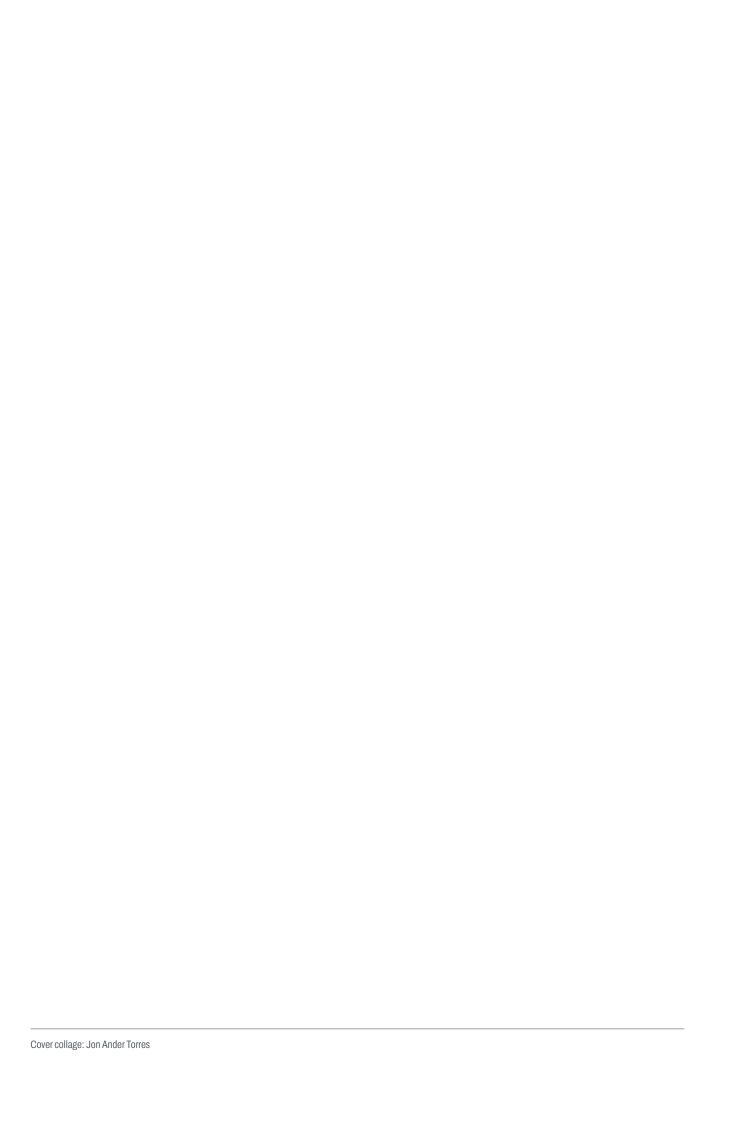
## REPORT

NON-FINANCIAL STATUS









# $\left| \left| \left| \left| \right| \right| \right| \right|$ FINANCIAL STATUS RFPORT 2024

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# FORGING THE FUTURE: LEADERSHIP ANI) PIRPOSE



#### LETTER FROM THE CHAIRMAN

### OUR VISION OF SUSTAINABILITY

#### Eric Arana

Chairman of Grupo Arania

It is my pleasure to present our latest Non-Financial Status Report corresponding to 2024.

**Living Sustainability** is the brand we have created at Grupo Arania to reflect our active participation in sustainability and our commitment to being a leader in this area. We would like to make the actions that we take to reinforce sustainability in the Group more visible to our various stakeholders and to society in general.

Our progress has been recognised by external organisations such as Ecovadis. For yet another year, we have not only maintained, but enhanced our outstanding ratings in the Group's different verticals. Arania, our business unit dedicated to precision cold rolling, has improved its score, moving from silver to gold, and our tube business, Aratubo has achieved the platinum medal. This is quite an achievement and positions our companies among the highest rated, a clear sign that we are progressing in the right direction.

In environmental sustainability, in collaboration with SIDEREX, 2024 saw us make progress by obtaining external verification of the carbon footprint of the different Group companies. This is an important milestone that enables us to measure our progress with greater accuracy and, in particular, to evaluate the evolution of our decarbonisation plan.

In line with our ambition to be a leader in sustainability, 2024 was the year in which we began to offer specific decarbonisation solutions. With the slogan "Tailored for you, designed for the planet" Arania Laminación presents **Arania D-Carb**, a new, low-emission type of steel. These are examples of a broader effort at Group level, through which we are continuing to incorporate decarbonisation solutions in all of our business lines.



Steel is a noble material with unique properties, including its ability to be recycled infinitely, which gives it a real advantage in the circular economy. Thanks to this, the rate of waste reuse in the Group is already 97%.

Throughout 2024 we continued our progress in implementing our intermodal transport plan, with 13% of deliveries made using this method.

In this area, I would like to highlight the launch in late 2024, of our first electric lorry for transport between the Group's factories, and for procuring raw materials from ports. It was quite a milestone for Grupo Arania, and a source of shared pride, not only for the launch itself, but also because it was a project that began in the classrooms of the "Impulsa" training project for Group executives.

I am grateful to everyone who participated in this innovative project.

I would also draw attention to the launch of the whistleblower channel, along with the creation of our psychological support plan in 2024. The result of this initiative was very positive and it has been very well received. This plan supplements other already-established proposals, such as the physiotherapy service, and reinforces our commitment to improving both physical and mental health at work.

Grupo Arania's commitment to people is clear. It is not mere coincidence that one of our hallmarks is taking care of people and the conditions in which they carry out their work.

2024 was not an easy year. The economic and geopolitical environment we are in is still uncertain and complex. Therefore I would like to reiterate my thanks to everyone who is part of Grupo Arania for their efforts and daily commitment: they are, without doubt, our best guarantee of success.

As I like to repeat, people are key. It is people who do great things, not machines or algorithms.

"We're a new style of steel transformation. We believe in people and the strength of teamwork. We are Grupo Arania".



# GRUPO ARANIA: ASOLID STRUCTURF



# INDUSTRIAL DNA: IDENTITY AND BUSINESS MODEL

85

YEARS OF EXPERIENCE

100%

ELECTRICITY OF RENEWABLE ORIGIN

+ 436,000 mT

STEEL PROCESSING CAPACITY

9.76%

SELF-CONSUMPTION

+ 1100

PEOPLE: TEAM

**13%** 

DELIVERIES MADE USING INTERMODAL TRANSPORT

+ 65

**COUNTRIES: PRESENCE** 

+ 90/1

WOMEN COMPARED TO THE SECTOR

6

PRODUCTION PLANTS

•

+ 29,000

HOURS OF WORKFORCE TRAINING

We are one of the main European leaders in steel processing, with 85 years of industrial, innovative and committed experience. Our focus on talent and the technological avantgarde has enabled us to consolidate our presence in all of the main international markets.

**OU'/**0

AVERAGE EXPORTS

	ISO 9001:2015	ISO 14001:2015	ISO 14064:2018	ISO 14067:2018	ISO 45001:2018	ISO 50001:2018	Other
ARANIA	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	IATF 16949:2016
ARATUBI		$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	IATF 16949:2016
AR Rackino		$\bigcirc$	$\bigcirc$		$\bigcirc$	$\bigcirc$	ISO 3834-2: 2021, CSA Standard W47.1 (Division 2)
AR Shelvin	G 💮	$\bigcirc$	$\bigcirc$		$\bigcirc$		FSC Chain of custody
LAMINCI	ir 🕢	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	IATF 16949:2016
CERTIFICATIONS	LRQ CERTIFI ISO 90	ED CERTIFIED	CERTIFIED	ROA ERTIFIED IO 14967	ED CERTIFIED	CERTIFIED CE	ROA RITHED FSC washing Roads at Parts of Roads at Roads

We are organised as a multi-sector group composed of five specialised companies (6 production plants) that operate autonomously but are aligned under a common culture based on excellence, sustainability and ongoing development.



#### AMOREBIETA, BISCAY

High precision cold steel rolling.

PRODUCTION INSTALLATIONS 90,000 t/year 28.000 m<sup>2</sup>

WORKFORCE EXPORTS

168 people **65**% COMMERCIAL PRESENCE +30 countries



#### MUNGIA, BISCAY

Precision cold rolled high- and low-carbon steel, as well as alloy and microalloyed steels with a high yield strength.

PRODUCTION **INSTALLATIONS** PRESENCE 35,000 t/year 6.800 m<sup>2</sup>

WORKFORCE **EXPORTS** 72 people 37%

COMMERCIAL +30 countries



#### VITORIA-GASTEIZ, ALAVA

Manufacture, certification and processing of precision welded tubes

**PRODUCTION EXPORTS** 90% 105,000 t/year

WORKFORCE COMMERCIAL PRESENCE

+25 countries 195 people

INSTALLATIONS 70,000 m<sup>2</sup>



#### TUDELA, NAVARRE

Industrial storage systems for heavy loads.

PRODUCTION **EXPORTS** 70,000 t/year 70%

WORKFORCE COMMERCIAL PRESENCE

324 people +60 countries

INSTALLATIONS 35,000 m<sup>2</sup>



#### GALDAKAO, BISCAY BYTČA, SLOVAKIA

Metal storage systems for DIY and retail.

PRODUCTION 17,000 t/year

EXPORTS 80%

WORKFORCE

COMMERCIAL PRESENCE

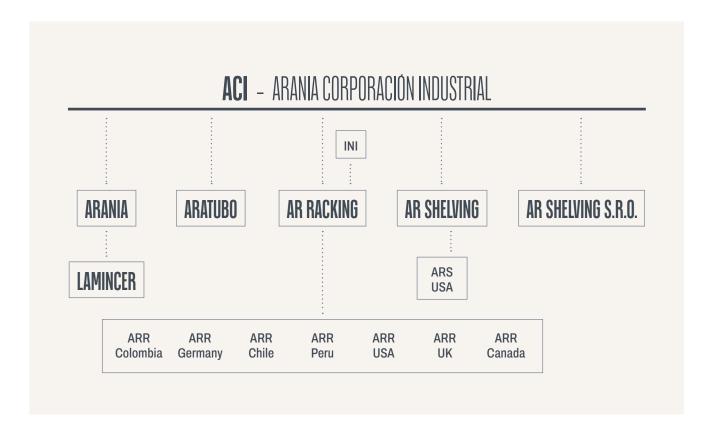
323 people

+40 countries

INSTALLATIONS **20,000 m**<sup>2</sup>

Each business unit is oriented to provide value in highly demanding sectors such as automotion, distribution, logistics, construction and industrial engineering. This is all under the umbrella of Grupo Arania, with the corporate name ARANIA CORPORACIÓN INDUSTRIAL S.A. (ACI).

In addition, in 2024, the Instituto Navarro de Inversiones (INI) added to AR Racking's capital to strengthen its plant in Tudela, boosting job creation, industrial innovation and international expansion from Navarre.



With a track record spanning more than eight decades, step by step we have built what today is Grupo Arania. Each new business line, each technical breakthrough and each decision aimed at sustainability has been part of this shared path. Some of the key milestones that have marked our evolution are set out below.



#### **1940** Arania began In bizkaia

#### 1971

New Arania plant in Amorebieta, dedicated to cold rolling, profiles and welded pipes.

#### 1991

Constitution of AR Systems specialising in the light shelving market.

#### 1997

Launch of Aratubo in Vitoria-Gasteiz, Júndiz (Álava-Araba). Specialised in the manufacture of precisionwelded steel pipes.

#### 1998

Picking shelves launched by AR Systems.

#### 2000

Comprehensive overhaul of the Arania installations in Amorebieta: new cold rolling mill.



#### 2004

Creation of Arestant in Tudela (Navarre) and the activity of industrial storage systems.

#### 2007

Opening of the Arestec technology centre in Zamudio (Biscay).

#### 2008

Incorporation of Technometal to the Arania group, as a production center in Slovakia.

Expansion of AR Racking's production centre in Tudela to 21.000 m<sup>2</sup>.

#### 2009

Arania receives the ERNST & YOUNG award for best internationalisation.

#### 2010-2014

Expansion of AR Racking with new offices: Chile and United Kingdom (2010); Colombia (2013) and Valencia (2014).

#### 2015

Grupo Arania receives the Internationalisation Award from Bilbao Chamber of Commerce.

New AR Racking offices in Madrid and La Coruña.

#### 2016

Arania closes an order with Austrian manufacturer Ebner for the supply and installation of bell annealing furnaces.

Construction of a 2nd building of  $14,000 \text{ m}^2$  at Aratubo.

AR Racking opens offices in France and Barcelona.

#### 2017

Further expansion of AR Racking's production centre in Tudela to 35,000 m<sup>2</sup>.

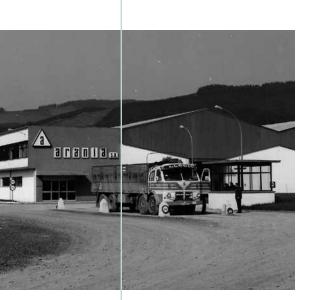
AR Racking opens new branches in Peru and Asturias.

#### 2018

Construction of a third building at Aratubo of 24,000 m<sup>2</sup>.

Inauguration of the AR Lab Research Laboratory at the Mondragon University.

New branches of AR Racking in Germany.





#### 2020

80th anniversary of Grupo Arania.

#### 2021

Collaboration agreement with the UPV/EHU.

AR Racking - Storage
Solutions Classroom.

#### 2022

Publication of the first Non-Financial Status Report (NFSR).

Opening of a new branch of AR Racking Inc. and AR Shelving Inc. in Charlotte, North Carolina (United States).

Constitution of new Sustainability Department in Grupo Arania, directed by Ana Guinea.

#### 2023

Arania and Aratubo calculate and verify their carbon footprints for Scopes 1, 2 and 3 based on ISO 14064.

Arania verifies its Product Carbon Footprint Tool (Arania PCF Tool) in accordance with the principles of the ISO 14064 standard.

Acquisition and incorporation of Lamincer Precision Steel, S.A.U.

Arania is awarded the Sustainability Prize 2023 by the Arbigi Enpresa business association.

Aratubo wins the SEA healthy business award 2023.

#### 2024

First edition of the Impulsa Programme in collaboration with the University of Deusto.

Launch of the sustainable transport project: electric lorry.

# INNOVATION AND TRANSFORMATION IN THE STEEL INDUSTRY

Innovation is integrated into how we work. In 2024 we promoted projects that combined efficiency, sustainability and technological development, reinforcing our position as a competitive industrial group that is committed to the future.

## OUR CONTEXT AS A DRIVING FORCE FOR INNOVATION

We drive our ability to innovate thanks to a collaborative setting that combines strategic alliances, internal talent and institutional support. These are some of the lynchpins that make it possible:

#### COLLABORATIVE ECOSYSTEM

We participate in joint projects with universities, technology centres, clusters and companies in the sector, which make it possible to share knowledge and accelerate results.

#### — INSTITUTIONAL SUPPORT

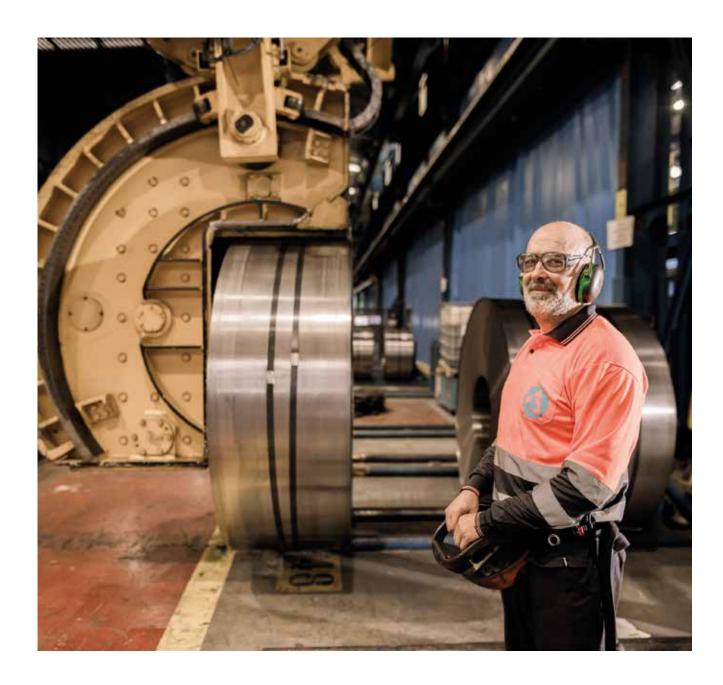
We are backed by public programmes such as Transición Digital, Transición Verde and the Plan 2i promoting innovation, which facilitate access to funding and technical consultancy and boost emerging technologies.

#### TALENT AND INFRASTRUCTURE

Our technical team and the readiness of our installations for advanced industry make it possible translate ideas into applicable and sustainable solutions.

#### A CULTURE THAT DRIVES CHANGE

We create a context in which innovation is part of everyday life: exploration, training and ongoing improvement are part of how we work.



During this financial year, we have reinforced our commitment to innovation with an R&D+i strategy centred on developing sustainable products, improving processes and incorporating state-of-the-art technology. This vision is aligned with our commitment to decarbonisation and competitiveness, and is evident in projects that reduce our impact on the environment, improve energy efficiency and optimise production.

These initiatives have been backed by programmes such as Hazitek (SPRI), Transición Verde y Digital, and the Plan 2i of the Biscay Regional Council, which have enabled us to accelerate our research and development capacity. Within this framework, the projects in 2024 are grouped in two major lines: product innovation and the optimisation of industrial processes through simulation and digitisation.

In 2024, the ICT (Information and Communications Technology) Department reinforced its commitment to digital transformation by incorporating a senior profile to drive industrial technology (OT), provide continuity in the deployment of the new ERP (Enterprise Resource Planning) system throughout the Group, and consolidate the automation of administration processes with RPAs (Robotic Process Automation). This has made it possible to free up almost 3000 hours of work.

