



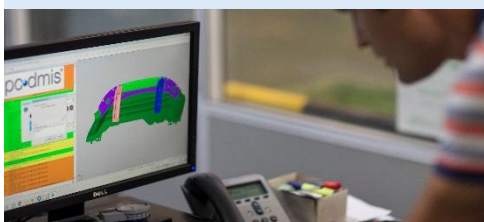
# Index

## Introduction

Ley 11/2018 2

## About Segura

Business model	5
Our history	6
Mission, vision and values	8
Group companies	10
About the Group	11
Material aspects and stakeholders	15
Corporate Governance	17



## Chairman's letter

Francisco Segura Hervás



## Environmental matters

Aspects about the environment	21
Key environmental metrics	22
Decarbonization plan	29
Net-zero commitment	30
SDGs	32



## Our team

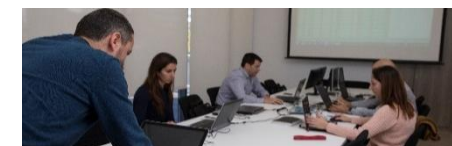
Segura's team	34
Our workforce	35
Professional development	38
Working conditions	39
Work organization	40
Equality	41

## Fight against corruption and bribery

44

## Human rights

43



## Collaboration with society

Partnerships, donations and sponsorships	46
Our clients	49
Our suppliers	50
Innovation and digitalization	51
Tax information	54

## Contents (Spanish law 11/2018)

55







1

Introduction

# Introduction

With effect from January 1, 2018, [Law 11/2018 of December 28](#) came into force. This law amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of July 2, and Law 22/2015 of July 20 on Auditing, regarding non-financial and diversity information (hereinafter, Law 11/2018). It replaces Royal Decree-Law 18/2017 of November 24, which transposed Directive 2014/95/EU of the European Parliament and of the Council into Spanish law, concerning the disclosure of non-financial and diversity information

In accordance with the provisions of Law 11/2018, certain companies, including Balpa Sistemas de Gestión Empresarial, S.L. and its subsidiaries, hereinafter referred to as “[Segura](#)” or “[the Group](#),” are required to prepare a non-financial information statement. This statement must be included in the consolidated management report or in a separate report for the same fiscal year, containing the same content and meeting the required standards. It must include, among other matters: the information necessary to understand the Group’s development, results, and situation; the impact of its activities on [environmental](#) and [social](#) issues; respect for [human rights](#); and the [fight against corruption and bribery](#), as well as [personnel-related matters](#). It must also include any measures adopted to promote the principle of equal treatment and opportunities between women and men, non-discrimination, the inclusion of people with disabilities, and universal accessibility.



In this context, the parent company includes the Group’s consolidated non-financial information statement in a separate report, which accompanies the consolidated annual accounts for the fiscal year ended December 31, 2024.

This consolidated non-financial information statement has been prepared in accordance with the contents established by current commercial regulations, following the criteria described for each topic in the table “[Contents of the non-financial information statement](#),” and, to the extent possible, with reference to the selected Global Reporting Initiative (GRI) Sustainability Reporting Standards, applying the principles of comparability, reliability, materiality, and relevance set out in the aforementioned non-financial information law.

# Chairman's letter

Below, we present our sixth sustainability report, covering the 2023 and 2024 fiscal years, in which we detail the results of the work carried out within our organization during this period. We are fully aware of the direct responsibility we bear for the impact generated by our activity, our supply chain, as well as the emissions and waste we produce. Therefore, aligned with the Sustainable Development Goals and the principles of the United Nations Global Compact, we work to establish lasting partnerships that allow us to achieve our objectives more efficiently and respectfully, in line with the global agenda. This report provides a detailed and comprehensive account of all our actions, as well as other relevant environmental, economic, and social aspects. In doing so, we reaffirm once again our commitment to transparency, a fundamental pillar of our management and corporate governance system, which is constantly evolving to incorporate the most rigorous practices in this area. We are convinced that only through ethics, good governance, and the defence of social interest can we move toward the true creation of sustainable value for society.

In a highly complex international context during the 2024 fiscal year, Segura business Group has consolidated the restructuring measures implemented in previous years to optimize costs, while continuing its expansion process in line with the objectives of its strategic plan. This progress has materialized in the two production plants in Germany, specialized in metal stamping and component assembly for the automotive sector..

