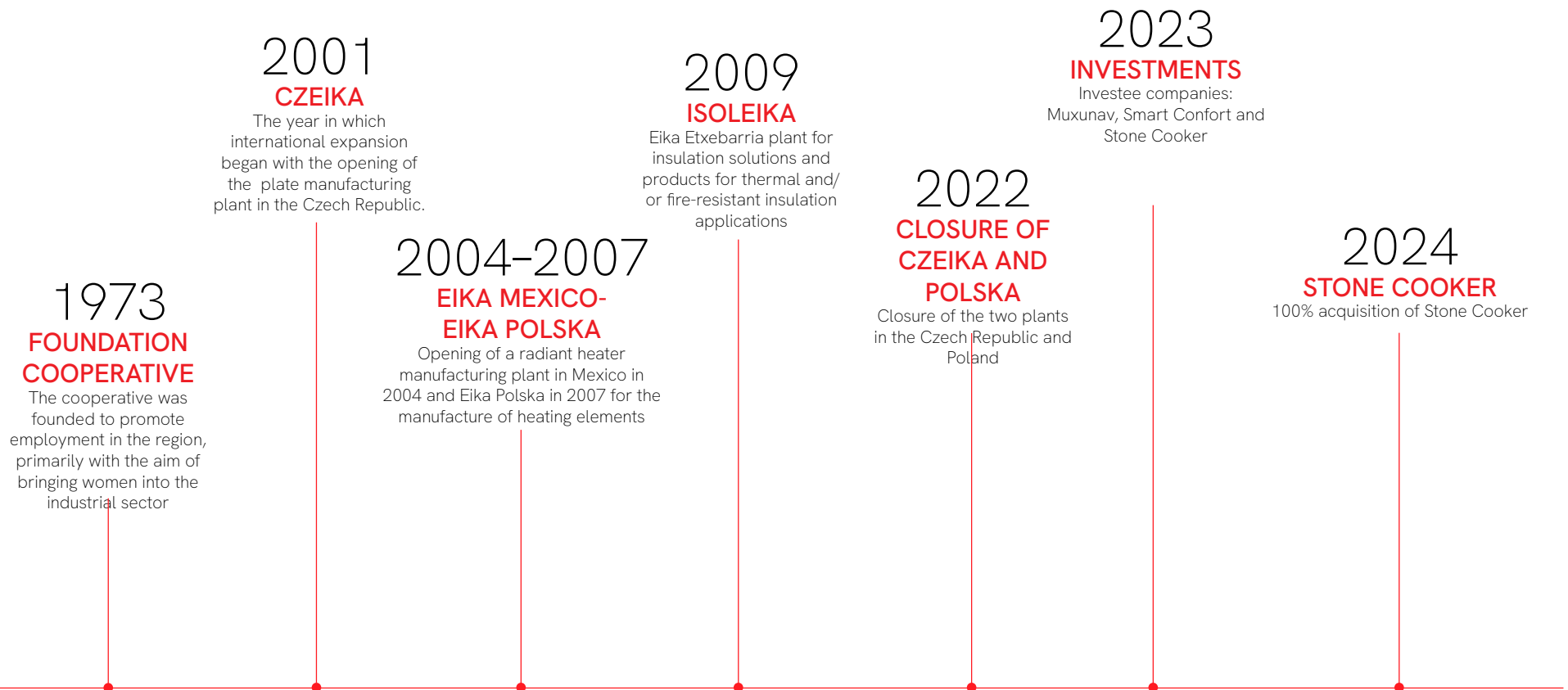
to create jobs for local women, which is why a process involving a high degree of manual labour was chosen. At that time in the Basque Country, tradition dictated that women should stay at home after marriage, but in Europe the situation was changing, and its influence was increasingly being felt in the region.

The Eika Group's international expansion in the industrial sector began in 2001 with the opening of a plant in the Czech Republic. In 2004, the group expanded with the opening of the plant in Mexico. We continued our expansion in 2007 by opening a plant in Poland.

In 2009, with the aim of creating wealth and jobs in the local area, the Eika Group opened a new plant in Etxebarria, dedicated to a new business activity offering insulation solutions and products for thermal and/or fire-resistant applications.

In 2022, following several years of losses, the Eika Group decided to cease its heating element business, permanently halting production at the Etxebarria plant and closing the plant in Poland.

Another of the cooperative's aims was



We run our social enterprise project by creating wealth and jobs in a sustainable way within the local community

Furthermore, the Eika Group regularly conducts Strategic Reviews. The most recent strategic review took place in 2025, during which the Management Model, as well as the Mission, Vision and Values, were reviewed; minor changes were made to these, defining them as follows:

Mission

We are an industrial group led by the Basque cooperative Eika S.Coop, part of the Mondragon Corporation. **We carry out our social enterprise project by generating wealth and jobs in a sustainable manner within the communities in which we operate**, for current and future generations.

To this end, we offer solutions in electric cooking appliances, and we develop new business opportunities, whilst remaining open to other types of markets, all with a focus on customer and employee satisfaction and grounded in our values.

Vision

We aspire to be a global leader in our sectors, with a worldwide presence and a focus on efficiency and innovation, and **within the communities where we operate**, through our commitment to society and the pride our employees take in belonging to our organisation.

Values

In line with our Mission and Vision, we define the values of the Eika Group:

▪ Honesty

We respect everyone and earn the respect of others by acting with sincerity, responsibility and humility. We communicate clearly and transparently, and listen with interest, maintaining confidentiality and accepting different opinions. We show tolerance towards mistakes. We trust others and do not pass judgement.

▪ Commitment and shared responsibility

We are committed to and champion our social enterprise project, contributing our specific expertise and knowledge within our field of work, and taking ownership of its management, ownership and outcomes. We take the lead as working partners, organising our own work and informing and teaching others. We get involved and fulfil the commitments we have made both individually and as an organisation; we work to ensure our legacy for future generations. We maintain consistency between our stated values and our actions, and we approach problems and challenges with a positive attitude.

We are proud to be part of Eika.

We work to transform the environment

in which we operate by analysing and addressing the needs of our various stakeholders.

▪ Cooperation

We act proactively to foster cooperation between people, departments, subsidiaries, cooperatives within the Components Division, other cooperatives, other relevant organisations and stakeholders in the environment to which we belong, both individually and as an organisation. Teamwork is our way of doing things, with constructive participation and prioritising the collective over the individual. We show solidarity towards our colleagues, companies and society, fulfilling the commitments we have made and addressing shortcomings.

▪ Innovation

We are constantly seeking new opportunities and experimenting with new solutions across all areas of the company. We foster innovation at every level, managing knowledge and harnessing creative potential and new technologies, whilst also applying this to our personal attitudes. We break with dogma (nothing is impossible). We learn from our mistakes. We have a long-term vision.

▪ Excellence

We work to achieve maximum results using minimum resources.

Components for electric cooking since 1966

We work with a commitment to continuous improvement of processes and quality, going beyond customer satisfaction.

We give our very best.

We set an example in compliance with standards relating to quality, the environment, social responsibility, safety, health and wellbeing.

We maintain a preventative approach to avoid accidents and incidents.

I take a proactive approach to health and safety, and I expect the same from my colleagues and co-workers.



Businesses and Organisation

The Eika Group comprises four business units, whose activities are:

- Glass-ceramic hobs
- Electronics
- Insulation panels
- Hobeika

In line with its Mission and Vision, the Eika Group continues to seek out and develop new activities. In 2022, it acquired stakes in three start-ups.

As for the various internal and external issues affecting our ability to achieve results, at the Eika Group we analyse them through a Group-wide review of the Macro Management Processes, setting out these issues in a SWOT analysis for each MP. Also in 2025, we reviewed the Stakeholder Groups identified in each of the Macro-

processes, as well as their assessment and prioritisation. At the end of the year, we modified the system followed up to that point.

Stakeholder groups have been reviewed at both Etxebarria and Mexico, prioritising them at each site through personalised interviews with those responsible for each macro-process. As a result, we have established the following prioritisation:

These priorities form part of the input for analysing stakeholder issues. To this end, and bearing in mind the growing importance of sustainability and the CSRD directive at European level, a double materiality analysis has been carried out, the results of which will form the basis for the updated sustainability plan. This year, work has been carried out to lay the foundations for the robust implementation of this plan within the cooperative throughout 2026.