#### RESEARCH AND DEVELOPMENT OF NEW PRODUCTS

#### Project: RAD+

The objective of this project is to research numerical simulation models and strategies and to manufacture rectangular tubes with very large radii with quality conditions suitable for the automotive industry.

#### **Project: GOHT**

The objective is to define the process parameters and the configuration of laser and magnetic induction devices to heat sheet steel in 4 specific steps of the production process, maintaining the steel's mechanical properties without generating collateral effects.

#### **Project: MGNTOOL**

Research into a process for correlating results obtained for a single unit taking magnetic measurements under an alternating magnetic field, with much lower financial costs and handling complexity, using a device with superior characteristics, capable of measuring in semicontinuous field conditions. This will make it possible to gain a considerable industrial advantage and make the required validation process for each production batch dynamic and independent of third parties.

#### **Project: RedHC**

Reduction of our carbon footprint by optimising the spheroidisation treatment of cold-rolled steels.

#### Project: ARANIA D-CARB and new qualities

Development of the first low-emission steel, designed to help steel processing companies reduce their emissions and support the decarbonisation of the steel industry. Introduction of new steel qualities, including special alloys and steels with electromagnetic properties.

#### INNOVATION, SIMULATIONS, PREDICTIVE MODELS AND OPTIMISATION

#### Innovation in products and processes

In 2024 we developed a project to obtain an alternative to welded shelving in an ultra-compact kit system.

#### Production process simulation projects

Implementation of advanced simulations to optimise production processes, reducing downtimes and improving efficiency in operations.

#### Project for maintenance prediction models

Development of predictive models based on artificial intelligence to foresee maintenance needs and minimise interruptions to production.

#### Automated, digitised production line

Throughout 2024, we successfully implemented the Smart Factory system, digitising and automating production. With MES software and artificial intelligence, productivity and efficiency are optimised. Big data technology enables full control of Arania's resources and processes, improving flexibility during manufacture.

AR Racking Tudela completed the project "Welding verification using 3D computer vision" to automate the verification of welds in beams using 3D computer vision. This eliminates the need for manual inspections and improves defect detection. The Tudela plant also carried out the development and commissioning of new production lines with capacity to produce more parts per time unit, which leads to greater energy efficiency. This breakthrough not only optimises production, but also reduces energy consumption, promoting more sustainable and responsible practices in the industry.

#### **Digital Transition and Green Transition Projects**

Projects have been carried out to digitise key processes at the plant, implementing Industry 4.0 technology to improve the operational efficiency and the ability to respond to market changes. In addition, the environmental impact of the plant has been reduced by adopting sustainable practices, including the optimisation of resources and reduction of emissions, as well as implementing ecological measures to improve the sustainability of operations, such as waste reduction and efficient use of energy.

#### Optimisation of resources and waste

We have reached 97.3% waste reuse, including the complete reuse of all scrap metal. In addition, a reverse logistics system has been implemented for the return of pallets and for shipping solutions without packaging, to reduce the use of plastics.

#### Optimisation in energy consumption

Renewable energy has been adopted as an essential anchor in our sustainability strategy with more than  $14,000~\text{m}^2$  of photovoltaic installations at four of the production plants, covering 10.8% of the total electricity demand. In addition, we use 100% renewable energy in all our installations.

#### Innovation in processes and patents

We are continuing to work to patent innovative solutions and optimise existing products through occasional recalibrations and industrial redesign.

# PRESENCE IN TECHNOLOGICAL ECOSYSTEMS AND INNOVATION NETWORKS

In 2024 we reinforced our connection with the Basque ecosystem of technological innovation, viewing collaboration as a way to accelerate training, share knowledge and make progress in more efficient and sustainable industrial solutions. This active participation enables us to continue to implement strategic digitisation and artificial intelligence projects with a focus applied to our production lines.

During the financial year we actively participated in the **Basque Artificial Intelligence Center (BAIC)**, as an ongoing part of three of their work groups:

- Skills and talent, centred on the definition of roles, skills and key training programmes.
- Projects, where cases of use, technological partners and strategic joint projects are analysed.
- Ethics and regulations, with a focus on the legal implications and governance of artificial intelligence.

In addition, we exercised our right to vote as a social entity in the extraordinary and general shareholders' meetings held in January and June 2024.

We also shared our experience in technological forums such as [K-future] El futuro ya es negocio: IoT en la empresa ([K-future] The future is business: IoT in companies), organised at Zamudio technology centre, where we gave the presentation Hacia una fábrica inteligente: aprovechando IoT y BI para la optimización de la producción (Towards a smart factory: harnessing IoT and BI to optimise production).

Similarly, we attended key events such as the *Global Innovation Day 2024* and the *Cuántica, Inteligencia Artificial y Tecnologías Convergentes* (Quantum computing, Artificial Intelligence and Convergence Technologies) conference organised by the Department of Industry, Energy Transition and Sustainability of the Basque Government.





# SUSTAINABILITY STRATEGY: OUR ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) COMPASS

At Grupo Arania we understand sustainability as a way to operate in the world and do business. It is not a parallel line of work, but the thread that connects our decisions, our relationships and how we grow.

Since 2022 we have been expressing this vision through **Living Sustainability**, the framework that gives our actions coherence in environmental, social and governance matters. This focus has come about from constant dialogue with our stakeholders and the conviction that only an industry committed to its environment can be an industry with a future.

Living Sustainability is not a closed plan, it is a living strategy, that adapts and evolves. Throughout 2024 we continued to develop it in three major areas:

- Environmental, reinforcing our decarbonisation and efficiency plans, and promoting products and services with a lower carbon footprint.
- Social, caring for people and the conditions in which they carry out
  their work, with initiatives such as the psychological support plan, the
  physiotherapy service and internal merit-based promotion.
- Governance, strengthening transparency, promoting sustainable and responsible economic growth, and ensuring robust management that combines efficiency, innovation and long-term vision.

Our commitments have not changed: to act with integrity, promote real equal opportunities, protect the environment beyond the legal minimums and actively collaborate with society. What is evolving is how we make these things a reality: more open, more collaborative and more connected to the challenges of every moment.



## LIVING SUSTAINABILITY IN ACTION. A LIVING, THREE-DIMENSIONAL STRATEGY



AXIS	WHAT DO WE DO?	SOME EXAMPLES 2024		
Environment	Reduce the environmental impact and promote circular, low-carbon solutions.	<ul><li>Electric lorry</li><li>Low-emission steel</li><li>Intermodal transport</li></ul>		
People	Care about wellbeing, development and equal conditions.	<ul> <li>Occupational physiotherapy</li> <li>Psychological plan</li> <li>Impulsa Programme</li> <li>Gamelearn equality training</li> </ul>		
Governance and financial sustainability	Strengthen integrity, transparency and business responsibility.	Project for legal/ regulatory compliance at Grupo Arania		



# MATERIALITY ASSESSMENT: KEY ISSUES FOR OUR STAKEHOLDERS

In 2024 we began a new materiality assessment, this time with a double materiality perspective, in line with the new requirements of the Corporate Sustainability Reporting Directive (CSRD). Although the process is still under development, it will allow us to incorporate in future reports a more complete vision of the impact of our activity and the corresponding risks and opportunities in environmental, social and governance matters.

While this work is being completed, and with the objective of maintaining coherence, we have decided to base the analysis on results from 2023. At that time we were developing a structured and participative focus, which included internal sessions with executive teams, a document review, risk mapping, a value chain review and comparison with international standards.

This process cross-referenced the importance for our stakeholders with the real or potential impact of each issue in our activity.



#### INTERNAL STAKEHOLDERS

## **EXTERNAL** STAKEHOLDERS

Shareholders	
Directors	
People	

	Customers
	Suppliers
9 0	





### Listening to the people around us is the first step in deciding what is important.

#### WHAT DO OUR STAKEHOLDERS ASK OF US?

#### MAIN REQUIREMENTS

- Transparency and ethics
- Working conditions/social responsibility
- Quality and service
- Sustainability in the supply chain
- Responsible financial management/profitability and growth

#### **INTERESTS**

- Innovation and competitiveness
- Reduction of environmental impact
- Diversity, equality and inclusion
- Collaboration and long-term relationships/ alliances
- Economic growth with social responsibility

#### **CONCERNS**

- Climate change and environmental footprint
- Economic and geopolitical volatility
- Talent shortage and workplace absenteeism
- Regulatory compliance and reputation
- Occupational health and safety



## Decarbonise, care about people, act with integrity and manage with vision: our four priorities.

As a result, we prioritise **four key material topics** that concentrate our efforts on sustainability:

#### PRIORITY MATERIAL TOPICS

Scope	Key topic	Why it is relevant	What we are doing
ENVIRONMENT	<ul> <li>Decarbonisation and reduction of emissions.</li> </ul>	<ul> <li>This is one of our industry's central challenges and is key to responding to the climate emergency.</li> </ul>	<ul> <li>We are measuring our carbon footprint, developing products with a low footprint and applying energy and logistics improvements.</li> </ul>
SOCIAL	<ul> <li>Promotion of health and wellbeing in the workforce.</li> </ul>	- This strengthens our internal commitment and reinforces a safe, healthy and humane work environment.	<ul> <li>We are implementing occupational physiotherapy, psychological support, equality plans and training for professional development.</li> </ul>
GOVERNANCE	<ul> <li>Certification of management systems for comprehensive risk management.</li> </ul>	<ul> <li>This enables us to reinforce operational efficiency, guarantee regulatory compliance and improve transparency.</li> </ul>	<ul> <li>We are implementing and auditing ISO 9001, 14001, 45001 and IATF systems in accordance with each business. We are promoting a culture of continual improvement.</li> </ul>
	<ul> <li>Sustainability, human rights and anti- corruption policies.</li> </ul>	<ul> <li>They align our operations with ethical values and international standards.</li> </ul>	<ul> <li>We are applying codes of conduct, compliance plans, a whistleblower channel and ESG clauses in the supply chain.</li> </ul>

These issues were chosen due to their double weighting: they are **priorities for our stakeholders** and have a **significant impact** on the Group's activity in the short, medium and long term. Therefore, they represent the axes on which we base our policies, measure results and manage non-financial risks.

#### Managing what is important means continuously measuring, anticipating and improving.

At Grupo Arania, not only do we identify our material topics: we actively work to manage them in a structured way, from prevention to monitoring. For each of them we have internal policies, control mechanisms and verification tools that make it possible to direct the action, detect risks and continually evaluate progress.

This focus is based on the principles of due diligence, as established in the current legislation and the international framework that guides our strategy. We apply this principle both to our operations and to the value chain, reinforcing the responsibility we share with our suppliers, customers and other key players.

The main risks linked to the material topics are analysed in terms of three aspects:

 $\int$ 

The impact they may have on the surrounding area, whether environmental, social or ethical.

The risks that may directly affect our activity, reputation or long-term sustainability.

03

And the expectations of us held by the people and organisations with which we associate.





How we manage these issues is not static. It evolves according to changes in context, internal training and continuous dialogue with our stakeholders. This is because we understand sustainability as a shared responsibility and a living process, not as a closed set of policies.

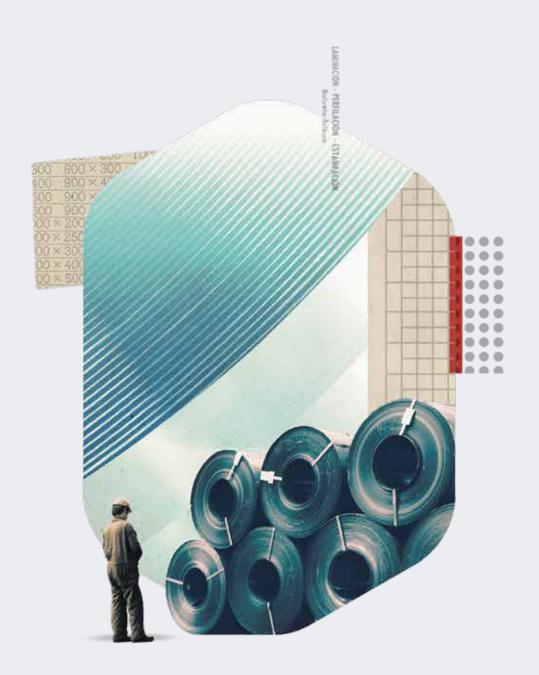
To ensure real progress in the material topics we have prioritised, we use **key performance indicators** (KPIs) that enable us to measure our evolution year after year and make informed decisions. These indicators are not only useful for accountability, but also as a tool for internal improvement.

Some of these indicators are consolidated in our management systems (for example, in quality, environment or health and safety), while others are defined specifically within our action plans or sector commitments. In all cases, we seek to make them clear, comparable and relevant for each subject.

The results of these indicators are presented throughout this report, in the specific sections on environment, people, governance and economic results. They are also part of the process of internal review and external verification that guarantees the reliability of the information shared.

Our materiality assessment is not just a diagnosis: it is a compass that helps us make decisions that are more coherent, more responsible and more aligned with the future we want to build.

# AROBUST FRAMEWORK: ETHICS AND GOVERNANCE



During 2024 we became aware of the need for and importance of communicating sustainability across our whole value chain. For this reason, in 2025 we will work on our Sustainability Master Plan.

In 2024 we continued to make progress on the construction of a solid sustainability governance system, and thus pave the way for responsible, coherent management, in line with global challenges. After launching the double materiality assessment in 2024, with support from external experts, the objective for this financial year was to formalise an ESG roadmap that connects the risks, impacts and opportunities of our business from an integrated standpoint.









### GOVERNANCE AND ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) RISK MANAGEMENT

Grupo Arania has a consolidated governance structure, based on a corporate model combining strategic supervision from the Group's parent company with decentralised and operational management in its different business lines.

The parent company of the Group is **Arania Corporación Industrial, S.A. (ACI)**, with its head office in building 105 of Campus Zamudio-Derio in the Parque Tecnologico de Euskadi, Biscay (Spain). On 31 December 2024, the social capital of ACI amounted to **11,988,328 euros**, divided into

**1,498,541 shares** with a nominal value of 8 euros each. The ownership is distributed as follows:

ERIC ARANA LAHITTE

819,485 shares (54.69%)

INTERNATIONAL STEEL BUSINESS, S.A.

679,056 shares (45.31%)



### CORPORATE STRUCTURE OF GRUPO ARANIA

Entity	Туре	Country
ARANIA CORPORACIÓN INDUSTRIAL, S.A.	Parent company	Spain
ARANIA S.A.U.	Subsidiary	Spain
LAMINCER PRECISION STEEL, S.A.U.	Subsidiary	Spain
ARATUBO S.A.U.	Subsidiary	Spain
AR SHELVING S.A.U.	Subsidiary	Spain
AR SHELVING S.R.O.	Subsidiary	Slovakia
AR SHELVING INC	Subsidiary	USA
AR RACKING S.A.	Subsidiary	Spain
AR STORAGE SOLUTIONS SAS	Subsidiary	Colombia
AR RACKING GMBH	Subsidiary	Germany
AR SISTEMAS DE ALMACENAJE LIMITADA	Subsidiary	Chile
AR RACKING INC	Subsidiary	USA
AR RACKING PERÚ SAC	Subsidiary	Peru
AR RACKING LIMITED	Subsidiary	United Kingdom
AR RACKING CANADA INC	Subsidiary	Canada

### HOW OUR GOVERNANCE WORKS

A solid, decentralised, evolving model, designed to drive change coherently.

### OPERATIONAL MANAGEMENT

- The everyday management of the Group is delegated to the executive team.
- The 4 business lines are autonomous and decentralised, with responsibility for each production plant.

### CORPORATE GOVERNANCE

- We base our activity on a clear organisation chart, with centralised corporate functions that ensure a coherent strategy.
- The Chair of ACI (Arania Corporación Industrial, S.A.) leads:
  - The strategic supervision of the Group
  - The institutional representation
  - The momentum for the sustainability and transformation process

### (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) EVOLUTION

#### **—** 2024

The double materiality assessment began with external support. We launched the definition of our **ESG roadmap**, which includes:

- · Mechanisms of control
- **Non-financial indicators** aligned with European and international frameworks
- ESG risk assessment integrated in the Group's global management
- **Prioritisation of significant impacts** in the short, medium and long term
- Reference to the **double materiality assessment** to identify the critical axes of action

#### **—** 2025

We are continuing to shape our roadmap, developing:

- A **Sustainability Master Plan** during the second quarter
- Completion of the Compliance project that we started to draw up in 2024, which will help us work on and review proper compliance with our ESG roadmap
- Update of the **Code of Conduct** and creation of **Group policies**

## ORGANISATIONAL CHART OF RESPONSIBILITIES GRUPO ARANIA

Grupo Arania is an independent, family-run group, a European leader in steel processing. Our organisational structure combines strategic leadership, operational autonomy in each business unit and centralised corporate functions.

Governance with purpose: a structure that not only maintains the organisation, but also drives its positive impact.

### CORPORATE LEADERSHIP

Chairman	ERIC ARANA
Executive Vice-Chairman	CARMELO BILBAO
CEO	ALBERTO LEJARRETA

### **BUSINESS UNITS**

ARANIA	Cold rolled steel
LAMINCER	Precision steels
ARATUBO	Precision welded tubes
AR RACKING	Industrial storage solutions
AR SHELVING	Commercial shelving and equipment

### CORPORATE ADDRESSES

Cybersecurity
Purchasing
Expansion
Finance and Administration
ICT
People
Sustainability

## CODE OF CONDUCT AND DUE DILIGENCE

Our Code of Conduct and Responsible Practices is not just an internal document: it is the ethical basis on which our relationships with all our stakeholders are built. Since 2015, this code has been guiding us to act with integrity, respect and responsibility in all our business decisions.

In 2025 we will formally update it.

The Code of Conduct and Responsible Practices of our Group is available on the Group's website, in the "People" section, where anyone who is interested can access it.



### CORPORATE SUSTAINABILITY COMMITTEE

The **Grupo Arania Sustainability Committee** is the body responsible for guaranteeing the effective implementation of the Code of Conduct and promoting an organisational culture that is in line with the principles of Corporate Social Responsibility (CSR).