For all these reasons, we invite you to learn about the foundation of our efforts to prepare for and respond appropriately to these challenges, always maintaining our commitment to carrying out our activity in the most sustainable way possible, and to continue improving year after year through responsible management of our environment and stakeholders. Finally, I would like to highlight the fundamental role played by our employees, clients, suppliers, industry associations, public administration, and, in general, all stakeholders. Their collaboration has been essential to achieving Segura's accomplishments and shaping its future strategy. My sincere thanks to all of them.

Francisco Segura Hervás





2

Business Model



# Business Model

**Segura** is an industrial group dedicated to the **design, development, and manufacturing of metal components** for the automotive industry, primarily through stamping and welding processes. It specializes in the development and industrialization of metal parts, as well as in the design, engineering, and development of stamping dies.

The designs of the parts produced by the Group enable clients to manufacture **safer and lighter vehicles**, and therefore more **environmentally friendly**, helping to optimize fuel consumption and minimize environmental impact.

## Global supplier

Since its founding in 1970, Segura has maintained the goal of being a global supplier, capable of delivering **differential value** to its clients through the products and services it offers.

Since its beginnings, the Group has continued to grow, progressively incorporating new products and technologies, which has enabled it to become a **leader** in the design and manufacturing of automotive components, as well as one of the **main suppliers** in the automotive sector.

Segura as a Group works with the leading automobile manufacturers, with its most important clients including **Seat, Audi, Volkswagen, Skoda, Mazda, Land Rover, Ford, Volvo, Jaguar, Mercedes-Benz, BMW, Bentley, and Porsche**.

## Growth

At Segura, we are committed to **growth and long-term presence**. Our goal as an industrial group is to deliver value to our clients throughout our entire operations chain and to establish a position of leadership and innovation in the automotive sector.



**52%** International sales  
**256** million of euros  
**1.253** employees

## Our history



### 1970 - 1980

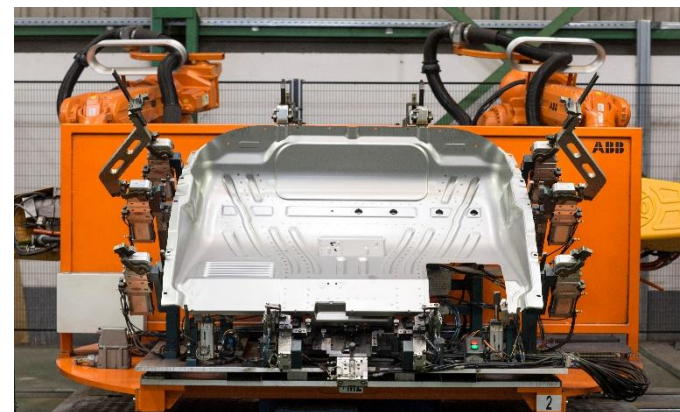
The company was founded by Mr. Francisco Segura. It was initially conceived for the design and creation of stamping tools for metal parts. Later, its activity evolved into **stamping parts for the toy and furniture industries**.

### 1980 - 1990

Due to its interest in **diversification**, Segura entered the automotive sector as a stamper of small body parts for the company Ford, becoming a certified supplier. **The stamping plant in Burjassot was inaugurated.**

### 1990 - 2000

The company became an industrial group, offering **engineering services** to various clients in the sector, as well as assembly and cathodic dip coating (**KTL**) processes. New engineering department facilities were inaugurated at the Burjassot plant.







## 2010 - 2020

A new facility is acquired, which will be named Almussafes II, with most **welding** processes being relocated there, and it is becoming the **logistics center for shipments**.

The Group opens offices in **Hong Kong and Shanghai** and inaugurates the new **headquarters** building in the **Paterna Technology Park**.

## 2000 - 2010

In 2000, the official inauguration of the **Almussafes I plant** took place. In 2005, the company acquired 100% of a cathodic dip coating (KTL) company, and in 2008, a **new production plant was launched in Szolnok (Hungary)**, enabling the Group to serve automotive manufacturers in **Northern, Central, and Eastern Europe**.

## 2020 - now

**Two plants are acquired in Vigo and two more in Germany.** Segura offers the most modern manufacturing processes, the most efficient engineering, and the most competitive tooling and prototype design and construction in the automotive sector, enabling it to deliver products anywhere in the world



# Mission, vision and values

## Vision

The Group aims to become one of the leading European companies in the automotive auxiliary industry, ensuring that its clients feel their expectations are fully met, fostering customer loyalty, and demonstrating the commitment of all employees.