Work has been carried out to define a sustainability governance model, with a sustainability plan based on the double materiality analysis and consultation with



At Eika Mexico:

External: **Clients/**
Government/ Suppliers
and Standards and auditors

Internal: **Employees**

At Eika Etxebarria:

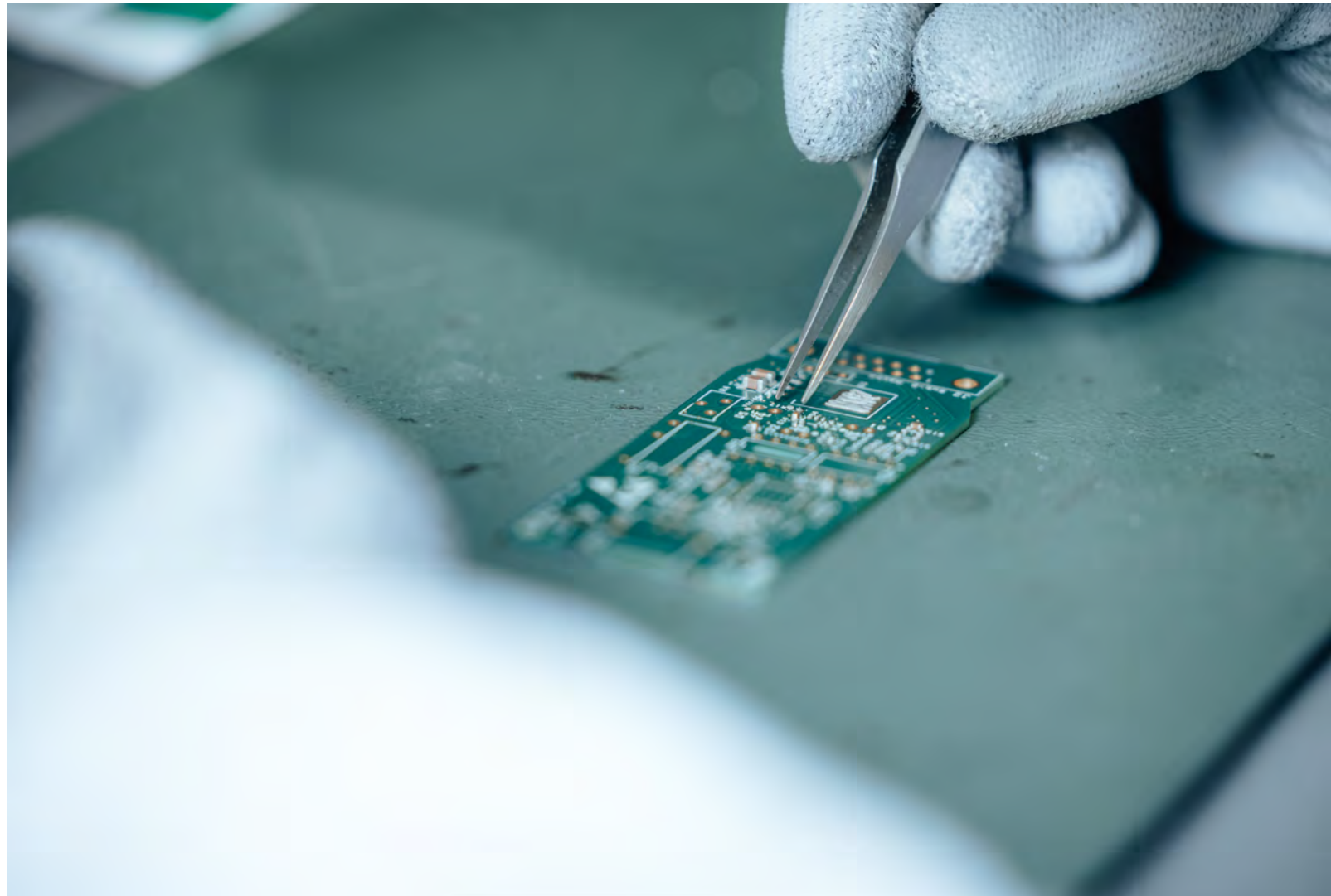
External: **Customers,** public
authorities and regulatory
bodies, suppliers

Internal: **Partners,**
Corporation/Division,
Governing Board

stakeholders. In the strategic review, the development of the sustainability plan, integrating it into the cooperative's management, has been identified as a key challenge.

All of this reflects Eika's commitment first and foremost to its customers, but also to SUSTAINABILITY across its three pillars: commitment to caring for the environment, to Eika's members and non-members, and to the wider community, as well as to the governance developed by the cooperative itself.

As an example, we can cite the development of new activities as a source of employment, the integration and development of the Basque language within Eika, the commitment to the environment, the progress made towards equality, and the development of the Eika Etxebarria community through participation in the region's cooperative forum and the distribution of profits via COFIP, where we provide grants amounting to 10% of the year's profits.



GOVERNANCE: OF MANAGE- MENT AND CORPO- RATE CONDUCT

2



Double Materiality Analysis

Driven by the requirements of the CSRD directive and its potential application at Eika, in 2025 we have focused on conducting a Double Materiality Analysis to better identify the issues relevant to Eika in non-financial aspects. Based on this analysis, we aim to give a fresh impetus to sustainability management within the company, strengthening the Sustainability Committee and drawing up an action plan based on the results obtained.

Double Materiality Analysis Process

In order to identify the sustainability issues relevant to the cooperative and its stakeholders, a double materiality analysis has been carried out in accordance with the recommendations of the applicable regulations and the guidelines published by EFRAG. The aim of the exercise is to identify and assess the impacts, risks and opportunities from a dual materiality perspective (impact and financial) relevant to the organisation, understood as:

Impact materiality: the actual or potential effects that the cooperative's

activities may have on people and/or the environment.

Financial materiality: the risks and opportunities that may affect the cooperative's financial position, performance or value as a result of sustainability issues.

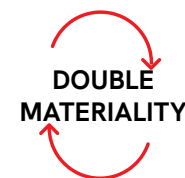
The approach applied in the double materiality analysis has been top-down, as set out in NEIS-1, in accordance with the following main phases:

1. Analysis of the company's context.
2. Initial identification of IROs (long list of IROs)
3. Stakeholder consultation.
4. Initial analysis at topic/sub-topic level (top-down).
5. Assessment of the topics/sub-topics requiring further analysis (assessment of impact and financial materiality at IRO level for those topics/sub-topics where a need for further investigation was identified to determine their materiality).
6. Aggregation of results.

Throughout the financial year, EIKA has worked on identifying the stakeholders, positive and negative impacts, and real and potential risks and opportunities at the different stages of its value chain, comprising the following stages of our value chain:

- Upstream value chain: direct and indirect suppliers within the company's main supply chains (in terms of turnover and criticality) and earlier stages of the value

Materiality of impact: how the company impacts the environment



Financial materiality: how environmental factors impact a company's value

chain based on inherent risks associated primarily with geography and activity.

- The company's own operations, taking into account all companies and subsidiaries within the consolidated group.
- Downstream value chain: the stages ranging from distribution itself to end-of-life.

The analysis has prioritised the different stages of the value chain by focusing on those areas of the chain with the highest inherent risk or probability of adverse impacts, for which information available within the company itself and from relevant external sources has been used.

At present, the organisation does not have full visibility over the stages of the value chain beyond its direct business relationships. This lack of information may limit the degree of accuracy in identifying and assessing certain IROs associated with activities, geographies or processes located upstream or downstream. To mitigate these limitations, and in

accordance with the provisions of ESRS 1, external reference sources and sectoral and international databases have been used to identify inherent risks associated with countries, sectors and activities.

The Double Materiality analysis will be reviewed annually to identify any changes in material issues, along with their impacts, risks and opportunities, and updated if necessary.

Double Materiality

Below is a summary table of the double materiality exercise carried out. The topics are identified in accordance with NEIS, the European Sustainability Reporting Standards. Negative impacts, positive impacts, risks and opportunities are listed, and the stage of the value chain at which they occur is identified.

I-: negative impact
 I+: positive impact
 R: Risk
 O: Opportunity
 UVC: upstream value chain
 OPs: own operations
 CVD: Downstream value chain

TOPIC	SUB-TOPIC	MATERIAL IMPACTS, RISK AND OPPORTUNITIES						
		TYPE				VALUE CHAIN		
		I-	I+	R	O	CV A	OPs	CV D
NEI SE1 CLIMATE CHANGE	NEI SE1.1 Climate change mitigation	●	●	●	●	●	●	●
	NEI SE1.2 Adaptation to climate change	●	●	●	●	●	●	
	NEI SE1.3 Energy	●	●			●	●	●
NEI SE2 POLLUTION	NEI SE2.1 Air pollution	●				●		
	NEI SE2.2 Water pollution	●				●		
NEI SE3 WATER	NEI SE3.2 Water consumption	●	●			●		
NEI SE5 CIRCULAR ECONOMY	NEI SE5.1 Resource input							
	NEI SE5.2 Resource input related to products and services	●	●	●	●	●	●	●
	NEI SE5.3 Resource (sewage/waste)							
NEI SS1 OWN STAFF	NEI SS1.1 Working condition	●	●	●	●		●	
	NEI SS1.2 Social dialogue, freedom of association, works councils, workers' and participation right p collective bargaining.		●				●	
	NEI SS1.3 Health and safety	●		●			●	
	NEI SS1.4 Training and skills development		●	●	●		●	
	NEI SS1.5 Diversity and equal treatment	●	●	●	●		●	
NEI SS2 WORKER IN THE VALUE CHAIN	NEI SS2.1 Working condition	●		●	●	●		
	NEI SS2.3 Health and safety	●				●		
	NEI SS2.6 Other human rights related to work	●		●		●		
NEI SS4 CONSUMERS AND END USER	NEI SS4.1 Incidents relating to information for consumers or users	●		●			●	
	NEI SS4.2 Personal safety consumers and/or end users	●	●	●	●			●
NEI SG1 BUSINESS CONDUCT	NEI SG1.1 Corporate culture	●	●	●	●	●	●	
(OTHER)S TOPIC	Cyber security and information security	●		●			●	
	Contribution to local development economic				●		●	

To summarise some of the tools for addressing these IROs (Impact, Risk and Opportunity) and contributing to the Sustainable Development Goals (SDGs) established by the Global Compact:

At the Eika Group, we have a Quality Management System certified in each and every one of our plants, in accordance with ISO 9001:2015, a model focused on process improvement and the quality of products and services. We manage the Quality Management System by embedding quality throughout all management processes. There are quality management indicators covering customers, suppliers and internal management. These are monitored within the forums defined for each process.

ISO 9001



Furthermore, within the cooperative's management **structure**, we have the necessary communication channels and committees for managing each macro-process, as well as governingbodies for monitoring and control within Eika's social sphere.