This committee plays a key role in the Group's due diligence system, as it acts as a space for monitoring, response and ongoing improvement related to any social, ethical or environmental impact arising from our business activity. Its **main functions** can be summarised as follows:

- Encourage a shared identity in sustainability and responsible practices throughout the Group.
- Supervise the correct implementation of the Code of Conduct in all areas and companies in the Group.
- Act on its own initiative or as a result of internal or external communications, related to possible breaches of the Code.
- Analyse any queries, discrepancies and suggestions received through the established channels.

- Interpret and resolve ethical conflicts deriving from the application of the Code, in accordance with its principles.
- Evaluate the performance indicators related to sustainability and corporate ethics.

The Committee is **composed** of:

- Vice President
- CEO
- Director of Human Resources
- Sustainability Director

This Committee will hold **three ordinary meetings** per year and can call **extraordinary meetings** should the situation require it.

All matters handled are reported to the **CSR Committee**, guaranteeing traceability, transparency and ongoing improvement.

Promotes a culture of CSR

(Corporate Social Responsibility)

Grupo Arania's Sustainability
Committee drives a culture of
responsibility, integrating strategic
functions on ethics, governance and
sustainability.

Resolves ethical discrepancies

Reports to the CSR Committee (Corporate Social

(Corporate Social Responsibility)

SUSTAINABILITY COMMITTEE

Supervises the Code of Conduct

Evaluates ESG indicators (Environmental, Social and Governance)

Receives internal and external communications

# PROCEDURE FOR REPORTING AND RESOLUTION

Grupo Arania has an accessible, confidential and rights-based procedure to manage any query, complaint or possible breach of the Code of Conduct. This process is part of the Group's due diligence system regarding ethics and human rights.

#### — WHO CAN FILE A REPORT?

Any person, internal or external to the Group, is entitled to express:

- Complaints
- Suggestions
- Incidents related to the Code of Conduct

#### — HOW DOES THE PROCESS WORK?

- 1. The report can be filed verbally or in writing, through the channels set up for this.
- **2.** The information will be submitted to the Committee, which:
  - Shall maintain maximum confidentiality.
  - Has the authority to interpret and resolve cases that may be in conflict with the principles of the Code of Conduct.
- **3.** Any matters reported are analysed and resolved, and the person who started the process will be informed and is guaranteed a clear and appropriate answer.

In 2024 we received two reports, which were analysed and managed in the expected manner, according to our current policy.



# COMMUNICATION AND ACCESS TO THE CODE OF CONDUCT

### INTERNAL COMMUNICATIONS: SHARED CULTURE

Corporate Social Responsibility is part of Grupo Arania's DNA. Consequently, we work so that all members of the organisation understand, share and apply the principles of the Code of Conduct in their everyday work.

- Internal communications must be transparent, clear and continuous, offering sufficient information on the Group's ethical and sustainable commitments.
- All people within Grupo Arania have the active responsibility to comply with the Code, and contribute to maintaining an organisational culture based on:
  - Honesty
  - Integrity
  - Sustainability
- The Sustainability Committee is responsible for guaranteeing the necessary internal communications channels so that everyone in the Group can access, understand and correctly apply the Code.

### EXTERNAL COMMUNICATION: TRANSPARENCY WITH OUR STAKEHOLDERS

The Code of Conduct is also openly communicated to all external stakeholders, as part of our commitment to corporate responsibility and transparency.

- It is a public document, accessible on the Group's website, in the "People" section, which reinforces the Group's desire to be held accountable for its ethical behaviour.
- Customers, suppliers, collaborators and anyone who may be interested are invited to find out more about the content of Code.
- Any queries, suggestions or clarifications relating to it can be sent via the usual contact channels, with the certainty that they will be handled in a respectful, confidential and useful manner.

A system that is accessible and secure so all voices can be heard, guaranteeing confidentiality and a response.

### DUE DILIGENCE AND GENERAL SCHEME OF RISKS

Due diligence is an essential tool to identify, prevent, mitigate and, if necessary, remedy the adverse impacts that may be caused by our operations. This principle acts as a preventive mechanism and is in line with our Code of Conduct, our certified management systems and the current legislation, in particular Law 11/2018.

During the period analysed, the application of due diligence is evident in:

- The progressive consolidation of a shared framework of policies for the whole Group.
- The integration of the principles of human rights, the fight against corruption and respect for the environment within quality, environment, energy and occupational health and safety management systems.
- The definition of quantifiable goals and the allocation of specific resources for compliance.
- The execution of systematic analyses of the macro- and microenvironment, based on the Group's general scheme of risks.
- Our commitment to the future by developing a double materiality assessment and mapping emerging and ongoing risks, in line with the standards of the Task Force on Climate-related Financial Disclosures (TCFD).

This comprehensive focus reflects our commitment to responsible, proactive management oriented towards ongoing improvement in all key areas of our activity. The general scheme of risks managed during the period covered by this report, based on the results of the analyses conducted up to now, is the following:

- Financial risks
- Operational risks
- Cybersecurity risks
- Environmental impact risks
- Risks related to occupational health and safety

### FINANCIAL RISKS

Grupo Arania's financial risk management is centralised in Financial Management, which applies consolidated procedures of monitoring, control and hedging exposure with factors such as credit, cash flow, exchange rates and interest rates. This function is essential to guarantee economic stability and the Group's operational capacity.

### CREDIT RISK

- Cash and cash equivalents are held in highly solvent financial entities.
- The accounts receivable are partially covered by credit insurance, and bank and other guarantees.
- Any insolvencies are provided for based on past experience and analysis of the economic environment.
- Exposure is highly diversified between multiple counterparties, which reduces the risk of concentration.

### LIQUIDITY RISK

The Group's financial policy seeks to guarantee the ability to make payments in any scenario. To accomplish this:

- A prudent level of available cash and marketable securities are maintained.
- We have committed credit lines and the ability to obtain additional liquidity if necessary.
- Key aspects are monitored, such as:
  - Immediate cash and monetary assets.
  - The diversification of maturities and sources of finance.
  - Active monitoring of the remaining life of lines of finance.

### EXCHANGE RATE AND INTEREST RATE RISK

- Although the Group makes some transactions in currencies other than the euro, its impact on the balance is reduced by volume and frequency.
- To mitigate the risk of interest rates:
  - Part of the debt is kept at a fixed rate.
  - Others are linked to the Euribor, allowing a balance between financial cost and risk control.

Financial restraint and diversification are pillars of Grupo Arania's strategy to protect itself against the risks of the economic climate.

### MAP OF FINANCIAL RISKS **Grupo Arania**

Types of risk	Level of exposure	Control measures		
CREDIT RISK	Low	<ul><li>Diversification</li><li>Credit insurance</li><li>Provisions based on experience</li></ul>		
LIQUIDITY RISK	Moderate	<ul><li>Working capital</li><li>Committed lines</li><li>Available cash</li></ul>		
EXCHANGE RATE RISK	Very low	Minor transactions in foreign currencies other than EUR		
INTEREST RATE RISK	Low/moderate	Combined debt at fixed and variable (EURIBOR) rates		

### OPERATIONAL RISKS

Managing operational risks at Grupo Arania begins with a proactive focus based on the annual strategy appraisal per business, where the executive teams run a SWOT analysis and define specific action plans. This process guarantees a realistic advance view of challenges, and enables us to design effective measures to mitigate them.

From this exercise, we have identified the following key risks:

### SUPPLY RISKS

- The supply of steel is a critical variable for the Group's activities.
- To reduce this dependence, a strategy of supplier diversification at European and international level shall be applied.
- A continuous process of endorsement and evaluation will be maintained, and new purchasing sources will be explored.

### MARKET RISKS: GEOGRAPHIC, SECTORIAL AND PRODUCT

- The Group compensates any concentration in markets or sectors with a clear policy of geographic diversification and portfolio expansion.
- Consolidation of the European market is complemented by active expansion towards Latin America and the United States.
- The four business lines have solid product development teams to maintain competitiveness in the markets.

### RISK OF LOSS OF COMPETITIVENESS

The strategy against this risk is based on two fundamental pillars:

- 1. Automation and ongoing improvement in production processes.
- **2.** Investment in R&D to incorporate advanced technologies and solutions, that guarantee we stand out in the market.

### RISK OF LOSS OF TALENT

We know very well that human talent is a strategic asset. To retain and develop it we have launched various initiatives:

- NiGuk Project: construction of corporate identity based on caring about and developing people.
- IMPULSA Project (with the University of Deusto): training and gaining the loyalty of new leaders.
- System of Evaluation and Development (SeD): method based on conversations on improvement and specific actions.
- Collective work/life balance model: flexible working hours, reduced hours on Fridays in summer, working from home.
- Confidential psychological support service: emotional and social wellbeing.
- Internal communications portal and mobile app: promoting culture and belonging.
- Inclusive equality policies: with action protocols and zero tolerance in situations of harassment.

Anticipating operational risks is not just a strategy: it is a condition for industrial resilience and sustainable growth.

### CYBERSECURITY RISKS

Grupo Arania is fully aware of the situation of growing digital threat in which industrial organisations are working. In this context, the cybersecurity risk has become a key strategic aspect for operational continuity, the protection of critical assets and data integrity.

### OUR COMPREHENSIVE FOCUS ON PROTECTION

- The Group has a specialised cybersecurity department, which works on implementing and continuously updating advanced defence systems, designed to protect data, infrastructure and devices, regardless of their location.
- Continuous (24/7) monitoring has been established to detect unusual activity and prevent threats before they have an impact.
- Training and awareness-raising measures are also being promoted, with internal campaigns which encourage a culture of "think before you decide" and the use of quick query channels to resolve doubts before acting.

### PROTECTION IN THE INDUSTRIAL SETTING (OT)

One of Grupo Arania's current focal points is cybersecurity applied to the OT environment (operational technology), which has in the past been more vulnerable due to the age of some systems and their lower level of integration with digital protection solutions.

- Good, recognised practices are being implemented, such as backups and change management, among others, in addition to tackling the necessary requirements to mitigate risks in the supply chain.
- The OT Cybersecurity Committee acts as the governing body, responsible for coordinating and monitoring the technological risks linked to production.

Grupo Arania has an information security committee in each of its companies to guarantee that information security strategies are in line with and support the company's goals. It manages and coordinates all the activities related to the Information Security Management System (ISMS) and acts in the area of compliance with the current information security legislation and regulations.

The first firewall is in our people: that is why we train, guide and protect them together.

### ENVIRONMENTAL IMPACT RISKS

We tackle environmental risks with a strategy based on certification and ongoing improvement, reinforced by our commitment to our stakeholders. All the companies in the Group have an Environmental Management System certified to the standard ISO 14001, which enables them to act in advance, in a systematic, controlled way against the most important environmental risks.

### WHAT DOES THIS STRATEGY MEAN?

Thanks to ISO 14001 certification and comprehensive management:

- Legal risks linked to environmental compliance are identified and managed.
- The significant environmental aspects of each installation and activity are evaluated.
- Any negative impacts of internal and external origin are prevented or mitigated.
- Possible environmental emergency situations are detected, and response and control plans are established.

In addition, through periodical internal and external audits held annually, and the monitoring of indicators and specific objectives, operational control and ongoing improvement of the Group's environmental performance are guaranteed.

Anticipating
environmental
risks not only
protects our
surroundings: it
improves efficiency,
resilience and our
stakeholders' trust.

Legal compliance Auditing Significant and ongoing environmental improvement aspects **5 KEY AXES OF RISK ENVIRONMENTAL** CONTROL Management of Prevention of environmental impacts emergencies

### RISKS RELATED TO OCCUPATIONAL HEALTH AND SAFETY

Managing people's health and safety is a key aspect at Grupo Arania. This commitment is coordinated through the implementation and certification of the Occupational Health and Safety Management System based on the ISO 45001standard, which is valid in all the Group's companies.

This system makes it possible to identify, evaluate and monitor occupational risks, not only from a standpoint of legal compliance, but also from a perspective of continuous improvement and a culture of prevention.

A culture of prevention and active participation

### GRUPO ARANIA'S FOCUS ON HEALTH AND SAFETY

Continuous improvement and a healthy work environment

Monitoring indicators and goals

Implementing controls

Assessing risks and hazards

Safety is non-negotiable: we promote a work environment where people feel protected, heard and actively involved in ongoing improvement.

# INTEGRITY IN BUSINESS RELATIONSHIPS

Sustainable business growth is only possible if it is solidly based on principles of ethics, respect and responsibility. Therefore, we place **integrity** at the centre of our relationships with clients, suppliers, collaborating entities or people and with all of our stakeholders.

The way we act is based on rigorous compliance with the law, the development of a shared culture of ethics and the systematic application of principles such as transparency, honesty, respect for human rights and zero tolerance for any form of corruption or abuse.

This commitment is evident in clear corporate policies, mechanisms of due diligence and monitoring bodies that guarantee that our decisions and business relationships are always aligned with our values and with the national and international legal framework.



### OUR COMMITMENT TO HUMAN RIGHTS

Grupo Arania maintains a firm, non-negotiable commitment to respecting and promoting universal human rights in all its operations, with no exceptions due to sector or geography. This commitment is fully aligned with our Corporate Code of Conduct and with major international standards, including the Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organisation (ILO) and the Ten Principles of the United Nations Global Compact, to which we belong.

### A TRANSVERSE, PREVENTIVE FOCUS IN LINE WITH THE 2030 AGENDA

Human rights are a mainstay of our social strategy and our contribution to the Sustainable Development Goals. Our activity is based on three complementary lines of action:

- Rigorous internal application of policies promoting equal opportunities, non-discrimination, safe and dignified working environments, freedom of association, protection of privacy and the prohibition of child or forced labour.
- Extension of these principles to the whole supply chain, through endorsement processes which include specific human rights requirements.
- Risk management and prevention: we seek to prevent our activities from causing or contributing to adverse effects on human rights. If this happens, we have procedures to deal with it transparently and efficiently.

During the financial year evaluated, there were no reports of potential violations of human rights in any of the companies in the Group.



At Grupo Arania, integrity translates into action: we combine a Code of Conduct that guides our ethical behaviour with a system of legal compliance which reinforces the prevention of crimes such as bribery and money laundering. This gives us a double guarantee to protect trust and always act within the law and the values that define us.

### OUR FIGHT AGAINST CORRUPTION AND BRIBERY

At Grupo Arania we take a stance of zero tolerance against corruption, bribery and money laundering, and are aware that integrity is essential if we are to generate confidence, guarantee the sustainability of our business and protect our stakeholders.

In 2024, we made significant progress in this area with the approval of a corporate legal compliance project, with the objective of establishing effective mechanisms to prevent, detect and manage any illegal behaviour within the organisation.

#### — WHAT DOES THIS SYSTEM CONSIST OF?

- It is a structured set of preventive tools, aimed at avoiding the commission of crimes by the company or its employees.
- This system makes it possible to respond to any legal risks in the Spanish Penal Code, including crimes such as bribery, fraud, influence peddling and money laundering.
- Although it is not legally compulsory, Grupo Arania considers it a strategic tool to reinforce its culture of integrity and improve short- and long-term risk management.

### GUIDELINES TO PREVENT CORRUPTION, BRIBERY AND MONEY LAUNDERING

Grupo Arania reinforces its commitment to ethical business by adopting clear and binding guidelines aimed at preventing any practice which may risk the integrity of its operations. These regulations apply to everyone who forms part of the Group and are extended to its major collaborators and suppliers.

Guideline	Description			
Prohibition of bribery and favours	It is prohibited to request, offer or accept any item of value that may improperly influence a decision or professional behaviour.			
External activities	Participation in activities outside of the Group is permitted, provided they do not conflict with its responsibilities or act as a pathway for corrupt practices.			
Confidentiality	Stakeholder information must be handled with maximum privacy and never used for undue purposes.			
Money laundering	The Group does not collaborate with or facilitate money laundering or the funding of terrorism, and cooperates with all of the relevant authorities.			
Political neutrality	Financial or in-kind support for politicians or political parties is prohibited.			
Responsible donations	Collaboration with non-profit entities is permitted if there is a clear, traceable and legitimate benefit.			
Accounting transparency	All transactions must be faithfully reflected in our accounting, in accordance with established internal controls.			

At Grupo Arania we transmit our guidelines against corruption and bribery to our whole value chain. During the financial year 2024, there were no formal complaints or incidents reported in these areas.

# OUR ENERGY: PF()PIFWH() GENERATE CHANGE





### It is people who do great things, not machines, nor algorithms.

### COMMITMENT TO PEOPLE

At Grupo Arania, people are the central axis of our activity and the key to our competitive advantage. Their talent, commitment and development are fundamental for achieving our strategic goals.

In 2024, we continued to invest significantly in the training, wellbeing and professional development of our team. This commitment translates into the active development of safe, motivating work environments, in line with a solid organisational culture, based on management models, leadership and shared values.

Within the framework of our commitment to social dialogue, the companies in Grupo Arania have structured procedures to inform and consult our people, and to negotiate with their representatives. These mechanisms includes workers' committees, regular meetings with union representatives and internal communication channels, which guarantee employee participation in management and in important decision-making.



### TALENT MANAGEMENT AND VALUE MODEL

Our strategic focus on people management is set out in the visual value map, which reinforces key concepts such as equality, leadership development and competence-based management. These action lines strengthen our Human Resources model, fostering sustainable growth and alignment with the Group's objectives.

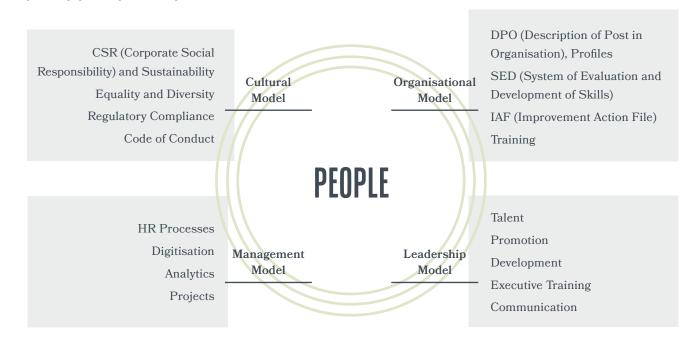
Our commitment to safety, and the inspiration and involvement of our teams is reinforced by our **Code of Conduct and Responsible Practices**, a framework of ethics that guides our internal and external relationships, and which also extends to customers, suppliers and partners.