## Mission

Design, industrialization, and international manufacturing of metal parts through stamping, assembly, and surface finishing processes, continuously and sustainably maximizing the value of Group Segura through customer loyalty and the commitment of all employees

## Values

Segura is committed, through the identification of objectives and the achievement of results, to staying on the path of continuous improvement, with the aim of increasing productivity, encouraging creativity, initiative, and a sense of responsibility among our staff, and minimizing consumption and waste.

# Our Values

What defines us:



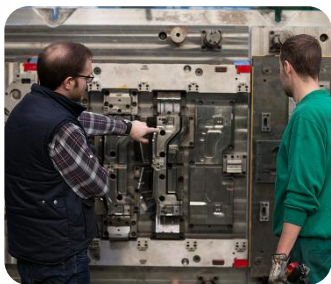
## Self - Improvement

We work from a philosophy of effort, perseverance, and high standards in the development of our products and solutions. To achieve this, we dedicate all our energy to taking immediate action, demonstrating willpower, and maintaining continuous work.



## Entrepreneurship

We pursue an international project with the best and most modern means of production, design, and management, offering a value proposition that seeks to solve and satisfy our clients' needs in an innovative way.



## Passion

We manage to feel and convey passion and enthusiasm in our projects, behaviours, and actions. We are committed to corporate engagement, with personal involvement and identification with the company, and an optimistic attitude.



## Union

Our team is made up of highly qualified people, passionate about doing excellent work and exceeding our clients' expectations. We trust in the abilities of our employees, their drive to grow, and in internationalization as a guarantee for the future.



## Respect

We foster respect through truth to build trust. We are committed to sustainability by balancing economic, social, and environmental factors, with a strong commitment to society, the environment, and the safety of our employees.



## Adaptability

We demonstrate a great capacity for adaptation, responding to our clients' changes and needs with flexibility and efficiency. We anticipate problems and provide quick solutions without compromising our commitment or performance.





These activities are carried out at the company's **various facilities**:

#### Companies in Spain:

- Balpa Sistemas de Gestión empresarial, S.L.
- Matricería y Estampación F. Segura, S.L.U
- F. Segura Naves Industriales S.L.U
- F. Segura Vigo, S.L.




The Group has a plant in Hungary (Szolnok)

The Group has two plants in Germany (Treuenbrietzen and Eisenach)."

The Group has six plants in Spain (Almussafes and Vigo)

#### Other companies:

- F. Segura Shanghai, Automotive Parts Co. Ltd.
- F. Segura Hungary, KFT
- F. Segura Deutschland GmbH

 Production facility  
 Resident engineers  
 Sales office

The Group has a sales office in Shanghai (China) and resident engineers at customer sites in England and Sweden

## About the Group

Segura offers modern **manufacturing processes**, the most efficient engineering, and the most competitive tooling and prototype design and construction in the automotive sector, enabling it to deliver products anywhere in the world.

In this context, the Group competes in the automotive sector as a **TIER 1 supplier**.

# 85%

Of sales are made directly to OEMs (vehicle manufacturers)

The automotive sector is characterized by **high demands and specialization**. This requires systems and processes with proven quality standards, as well as suppliers who understand the specific requirements of each client and are aware of industry trends.

In this regard, Segura's organization is focused on strengthening business management capabilities to increase efficiency and value creation, enabling the Group's growth and transformation into one of the leading organizations in the sector.

**The design of the Group's parts allows its clients to manufacture safer and lighter vehicles, and therefore more environmentally friendly, helping to optimize fuel consumption and minimize environmental impact.**

To grow in such a demanding sector, Segura does not view the production process as something static, but is always seeking to **improve products and operations, turning good into excellent**.

The Group is aware that a passion for excellence is the path to **success**. For this reason, products are conceived from the perspective of the most demanding consumer, considering clients' needs regarding product quality, and striving every day to understand how to positively influence **quality** in their respective areas of work. This approach allows the Group to guarantee maximum safety, not only in terms of product quality, but above all in terms of **profitability and production sustainability**.

## An Industry in Constant Transformation

The sector is undergoing major changes due to two main factors: changes in **consumer behaviour** and **government regulations**. From safety and environmental legislation to the entry of non-local manufacturers into the market, current regulations have a significant impact on the automotive industry.