The Environmental Management **System is certified at both plants in accordance with ISO 14001, and our concern for climate change has led us to strengthen our energy** management through the implementation of ISO 50001 at Etxebarria. These standards provide a framework for protecting the environment and responding to changing environmental conditions in balance with socio-economic needs. In 2025, we

worked at the Mexican plant to implement ISO 50001 during 2026. We also have the studies "Climate Risk Analysis according to TCFD methodology" and "Physical Climate Risk Analysis".

ISO 14001 / ISO 50001



With regard to Occupational Health and Safety, we operate in compliance with the requirements of ISO 45001 at both Eika Etxebarria and in Mexico, which promotes social sustainability by improving the health and well-being of workers.

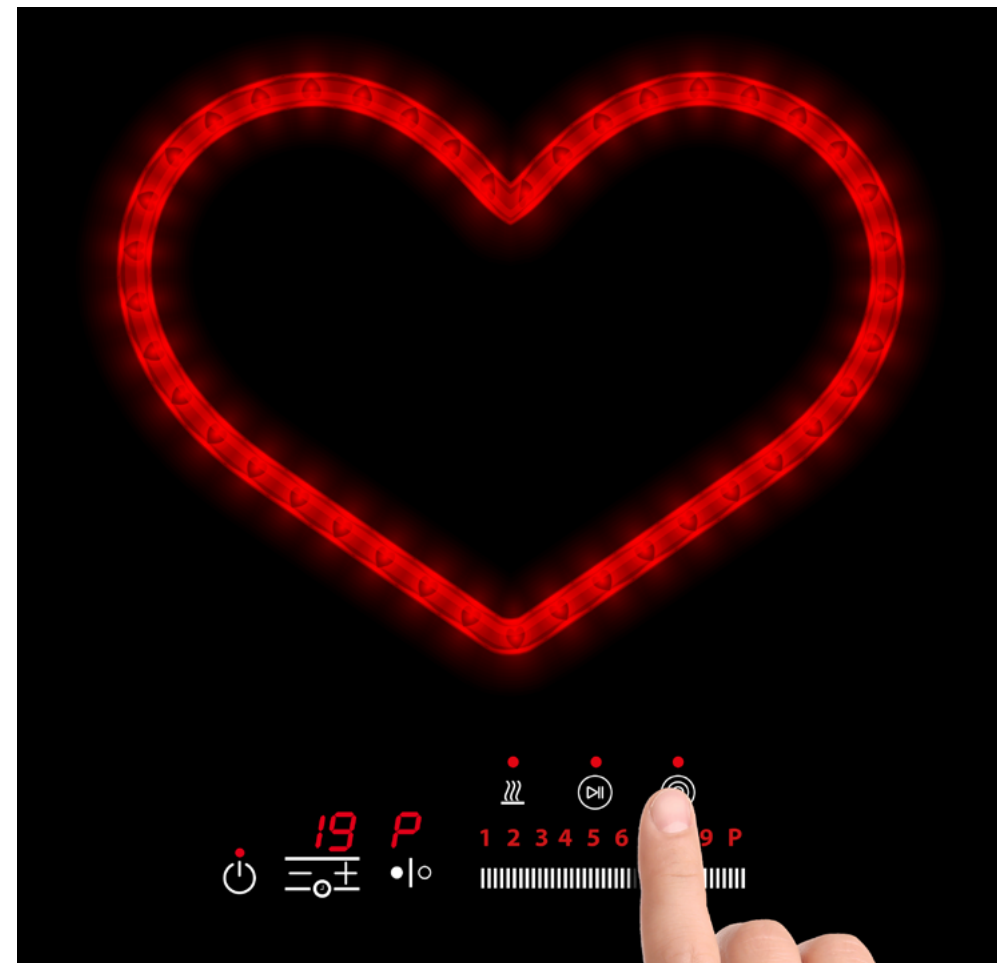
ISO 45001



To ensure ethical conduct and good governance, we have a Compliance System in place to combat corruption and bribery, ensure adherence to the code of conduct, and safeguard human rights. Furthermore, social transformation is an essential part of the cooperative movement; it is part of our very being. We have therefore defined a SOCIAL macro-process in which Social Transformation takes the form of a process managed by the governing board.

Finally, we should mention our **RS10 and SMETA 4 Pillars certifications**, which reinforce our commitment to the three pillars of sustainability through the implementation, monitoring and continuous improvement of the system itself.

The following sections of this document will explore the topics discussed in greater depth.



Code of Conduct

This Code of Conduct applies to all members of the Eika Group, or to anyone acting on its behalf or in its name. We have drawn up a specific Code of Conduct for suppliers, known as DG06.00.02 Supplier Code of Conduct.

The General Standards of Conduct are set out below:

1. Applicable legislation

All members of the Eika Group must comply with the laws and regulations in force in the countries where we conduct business.

To this end, the Eika Group keeps itself informed of the applicable legal requirements in each area and periodically reviews the level of compliance through internal audits of the system.

2. Corruption, bribery and gifts policy

Any form of corruption or bribery, whether active or passive, is prohibited. It is prohibited to offer to and/or accept from third parties, directly or indirectly, any gift, favour or compensation in cash or in kind, which, due to its value, could be interpreted as a gift exceeding the bounds of courtesy and is made with the aim of unlawfully obtaining favourable treatment for the Eika Group. The giving and acceptance of gifts is permitted when they are of negligible or symbolic monetary value and are given as a courtesy.

In certain circumstances or countries, refusing a gift offered in good faith may

be interpreted as a sign of insensitivity or even damage a business relationship. In such circumstances, the gift shall be accepted on behalf of the Eika Group and handed over to the Human Resources Department to be used for the purposes defined in DG 07.04.03 Gift Policy.

Furthermore, and to avoid any inappropriate influence, no member of an employee's immediate family shall accept any gift of more than symbolic value. The Eika Group may not fund candidates or political parties.

3. Accountability

The Eika Group is accountable to the relevant authorities in relation to the laws and regulations applicable to it. In turn, Eika's management is accountable to the cooperative's governing bodies, as well as to all members, at the cooperative's Annual General Meeting.

4. Transparency

The Eika Group operates transparently in its decisions and activities that impact society and the environment. Information regarding environmental aspects and their known and probable impacts on society and the environment is available (on the intranet, for relevant personnel).

5. Ethical conduct

The Eika Group's conduct is based on honesty, fairness and integrity. To this end, it has developed a management model and defined Eika's values.

6. Respect for the interests of stakeholders

The Eika Group has identified its stakeholders, as well as their needs and expectations, as set out in document FR07.04.01.001 Stakeholders and their Needs.

The Eika Group recognises and shows respect both for its stakeholders and for their legal rights. The Eika Group, in turn, treats customers fairly and does not grant unjustified benefits or advantages to some customers to the detriment of others. Similarly, it treats suppliers fairly, refusing to accept unjustified benefits or advantages from certain contractors or suppliers to the detriment of others.

7. Respect for Privacy, Data Protection and Confidential Information

The Eika Group respects the right to privacy of its employees and collaborators. The collection and processing of personal data shall be limited to information essential for the normal activities of the Cooperative Society and for the timely compliance with applicable regulations.

The Eika Group shall take the necessary measures to preserve the confidentiality of the personal data in its possession and to ensure that its processing and the exercise of the rights of access, rectification, erasure and objection are carried out in

accordance with the legislation in force on this matter.

The Eika Group undertakes to protect the intellectual and industrial property of third parties.

The company's activities may generate knowledge and commercial information whose value lies largely in its confidentiality. The company's employees shall make discreet and professional use of the information to which they have access and shall maintain confidentiality regarding the content of their work. In any event, they shall refrain from using, for their own benefit or that of their associates, any information, data or documents obtained in the course of their work.

8. Respect for the principle of legality

The Eika Group adheres to the principle of legality. That is to say, it complies with all applicable laws and regulations.

9. Respect for international standards of conduct

The Eika Group respects and complies with international standards of conduct.

10. Respect for human rights

The Eika Group respects human rights and has information and control channels in place to monitor and reinforce ethical conduct.

In turn, the Eika Group's Code of Ethics

defines how transactions are to be conducted and the general control framework, as detailed below:

11. General principle: compliance with applicable legislation

Any transaction carried out in the interests of the Eika Group must comply with applicable legislation and must be auditable.

12. Authorisation and recording of all transactions

Every transaction must be recorded in the accounts. In all cases, it must be possible to identify the persons who carried out the transaction, those who authorised it, and those who recorded and archived it.

13. Cooperation with supervisory bodies

All information shared by the Eika Group with internal auditors and/or external agents must be up to date, accurate, thorough, prepared by appropriate personnel and must comply with the law. With regard to HUMAN RESOURCES, the Eika Group's Code of Ethics stipulates the following:

14. General principle

The Eika Group recognises the fundamental principles of the Universal Declaration of Human Rights, as defined by the UN (United Nations, 1948).

15. Applicable legislation

All members of the Eika Group must be

employed in accordance with current legislation, and a written contract (or valid document) must be in place.

16. Remuneration

Within the Eika Group, salaries, including overtime and benefits, meet or exceed the levels required by applicable regulations and laws.

17. Working hours

The working hours or work schedule of Eika Group employees must not exceed the legal limit under any circumstances.