### ETHICAL AND RESPONSIBLE PRACTICES

In line with our Code of Conduct, we ensure that ethical practices are applied throughout our operations, promoting a dignified, safe and inclusive working environment. We reject all forms of child labour and actively defend equal opportunities, non-discrimination and diversity within our workforces.

Our commitment to people is clear: to create conditions which favour their professional development, comprehensive wellbeing and participation in building a Grupo Arania that is more, responsible, competitive and fair.

### STRATEGIC MAP OF THE PEOPLE DEPARTMENT



# EMPLOYMENT AND TALENT: THE STRENGTH OF OUR TEAM

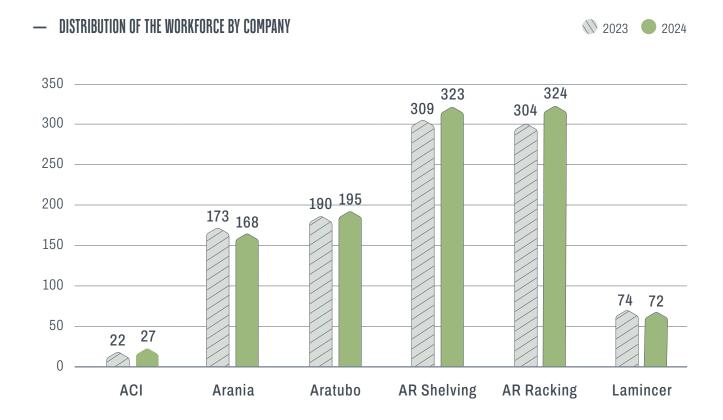
By the end of 2024, our total number of employees had increased compared to 2023, with 1,109 people (compared to 998 in 2023), and with an increase in the contracting of both women —304 in 2024 compared to 290 in 2023— and men —805 in 2024 compared to 708 in 2023.

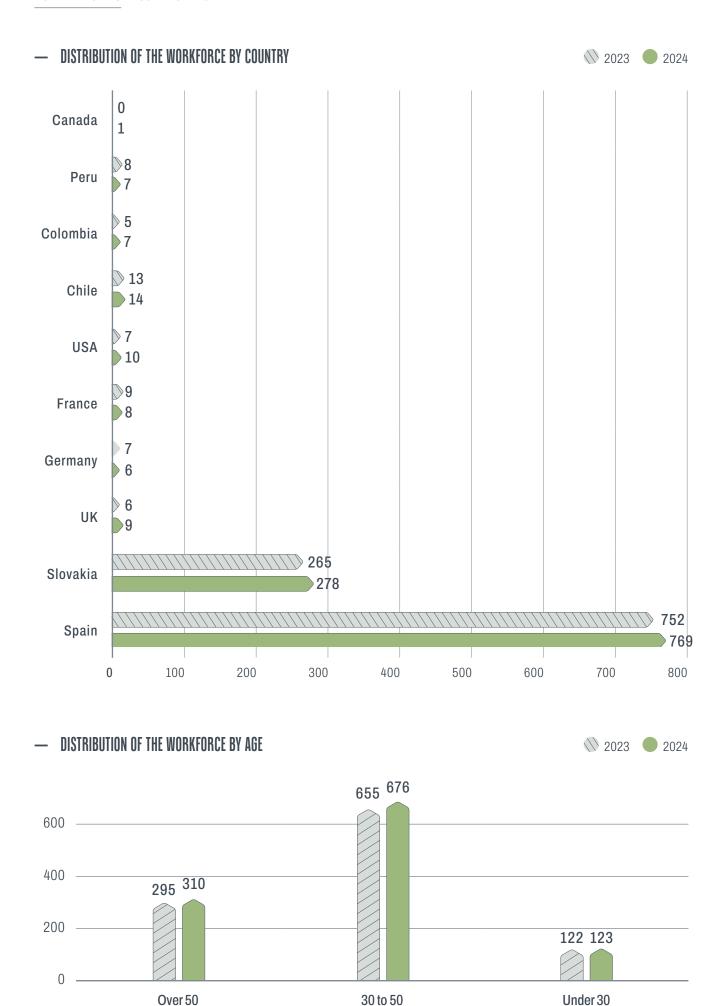
Our workforce grew by 3.5 % in 2024, and women currently represent over 27 % of the total.





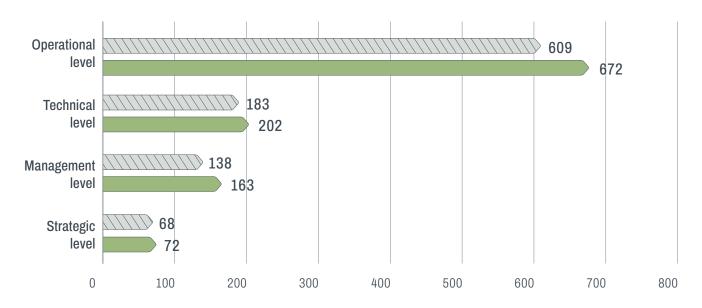
### DISTRIBUTION OF THE WORKFORCE





#### - DISTRIBUTION OF THE WORKFORCE BY LEVEL







We consider that the real driving force behind our industrial transformation is people. We therefore manage employment with a long-term view, based on stability, talent development and the creation of a safe and motivating work environment.

### PRINCIPAL EMPLOYMENT METRICS

#### — DISTRIBUTION OF CONTRACTS BY TYPE

		2023			2024	
Types of contract	Full time	Part time	Total	Full time	Part time	Total
Permanent	898	3	901	1012	2	1014
Temporary	97	0	97	95	0	95
Total	995	3	998	1107	2	1109

#### - DISTRIBUTION OF CONTRACTS BY GENDER

		2023		2024		
Gender	Temporary	Permanent	Total	Temporary	Permanent	Total
Women	46	244	290	33	271	304
Men	52	656	708	62	743	805
Total	98	900	998	95	1014	1109

### - DISTRIBUTION OF CONTRACTS BY AGE

		2023			2024	
Age	Permanent	Temporary	Total	Permanent	Temporary	Total
Over 50	248	9	257	302	8	310
30-50	569	50	619	624	52	676
Under 30	83	39	122	88	35	123
Total	900	98	998	1014	95	1109

### - DISTRIBUTION OF CONTRACTS BY PROFESSIONAL CLASSIFICATION

		2023			2024	
Level	Permanent	Temporary	Total	Permanent	Temporary	Total
Strategic	68	0	68	72	0	72
Management	137	1	138	162	1	163
Technical	172	11	183	194	8	202
Operational	523	86	609	586	86	672
Total	900	98	998	1014	95	1109



The Group's total workforce increased with 66 new contracts (compared to 6 dismissals), principally in Aratubo and AR Racking. In addition our rate of rotation remained low, showing the long-term stability of our working environment.

Our current system does not allow us to obtain annual averages or aggregate data on contracts with the level of breakdown required (sex, age and professional classification), so we cannot include the information on contracts by type and working day in this report. Similarly, our system does not allow us to obtain the total amount of training hours by professional classification, so we are unable to report this information. Nevertheless, we are working to adapt our systems and procedures to be able to provide this information in coming years.

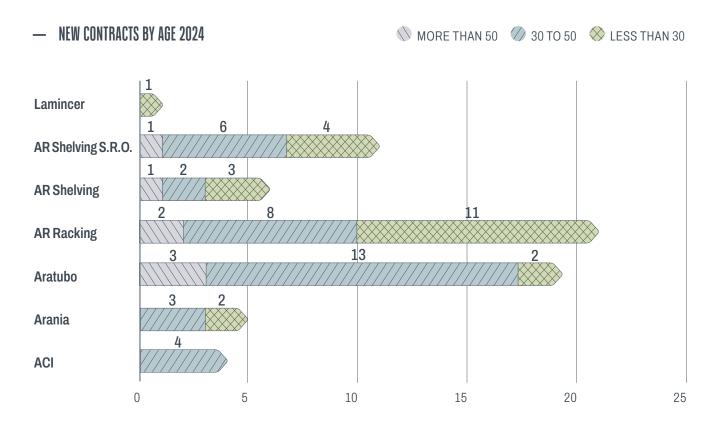
In 2024, the number of hours lost to absenteeism in the companies in Grupo Arania totaled 154,173 hours, corresponding to workshop activity.

The 2023 sustainability report did not include data related to hours of absence, so it is not possible to make a comparison with the financial year 2024, in which this information has been reported in line with regulatory requirements.

#### - NEW CONTRACTS BY COMPANY 2024

Company	Recruits 2024	Rotation *
ACI	4	0.00%
Arania	5	1.39%
Aratubo	18	7.35%
AR Racking	21	3.33%
AR Shelving	6	3.45%
AR Shelving S.R.O.	11	5.00%
Lamincer	1	0.00%

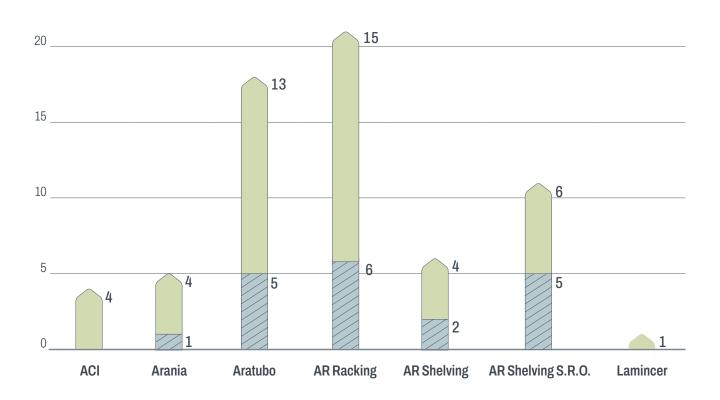
<sup>\*</sup> Rotation calculated with voluntary leavers



#### - NEW CONTRACTS BY GENDER 2024

WOMEN MEN

25 \_\_\_\_\_





Distribution of dismissals by gender 2024: 6 dismissals in total, all of them men.



# SED FOR COMPETENCIES: DEVELOPMENT WITH PURPOSE FOR A SUSTAINABLE FUTURE

Within the framework of Grupo Arania's organisational and strategic model, and as part of our commitment to sustainable development and people's wellbeing, the project **SED for competencies (System of Evaluation and Development for competencies)** has taken a step forward in its evolution. Its objective is clear: To appreciate talent, encourage a culture of continual improvement and strengthen professional growth through appraisals, conversations and specific actions.

In recent months, the group has been working intensely to provide a more practical, approachable and useful version of the system. This new stage does not replace what has already been built; it complements it with tools to facilitate its application and expand its impact. These include:

#### PRACTICAL GUIDE TO SED FOR COMPETENCIES

A change in focus that converts evaluation into a tool at the service of collective development, prioritising proactivity and commitment. The objective is not to evaluate, but to identify real opportunities for improvement.

#### SKILLS ANALYSIS

A flexible tool that makes it possible to set profiles for competencies and desired levels, and facilitate reflection prior to dialogue. Adaptable to each position, it makes it possible to identify strengths and areas for improvement in a clear and personalised way.

#### IMPROVEMENT ACTION FILE (IAF)

A simple but powerful document which sets out, during or after the progress talk, at least one specific action to implement. Realism, mutual commitment and monitoring are its key features.

This focus directly aligns with the organisational model from the People Department's Strategy 2025–2027, in which driving SED through tools such as Skills Analysis and the IAF, in conjunction with training and profile definition, is one of the four big levers, alongside cultural, leadership and management models.

In 2024, the SED of Competencies project broadened its scope beyond the Spanish plants. AR Shelving Slovakia began to participate, initially at executive level, and it is planned that Lamincer will join the project in 2025.



In 2024, progress talks have been held with 78 % of indirect labour personnel from the different companies. This percentage does not include Lamincer, as the project has not yet started at the Mungia plant.

**Training** acts as a natural complement to competency-based development, converting analysis and progress talks into specific training opportunities. Throughout 2024 we reinforced our training actions, combining transverse initiatives with specific programmes in each company, always in line with the key competencies and the challenges posed by the sustainable industrial transformation of the Group.

With the SED of competencies, we are continuing our commitment to a sustainable human development model, where people are at the centre and professional growth is built through trust, conversation and commitment.

### COMMITMENT TO PEOPLE'S TRAINING AND DEVELOPMENT

At Grupo Arania we understand that sustainable growth and competitiveness largely depend on the continuous development of our team. For this reason, we have consolidated an **active**, **strategic training policy**, that is aligned with our present and future needs.

During the last year, we carried out **more than 29,000 hours of training**, through **436 training actions**, aimed at promoting knowledge, innovation and professional excellence at all levels of the company.

Our commitment to training is structured in 4 main blocks:

Specialised technical training, adapted to the different professional profiles of our workforce.

Development of management and leadership skills, with the objective of strengthening management, decision-

skills.

Updates to new technologies, key to maintaining our competitiveness in an industrial environment in constant evolution.

Cross-disciplinary
training, such as
programmes on equality
and diversity, which
promote an inclusive,
responsible culture
committed to social values.

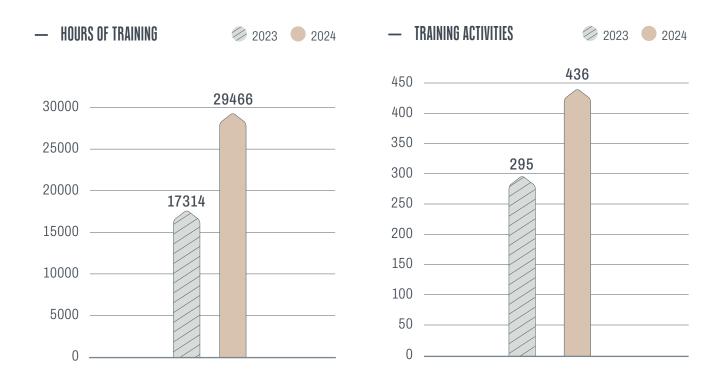
making and team work

We do not see training as an isolated activity, but a **strategic axis for developing internal talent and ongoing improvement**. This broad, structured training policy not only responds to the requirements of a modern industrial environment, it also reflects a clear desire to promote the personal and professional growth of everyone in our organisation.

In short, **investing in training is investing in the future**. We will therefore continue to reinforce this line of action as a driving force for our human and business development.



In 2024 we conducted 436 training actions, which added up to a total of 29,466 hours of training for our workforce.



# EQUALITY, DIVERSITY AND OPPORTUNITIES

We firmly believe that equality, diversity and mutual respect are essential in building a strong, ethical and sustainable corporate culture. To do this, we actively work to guarantee equal treatment and opportunities between women and men, removing any forms of discrimination and encouraging an inclusive, safe and accessible working environment for everyone.



At Grupo Arania we are working to achieve real, visible equality that can be measured. During the financial year 2024, five new measures were implemented and, as in 2023, no formal complaints for discrimination or harassment were recorded.

# OUR EQUALITY AND DIVERSITY COMMITMENTS

1 GENDER EQUALITY

- Equality is our guide.
- We will promote equality in all Group policies, from the Code of Conduct to our new Compliance Programme.

2 NON-DISCRIMINATION AND DIVERSITY

- Diversity that enriches.
- We reject any form of discrimination and we value varied origins, ages, capabilities and perspectives.

3 EQUALITY PLANS AND ADAPTATION TO REGULATIONS

- Always in line with regulations.
- We adhere to Organic Law 3/2007 and are preparing for the new European Directives: CSRD (Corporate Sustainability Report Directive) and CSDDD (Corporate Sustainability Due Diligence Directive).

4 ACCESSIBILITY AND INTEGRATION

- A work environment for everyone.
- We guarantee accessible environments and promote the inclusion of people with disabilities.

5 PROTOCOLS AGAINST HARASSMENT

- Zero tolerance of harassment.
- We apply strict protocols of prevention and action in situations of sexual or gender harassment.

Gender equality in the working environment is one of the strategic axes of Grupo Arania's social commitment. We are aware that we operate in a sector—the metal sector—that in the past has been very male-dominated, where the average female participation is significantly lower than in other economic sectors.

This is precisely why Grupo Arania has intensified its efforts to reduce this disparity. At present, female representation in our workforce is **27%**, a figure that, although above the average in the sector (18%), still reflects the need to keep moving forward in this area.

Our objective is not only to balance the percentages, but to guarantee equal access to real opportunities for **professional development and leadership**, fostering the presence of women in all areas of the organisation, including those traditionally occupied by men.

The initiatives promoted include:

#### COLLABORATION WITH PROFESSIONAL TRAINING CENTRES

to bring the sector closer to female profiles at early stages.

#### OPEN EVENTS AT OUR FACILITIES

to show the diversity of occupational opportunities.

#### INTERNAL PROGRAMME OF AWARENESS-RAISING AND TRAINING IN GENDER EQUALITY aimed at the whole workforce.

These actions are part of a comprehensive focus seeking to create an inclusive work environment, where talent and ability are valued over gender.