Considering changes in consumer behaviour, there has been a significant increase in car sharing as a result of rising fossil fuel prices, and there is an accelerated search for technological advances that can **transform the driving experience** by manufacturing autonomous, connected, and more **environmentally friendly vehicles**.



Regulations, together with greater awareness and changes in customer behaviour, are forcing companies to invest in **more innovative and creative solutions**.

In this scenario, **sustainability** is at the heart of Group's business strategy. The Group understands the importance of improving its economic performance and recognizes that this is closely linked to how it addresses social and environmental concerns.

To innovate and drive its growth, the Group relies on the efforts of a fantastic team—the employees behind Segura.

With a **strong corporate culture**, the Group is prepared to face the **challenges** of the sector and continue fulfilling its mission to continuously and sustainably maximize its value, maintaining customer **loyalty** and the

**engagement** of all its employees.

The Group's **tradition** leads it to preserve its historical legacy, not only meeting its objectives but doing so with excellence, standing out in **quality and innovation**, and taking shared responsibility for the development of the broader society in which it operates.

The Group's **quality policy** is the clear intention of its top management to guide the organization and management based on a system that seeks excellence and continuous improvement, focused on the satisfaction of customers, the organization itself, and other stakeholders.

The **quality management system** is based on two international standards which, when combined, help the Group achieve best practices in the design, manufacturing, and supply of automotive products.

#### Environmental Management System

ISO 14001

Helps manage and identify environmental risks.

#### International Automotive Task Force

IATF 16949

Fundamental requirements of the quality management system for automotive suppliers.



The Group's activity is focused on **six** fundamental pillars, which are the basis for its development:

### Engineering

At Segura, innovation starts with engineering. Our technical team works with state-of-the-art design and simulation tools (CAD/CAE), capable of analysing the structural functionality of each component before manufacturing, ensuring performance, safety, and efficiency from the conceptual phase.

A key focus of our R&D&I is the research of new materials that meet the demands for lightness, strength, and sustainability in the automotive industry of the future. In collaboration with technology suppliers, we participate in projects to develop high-strength steels, recycled materials, functional coatings, and hybrid solutions that reduce weight and emissions without compromising quality.

This commitment to innovation is reinforced by our ability to manufacture our own prototypes and tooling, validate components through internal testing, and establish resident engineering teams at our customers' plants in Europe, thus ensuring efficient, flexible, and customer-focused industrialization.

### Toolmaking and tooling

The Group has its own tooling workshop equipped with modern machinery and a team of highly experienced toolmakers and fitters. In addition, a significant part of the die construction processes is carried out both in Eastern Europe and in Asia and India, with these processes being managed and supervised by the Group's expert toolmakers.

All numerical controls are programmed remotely from the workshop's technical office, which also prepares the tooling construction drawings. Furthermore, the Group has a team dedicated exclusively to tooling follow-up, as well as a robust validation program for the design and manufacturing process of each die.



## Foaming



Segura has **robotic cells** for applying polyurethane beads to certain parts, using a fast-reacting two-component foaming system. These components are supplied and processed by robots, allowing a head equipped with a mixing dispenser to automatically apply foam beads to a series of parts in a fully automated process.

## Surface treatments



The Group specializes in a wide range of metal surface treatments, guiding clients to choose the most suitable finish for their needs. Their expertise includes advanced techniques such as cataphoretic painting, powder coating, zinc plating, and phosphating.