18. Forced labour

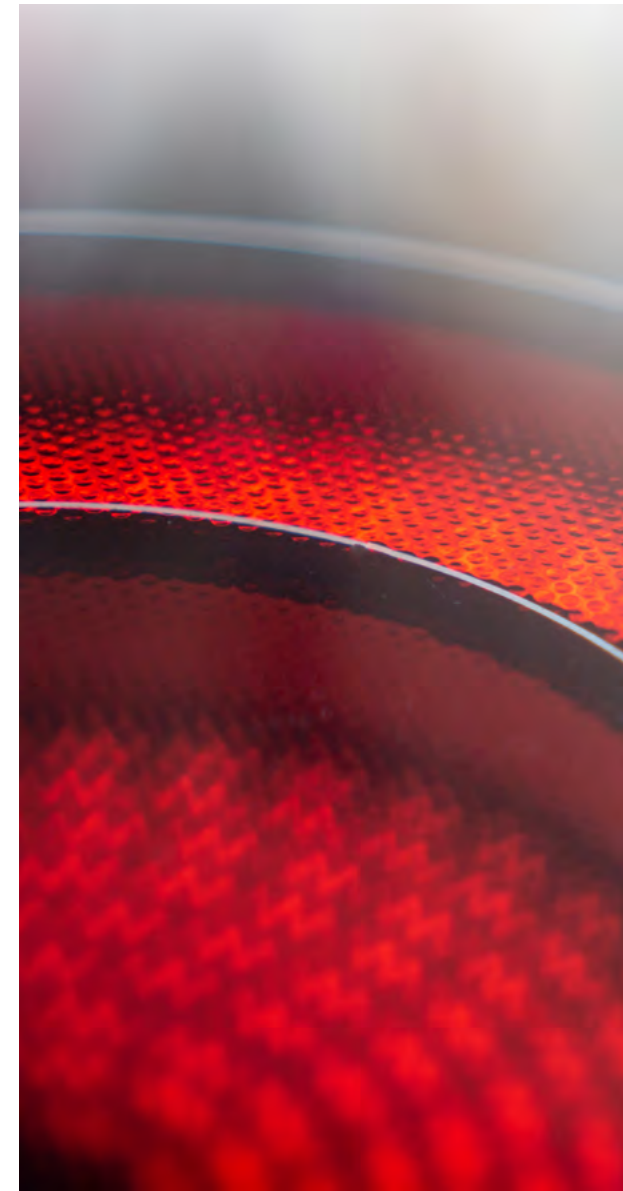
All forms of forced labour are prohibited within the Eika Group. This includes prison labour, bonded labour or any other form of servitude.

19. Child labour

All forms of child labour are prohibited within the Eika Group. Unless local legislation sets a higher age limit, no person under the age of 16 or who has not completed compulsory education may be employed (except as provided for in ILO Convention No. 138). Workers under the age of 18 must not be engaged in hazardous work and may be exempted from night work in consideration of their educational needs.

20. Harassment

The dignity, privacy and personal rights of every individual must be respected. No employee of the Eika Group shall



be subjected to corporal punishment or verbal, psychological, sexual or physical harassment, or to abuse of any kind.

21. Non-discrimination

The Eika Group shall not discriminate against its workers on the basis of skin colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age. They shall be considered strictly on the basis of their abilities and qualifications in any employment decision, including, but not limited to, recruitment, promotion, remuneration, benefits, training, dismissal and termination of contract.

22. Freedom of association and collective bargaining

The Eika Group respects the right of employees to freedom of association and collective bargaining.

23. Occupational Health and Safety

The Eika Group is committed to providing a safe and healthy working environment to prevent accidents and injuries and minimise risks, and, where applicable, to provide safe and healthy residential facilities that comply at a minimum with applicable local law.

An occupational health and safety management system in accordance with ISO 45001 or equivalent shall be implemented.

The Eika Group shall comply with statutory Occupational Health and Safety inspections, ensuring that corrective

actions resulting from such inspections are implemented, documented and completed on time.

24. Environment

The Eika Group will comply with the environmental regulations and standards applicable to its activities and will maintain environmentally responsible practices wherever it operates.

The Eika Group will strive to minimise environmental pollution and continuously improve environmental protection.

An environmental management system in accordance with ISO 14001 or similar shall be implemented.

The Eika Group will comply with statutory environmental inspections, ensuring that corrective actions resulting from the inspections are carried out, and documenting and completing such actions in a timely manner.

25. Supply Chain

The Eika Group will promote recognition of and compliance with the requirements of this Code of Conduct amongst all participants in its supply chain.

The Eika Group's core management objectives are customer focus, employee satisfaction, and respect for and preservation of the environment.



To this end, it has designed and implemented an Integrated Management System (IMS), which it will implement efficiently in accordance with the requirements derived from the quality, health and safety management system, environmental management system, energy management system and social responsibility system.

Consequently, in line with the objectives set, the Eika Group is committed to promoting and fostering the necessary resources to comply with the policies established within the Organisation, and to minimise the risks of each process and, ultimately, to minimise the risks of the business activity, including, amongst others, risks associated with issues relating to environmental, social (staff-related) and human rights aspects, which are relevant to the Group in the conduct of its business activities.

Any incident or enquiry relating to the Code of Conduct shall be reported through the communication channels established for this purpose. The Compliance Committee shall guarantee the confidentiality of the person making the report.



Compliance

The Eika Group has a fully implemented Compliance System, designed to ensure regulatory and ethical compliance across all our processes. This system is based on a range of internal policies covering key areas such as:

- **Legal and regulatory compliance:** we ensure that all our activities comply with current regulations.
- **Business ethics and professional conduct:** we promote integrity, transparency and accountability in every decision.
- **Data protection and confidentiality:** we guarantee the security and privacy of information.
- **Anti-corruption and anti-fraud policy:** we implement controls to prevent unlawful practices.

This approach reinforces our corporate culture and demonstrates our commitment to legality, sustainability and the trust of our stakeholders.

In 2025, we updated our workplace harassment policy to address all relevant issues, renaming it **the policy on dealing with conflict and/or psychological harassment, sexual harassment, harassment on the grounds of sex, sexual orientation, gender identity and gender expression**. All staff have been informed of this, with a reminder of the existing anonymous communication channels.

Ensuring compliance with regulations and ethical standards in all our processes



Subcontracting and in the supply chain

In 2024, we developed our procurement policy and supplier code of conduct. In 2025, we have been working on a project to promote sustainability within the supply chain. Key suppliers have been identified, sustainability questionnaires have been drawn up, and work has been carried out to integrate these results into the supplier assessment criteria. These sustainability questionnaires collect data on environmental performance, social performance and governance aspects, requesting evidence of these. In 2026, we will continue to make progress with the project, expanding the range of suppliers to be assessed.



Key non-financial indicators

With this non-financial report, the Eika Group aims to provide a verifiable and accurate picture of the organisation's performance and position in relation to **environmental**, **social**, human rights and staff matters, as well as **governance** and the fight against corruption.

This Non-Financial Report has been prepared in accordance with the internationally recognised and widely accepted GRI (Global Reporting Initiative) Sustainability Reporting Standards.

The table below summarises the main reference standards selected for the preparation of this document.



Contents	Reference standards	Page
Group Business Model	GRI 2 - 1; GRI 2 - 6	4
Management and Conduct Model	GRI 3 - 3	10
Anti-corruption and anti-bribery	GRI 3 - 3; GRI 2 - 25	14-19
Respect for Human Rights	GRI 3 - 3	15
Assessment of non-financial risks	N/A	12
Information on Environmental Issues	GRI - 3 - 3	22
Measures to prevent pollution	GRI - 3 - 3	29
Circular economy and waste prevention and management	GRI 3 - 3; GRI 301 - 1	31
Sustainable use of resources	GRI 3 - 3; GRI 301 - 1; GRI 201 - 2; GRI 302 - 1; GRI 302 - 4; GRI 303 - 1, 2, 5; GRI 303 - 4	33
Climate change - Emissions	GRI - 3 - 3	23-28
Biodiversity protection	GRI 306 - 3	31
Environmental expenditure	GRI 3 - 3; GRI 305 - 7	34
Information on Social and Personnel Issues	GRI 3-3	35
Employment - Remuneration	GRI - 2 - 7 / GRI 405 - 2	36
Labour Practices	GRI - 3 - 3	38
Health and Safety	GRI - 3 - 3; GRI 403 - 1 (2018); 403 - 2; 403 - 9	40
Social relations	GRI - 3 - 3	39
Training	GRI - 3 - 3; GRI 404-2	41
Accessibility	GRI - 3 - 3	42
Equality	GRI - 3 - 3	45
Company Information	GRI - 3 - 3	48
Cooperative identity and social transformation	GRI - 3 - 3; GRI 413 - 1; GRI 201 - 1	48
Subcontracting and suppliers	GRI - 3 - 3; GRI 2 - 6; GRI 308 - 1	18
Consumer health and safety	GRI - 3 - 3 ; GRI 416 - 1	47
Tax information	GRI - 3 - 3; GRI 201 - 4; GRI 207 - 4	52

INFORMATION ON ENVIRONMENTAL

3



The Eika Group adheres to environmentally responsible practices wherever it operates. It is also committed to minimising environmental pollution and to the continuous improvement of environmental protection.

The Eika Group complies with statutory environmental inspections, ensuring that corrective actions resulting from these inspections are implemented, documented and completed on time.

With the aim of ensuring efficient management focused on continuous improvement, EIKA's Environmental Management System is certified to ISO 14001:2015 at the Eika Etxebarria plant, and since December 2022 also at the plant in Mexico.

Furthermore, we continue to integrate Isoleika's environmental aspects with Eika Etxebarria.

In 2024, we certified the Etxebarria plant to ISO 50001:2018, and in 2025 we are preparing to certify the Mexico plant to ISO 50001 in 2026. To this end, we have an Energy Committee at each plant.