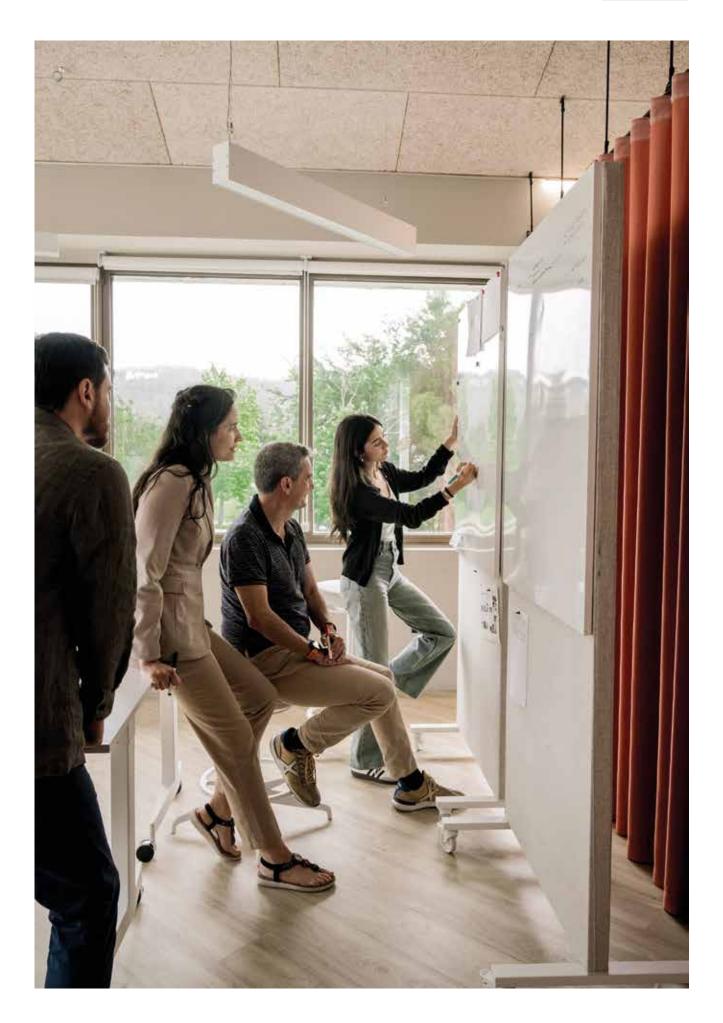
As an action deriving from our Equality Plan, in 2024 we launched an online training itinerary to reinforce an equal and respectful corporate culture in all our companies. The initiative, which is still active in 2025, is aimed at the whole Grupo Arania workforce.

Organised in collaboration with the platform Gamelearn and in serious game format, this programme tackles key aspects such as gender equality, harassment prevention, diversity and inclusion, as well as specific content on the Spanish LGTBI legislation.

The training lasts a total of six and a half hours and is available in Spanish, English, French and German, which has enabled us to share it among the national and international workforce.

A total of 219 people took part in 2024 and its implementation for the rest of the team will continue in 2025.

More than 200 people have already started on their training journey towards a more equal company.



# DISTRIBUTION BY PROFESSIONAL LEVEL AND GENDER WAGE GAP

### REMUNERATION

At Grupo Arania, the remuneration policy is based on the responsibility level of the position and on professional merit, guaranteeing fair conditions for all employees, without distinction due to gender, age or other personal aspects.

The wage structure is defined according to the categories established in the applicable collective agreement. At present, 100% of the workforce is covered by a collective agreement: 52% under a proprietary collective agreement and the remaining 48% with conditions negotiated according to reference collective agreements.

In line with our principles of social dialogue and ongoing improvement, the collective agreements in place in the different Group companies integrate specific clauses which reinforce the protection of occupational health and safety. These provisions have been agreed with the legal representatives for the workers and are part of a stable framework of industrial relations based on trust, participation and mutual respect.

During the financial year 2024, the collective commitment in this area has been maintained and reinforced through the Occupational Health and Safety Committees active in all the companies and the incorporation of improved preventive measures.

All of this enables us to continue to consolidate a shared preventive culture and improve key indicators such as reducing the number of incidents, reinforcing staff perception of safety, and effectively integrating prevention into the production processes.

### WAGE GAP 2024

In 2024 a total wage gap of more than 31.85% was recorded between men and women was recorded. This data reflects the mean difference in the remuneration by gender in the Group as a whole, taking into account positions with similar levels of responsibility.

#### WAGE GAP BY OCCUPATIONAL STATUS

NFSR classification	No. of people	Mean salary	No. of men	Men's mean salary	No. of women	Women's mean salary	Wage gap
Strategic level (1)	71	€102,866.18	55	€112,725.20	16	€68,975.82	-38.81%
Management level	163	€59,776.56	124	€62,694.40	39	€50,499.35	-19.45%
Technical level	201	€35,850.07	124	€37,508.50	77	€33,197.44	-11.49%
Indirect operational level	94	€29,213.35	27	€22,070.22	67	€32,091.93	45.41%
Direct operational level	579	€33,505.01	474	€37,283.42	105	€16,448.23	-55.88%
Total	1108	€41,877.07	804	€45,887.16	304	€31,271.43	-31.85%

The calculations in the table have been made according to the theoretical gross salary. The administrator's salary is not included; this information is available in the annual accounts for 2024.

#### - WAGE GAP BY AGE

Age	No. of people	Mean salary	No. of men	Men's mean salary	No. of women	Women's mean salary	Wage gap
18-30	104	€24,757.90	62	€26,225.73	42	€22,591.10	-13.86%
31-50	633	€40,260.45	456	€43,635.59	177	€31,565.16	-27.66%
+ 51	371	€49,434.26	286	€53,739.35	85	€34,948.87	-34.97%
Total	1108	€41,877.07	804	€45,887.16	304	€31,271.43	-31.85%

<sup>(1) \*</sup>The strategic level includes all executive positions, except the chairman, which is included in the annual accounts.

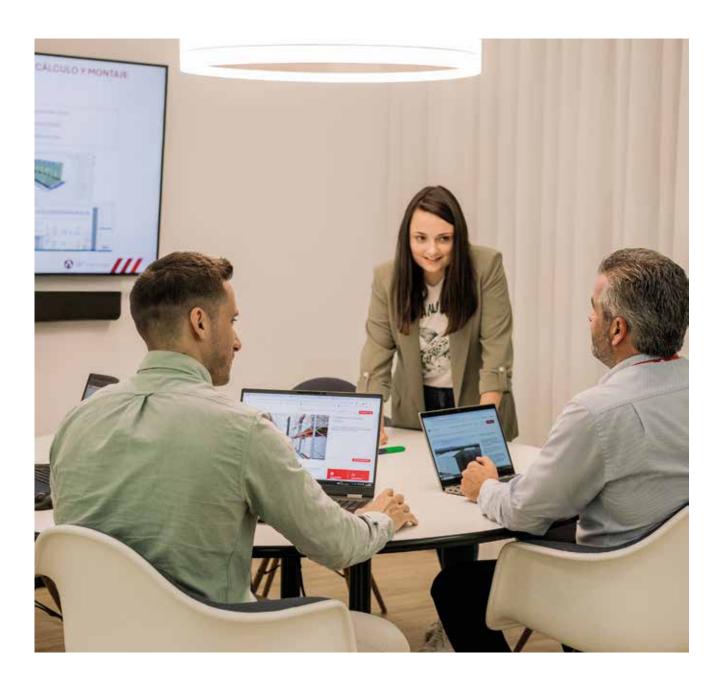
Therefore, the total number of people in the remuneration tables for 2024 is 1,108.

#### - EVOLUTION OF MEAN REMUNERATION BY GENDER AND PROFESSIONAL CLASSIFICATION

		2023			2024			
NFSR classification	Total mean salary	Men's mean salary	Women's mean salary	Total mean salary	Men's mean salary	Women's mean salary		
Strategic level (1)	€95,083.38	€101,808.65	€65,385.71	€102,866.18	€112,725.20	€68,975.82		
Management level	€54,079.01	€55,784.72	€48,934.51	€59,776.56	€62,694.40	€50,499.35		
Technical level	€33,448.17	€35,747.12	€29,737.01	€35,857.00	€37,508.50	€33,197.44		
Indirect operational level	€27,842.43	€22,148.45	€30,066.64	€29,213.35	€22,070.22	€32,091.93		
Direct operational level	€29,890.20	€34,894.29	€16,659.57	€33,505.01	€37,283.42	€16,448.23		
Total	€38,146.77	€42,917.49	€28,479.89	€41,877.07	€45,887.16	€31,271.43		

 $<sup>(1) \ ^*</sup> The \ strategic \ level \ includes \ all \ executive \ positions, except \ the \ chairman, \ which \ is \ presented \ in \ the \ annual \ accounts.$ 





In general terms, we have managed to reduce the mean wage gap by 1.79% with respect to the previous year, an improvement driven principally by progress in the gap related to indirect operational level.

Even so, the overall values continue to show significant differences, especially at direct operational level. This situation can be explained in part by a combination of structural factors, such as the salary differences between countries and the gender composition in each region, which increases the aggregate value of the gap as they are analysed together.

It has not yet been possible to make a comparison of the wage gaps segregated by age between 2023 and 2024, as we did not have this information broken down in our records for 2023 and it was not included in the corresponding report. As of 2024, we have incorporated this level of detail, with the objective of improving the monitoring and analysis of our equal pay policies.

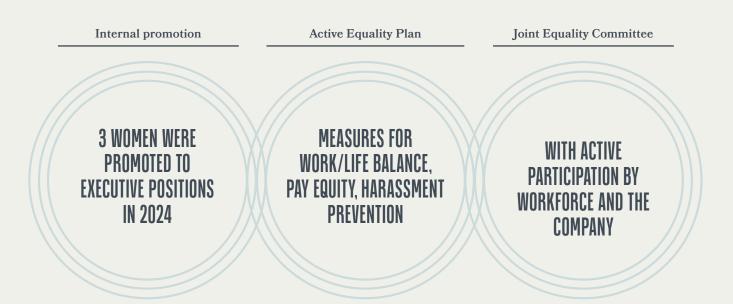
At Grupo Arania we are continuing to promote specific actions to improve women's integration and representation at all levels of responsibility. One of our key commitments is to progress towards a more equitable and fair model, in line with the principles of equal opportunities and our corporate diversity objectives.

### FOSTERING FEMALE TALENT IN THE TEAM

We know the structural challenges facing the industrial sector regarding gender. Therefore, we have made a firm commitment to identify, attract and develop female talent, with the objective of building a more balanced, inclusive and representative working environment.

In 2024 specific measures were implemented to enable us to move forward towards greater equality, including:

- Internal promotion to drive real equality. Thanks to this system, three women were promoted from management to executive positions during the year.
- The consolidation of the Equality Plan, which includes specific operations in key areas such as work/life balance, pay equity, harassment prevention and professional promotion.
- The active work of a Joint Equality Committee, formed by representatives of company management and workers. This committee proposes actions to the Board and acts to drive continuous improvement.
- Conducting regular surveys of the whole workforce, which are analysed to help us update equality diagnostics and promote new measures.





Diagnostic axes

Work/life balance	$\bigcirc$
Training	$\bigcirc$
Sexual harassment	$\bigcirc$
Psychological harassment	$\bigcirc$
Pay equity	$\bigcirc$
Recruitment and contracting	$\bigcirc$
Professional promotion	$\bigcirc$
Occupational health	$\bigcirc$
Victim protection	$\bigcirc$
Inclusive language	$\bigcirc$

Equality is not a challenge, it is the path we travel every day.

# COMMITMENT TO INCLUSION AND ACCESSIBILITY

At Grupo Arania we work every day to make our organisations safe, accessible and fair spaces for everyone. The integration into work of people with disabilities is not only a legal obligation, but also a sign of coherence with our values and corporate culture.

Inclusion is essential for progress. We are committed to inclusive employment as part of our commitment to a more human and sustainable industry. This is why, in 2024, we participated in the conference organised by BBK and FVEM to increase the visibility of the value people with disabilities bring to the metal sector. We believe in an industry where diversity is a strength that inspires and transforms.

In 2024, eight people with disabilities took an active part in our team, thus maintaining the same figures recorded for 2023.

We are continuing to work to make this number grow, and are doing this by:

- Adapting physical spaces and digital environments, to guarantee universal accessibility.
- Internal training and awareness-raising, promoting a culture of inclusion and respect.
- Inclusive contracting policies, based on equal opportunities.
- Reasonable personalised adjustments, adapting the workstations to the needs of each person.

At Grupo Arania we believe that diversity is a source of strength. That is why we work every day towards real and effective universal accessibility in all our environments.





## WELLBEING, HEALTH AND SAFETY

The health, safety and wellbeing of the people that make up our organisation are a key aspect in our strategy. Our commitment goes beyond regulatory compliance: we want to guarantee a safe, healthy and motivating environment in all our plants and workplaces.

# MEASURES FOR COMPREHENSIVE CARE

In 2024, we continued to strengthen this commitment through specific actions such as:

- Collective work/life balance model, which regulates flexible working hours, a shorter working day on Fridays in June, July, August and September and working from home one full day per week, improving integration between work and home life.
- Confidential psychological support service, accessible to everyone in the Group, with the aim of caring for their emotional, psychological and social wellbeing in a demanding professional context.
- Assessment of social impacts in our double materiality assessment, where
  promoting health and wellbeing was identified as a key topic. These aspects,
  in addition to preventing irreversible risks, help generate internal cohesion
  and project Grupo Arania as a sector leader in social responsibility.

The objective is clear: to work from a standpoint of prevention, encourage a culture of care and progress towards an organisational model which really puts people at the centre.

At Grupo Arania we are reaffirming our commitment to our workers' wellbeing by, facilitating a balance between their personal, family and professional life, and fostering a culture of respect for digital disconnection. We promote respect for times of rest, holidays and leave, ensuring responsible use of technological tools, and proper planning of meetings and communications.

### OTHER BENEFITS FOR OUR WORKFORCE:



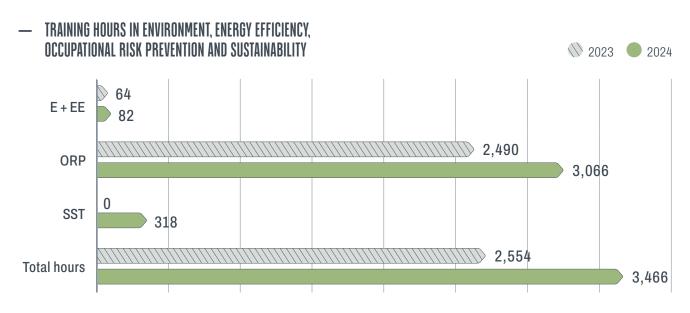
At Grupo Arania, everyone who has taken parental leave has returned to their position and remained for at least 12 months. We are committed to a real, respectful work/life balance based on shared responsibility.

# MATERNITY AND PATERNITY AND PERSONAL LEAVE

		2023	2024		
	Women	Men	Women	Men	
No of people entitled to leave	23	16	12	24	
No of people who took leave	23	16	12	24	
No of people who returned to work	21	16	7	23	
No of people still working after 12 months	23	16	11	23	
Return rate (%)	100%	100%	100%	100%	

### TRAINING PLAN 2024

At Grupo Arania, training is a key tool for caring about people and ensuring a safer, more responsible and sustainable work environment.



E + EE = Environment and Energy Efficiency / ORP = Occupational Risk Prevention / SST = Sustainability



More than 3,000 training hours in 2024 demonstrate our commitment to occupational risk prevention, sustainability and the environment.



### OCCUPATIONAL HEALTH AND SAFETY

Protecting personal health and safety is not only an obligation, it is a principle that guides how we work every single day.

All our companies are certified under ISO 45001, the international standard that recognises effective management systems for occupational health and safety. This certification reinforces our commitment to a healthy, safe and peoplecentred working environment.

Our occupational health and safety policies define our commitments in this area:

#### Constant evolution Active prevention CONTINUOUS PREVENTION OF We measure, learn and We reduce risks and **IMPROVEMENT HEALTH RISKS** improve our performance in avoid impacts on OHS (Occupational Health people's health. and Safety) every day. **KEY HEALTH AND SAFETY COMMITMENTS BASED ON** STANDARD ISO 45001 **Active listening** Safe working conditions We promote dialogue, TEAM SAFE We create reliable involvement and collective **PARTICIPATION** ENVIRONMENTS workspaces, removing improvement in safety hazards at source. matters.

We monitor key indicators segregated by gender to identify improvements, prevent risks and guarantee a safe, inclusive and healthy working environment for everyone.

### OUR INDICATORS

#### LEAVE SEGREGATED BY GENDER AND TYPE

			20	)23		2024			
Company	Gender	Acc. with leave	Acc. without leave	C. Acc. with leave	C. Acc. without leave	Acc. with leave	Acc. without leave	C. Acc. with leave	C. Acc. without leave
Avania	M	32	18	0	1	23	11	0	0
Arania	W	0	0	1	0	0	0	0	0
Avatula	M	23	11	1	0	15	14	0	0
Aratubo	W	1	1	0	0	0	0	0	0
AR	M	4	5	0	2	4	4	0	0
Racking	W	0	0	0	0	0	0	0	0
AR	M	5	5	0	0	9	0	0	0
Shelving	W	0	0	0	0	0	0	0	0
AR	M	7	4	0	0	4	1	0	0
Shelving S.R.O.	W	1	0	0	0	3	1	0	0
Laurinaa ::*	М	-	-	_	_	4	10	1	0
Lamincer*	W	-	-	-	_	0	0	0	0

M: Men / W: Women / Acc.: Accidents / C. Acc.: Commuting accidents \*Lamincer was not within the scope of the report in years prior to 2024, therefore we do not have this data.

#### — DATA SEGREGATED BY GENDER FOR FREQUENCY, SEVERITY AND OCCUPATIONAL ILLNESS

		Arania		Aratub	0	AR Ra	cking	AR Sh	elving	AR Shelvi	ng S.R.O.*	Lamin	cer**
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Frequency	M	99.99	93.81	81.06	51.00	22.10	25.21	97.00	74.55	17.10	5.95	-	38.75
index	W	0.00	0.00	3.52	0.00	0.00	0.00	0.00	0.00	2.44	3.57	-	0.00
Severity index	М	3.53	4.95	4.60	3.50	80.00	1.00	10.09	10.21	-	0.75	-	2.88
	W	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.45	-	0.00
Occupational illness	М	0.00	0.00	0.00	2.00	1.00	0.00	0.00	0.00	0.00	-	-	0.00
	W	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00

 $\label{eq:M:Men / W: Women /* AR Shelving S.R.O. the 2024 data is estimated.} \\ **Lamincer was not within the scope of the report in years prior to 2024, therefore we do not have this data.}$ 

# BUILDING A POSITIVE ENVIRONMENTAL IMPACT.



Making a commitment to the environment is not a declaration, it is our roadmap. At Grupo Arania we work to make our industrial operations align with the big global challenges: the fight against climate change, protection of natural resources and integration of environmental criteria in every decision.