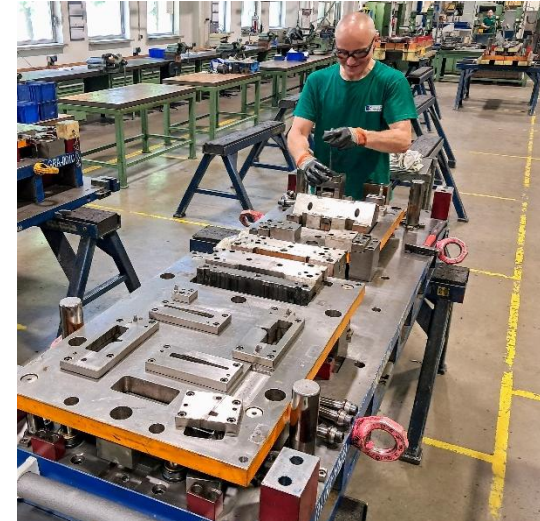
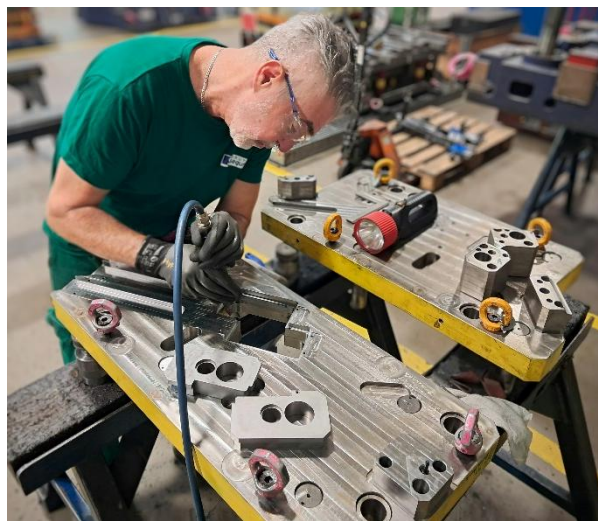
## Prototype Management



The company has its own workshop dedicated to prototype development, supported by a team of specialists who turn product concepts into reality—delivering results within competitive timeframes and budgets.

## Stamping, Welding, and Assembly

For this activity, Segura operates presses capable of manufacturing all types of metal components. In addition, their extensive welding expertise enables them to offer assembly solutions for both metal-to-metal and metal-to-plastic parts.



## Material aspects and our stakeholders

In 2024, Segura conducted a **materiality assessment** in line with the GRI standard, evaluating how its strategy aligns with the Sustainable Development Goals (SDGs) and its level of compliance with Law 11/2018. This analysis helps identify and prioritize the issues most relevant to the Group and its stakeholders, considering significant economic, environmental, and social impacts. These impacts influence stakeholder assessments and decisions, where “impact” refers both to the organization’s effects—positive or negative—on the economy, environment, and society, as well as the effects stakeholders may have on the organization.

**The Group is committed to maintaining open and ongoing dialogue with all its stakeholders, aiming to create value through a collaborative and approachable attitude that sets a benchmark in the industry. By integrating this dialogue into its business strategy, the company drives improvements in both competitiveness and the quality of its products and services.**

Stakeholders are a cornerstone of the organization’s success, and Segura is committed to fostering effective engagement to gain valuable insights and address their concerns. The Group strives to build and develop transparent

solutions based on trust, respecting the perspectives, key expectations, and demands of all stakeholders as business strategies are developed.

Segura as a Group **regularly engages with stakeholders** through a structured participation **process**, utilizing multiple communication channels. This approach helps define the most material issues, which are clearly reflected in business decisions and future aspirations. The main stakeholder groups identified during the analysis include employees and shareholders (**internal** stakeholders), as well as customers, suppliers and subcontractors, government entities, and industry peers (**external** stakeholders).

The objective is to identify and prioritize the key topics that **impact** both the organization and its stakeholders, enabling more effective management of risks and opportunities.

Initially, a total of **25 material topics** were considered, selected after a thorough analysis of SASB (Sustainability Accounting Standards Board) and MSCI (Morgan Stanley Capital International) frameworks, benchmarking against similar companies, and evaluating client requirements. Following a comprehensive assessment and **impact** analysis, the following **highly relevant material topics** were identified:



## E

- **Promotion of Initiatives to Combat Climate Change:** Implementation of actions and projects aimed at reducing greenhouse gas emissions and mitigating the impacts of climate change within the company and the broader community.
- **Greenhouse Gas Emissions Management:** Adoption of measures to monitor, measure, and reduce greenhouse gas emissions resulting from the company's operations and activities.
- **Energy Management:** Implementation of practices and technologies to enhance energy efficiency and promote the use of renewable energy sources across company operations.
- **Hazardous Waste and Materials Management:** Establishment of policies and processes to minimize waste generation, ensure proper waste management, and reduce the environmental impact of hazardous materials used by the company.
- **Product Carbon Footprint:** Measurement of the environmental impact associated with the production, distribution, and consumption of products, with the goal of identifying opportunities to reduce greenhouse gas emissions.