Legal Environmental Requirements

At Eika Etxebarria, legislation and requirements are updated via the Legoan application, with the status of all requirements needing to be updated on the website. At Eika Mexico, we carry out an annual assessment of compliance with legal requirements, in accordance with the country's regulations. In 2025, we completed all the measurements set out in each plant's plan, with satisfactory results, in line with current legislation. At the end of the year, we reviewed the situation at both plants and decided to implement a new platform for monitoring legal requirements at both sites. This new monitoring system will be rolled out in early 2026.

Having reviewed the legal requirements as at December 2025, the Eika Group complies with all legal requirements applicable at that date at each plant.

External communications

Having carried out the external communications required by law as of December 2025, Eika complies with all legal requirements applicable at that date at group level.

Climate change

Climate change is a global concern.

In the context of the Basque Country, the Basque strategy to combat climate change, KLIMA 2050, states in its foreword:

“Climate change is undoubtedly the greatest environmental challenge of the 21st century. The Basque Country’s key objective is to curb greenhouse gas emissions, the main cause of global warming, and to establish strategies that enable us to adapt to the environmental, economic and social impacts they cause.”

As part of the Basque business community, Eika is also concerned about climate change, taking it into account in its policy and implementing measures to reduce its impact as far as possible.

Risks and Opportunities related to climate change

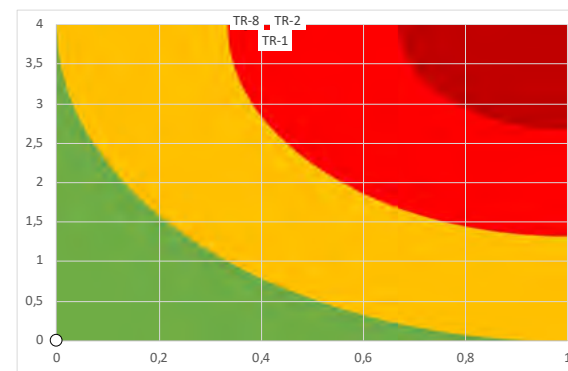
In 2024, an analysis of risks and opportunities related to climate change was carried out based on the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)**.

The exercise begins with a preliminary identification of risks and opportunities based on the criterion of probability of occurrence. Subsequently, a prioritisation is carried out based on an assessment of the severity of the impacts these may have on the cooperative’s operations.

The following are classified:

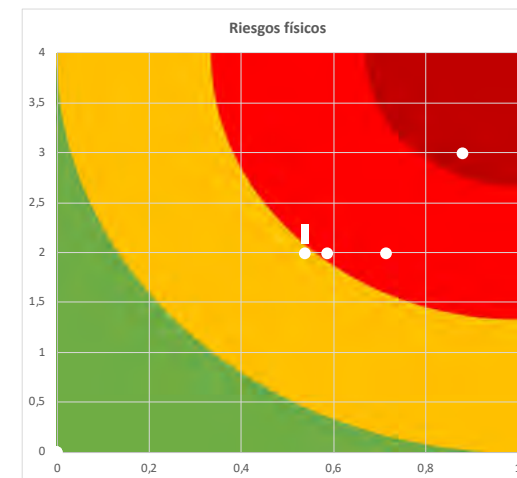
- Climate-related transition risks
- Physical climate-related risks
- Opportunities

Climate-related transitional risks



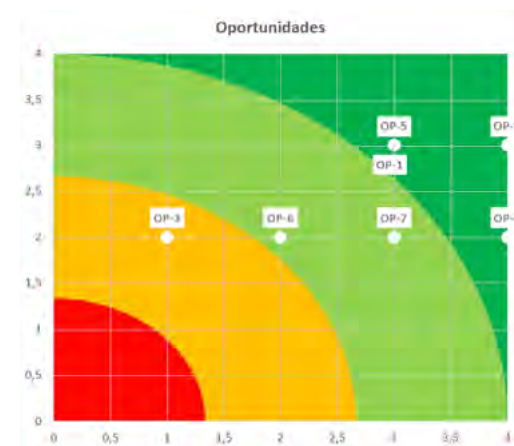
Code	Category	Subtype	Potential financial impact
TR-1	Political and legal risks	Climate-related mandates and new regulations (carbon targets, carbon pricing, etc.)	Adapting to stricter standards may entail significant costs for implementing cleaner technologies and sustainable processes, as well as for producing detailed emissions reports, thereby increasing operational and administrative demands. These additional costs could be exacerbated by potential increases in the price of carbon credits or the introduction of the Carbon Border Adjustment Mechanism (CBAM), which would further increase the financial burden of carbon emissions and could negatively impact business profitability as these regulatory measures are implemented...
TR-2	Technological risks	Fluctuations in the socio-economic environment (new technologies designed to support the global low-carbon transition)	The initial investment required to adopt these technologies may negatively impact profit margins in the short term, particularly if market demand does not immediately reflect a preference for more sustainable products. Furthermore, the depreciation of existing technologies could increase transition costs, creating an additional financial burden
TR-8	Market risks	Rising raw material prices	The effects of climate change, largely driven by emerging climate regulation, may affect profit margins, particularly if they cannot be fully passed on to customers. Pressure on margins could result in reduced profitability and the need for cost management strategies to maintain financial viability.

Climate-related physical risks



Code	Category	Subtype	Potential financial impact
PR-1	Chronic risks from physical climate change	Heat stress	High temperatures can affect the performance and reliability of heat-sensitive electronic equipment, warranties and returns, as well as potential customer losses due to dissatisfaction with product quality. Furthermore, high temperatures can increase operating costs by requiring investment in additional cooling systems to maintain facilities at a suitable temperature. In addition, heat stress on workers can affect productivity and workplace safety, which could lead to additional costs associated with occupational risk management and staff wellbeing measures.
PR-2	Acute risks of physical climate change	Drought	Water scarcity can increase operating costs by requiring water conservation and efficiency measures. Furthermore, if the company relies on facilities that require large amounts of water to operate, such as air-conditioning systems, drought can cause operational disruptions and generate additional expenditure on adapting to these dry conditions.
PR-3	Acute risks of physical climate change	Coastal, river and/or rain-induced flooding	Damage caused by flooding to production facilities and electronic equipment can result in significant repair and replacement costs. Disruption to the supply chain due to flooding in supplier areas could also affect the availability of key components, increasing the complexity and costs associated with supply chain management.
PR-4	Acute risks of physical climate change	Heavy rainfall and snow	Extreme weather conditions can hinder the transport of products and raw materials, causing production delays and affecting logistics. These logistical challenges could increase operating costs due to the need to implement additional measures to ensure business continuity and meet delivery commitments.

Climate-related opportunities



Code	Category	Subtype	Potential financial impact
OP-1	Resource efficiency	Recycling, efficiency and circular economy initiatives	By implementing more sustainable waste management practices, reusing materials and adopting circular economy approaches, the company can not only reduce its environmental impact but also generate operational efficiencies. Resource optimisation and responsible waste management can lead to significant long-term savings, whilst strengthening the company's reputation for sustainability, which could attract customers committed to responsible business practices.
OP-2	Energy source	Use of lower-emission sources of electricity	By investing in technologies and practices that reduce its carbon footprint, such as the adoption of renewable energy, the company will contribute to climate change mitigation and may benefit from potential cost savings through energy efficiency and emissions reduction programmes
OP-3	Energy source	Participation in the carbon market	By participating in carbon trading schemes or offset projects, the company can demonstrate its commitment to sustainability and generate additional revenue by trading carbon credits generated by its environmental initiatives.
OP-4	Products and services	Production of low-carbon goods and services (R&D&I)	Through innovation in processes and products with a lower environmental impact, the company can differentiate itself in the market, attract sustainability-conscious consumers and position its offerings as leading solutions in the transition towards a low-carbon economy.

Climate-related opportunities

Code	Category	Subtype	Potential financial impact
OP-5	Products and services	Access to new markets	By offering products and services that meet environmental and social standards, the company can expand its customer base and explore opportunities in market segments that value environmental responsibility.
OP-6	Markets	Use of public sector incentives or sustainability-related grants	By taking advantage of government programmes that promote sustainable business practices, the company can benefit from financial support and tax breaks, which will help to mitigate the costs associated with implementing environmental measures.
OP-7	Markets	Access to new markets and new assets	The opportunity to access new markets and assets arises by diversifying operations into geographical areas or sectors that prioritise sustainability. This can generate new sources of revenue, whilst strengthening the company's competitive position in a business landscape increasingly focused on environmental responsibility.
OP-8	Resilience	Improving reliability, sustainability and resilience	By strengthening infrastructure and operational practices to cope with extreme weather events and other risks, the company can reduce its vulnerability to disruptions and losses. Investment in crisis management systems, sustainable energy backup and climate risk assessment can improve the company's ability to adapt to unexpected changes and ensure business continuity. Furthermore, greater sustainability and resilience can attract sustainable investment and enhance the company's reputation.

Assessment of physical climate risks for Eika

Furthermore, in 2025 a more comprehensive analysis was carried out of physical risks arising from climate change for the EIKA ETXEBARRIA plant, a project promoted by the Mondragón Corporation. This study analysed:

- Analysis of variables relating to rising temperatures
- Analysis of variables relating to changes in precipitation patterns

Based on these, the following assessments were developed:

Assessment of the threat of rising temperatures

Five threat levels have been considered, taking into account the combination of climate variables relating to the increase in the maximum duration of heatwaves and the 95th percentile temperature.

The threat thresholds defined above have been considered as follows:

- Red threshold: Very significant increase
- Yellow threshold: Significant increase
- Green threshold: Slightly significant increase

By combining the levels for both variables, the following levels have been defined: Eika Etxebarria would be at level 1, with minor increases in maximum heatwave

	Duración máx. Ola calor	Percentil 95% Temperaturas
Nivel 1	Green	Green
Nivel 2	Yellow	Green
Nivel 3	Yellow	Yellow
Nivel 4	Red	Green
Nivel 5	Red	Yellow

duration and the 95th percentile temperature.