From the decarbonisation of our products and processes to the integration of the circular economy as a driving force for innovation, we are advancing with a clear strategy: reduce, convert and regenerate. This pathway is complemented with a broader outlook, which includes taking care of biodiversity and respecting the ecosystem where we operate, because responsible production also protects our surroundings.

In 2024, we received no sanctions or fines for environmental issues, a reflection of the rigour with which we apply our commitments and controls in this area.

### Steel with purpose: lower emissions, less waste, more value for the planet.









# COMMITMENT THAT CAN BE SEEN AND MEASURED

EcoVadis has recognised our companies with sustainability medals: a reflection of our good practices related to the environment, responsible purchasing, work practices, human rights and ethics.

#### **ECOVADIS MEDALS 2024**

Arania

Aratubo

AR Racking

**AR Shelving** 









## DECARBONISATION: STEEL FOR A CLEANER WORLD

Climate change is not a future scenario, it is a present reality which directly affects our operations, our people and our environment. At Grupo Arania we are fully aware of the impact of greenhouse gas (GHG) emissions on global warming and the urgent need to act. Therefore, we are committed to a progressive, rigorous and transparent decarbonisation process, which starts with measuring, understanding and transforming.

In line with our decarbonisation strategy, our efforts are focused on measuring and reducing GHG emissions. For this reason, we do not make a specific calculation of our total emissions of ozone-depleting substances (ODS), nitrous oxides (NOx), sulphur oxides (OSx) or other emissions into the atmosphere, as their volume in our operations is not significant.

### WE MEASURE OUR IMPACT SO THAT WE CAN REDUCE IT

For years now, we have been calculating our companies' organisational carbon footprint, following recognised international standards such as ISO 14064-1:2019 and the GHG Protocol. This analysis enables us to accurately identify the main sources of emissions and establish goals to mitigate them based on data.

In 2024, all the companies in Grupo Arania calculated their carbon footprints within the three scopes. This achievement goes beyond obtaining a certification: it represents an important step in organising action, measuring our impact and progressing with understanding and responsibility towards a more aware and sustainable industry.

A key milestone: was the complete verification of the carbon footprint in scopes 1, 2 and 3 for Arania, Aratubo and Lamincer.

We have extended the calculation to AR Racking and AR Shelving as part of our effort to build a consolidated total for of our emissions. This technical work is the basis on which the Group's decarbonisation plan will be built.

### EVOLUTION OF GHG EMISSIONS BY COMPANY (2019-2024)

#### **ARANIA**

(Tonnes of CO2eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	5,819	5,110	6,705	5,622	5,518	5,262
2	3,981	1,828	0	0	0	0
3	220,925	224,001	290,735	225,498	217,126	217,451

Arania's emissions maintain a stable trend, with a slight improvement in 2023 and 2024. Scope 3 represents more than 97% of the total, which confirms that the decarbonisation of the supply chain will be key to our next steps.

In addition, it is important to highlight that apart from the organisation's carbon footprint, Arania has a product carbon footprint verified with ISO 14067, and also has a verified tool for its calculation.

#### **ARATUBO**

(Tonnes of CO2eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	374	373	426	356	296	313
2	2,599	1,060	0	0	0	0
3	_	_	_	243,724.67	255,378.42	243,116

The leap forward observed in 2023 corresponds to the full inclusion of scope 3. This improvement in the method is a key breakthrough in traceability and establishes the conditions for a realistic, ambitious reduction plan.

#### **LAMINCER**

(Tonnes of CO2eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	1,796.19	1,455.79	1,712.93	1,494.82	1,504.72	1,657
2	859.34	536.91	817.96	0	0	0
3	_	_	_	72,625.55	69,092.36	69,764

Lamincer had managed to gradually reduce their emissions to 2022. In 2023 it incorporated scope 3 for the first time, which explains the increase in the total. This new data provides a more accurate view to guide future decarbonisation actions. Lamincer also has ISO 14067 certification.

\* Third-party verified

AR	RA	CK	IN	j
(Tor	nnes	of	CC	) <sub>2</sub> eq)

Scope	2019	2020	2021	2022*	2023*	2024*
1	_	_	_	2,842	2,191	2,323.23
2	_	_	_	25	0	1.98
3	_	_	_	158,225.21	142,353.76	139,746.82

AR Racking joined the climate analysis in 2022. Its measurement includes the three scopes, with scope 3 clearly prominent, in line with its activity in production and logistics.

### AR SHELVING S.R.O. (Tonnes of CO2eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	693.25	754.35	804.04	835.17	780.76	732.65
2	341.97	362.02	485.28	352.01	1,094.88	1,271.87
3	_	_	_	45,983.40	38,595.85	42,811.94

Like AR Racking, AR Shelving S.R.O. began to count their emissions from 2022, covering the three scopes. A gradual decrease can be seen in scope 1 only.

### AR SHELVING S.A.U. (Tonnes of CO<sub>2</sub>eg)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	196.1	195.3	607.6	367.25	394.92	414.46
2	227.1	142.5	0	0	0	0
3	_	_	_	10,971.79	12,143.79	11536.30

The footprint of AR Shelving S.A.U. was calculated independently, incorporating Scope 3 in the calculations from 2022.

We take better measurements more frequently to make reductions that have an impact: at Grupo Arania we are progressing towards real decarbonisation, based on data, traceability and cross-sector commitment throughout the value chain.

<sup>\*</sup> Third-party verified



### WHERE ARE OUR EMISSIONS?



The bulk of our emissions are concentrated in scope 3, which challenges us to act beyond our operational borders and we are committed to doing this. Reducing our impact requires real alliances with suppliers, logistics partners and customers, and an overall view of the entire useful life-cycle of steel.

## THE CIRCULAR ECONOMY AS A COMPETITIVE ADVANTAGE

Circularity is not just a way to manage waste: it is a new way of thinking, producing and generating value. Committing to a circular model enables us to reduce our environmental footprint, optimise the use of resources and convert what used to be discarded into an opportunity for ongoing improvement.

We work with materials such as scrap metal that are is infinitely recyclable, and that gives us a real competitive advantage: our raw materials are already part of a cycle we want to close again and again. But we are going beyond recycling: we apply measures of prevention, reuse and efficiency from the design stage to the end of the process.

# WHAT WE ARE DOING?

AR Racking is manufacturing new products with the same or even better characteristics, but lighter, reducing consumption of materials.

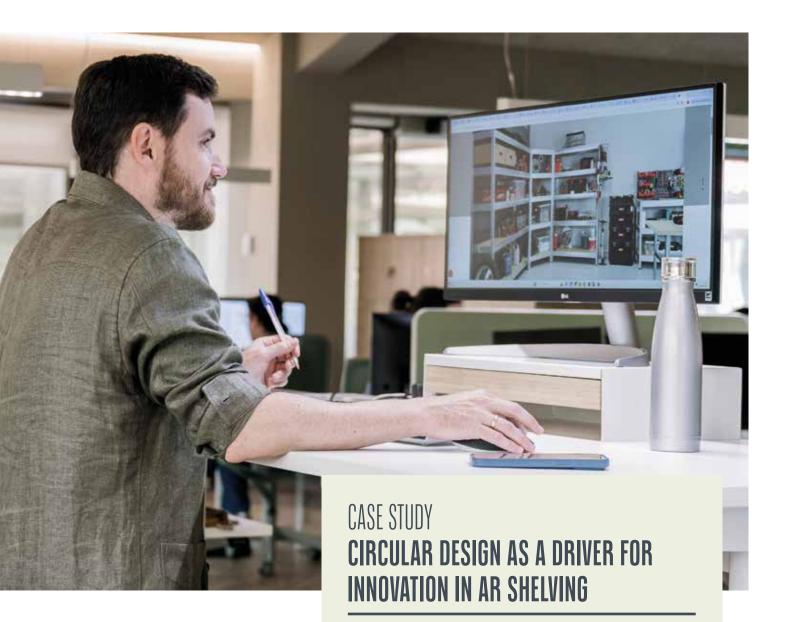
### THE CIRCULAR ECONOMY IN PRACTICE

At Group level, we monitor scrap metal to reduce the consumption of raw materials and better manage our waste.

Both Arania and Aratubo return packaging.

We do this not just to comply with regulations. We do it because we believe that an industry that cares about its resources also cares about its future.





In line with its commitment to sustainability, AR Shelving has incorporated circular design as a key principle in the development of new products. This focus involves rethinking the whole life cycle, from choice of materials to end of use, to minimise environmental impact and maximise efficiency.

The design and development teams work with criteria prioritising recycled or responsibly sourced materials, incorporating cost analyses that integrate the environmental and logistics footprint, and validate every design through functional prototypes before mass production. In addition, they design products that can be dismantled, repaired and recycled easily, facilitating their return to new cycles of use.

Thanks to this model, AR Shelving is progressing towards a more regenerative economy without compromising quality or competitiveness, demonstrating that circular design is a tool for real innovation with significant applications in industry.





# EVOLUTION OF WASTE AND SCRAP METAL GRUPO ARANIA (2019-2024)

GRUPO ARANIA	2019	2020	2021	2022	2023	2024
HW (t)	4797.00	4373.00	5868.00	5429.00	4118.00	4473.28
NHW (t)	508.00	494.00	541.00	810.00	512.00	766.72
Scrap metal (t)	25097.00	21704.00	25471.00	21852.00	23547.00	32962.79

HW= Hazardous waste / NHW= Non-hazardous waste

The increase observed in the total volume of scrap metal reported in 2024 is principally due to the incorporation of data from Lamincer, which had not been included in previous years' reports.

We have consolidated a positive tendency in waste management, with a notable improvement in the valorisation of materials and a reduction of hazardous waste (HW) compared to the previous year. This evolution corresponds to both operational optimisation and to an intensification of internal audits and process supervision, which have made it possible to identify improvement opportunities at source.

In addition, we are still committed to the direct sale of scrap metal to our suppliers, a practice which removes intermediaries and significantly reduces unnecessary transport. This measure helps to reduce indirect emissions related to moving materials, improving logistics efficiency and reinforcing key relationships within the supply chain.

The slight increase in the generation of scrap metal that could be valorised compared to 2023, in conjunction with the reduction of hazardous and non-hazardous waste, reflects a structural change towards a more effective circular economy: less waste, more resources.

In compliance with Spanish Royal Decree 1055/2022 on packaging and packaging waste, Grupo Arania joined Implica, the Collective System of Extended Producer Responsibility (SCRAP). Adhering to this enables us to guarantee a more efficient and sustainable process in waste management for packaging: we optimise its recovery and recycling, reduce its environmental impact and promote a more effective model of reuse. All of this is backed by specialised technical consultancy that reinforces our commitment to ongoing improvement and the circular economy.

Each tonne we avoid or valorise is a decision in favour of the planet. At Grupo Arania, we turn waste into an opportunity.

## BIODIVERSITY AND SUSTAINABILITY IN OUR OPERATIONS

We know that respect for biodiversity is not an option; it is a responsibility inherent in our industrial activities, where every operation has an impact on our surroundings. Therefore, we actively work to ensure our development is always compatible with the conservation of the ecosystem and natural resources.

Although our plants are not in protected natural spaces, we apply a preventive approach in all our installations. We assess the possible environmental impact on the region, especially in nearby areas of ecological value, and act based on the principles of the Environmental Management System implemented throughout the Group, in line with standard ISO 14001, which require us to evaluate the environmental impact of our activities, products and services throughout their whole life cycle.

With regard to impacts related to noise and light pollution, these are considered insignificant in the context of our activity, so specific corrective measures have not been necessary.

# Arania and AR Racking have analysed their environmental risks in accordance with standard UNE 15008, and review them regularly.

In addition, we have made a commitment to making progress in calculating our Corporate Environmental Footprint, a process which includes a Life Cycle Assessment and will enable us to rigorously quantify our impact on the environment. This integral focus will be key in setting improvement goals aligned with the Integrated Environmental Permit (IEP) and the future requirements on biodiversity conservation.

# ABOUT THE SUSTAINABLE USE OF OUR RESOURCES

At Grupo Arania we work to ensure that every resource we use has the smallest impact and the greatest value possible. Our strategy is structured in three main axes:

### ENERGY EFFICIENCY ISO 50001 Certification

- Certified companies: Arania, Aratubo, AR Racking, Lamincer
- We are one step away from obtaining certification at Group level:
   only the certification of AR Shelving remains pending
- Continuous improvement in management, auditing and optimisation of energy use
- Identification of critical points and opportunities for savings in production processes

## RENEWABLE ENERGY Guarantee of Origin (GO)

- All electricity consumed has a GO certification (Guarantee of Origin from the CNMC, National Commission of Markets and Competition)
- Energy from 100% renewable energy sources guaranteed throughout the Group
- Complemented with investment in proprietary photovoltaic energy
- Improved energy traceability for customers and reduced indirect emissions

### RESOURCES AND RAW MATERIALS

- We prioritise recycled materials such as scrap metal
- Optimisation in the use of raw materials through efficiency measures
- Water management adapted to local regulations and each plant's situation
- Environmental monitoring under standard ISO 14001

Our production is energy smart: less use, more efficiency and a firm commitment to clean energy.

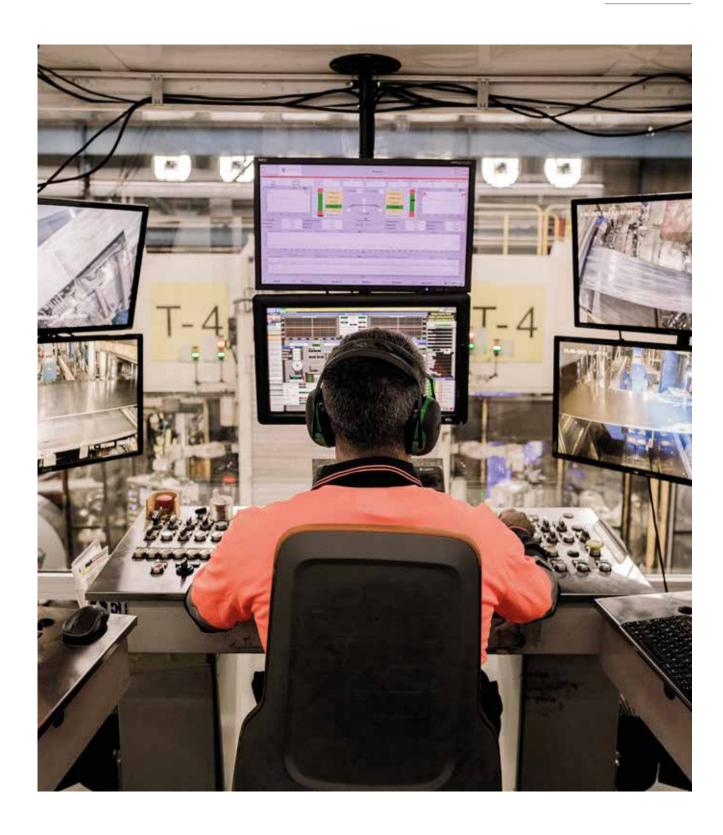
### CONSUMPTION

In line with our commitment to continuous improvement, in 2024 we reinforced our monitoring of the use of key resources in all companies in Grupo Arania. This year, we have again generated a breakdown of our electricity consumption, including self-supply from our photovoltaic installations, which will enable us to evaluate our renewable energy contribution more accurately.

In addition, we have detailed the origin of the water used, differentiating between mains, rivers and wells, to improve water traceability and detect optimisation opportunities. This analysis provides a more complete view of the use of raw materials and energy, which is fundamental to continue our progress towards more efficient, sustainable production. One example of this is the reduction in river water consumption, thanks to the control systems installed at Arania, which have made it possible to detect leaks and avoid water losses.

Resource / Unit	Consolidated total 2023	Consolidated total 2024	
Electricity (MWh)	27289	31981	
Electricity (MWh) (self-supply)	1253	3122	
Total electricity (MWh)	28542	35103	
Gas (MWh)	49848	56057	
Petrol (litres)	8685	3157	
Diesel (litres)	_	17050	
Water consumption from mains (m³)	40545	41046	
Water consumption from rivers (m³)	71057	50738	
Water consumption from wells (m³)	_	3936	
Total water consumption (m³)	111602	95720	
Wood (Tn)	16054	17882	
Plastic (Tn)	369	319	
Metal strapping (Tn)	396	396	
Coolant (Tn)	143	138 2062 591152	
Hydrochloric acid (Tn)	2091		
Nitrogen (m³)	345549		
Hydrogen (m³)	572212	758035	
Paint (Tn)	711	741	
Cardboard (Tn)	872	117	
Paper (Tn)		936	
Plastic strapping (Tn)	48	15	
Degreasing reagent (Tn)	12	26	

Data for 2023 does not include Lamincer.



The detailed analysis of our resource consumption not only enables us to comply with the strictest sustainability standards, it also helps us to identify patterns, detect inefficiencies and make more intelligent decisions. For us, every piece of data counts: not as a goal in itself, but as a tool to reduce our impact, anticipate risks and lead an industry that makes better use of what it needs.

The increase in consumption of nitrogen and hydrogen recorded in 2024 is principally explained by the incorporation of data from the new cold rolling business unit, Lamincer, which did not fall within the scope of the report in previous years.

# APPLIED CIRCULAR INNOVATION: RETHINK TO REDUCE

We don't just manage resources: we redesign them. We are working on a daily basis to extend the life cycle of materials, optimise consumption and explore new technologies that make our production a more circular and efficient process.