Flood risk assessment

In this section, flood risk has been analysed using geoEuskadi and IDENAI.

Furthermore, the projected evolution of heavy rainfall patterns over 24-hour and 5-day periods has been considered.

In this case, EIKA is in a 500-year return period zone, meaning there is a possibility of flooding once every 500 years; in other words, the probability is very low.

Assessment of the risk of sea-level rise.

Studies show that the site is not located in an area affected by this issue.

Carbon Footprint and Decarbonisation Plan

EIKA recognises the urgency of the climate crisis and is committed to taking action to combat it, implementing mitigation

measures to reduce its greenhouse gas (GHG) emissions and adapting its operations and products to withstand the impacts of climate change.

A decarbonisation roadmap is established:

- Setting emission reduction targets
- Optimising production processes and improving energy efficiency. Furthermore, the deployment of renewable energy and the circular economy will be promoted.

The carbon footprint has been measured using the application developed by Ondoan.

The year 2024 is taken as the baseline:

Carbon Footprint Tonnes of CO2 equiv- alent	2025		2024	
	EEB	EMX	EEB	EMX
Range 1	153.73	943.35	159.23	944.96
Range 2	1,829.41	1955.24	1,888.31	2019.62
TOTAL (Scope 1 + Scope 2)	1983.14	2898.59	2047.54	2,964.58
GROUP	4881.73		5012.13	

We can see that the combined total has fallen by 2.6%.



Decarbonisation plan

In implementing the Eika Decarbonisation Plan, we are guided by the targets set by the SBTi, as it serves as a benchmark that can help us achieve significant reductions. However, we are not signatories; we use the organisation’s information and guidelines as a guide and reference.

This plan is designed to address Scope 1 and 2 emissions, due to the difficulty in calculating and implementing measures that could lead to an effective reduction in Scope 3 emissions.

Scope 1 covers direct emissions, i.e. GHG emissions from sources owned or controlled by the organisation. Scope 2 covers indirect emissions, specifically those associated with the generation of electricity, steam, heating or cooling purchased and consumed by the organisation. Finally, Scope 3 encompasses other indirect emissions occurring within the organisation’s value chain, both upstream and downstream

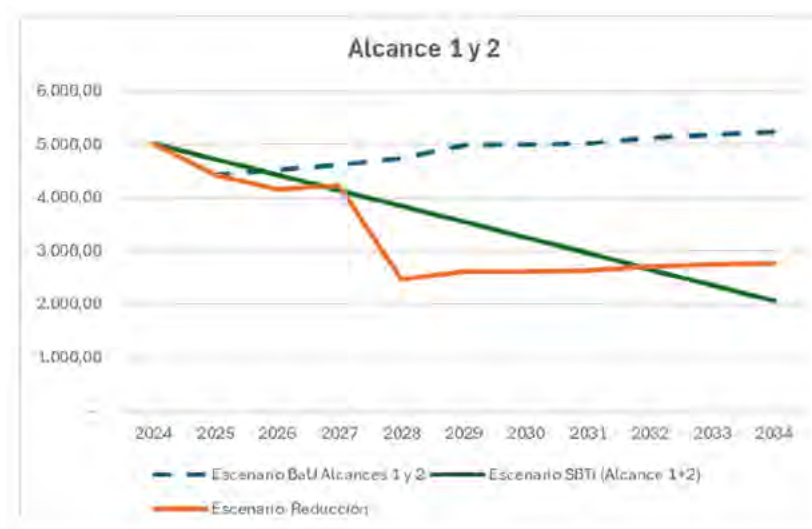
Scenarios for reducing Scope 1 and 2

Base Year	2024
Base Emissions	5012.13
Target Year	2034
Method	Absolute reduction
Target emissions*	2065
% Reduction	-58.8%

SCOPE 1	EEB air conditioning replacement Reduction in natural gas consumption EMX
SCOPE 2	Energy efficiency measures defined by the Energy Committee

* Information taken from the SBTi tool

Taking into account the planned reduction measures, the expected scenario is as follows:



Measures to prevent pollution

The Eika Group operates an environmental management system at each of its sites, where we work to reduce our environmental impact and prevent pollution.

The management system includes regular measurements of noise, atmospheric emissions, discharges into the sewer system, waste management and soil quality assessments within the established timeframes. Lighting is not a significant aspect of the Eika Group's operations. All such measurements were carried out, with results in compliance with legislation. Furthermore, the presence of substances of concern (SOCs) is monitored.

Emission Sources

The periodic measurements established for the emission sources at Eika Etxebarria and Eika Mexico are carried out, complying with the applicable legal limits. The measurements focus on PM particles ($\text{mg}/\text{m}^3\text{N}$), NO_x and CO . The emission sources are gas kilns, electric kilns and collectors.



SOS

Furthermore, with regard to the possible presence of SEPs (**Substances of Concern**), Eika has a control system in place from the very moment the raw materials to be used are approved. Declarations are requested from suppliers and are periodically renewed. Furthermore, this system involves carrying out periodic laboratory tests to ensure the effectiveness of the system in place. Among the controlled substances are those specified in RoHS, REACH, the California Proposition...



Protection of Biodiversity

All of the Eika Group's facilities are located either in industrial estates or urban areas; consequently, the activities carried out at these sites do not have a significant impact on biodiversity or other protected areas. For this reason, this report does not include information on this aspect, as it is considered irrelevant.

Circular economy and waste prevention and management

Packaging Waste

The materials used in the packaging for our products are cardboard, plastics and wood.

In 2025, we launched a packaging strapping recycling project which we hope will bear fruit in the coming years.



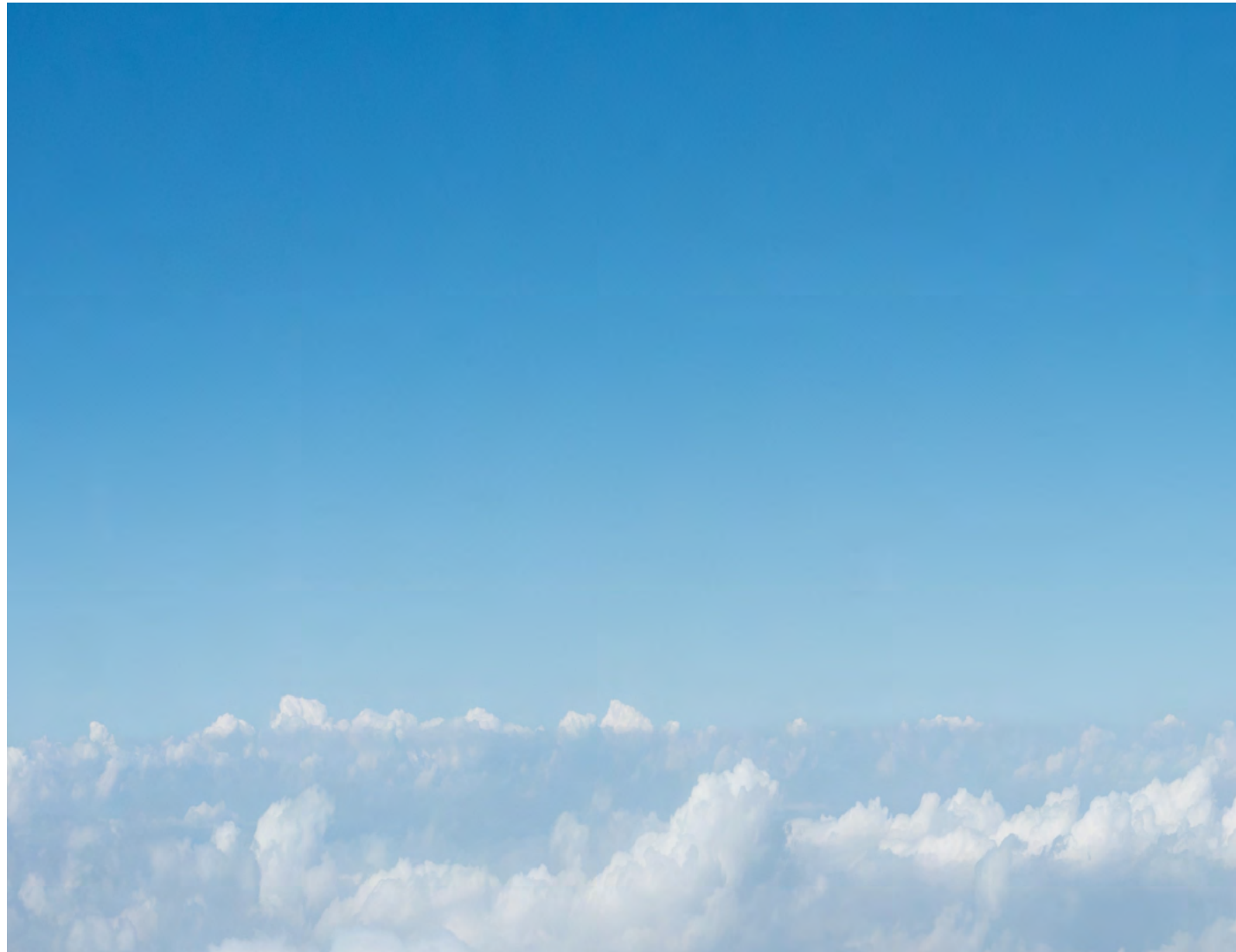
Hazardous and non-hazardous waste

At the Eika Etxebarria and Eika Mexico plants, the hazardous waste managed stems from non-routine activities, so the annual quantities depend on the circumstances of each year.

The waste is handed over to authorised waste management operators for proper treatment.

As for non-hazardous waste, since it is sent to landfill, the organisation aims to reduce it significantly each year.

Finally, it should be noted that we have started to collect ISOLEIKA data separately. From next year onwards, we will monitor how these figures develop and explore opportunities for their reduction.



Sustainable use of resources

The key resources for the Eika Group in relation to its operations are energy and the consumption of raw materials.

Energy consumption

Energy consumption within the Eika Group has two aspects: on the one hand, the energy consumption of the components it sells during their use, and on the other, the energy required for their production.

Energy consumption during the use of our products is an area where we continue to make progress at the Eika Group, anticipating the requirements of both customers and legislation. This has resulted in improved efficiency across our product range.

As for the energy required to produce raw materials, wherever possible we favour more sustainable suppliers. In 2025, we worked on the HAZI 2 project on sustainability in the supply chain, where we defined and implemented a system to assess our suppliers against sustainability criteria. In 2026, we will continue working on this to ensure it is fully implemented. The actions taken and opportunities identified to reduce energy consumption at the plants have been carried out through

the Energy Committee and are further detailed in the Decarbonisation Plan.



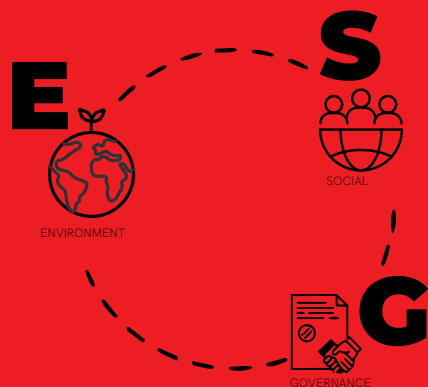
Water consumption

Water consumption is not a significant factor in our own operations, as no significant quantities of water are used in manufacturing; the water consumed is mainly for hygiene purposes.



INFORMATION ON SOCIAL ISSUES

4



At the Eika Group, we view our people as a key area for focus, as we are convinced that this is what sets us apart from our competitors.

In 2025, we continue to set our objectives based on strategic challenges:

- Developing people based on Eika's values.
- Strengthen communication and engagement.
- Develop a sustainable working model to respond to market volatility.

Based on these strategic challenges, we have identified five areas of focus:

- Internal Communication
- Talent Management
- Constructive Culture and Leadership
- Digitalisation
- Health and Wellbeing

Internal Communication

The EIKA App has established itself as the main two-way communication channel, with 98% of active accounts relative to the number of staff members.

There are also five dedicated inboxes through which Eika staff can submit their queries or suggestions, depending on the subject and the relevant department:

- Basque Committee
- Ethics Channel
- Governing Board
- Queries regarding my payslip/advance
- General Enquiries.

Each of these inboxes has a designated contact person who responds to these enquiries.

Talent Management

In the TALENT MANAGEMENT section, actions have been carried out aimed at both attracting and retaining talent, specifically:

The actions resulting from the TALENT BRAND audit carried out in conjunction with the Mondragón Corporation have been implemented, particularly those aimed at increasing our presence on social media (LinkedIn).

Participation in job fairs and events at universities (EHU/UPV) and regional centres (Lea Artibai Enplegu Azoka).

This year we also took part in the TFG-TFM Saria awards, with a specific Eika prize for the best project in Basque, enabling the Eika brand to make a significant impact on the educational community. These awards are aimed at students who have completed their final-year or Master's degree projects. This year's edition culminated in an event focused on talent scouting and empowerment. The 2025 edition was the fourth, reaching a record number of participants to date with 340 projects submitted, compared to 305 in 2024.

Digitalisation

We are continuing with the digitisation project for the HR department. Following the appointment of the new IT manager in 2025, an assessment of the current situation has been carried out and the project has been planned for implementation in 2026.

We are continuing to use the new version of Digitek, where members can view their records.

Working Employment

Employment Remuneration

The Remuneration System of Eika, S.Coop. serves as a methodological benchmark for the two plants within the Eika Group. Building on these foundations and ensuring they are fully respected and complied with, each site adapts to the specific characteristics of the country in question, whilst adhering to the relevant regulations and collective agreements.

Regarding the composition of the Eika Group's workforce, on a consolidated basis, the percentage of women in the workforce has increased to 62%, up from 53.8% in 2024. Although the overall figures have risen, this percentage has fallen in Etxebarria, dropping from 49.5% in 2024 to 47.9% in 2025. At senior management level, the percentage of women has fallen to 25% from the 30% recorded in 2024.

The Eika Group treats men and women equally and provides equal opportunities, and does not discriminate against its employees on the basis of gender.



In accordance with the Eika Group's code of conduct, salaries—including overtime pay and benefits—meet or exceed the standards required by the applicable regulations and laws of each country in which the Eika Group operates.

At the Eika Group, there is no gender discrimination, meaning that, for the same role, there is no difference in pay between men and women.

As for the average remuneration of the management team, this is governed by the same remuneration policy as for the rest of the organisation's staff.

A distinctive feature of the Eika Group, as a cooperative, is that members of the Governing Board do not receive any remuneration for carrying out their duties as directors.

Organisation of the Work

The working conditions at Eika Etxebarria are set out in the Cooperative Internal Regulations, which govern working conditions in relation to: working hours, work schedules, overtime, part-time work; shift work; flexible working hours; weekly rest periods; public holidays; leave and annual holidays. In 2024, the concept of a co-working space was introduced.

Contracts for all employees within the group are drawn up in accordance with the cooperative framework and the legislation in force in each country. At Eika, in accordance with the Code of Conduct, the legal limits for setting working hours or the work calendar for employees are respected or improved upon, as are all types of leave (sick leave, annual leave, maternity leave, public holidays and equivalent).



In 2024, we focused on flexibility by implementing various measures based on the Flexibility Assessment carried out in 2023. As a result, new regulations were introduced regarding Hybrid Working (remote working and co-working), and paid leave for members was extended. In 2025, 23 people have adopted hybrid working, 3 more than in 2024, and 5 people are working in co-working spaces. Looking ahead to 2026 and in line with the requirements of the 2026–2028 strategic plan, the Flexibility Committee will be reactivated.

Social

Working conditions are set out in the Cooperative's Internal Regulations and apply to 100% of workers.

Members of the Eika group exercise their rights in accordance with legal and statutory provisions and the agreements validly adopted by the cooperative's governing bodies.

The management of social and labour relations for non-members is conducted in accordance with labour and trade union legislation, as well as the regulatory frameworks applicable in each geographical area.

100% of the Eika Group's workforce is covered by collective agreements or similar labour regulations.

Each centre has its own channels of communication between the company and its employees, designed not only to provide information but also to receive and address staff concerns, requests, contributions and suggestions.



Safety, health and well-being

The Eika Group's integrated system addresses Occupational Health and Safety by covering all the elements recommended by the ISO 45001 standard: Occupational risk assessment procedures, definition of operational controls to mitigate risks, health surveillance procedures, procedures for handling incidents and accidents, internal audits, measurement mechanisms and evaluation mechanisms.

The Occupational Health and Safety Management System is managed at each site. We have dedicated Health and Safety Officers, and we carry out monitoring and follow-up through the Health and Safety Committees at each site.

The Eika Group implements, across all group companies, the occupational risk prevention plans designed at head office, ensuring that every workplace has a risk assessment and a set of mitigation measures of both a structural and personal nature (use of PPE, emergency plans, fire protection, etc.)



Workers' health promotion

With regard to the promotion of workers' health, with the aim of developing initiatives to promote and protect people's health, with a particular focus on creating healthy environments, the following initiatives are envisaged:

■ Ergonomics school

To this end, the ergonomics school has been relaunched with guided K-STRETCH classes. This is a therapeutic method of postural re-education and rebalancing based on flexibility work and the rebalancing of muscle and fascial chains within a specific training programme carried out on a postural hammock designed for this method. This methodology helps us, on the one hand, to regain mobility and, on the other, to optimise motor control and movement patterns, as well as to rebalance muscle tone and improve posture - all essential requirements for the health of the neuromusculoskeletal system.

■ Back Clinic (DAVID HEALTH SOLUTIONS programme)

In collaboration with ATHLON, a company dedicated to promoting healthy lifestyles, and with the aim of restoring the muscles of the back, upper and lower limbs and improving mobility, strength and endurance, a specialised and personalised programme has been designed for each employee.

■ STIMULUS (psychological support)

In the final quarter of 2025, a free, confidential psychological support service

was introduced, available 24 hours a day, 7 days a week, with the aim of ensuring that both employees and their partners have access to a professional with whom they can discuss various issues, learn to manage stress, anxiety or conflicts, receive guidance on making important decisions, and even improve their personal, family and work-related well-being.

At EMX, we have continued to work on reducing absenteeism and staff turnover. We have a MULTI-SKILLS PLAN, which rewards versatility and allows staff to progress through the ranks whilst increasing their salary.

Training

The Eika Group employs skilled staff who are constantly learning and improving.

The Eika Group has procedures in place to identify staff training and development needs. Furthermore, it has a training procedure that enables the planning, delivery and evaluation of the identified training initiatives.

Both procedures are systematically audited by internal and external staff. These procedures serve as guidelines for the plant in Mexico in drawing up an annual training plan, which is adjusted throughout the financial year in line with new needs that arise or changes that may occur to the original plan.