The reuse of scrap metal, the use of secondary materials and the reduction of virgin resources are already part of our model. But we are not stopping there. We have incorporated specific improvements in water management and use artificial intelligence to adjust processes and minimise their impact.

And we don't stop at consumption: we are also rethinking our packaging. The sustainable packaging project seeks to improve both the weight and the materials, as well as boosting return and reuse.

It is not just about reducing.
It is about transforming the way we work to create value with a lower impact.

### CIRCULARITY WITH INTELLIGENCE:

We apply AI and remote metering to monitor our water use in real time.

### MORE SUSTAINABLE PACKAGING:

Lighter, better materials, more returns.



#### INNOVATING TO TAKE CARE OF EVERY DROP

In 2024, at Arania—the Group company that uses the most water—we launched the project "Pilotaje Vertido Cero" (Zero Discharge Pilot Scheme). This initiative began with a clear intention: to reuse the water employed in our processes, reducing consumption by up to 50% and continuing to progress towards more circular and responsible management of this resource. The pilot scheme has helped us see that this is possible and we are now evaluating how to integrate it permanently, without compromising efficiency in operations or our commitment to the environment. For us, every gesture counts and this, in particular, brings us closer to a sustainable model.

#### SMALL GESTURES, BIG IMPACT

#### WATER



- Elimination of osmosis in circuit with coolant
- AI + BAIC project
- Automatic irrigation depending on climate
- Remote metering for leaks
- Zero Discharge Project

#### **MATERIALS**



- Reuse of scrap metal
- Reduction of virgin materials

#### **PACKAGING**



- Pallets with greater load capacity
- More sustainable new materials
- Reuse and return
- Evaluation of new formats

Zero food waste: this is not applicable in our sector, but we are continuing to optimise every input we do use.

# BEYOND OUR SOCIAL IMPACT.







#### We do not just process steel. We drive real change in our environment with a firm belief in commitment, ethics and active contribution to the common good.

At Grupo Arania we are aware of our role, so we understand our activity as a chance to make a positive impact on the social and economic environment around us. Taking a responsible view of business, we promote ethical and sustainable relationships with suppliers and customers, we are committed to transparency in tax matters and we actively contribute to the development of the communities in which we operate. All of this is part of a way of doing business that places integrity, cooperation and the creation of shared value at its heart.



# CREATING VALUE IN OUR COMMUNITIES

Building a community goes way beyond just doing our job well. That is why we promote social action that stems from our values and filters into everyday life with people, education centres, institutions and projects that share our commitment to a more inclusive, fair and sustainable future.

#### OUR KEY ALLIANCES IN 2024

- +20 sector and regional associations with which we collaborate.
- +10 education centres with which we share knowledge.
- Participation includes initiatives such as Steel Tech, Datatón
   Euskadi and the Basque Alliance for the SDG (Sustainable Development Goals).

We like to open our doors, learn from those who come to us and give back part of what we receive to our environment. We are collaborating with centres such as the University of Deusto, the UPV/EHU and Mondragón Unibertsitatea, promoting visits, work experience and training that bring the industrial world to new generations. We also support initiatives for social and labour market integration and participate in publicly funded programmes with transparency and shared responsibility.

2024 was a particularly active year.



#### A YEAR OF OPEN DOORS, AWARDS AND NEW SHARED CHALLENGES

- Arania, Aratubo, AR Racking and AR Shelving received the EcoVadis medals, recognition of our efforts in sustainability.
- We launched **Arania D-Carb**, our new move towards steel with a smaller footprint and a bigger commitment.
- We held our first **Open Day at Arania**, opening our factory and interacting with our community.

#### We were visited by:

- University of Deusto Engineering
- El Regato Ikastetxea School
- EMBA (DBS) Master's Course
- UPV/EHU School of Engineering
- Botikazar BHI (FVEM) Secondary
   School
- Bidebieta LHII Vocational Training Centre

#### We participated in:

- 6th edition of Industria Erronka (FVEM)
- CIELFFA annual meeting
- GREENBAFx® Global Launch alongside EBNER

We took a step forward in our environmental measurement and improvement with the certifications ISO 14064 (carbon footprint of the organisation) for all companies in the Group and ISO 14067 (carbon footprint of products) at Lamincer, Arania and Aratubo.

## WE CREATE ALLIANCES TO ADVANCE TOGETHER

We see collaboration as a key strategic pillar. Actively participating in business associations, industry clusters and networks of knowledge enables us to grow, share knowledge and anticipate shared challenges. These alliances reinforce our commitment to the sustainability, innovation and development of our environment. We are not alone: we work alongside more than 30 organisations that share our values.

#### A CONNECTED GROUP

In line with our commitment to sustainability, competitiveness and responsible development, we actively participate in a diverse network of associations and alliances which strengthen our connection to our sector, local and global settings.

These collaborations not only reinforce our ability to innovate and influence, but also represent a specific route to promote sustainable development, the exchange of good practices and joint progress towards common objectives such as energy transition, digitisation, equality and industrial quality.

In 2024 we maintained our participation in these networks by providing organisational resources, including the involvement of our teams and meeting our requirements as associates. This participation reflects our commitment to social responsibility and the ongoing improvement of the area in the which we work.

These alliances enable Grupo Arania to remain at the forefront of changes to regulatory, technological and sustainability issues, in addition to facilitating the defence of shared interests and participation in multilateral initiatives with a high social and business impact.

Grupo Arania actively supports the Fair Saturday Foundation, fostering social impact through art and culture.

GLOBAL ALLIANCES REGIONAL ALLIANCES INDUSTRY ALLIANCES

#### OUR NETWORK OF ALLIANCES

#### INTERNATIONAL

- UN Global Compact
- APPROLOG

Peruvian Association of Professionals in Logistics

ALOG

Chilean Logistics Association

ICHA

Chilean Steel Institute

CCL

Lima Chamber of Commerce

Material Handling Industry

Verband Deutscher Kühlhäuser

Verband für Lagertechnik und Betriebseinrichtungen

ESTA

European Steel Tube Association

European Federation of National Associations of Cold Rolled Narrow Steel Strip Producers and Companies

**FEM** 

European Material Handling Federation

#### **REGIONAL**

- Álava Chamber of Commerce

Companies of Álava

CEBEK

Biscay Business Confederation

- FVEM

Biscay Federation of Metal Companies

- JUNDIZ

Association of Companies of Júndiz

- Basque Alliance for the SDG
- Álava Alliance for Sustainable Development 2030
- Green Deal

Community of companies of Vitoria-Gasteiz

- EUSKALIT

Basque Foundation for Quality

Association for Management Progress

#### **SECTOR**

Basque Country Steelworks Cluster

SERNAUTO

Automotion supplier

- ACICAE

Basque Automotion Cluster

AEFAME

Family Businesses from the **Basque Country** 

– ADL

Logistics Development

- MLC-ITS Euskadi Mobility and Logistics Cluster – BAIC

Basque Artificial Intelligence Centre

– AEC

Quality

AENOR

Standardisation and Certification

AEFEM

**Shelving Manufacturers** 

Surface Finish Industries

CESOL

Welding and Joint Technologies

ATEG

- FEM/AEM

Maintenance

Galvanisation

UAHE

Spanish Association of Iron Warehousing

UNESID

Union of Steel Companies

Rack Manufacturers Institute

AER

Association of Entrepreneurs of La Ribera

# RESPONSIBLE RELATIONSHIPS AND BUSINESS ETHICS

At Grupo Arania we believe that our relationships with our key stakeholders must be based on trust, transparency and responsibility. Therefore, we promote ethical management throughout our value chain, integrating criteria for sustainability in our trade relations and in the way we do business.

#### We create responsible relationships to build shared value.





#### WITH OUR SUPPLIERS

Our commitment to sustainability is not limited to what we do within our plants, it extends to our whole supply chain. We are thus working to consolidate a network of suppliers who share our values on environmental, social and governance (ESG) issues, applying strict criteria for selection, monitoring and ongoing improvement.

#### WHAT DO WE INCLUDE IN OUR PURCHASING POLICY?

#### SOCIAL AND EQUALITY CRITERIA

We promote contracting based on ability, without discrimination, and we encourage equal opportunities.

#### ENVIRONMENTAL CRITERIA

We prioritise the use of raw materials with a lower impact, such as steel with low  ${\rm CO}_2$  emissions, recycled plastics, renewable energy and wood with sustainability certification.

#### CORPORATE SOCIAL RESPONSIBILITY

We require our suppliers to respect human rights, manage their operations ethically and prevent corruption.

#### SUPPLY WITH A COMMITMENT: TWO KEY ASPECTS OF OUR STRATEGY

1 STEEL AS A SUSTAINABLE RAW MATERIAL.

#### OUR OBJECTIVE: TO REDUCE OUR ENVIRONMENTAL IMPACT FROM THE SOURCE

- We encourage the use of steel with low CO<sub>2</sub> emissions.
- We promote responsible and ethical production processes.
- We collaborate with suppliers, research centres and institutions to develop new technologies and more sustainable materials.
- We invest in R&D projects to advance towards the decarbonisation of our whole chain.

Reducing emissions is not just an operational challenge, it is a key step that starts with considering our raw materials.

### 2 ESG AWARENESS IN THE SUPPLY CHAIN

#### OUR COMMITMENT: TO BUILD A NETWORK OF RESPONSIBLE SUPPLIERS.

- We train our purchasing team in sustainability and human rights.
- We promote the incorporation of ESG criteria when choosing, monitoring and evaluating suppliers.
- We use self-evaluations and audits to verify good practices.
- We reinforce collaboration with key suppliers to progress towards due diligence in sustainability.

A responsible value chain is built step by step, from awarenessraising to a real commitment.



## THE GRUPO ARANIA ROUTE: MEANINGFUL SUPPLY CHAIN

#### Code of Conduct and ethical commitment

We request that our suppliers adhere to the Code of Conduct and demonstrate their commitment to human rights and integrity.

#### Self-evaluations and ESG visits

We supervise the journey using sustainability questionnaires, audits and technical visits. We listen, learn and improve together.

Each supplier approved is a key part of our vision: a more ethical, low-carbon industry, with real positive impact.

#### 1 Starting Point

3 Material En route

4 Monitoring The route

2

**PREPARING** 

THE WAY

**5** Arriving at our Destination

#### Mutual interest and shared principles

We analyse risks, values and capacities. It all starts with a conversation and an honest evaluation, in addition to compiling information about suppliers' responsible practices.

#### Sustainability at source and in processes

We prefer low-impact materials (low CO<sub>2</sub> steel, recycled plastics, renewable energy) and require suppliers to have at least ISO 9001 certification. We also recommend that they aim to get ISO 45001, ISO 14001, ISO 50001 and IATF 16949 certification.

#### Strategic approval

The final decision is made by our Raw Material Strategy Committee, which includes the Managing Director, the Purchasing Director, the Technology Product Process (TPP) Area and the Supply Chain Director. If we share values and standards are met, we will continue the journey as allies.

# WITH OUR CUSTOMERS AND CONSUMERS

Beyond regulatory compliance, we are committed to the health, safety and wellbeing of those who place their trust in us. We assess the impact of our products throughout their life cycle and guarantee clear information on their characteristics, including aspects such as their useful life and recycling possibilities. In 2024 we managed 2,875 complaints and resolved 99.86% of them, thanks to an effective assistance system, based on traceability, dynamic responses and ongoing improvement.

This figure represents a significant increase compared to 2023, when 1,803 complaints were received, and 100% of them resolved. The increase in the number of cases managed reflected both the greater reach of our assistance channels and a greater proactivity in the identification and recording of incidents.

#### HEALTH AND SAFETY IN THE USE OF PRODUCTS

We continually assess the impact of our products and services on the personal health and safety of users. We apply a preventive approach based on certifications such as ISO 9001, ISO 14001, ISO 45001 and IATF 16949, which allows us to work with criteria for continual improvement, risk assessment and integration of safer solutions from the design and development stage.

Each solution that reaches the market complies with stringent standards, as a result of our constant investment in technological development and commitment to the wellbeing of our end-users.

#### COMPLAINTS: LISTEN, RESOLVE, IMPROVE

In 2024 we received 2,875 complaints, and closed 2,871. We have a structured system that makes it possible to log, analyse and respond to each incident within 24 to 48 hours. The process involves the Customer Support (CS) and Quality teams and the sales areas, with a collaborative focus aimed at identifying the root cause and applying effective corrective action.

Furthermore, there have been no incidents recorded related to product health and safety, which reinforces our technical reliability and commitment to excellence.



Quality that protects, ethics that guide and commitment that transforms: that's how we build value with those around us.

#### BUSINESS WITH PRINCIPLES, IMPACT WITH PURPOSE

Our way of doing business is based on legality, integrity and respect for fair competition. We reject sales practices that compromise our values, such as undue benefits or distortions in market conditions.

This ethical commitment also extends to our environment: we promote contracting based on equal opportunities and competencies, we collaborate with local institutions dedicated to social and labour market integration and rigorously manage publicly funded projects, because doing things properly also contributes to the common good.

Our way of doing business takes care of people, protects the environment and builds value based on coherence.

# WITH THE COMPETITION AND OUR ENVIRONMENT

Our commitment to ethics goes beyond trade relations. We reject any practice that distorts competition and we always operate with criteria of legality, integrity and responsibility. This commitment also extends to our environment: we promote contracting based on equal opportunities and competencies, we collaborate with local institutions dedicated to social and labour market integration and we participate in publicly funded projects that are always managed with transparency and rigour, because doing things properly also contributes to the common good.

We are committed to responsible suppliers, well informed customers and doing business with principles.





OUR GUARANTEE IN FIGURES

**COMPLAINTS MANAGED IN 2024** 

99.86%

**CLOSED WITH CORRECTIVE ACTION** 

24-48h

TO IMPLEMENT CONTAINMENT **MEASURES** 

INCIDENTS IN PRODUCT HEALTH **AND SAFETY** 

# FISCAL TRANSPARENCY AND RESPONSIBLE CONTRIBUTION

The tax system is an essential part of our commitment to society. We apply a responsible and transparent fiscal policy, in line with current legislation and the ethical principles that guide our activity. We publish a detailed breakdown of profits obtained, taxes paid and public subsidies received in each country where we operate. This exercise in transparency reinforces our desire to generate value wherever we have a presence.

We pay where we operate, we contribute where we generate value. Responsible tax management is part of how we do business.

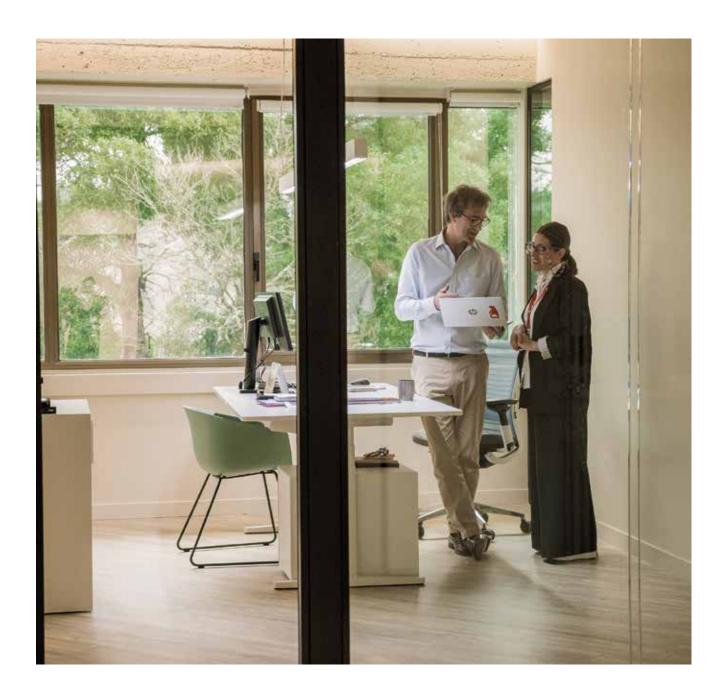
#### PROFITS, TAXES AND SUBSIDIES

Profits obtained by country, income tax paid and public subsidies received (thousands of euros) in 2023 and 2024.

		2023			2024	
(Thousands of euros)	Profit	Tax	Subsidies	Profit	Тах	Subsidies
AR Shelving USA	-646.75	0.00	_	-152.03	0.00	_
AR Racking USA	-4.80	0.00	_	546.29	-140.02	_
Total USA	-651.55	0.00	_	394.26	-140.02	_
AR Shelving España	-344.49	0.00*	8.05	-1030.00	0.00*	11.22
Arania	-29.63	0.00*	197.69	942	0.00*	99.99
Lamincer	_	_	-	728.85	0.00*	15.78
AR Racking España	10285.62	4014.00	65.22	4858.76	1738.27	60.23
Aratubo	-5790.67	0.00*	91.20	-9133.71	0.00*	38.06
ACI	7606.85	0.00*	-	10691.08	0.00*	_
Total Spain	11727.68	4014.00	_	7056.98	1738.27	_
AR Racking Colombia	238.74	178.73	_	-200.26	0.00	
AR Racking Germany	63.93	26.38	_	44.40	18.50	_
AR Racking Chile	249.90	98.97	_	-731.21	0.00	_
AR Racking Canada	_	_	_	261.77	207.76	_
AR Racking Peru	-293.75	0.00	_	-348.00	0.00	_
AR Racking UK	-18.94	0.00	_	-963.11	0.00	-
AR Shelving Slovakia	-1444.82	0.00	_	661.16	87.14	_

<sup>\*</sup> Consolidated tax filed. Details included in Fiscal Note to Consolidated Annual Accounts Report for financial year 2024.

# APPENDICES AND AND REFERENCES



This Non-Financial Status Report provides information corresponding to the period between 1 January 2024 and 31 December 2024, related to the business group Grupo Arania.

This document is part of the Consolidated Management Report, which includes the organisation's annual accounts for this same financial year.

To draw up this report we used GRI (Global Reporting Initiative) standards as a reference, as well as the legal requirements in Law 11/2018 of 28 December 2018 on non-financial information and diversity.

The principles for preparing reports related to the definition of content to be taken into account include the following: accuracy, balance, clarity, comparability, exhaustiveness, context of sustainability, punctuality and verifiability.

# INDEX OF GRI CONTENT AND ITS RELATIONSHIP WITH LAW 11/2018

#### MAIN RISKS AND IMPACTS IDENTIFIED

 The main risks related to these matters and to Group activities, including trade relations, products and services that may have a negative effect on these areas, when relevant and proportionate.

#### GRI 3-3 MANAGEMENT OF MATERIAL TOPICS

- Materiality assessment: Key issues for our stakeholders.
- Governance and ESG risk management.

#### - ENVIRONMENTAL MATTERS

Scope		Reporting framework	Reference	Comments/ Reason for omission
Environmental management	Current and foreseeable effects of the company's activity  Procedures for evaluation or environmental certification  Resources dedicated to environmental risk prevention  Application of the precautionary principle  Quantity of provisions and guarantees for environmental risks	<ul> <li>GRI 3-3 Management of material topics</li> <li>Internal criterion/GRI 201-2         Financial implications and other risks and opportunities resulting from climate change (accounting criterion)</li> <li>GRI 2-23 Policy commitments</li> <li>Law 26/2007 on Environmental Responsibility (if applicable)</li> </ul>	Building a positive environmental impact (p. 92)	
Pollution	Measures to prevent, reduce or repair carbon emissions (including noise and light pollution)	GRI 3-3 Management of material topics	Decarbonisation: steel for a cleaner world (p. 96) Biodiversity and sustainability in our operations (p. 104)	
Circular economy and waste prevention and management	Measures to prevent, recycle and reuse, and other forms of waste recovery and disposal	<ul> <li>GRI 3-3 Management of material topics</li> <li>GRI 306-3 (2020) Waste generated</li> </ul>	The circular economy as a competitive advantage (p. 100)	
	Actions to combat food waste	GRI 3-3 Management of material topics	-	Not material

Scope		Reporting framework	Reference	Comments/ Reason for omission
Sustainable use of resources	Consumption and supply of water in accordance with local limitations	GRI 3-3 Management of material topics	Biodiversity and sustainability in our	
		• GRI 303-3 Walet Williotawai	operations (p. 104)	
	Consumption of raw materials	GRI 3-3 Management of material topics		
		GRI 301-1 Materials used by weight or volume		
	Energy consumption, direct and indirect	GRI 302-1 Energy consumption within the organisation		
	Measures taken to improve energy efficiency	GRI 3-3 Management of material topics		
	<b>Use</b> of renewable energy	GRI 302-1 Energy consumption within the organisation		
Climate change	Major components of the greenhouse gas emissions generated	GRI 305-1 Direct (Scope 1)     GHG emissions	Decarbonisation: steel for a cleaner	
		GRI 305-2 Energy indirect (Scope 2) GHG emissions	world (p. 96)	
		If applicable: GRI 305-3     Other indirect (Scope 3) GHG emissions		
	Measures to be adopted to adapt to the consequences of climate change	GRI 3-3 Management of material topics		
	Goals for reduction established voluntarily	GRI 3-3 Management of material topics		
Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material topics	Biodiversity and sustainability in our	
	Impacts caused by activities or operations in protected areas	operations (p. 104)		

#### — SOCIAL AND STAFF-RELATED MATTERS

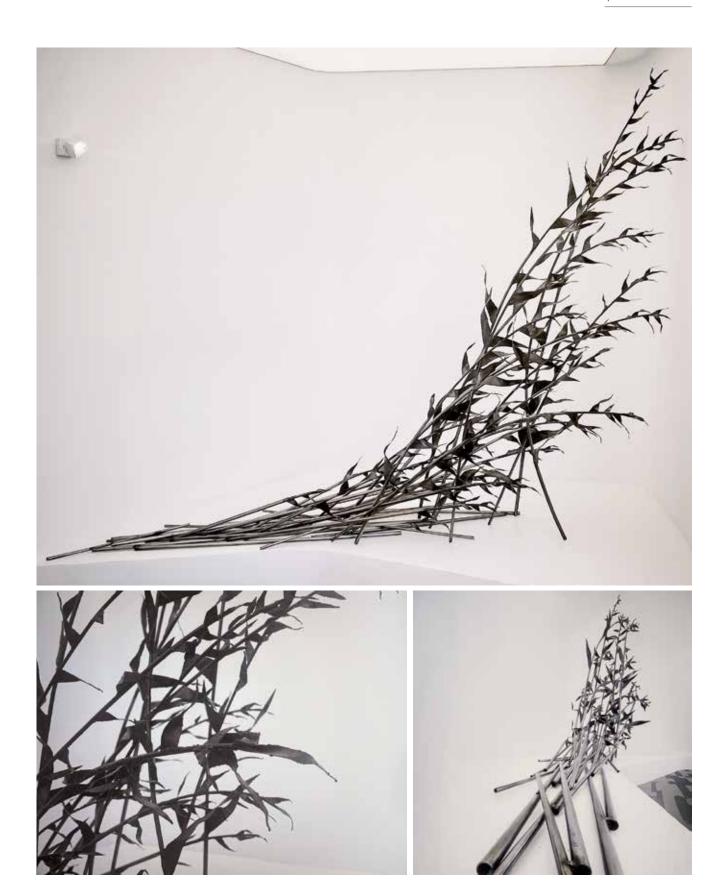
Scope		Reporting framework	Reference	Comments/ Reason for omission
Employment	<b>Total number</b> and distribution of employees by sex, age, country and professional classification	<ul> <li>GRI 2-7 Employees</li> <li>GRI 405-1 Diversity of governing bodies and employees</li> </ul>	Employment and talent: the strength of our team (p. 60)	
	<b>Total number</b> and distribution of work contract types			
	Annual average of permanent, temporary and part-time contracts by sex, age and professional classification	GRI 2-7 Employees		
	<b>Number</b> of dismissals by sex, age and professional classification	GRI 401-1 New contracting of employees and staff rotation		
	<b>Wage</b> gap	Internal framework: the calculation was made using the following formula: (Av. Salary for Women – Av. Salary for Men)/ Av. Salary for Men	Equality, diversity and opportunities (p. 74)	
	Average remuneration by sex, age and professional classification	Internal framework: Average remuneration (includes full salary for the year, fixed pay	Equality, diversity and opportunities (p. 74)	
	Average remuneration of Board Members by sex	and all remuneration variables (allowances, compensation, payment to savings systems, etc.) obtained during the year.	Fiscal transparency and responsible contribution (p. 126)	
	<b>Average remuneration</b> of Directors by sex		Equality, diversity and opportunities (p. 74)	
			Fiscal transparency and responsible contribution (p. 126)	
	Implementation of <b>policies</b> for disconnecting from work	GRI 3-3 Management of material topics	Occupational health, safety and wellbeing (p. 86)	
	Employees with disabilities	GRI 405-1 Diversity in governing bodies and employees.	Equality, diversity and opportunities (p. 74)	

Scope		Reporting framework	Reference	Comments/ Reason for omission	
Organisation of work	Organisation of working time		topics safety and wellbeing	safety and wellbeing	
	Number of hours of absenteeism	Internal framework: absenteeism rate	Employment and talent: the strength of our team (p. 60)		
	Measures to facilitate recommendations for work/life balance and promote shared responsibility in implementing them by both parents	GRI 3-3 Management of material topics	Occupational health, safety and wellbeing (p. 86)		
Health and safety	Conditions for occupational health and safety	GRI 403-1 Occupational health and safety management system	Occupational health, safety and wellbeing (p.86)		
	<b>Number</b> of work-related accidents and illnesses by sex, frequency and severity rates by sex	GRI 403-9 Work-related injuries     Frequency rate= No. of accidents with leave x 1,000,000/no. hours worked (excluding commuting accidents)			
		• Severity rate= No. of days lost x 1,000,000/no. hours worked (excluding commuting accidents)			
Social relations	Organisation of social dialogue	GRI 3-3 Management of material topics	Equality, diversity and opportunities (p. 74)		
	Percentage of employees covered by collective agreements by country	GRI 2-30 Collective bargaining agreements			
	Balance of the collective agreements, particularly in the field of occupational health and safety	GRI 3-3 Management of material topics			

#### — SOCIAL AND STAFF-RELATED MATTERS

Scope		Reporting framework	Reference	Reason for omission
Training	<b>Policies</b> implemented in the field of training	GRI 404-2 Programs for upgrading employee skills and transition assistance programs.	Our energy: people who generate change (p. 56)	
	<b>Total quantity</b> of training hours by occupational status.	Internal framework		
Universal acce     disabilities	essibility for people with	GRI 3-3 Management of material topics	Equality, diversity and opportunities (p. 74)	
Equality	Measures adopted to promote equal treatment and opportunities between women and men	GRI 3-3 Management of material topics	Equality, diversity and opportunities (p. 74)	
	Equality Plan measures adopted to promote employment, protocols against sexual and gender harassment	<ul> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>	- I	
	Universal accessibility and integration of people with disabilities	GRI 3-3 Management of material topics		
	Policies against all types of discrimination and, where applicable, diversity management	<ul> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>		

Comments/



#### Poetry is the transformation of materials

**Cristina Almodóvar** *Transformación. Viento* (2024)

#### — INFORMATION ON RESPECT FOR HUMAN RIGHTS

Scope	Reporting framework	Reference	Comments/ Reason for omission
<b>Application</b> of due diligence procedures for human rights	<ul> <li>GRI 2-26 Mechanisms for seeking advice and raising concerns</li> <li>GRI 3-3 Management of material topics</li> </ul>	Grupo Arania's Code of Conduct A robust framework: Ethics and Governance (p. 32)	
Prevention of the risk of breaching human rights and, where applicable, <b>measures</b> to mitigate, manage and repair any abuse committed	<ul> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> <li>GRI 2-26 Mechanisms for seeking advice and raising concerns</li> </ul>	Code of Conduct and Due Diligence (p. 40) Integrity in business relationships (p. 52)	
Formal complaints of cases of human rights breaches	<ul> <li>Internal framework: quantitative information of the number of formal complaints.</li> </ul>	Integrity in business relationships (p. 52)	
Promotion of and compliance with the provisions of the fundamental convents of the ILO related to respect for freedom of association and the right to collective bargaining, elimination of discrimination in employment and work, elimination of forced or obligatory work and the effective abolition of child labour	<ul> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>	Code of Conduct and Due Diligence (p. 40) Integrity in business relationships (p. 52)	

#### — INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY

Scope	Reporting framework	Reference	Comments/ Reason for omission	
Measures adopted to prevent corruption and bribery	GRI 2-25 Processes to remediate negative impacts	Grupo Arania's Code of Conduct (p. 40)		
	GRI 2-23 Policy commitments	A robust framework:		
	GRI 2-26 Mechanisms for seeking advice and raising concerns	Ethics and Governance (p. 32)		
Measures to fight against money laundering	GRI 2-25 Processes to remediate negative impacts	Integrity in business relationships (p. 52)		
	GRI 2-23 Policy commitments			
	<ul> <li>GRI 2-26 Mechanisms for seeking advice and raising concerns</li> </ul>			
Contributions to foundations and non-profit organisations	GRI 201-1 Direct economic value generated and distributed	Integrity in business relationships (p. 52)	No economic provisions have been made	

#### - COMPANY INFORMATION

Scope		Reporting framework	Reference	Reason for omission
The company's commitment to sustainable	Impact of the company's activity on employment and local development	GRI 3-3 Management of material topics	Creating value in our communities (p.114)	
development	Impact of the company's activity on local and regional communities	GRI 3-3 Management of material topics		
	Relationships maintained with local community figures and types of dialogue with them	GRI 3-3 Management of material topics		
	Actions of association or sponsorship	GRI 3-3 Management of material topics		
		GRI 2-28 Membership of associations		
		<ul> <li>Internal framework: description of the actions of association or sponsorship</li> </ul>		
Sub-contracting and suppliers	Inclusion of social, gender equality and environmental matters in the	GRI 3-3 Management of material topics	Suppliers, customers and business ethics (p.118)	
	purchasing policy	GRI 2-6 Activities, value chain and other business		
	Consideration of social and environmental responsibility in relationships with suppliers and subcontractors	relationships  • GRI 2-24 Embedding policy commitments		
	Systems of supervision and auditing and their results			

Comments/

Scope		Reporting framework	Reference	Comments/ Reason for omission
Consumers	Measures for consumer health and safety	GRI 3-3 Management of material topics	Suppliers, customers and business ethics (p.118)	
	Systems for complaints	GRI 2-16 Communication of critical concerns		
		GRI 2-25 Processes to remediate negative impacts		
	Complaints received and their resolution	GRI 2-25 Processes to remediate negative impacts		
		Internal framework: information on complaints and opportunities for improvement		
Fiscal information	Profits obtained country by country	GRI 207-4 Presentation of reports country by country	Fiscal transparency and responsible contribution (p. 126)	
	Income tax paid	GRI 207-4 Presentation of reports country by country		
	Public subsidies received	GRI 201-4 Financial assistance received from government		

#### At Grupo Arania we believe in the power of local talent and culture as a driving force for transformation and cohesion.

The artwork of Jon Ander Torres which illustrates this report, is evidence of our commitment to environmental, social and cultural sustainability. We are aware that industrial development is only sustainable when it integrates and values the people and the environment that inspire us and drive us to build a better future.

#### Cover



Forging the future: leadership and purpose

Grupo Arania: a solid

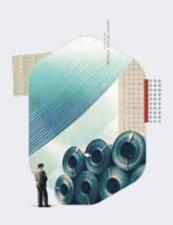
A robust framework: ethics and



structure



governance



Our energy: people who generate change

Building a positive environmental impact

Beyond steel: our social impact







Independent Limited Assurance Report on the Consolidated Non-Financial Information Statement for the year ended December 31, 2024

ARANIA CORPORACIÓN INDUSTRIAL, S.A. AND DEPENDENT COMPANIES





Ernst & Young, S.L. C/ Raimundo Fernández Villaverde, 65 28003 Madrid Tel: 902 365 456 Fax: 915 727 238 ey.com

#### INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

To the shareholders of ARANIA CORPORACIÓN INDUSTRIAL, S.A.:

Pursuant to Article 49 of the Commercial Code we have performed a verification, with a limited assurance scope, of the Consolidated Non-Financial Information Statement (hereinafter NFIS) for the year ended December 31, 2024, of ARANIA CORPORACIÓN INDUSTRIAL, S.A. AND DEPENDENT COMPANIES (hereinafter Arania or the entity or the Group) that forms part of the Consolidated Management Report of the Group.

The content of the NFIS includes additional information to that required by prevailing company law in respect of non-financial information that has not been subject to our verification. In this regard, our assignment has been exclusively limited to the verification of the information shown in table "GRI Content Index and its relationship with Law 11/2018" included in the accompanying NFIS.

#### **Responsibility of the Directors**

The preparation of the NFIS included in the Consolidated Management Report of the Group and its content, is the responsibility of the directors of Arania. The NFIS has been prepared in accordance with the content required by current company law and in conformity with the criteria outlined in the selected Sustainability Reporting Standards of Global Reporting Initiative (GRI standards) as well as other criteria described in accordance with that indicated for each subject in table "GRI Content Index and its relationship with Law 11/2018" of said NFIS.

This responsibility also includes the design, implementation and maintenance of such internal control as considered necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The Directors of Arania are also responsible for defining, implementing, adapting and maintaining the management systems from which the necessary information for preparing the NFIS is obtained.



Our independence and quality management

We have complied with independence and other ethical requirements of the International Code of Ethics for Accounting Professionals (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Our Firm applies International Standard on Quality Management 1 (ISQM 1), which requires us to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team consisted of experts in the review of non-financial information and, specifically, information on economic, social, and environmental performance.

#### Our responsibility

Our responsibility is to express our conclusions in an independent, limited assurance report based on the work performed J<sup>1</sup>. Our review has been performed in accordance with the requirements established in the current International Standard on Assurance Engagements 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Institute of Chartered Accountants (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower.

Our work consisted in making enquiries of Management and the various Group units participating in the preparation of the NFIS, reviewing the process for gathering and validating the information included in the NFIS, and applying certain analytical procedures and performing tests of details on a sample basis as described below:

- Holding meetings with Arania personnel to obtain an understanding of the business model, the policies and management approaches applied, and the main risks related to these matters and to gather the information needed to perform the independent assurance work.
- Analyzing the scope, relevance and completeness of the content of the 2024 NFIS based on the materiality assessment performed by Arania and described in section 2. "Solid Structure: This is Arania Group." considering the content required in prevailing company law.
- Analyzing the processes used to compile and validate the data presented in the 2024 Non-Financial Information Statement.

<sup>&</sup>lt;sup>1</sup> Para la primera vez que es obligatoria la verificación el párrafo sería como sigue:

<sup>&</sup>quot;Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed which exclusively refers to 20XX exercise. Data corresponding to previous exercises were not subject to the assurance provided for in the current Code of Commerce!".



- Reviewing the disclosures relating to the risks, policies and management approaches applied with respect to the material matters presented in the 2024 NFIS.
- Checking, through sample testing, the information underlying the content of the 2024 NFIS and whether it has been adequately compiled based on data provided by information sources.
- Obtaining a representation letter from the directors and management.

#### Conclusion

Based on the limited assurance procedures conducted and the evidence obtained, nothing has come to our attention that causes us to believe that ARANIA CORPORACIÓN INDUSTRIAL, S.A. NFIS for the year ended December 31, 2024 has not been prepared, in all material respects, in accordance with the contents required by current commercial regulation and the criteria of the selected GRI standards, as well as other criteria, described as explained for each subject matter in the table "GRI Content Index and its relationship with Law 11/2018" of said Consolidated Management Report.

#### Use and distribution

This report has been prepared as required by current mercantile regulation in Spain, thus it may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.
(Signature on the original in Spanish)
Alberto Castilla Vida

June 9, 2025

#### NFSR 2024