A significant part of the Group's investment in training relates to induction programmes. Historically, it has been very important to



the Eika Group that employees receive appropriate training, both when they start work at any of the Group's companies and when there is a change of role. The training provided covers all aspects relating to the proper performance of the role, addressing not only technical aspects but also all the policies of its integrated management system.

The annual input for the biannual Training Plan is derived from the skills assessments carried out by each manager on their staff, which detail the training required for each employee.

Equality, accessibility and fair treatment

Accessibility is covered in the organisation's emergency plan. The Eika Group's facilities allow access for people who require a wheelchair to ensure their mobility. The Eika Group's commitment to ensuring that all its members, regardless of their employment or corporate status, or their gender, origin or religion, have equal opportunities in terms of employment, promotion and development. This commitment is set out in the Group's Code of Conduct.

Equality Plan

The Equality Plan was developed in 2024, and implementation of the plan began in 2025.

The members of the Equality Committee have been appointed:

- 1- Head of Human Resources
- 2- HR Officer (and Committee Coordinator)
- 3- Member of the Governing Board
- 4- Member of the Social Council
- 5- Systems Coordinator
- 6- Volunteer
- 7- EMUN facilitator

In 2026, a head of manufacturing joined the group.

The Plan set out the following challenges for EIKA:

- i. Maintaining the number of women
- ii. Combating gender segregation
- iii. A more equal culture at EIKA
- iv. Ensuring EIKA is a safe workplace
- v. Effective management of the plan

A series of objectives and actions were defined for each challenge, as well as KPIs to monitor progress. The Committee monitors these at monthly meetings.

Below is a summary of the status of the actions defined for 2025:

Maintaining the number of women

Three visits to schools have been carried out as part of the Talentatu project, always with a focus on equality.

Combating gender segregation

We have started collecting gender data on internal promotions.

A more equal culture at EIKA

In this regard, a series of monthly training sessions have been held to communicate the objectives of the Equality Plan, International LGBTI+ Day, planning questions to ask ourselves, Christmas in equality...

Making EIKA a safe workplace

The protocol for **dealing with conflict and/or bullying, sexual harassment, harassment on the grounds of sex, sexual orientation, gender identity and gender expression** has been updated to include all those affected. In addition, a communication on this matter

has been prepared and distributed via the staff councils, thus ensuring that all staff receive it. The anonymous reporting channel has been made more accessible on the website.

At the same time, the information has been distributed via the Eika App.

Proper management of the plan

All the actions planned for the proper management of the plan have been carried out.

In 2025, we have worked on the Equality Plan with the actions defined therein. An important step has been the updating of the protocol

Consumer health and safety

Eika Group products reach end consumers, but as components incorporated by a third party into a final product. As a component manufacturer, we comply with all European legislation relating to the EC market in the case of Europe, and with all relevant legislation in the countries where the Eika Group operates or sells its products.

As described in the previous section, we require our suppliers to demonstrate legal compliance regarding the raw materials and components we incorporate into our end products (e.g. RoHS, REACH, Conflict Minerals, etc.).

Furthermore, we hold VDE certification for the European market, UL certification for the American market and CQC certification for the Asian market. These certifications ensure product safety for end users.



CO-OPERATIVE IDENTITY AND SOCIAL TRANSFORMATION

5



The Eika Group's Corporate Social Responsibility policy is intrinsically linked to its culture as a cooperative organisation. It aims to promote sustainable development in the communities where it operates, as well as to safeguard the interests and general well-being of customers, suppliers, employees and other stakeholders. The Eika Group's corporate responsibility is based on three pillars:

- Basic cooperative principles.
- Ethical corporate governance.
- Eika's Mission, Vision and Values.

At Eika, people are not just another resource: they are the centre, the origin and the destination of everything we do. Every decision, every project and every effort stems from our commitment to those who form part of our community. Because we believe that true progress is not measured solely in figures, but in lives that are improved, in opportunities that are created and in environments that are transformed.

Co-operativism is much more than an economic model; it is a way of understanding life and our relationship with our environment. We generate wealth, yes, but a wealth that goes beyond the material: social, cultural and human wealth. We are committed to sustainability because we know that caring for the planet means caring for people. Every responsible action, every innovation geared towards environmental respect, is an investment in our shared future.

Thus, at Eika, development is not an isolated goal, but a shared journey. A journey where prosperity goes hand in hand with solidarity, where economic growth is

balanced with social justice and respect for nature. Because when people are at the centre, everything else makes sense.

Eika, together with other cooperatives belonging to MONDRAGON, forms the MONDRAGON Components Division. The Mondragón Corporation regards social transformation as one of the ten Cooperative Principles.

Eika manages its socio-enterprise project in a manner consistent with the needs and expectations identified in our Corporate Strategic Plan, in which we set out our commitment to generating wealth and jobs in a sustainable manner in our local area for current and future generations. In fact, we aspire to be a benchmark in this regard within the environment in which we operate, and to this end we have defined the key areas of work on which to base our efforts.

The importance the organisation places on cooperative identity and social transformation is reflected in the macro-process designed for this purpose. Within this macro-process, we have identified three key areas of focus for the coming years: strengthening our cooperative identity, strengthening the cooperative governance model, and engaging in the social transformation of the communities where we operate.

With regard to the social transformation of the local area, in partnership with Leartibai Fundazioa, we are continuing to work on the Talentatu project, which began in 2017. Through this project, we are creating a collaborative environment so that young people in the region can develop their professional careers close to home, without

having to move to the big cities. To this end, we are developing various initiatives involving schools, cooperatives and other local stakeholders with three objectives: to create talent, attract talent and retain talent.

Furthermore, we continue to participate in the Lea Artibai and Busturialdea regional cooperative forum, where local cooperatives meet quarterly and, in partnership with Leartibai Fundazioa, we seek opportunities to create a fairer, more cooperative society. In fact, over the last few years we have helped, through financial contributions, to set up more than 50 cooperative projects, creating over 200 jobs. For all these reasons, we wish to seek out projects of common interest to local cooperatives where we can work together to build a better region. As a result of the application of COFIP's distribution regulations, Eika has contributed to the local community an amount equivalent to 10% of the year's profits, which is allocated to promoting:

- The training and education of its members and workers on cooperativism, cooperative activities and other matters not related to their jobs.
- The promotion of inter-cooperative relations, including the coverage of expenses arising from participation in bodies created for promotion, assistance, joint management or support activities between cooperatives.
- Educational, cultural, professional and welfare promotion, as well as the dissemination of the characteristics of

cooperativism within the social environment in which the cooperative operates and in society at large, and the promotion of the use of the Basque language.

- The promotion of new cooperative enterprises through financial contributions to a non-profit organisation promoted by the Basque cooperative movement.
- The training and education of members and workers to foster an effective policy within cooperative societies to advance towards gender equality.

In 2025, we have continued to use Eika's internal app, as well as other forums with the collective, to highlight the social impact of this funding.



BASQUE

One of the needs of the people at Eika is the Basque language. Eika is located in an area where Basque is widely used, specifically in the municipality of Etxebarria in Lea-Artibai. However, initially Eika mainly used Spanish. The figures regarding Basque at Eika are significant, as 99% of Eika's staff understand Basque, and 94% speak Basque, which is a key factor for internal communication.

In 2000, we launched the Basque language plan within the cooperative, with the primary aim of making Basque the language of internal work and communication within Eika Etxebarria. Through the impetus Eika has given to the Basque language, we can say that we have been and continue to be a model for Basque society, and that we have had a proactive impact on the transformation of society.

In recent years, we have made progress in the use of Basque at Eika, once again obtaining our Bikain Gold Certificate in 2024. In the audit report, the assessors recognise Eika as follows: "The assessment team wishes to highlight that EIKA is a company that operates in Basque. And this, in an industrial company with over 400 employees, with almost all its customers outside the Basque Country, is no coincidence. One of EIKA's core values emphasises that it is a Basque cooperative, and for this to be a reality, the collective effort of all the organisation's employees and representatives has been essential. In this regard, we have seen clear and strong leadership throughout the organisation (from top to bottom and from bottom to

top) in the field of the Basque language and in the achievement of the associated policies and objectives."

The most significant milestones achieved in 2025 in relation to the Basque language were as follows:

- Designing a system for monitoring linguistic criteria
- Continuing with the language profile procedure and continuing with the update of the Basque Language Manual (still in the process of being updated).
- In terms of external relations, Eika continues to participate actively in the Euskaltzales committee and to represent Indeus. Furthermore, the president of Eika KE participated as a speaker at the Euskaltzales Meeting held in Cikautxo. Eika has once again awarded a prize for the best work in Basque at the Mondragon TFG Awards.
- A meeting of regional cooperatives has also been organised at Eika itself in 2025; taking advantage of the context of Euskaraldia, the meeting has been named Euskoopaldia.
- The Basque language plan celebrates its 25th anniversary in 2025, and to mark the occasion, a video has been produced summarising the plan's journey.
- Furthermore, in the field of communication, the Eikabarri newsletter has been published, the Eikatarrak video clips have been released, as well as

the Gure euskara hobetzen clips. Other communications have also been channelled via the mobile app.

In 2025, the Basque Language Commission has continued to work on the strategic priorities defined in 2021. As for the use of Basque, usage in the General Assembly is high (99%), whilst in informal spoken use, usage stands at 64% and loyalty at 71%.

It is worth highlighting the strong involvement of people at Eika in organising

and participating in the initiatives organised under the Basque language plan. Looking ahead to next year, it should be noted that there will be no separate strategic plan for the Basque language. In fact, from 2026 onwards, the Basque language plan will be fully integrated into the strategic plan and management system of the Eika cooperative, and its monitoring will be carried out through the cooperative's standard management system.



C eika