## S

- **Human Capital Development:** Investment in programs and policies that support professional growth, training, and employee well-being, contributing to the company's sustainable development.
- **Promotion of Diversity in All Its Forms:** Implementation of policies and practices that foster diversity and inclusion in the workplace, valuing and respecting cultural, gender, ethnic, and age differences, among others.
- **Labor Relations – Health and Safety:** Promotion of a safe and healthy work environment, ensuring compliance with occupational health and safety regulations and encouraging employee participation in risk prevention.
- **Respect for Human Rights:** Commitment to respecting and protecting human rights across all company operations and activities, avoiding any form of discrimination, abuse, or exploitation.
- **Product Safety and Quality:** Assurance of the safety and quality of the company's products and services, in full compliance with relevant regulations and standards.

## G

- **Good Corporate Governance:** Implementation of practices and structures that promote transparency, accountability, and fairness in organizational decision-making.
- **Ethics and Compliance:** Adoption of ethical and legal standards across all business operations to ensure integrity, legality, and respect for all stakeholders.
- **Responsible Supply Chain Management:** Establishment of criteria and practices that foster transparency, ethics, and respect for human and environmental rights throughout the company's supply chain.
- **Fiscal Responsibility:** Fulfilment of tax obligations in a transparent and ethical manner, contributing to the socioeconomic development of the communities where the company operates

## Corporate governance

The **Board of Directors** is Segura's highest governing body for corporate responsibility and risk management and is composed of **two men and two women**. The Board recognizes and embraces the importance of a corporate governance system that guides the structure and functioning of its governing bodies in the best interests of the Group and its stakeholders.

The Group firmly believes that **strong** corporate governance leads to effective decision-making, which is essential for the success of any organization.

Segura's approach to business management ensures **sustainable growth**, driving the expansion of operations and reinforcing its ambition to become a leading supplier in its sector. Corporate governance rules are regularly reviewed and updated, always grounded in a strong commitment to **business ethics and corporate responsibility**. In this context, governance principles are primarily reflected in the guidelines set by its partners, Board of Directors, and management committee, as well as in management policies and the company's code of ethics and conduct.



The main aspects related to non-financial information in this area are as follows:

<b>Compliance with and Respect for Legislation</b>	Segura requires its employees to comply with both legal and internal regulations, fostering an environment of trust and freedom of expression. The company also respects union freedom and rejects all forms of discrimination.
<b>Respect for Individuals</b>	Respect for people is a fundamental principle in Segura's daily operations. Every member of the Group is committed to ensuring that everyone in its environment is treated fairly, equitably, and with respect.
<b>Equal Treatment</b>	The Group guarantees equal, respectful, and non-discriminatory treatment for all employees, regardless of race, age, gender, religion, nationality, or any other legally protected characteristic. The Group also actively addresses and reports workplace harassment, providing channels for employees to report any such situations.
<b>Respect for Human Rights</b>	All Segura's employees are required to respect the laws and regulations in every country where the Group operates, complying with both national and international laws related to child labour.
<b>Safety and Environmental Protection</b>	Every employee is responsible for adhering to workplace safety and hygiene standards and for using equipment and facilities properly.
<b>Conflict of Interest and Transparency</b>	Decisions made by Segura's personnel must always prioritize the Group's best interests, never personal gain. Accepting or offering gifts, meals, services, or other considerations is strictly prohibited, except for customary business courtesies of symbolic value.
<b>Information Protection</b>	No employee may disclose confidential information to any external individual or entity under any circumstances.
<b>Corporate Social Responsibility</b>	The Group promotes corporate social responsibility by supporting initiatives and monitoring compliance with established commitments.



The Group regularly identifies, classifies, and assesses **potential risks** that could affect all relevant business units, and establishes **control mechanisms** by assigning responsibilities for each risk. The main operational risks facing the Group are linked to **uncertainty** in **automotive demand**, **challenges** in adapting to different regulatory environments, and the **competitiveness** of the industry.

In this context, risk management is carried out through the following **governing bodies**, each of which plays a specific role in developing business strategy and has clearly defined administrative and management functions:

#### General Shareholders' Meeting

This body represents all shareholders and exercises the powers granted to it by law and the company's bylaws, making decisions on matters within its authority as the organization's sovereign body.

#### Management Committee



The Management Committee is responsible for disseminating, implementing, and monitoring **business strategy**. It meets regularly to coordinate all areas of the organization.

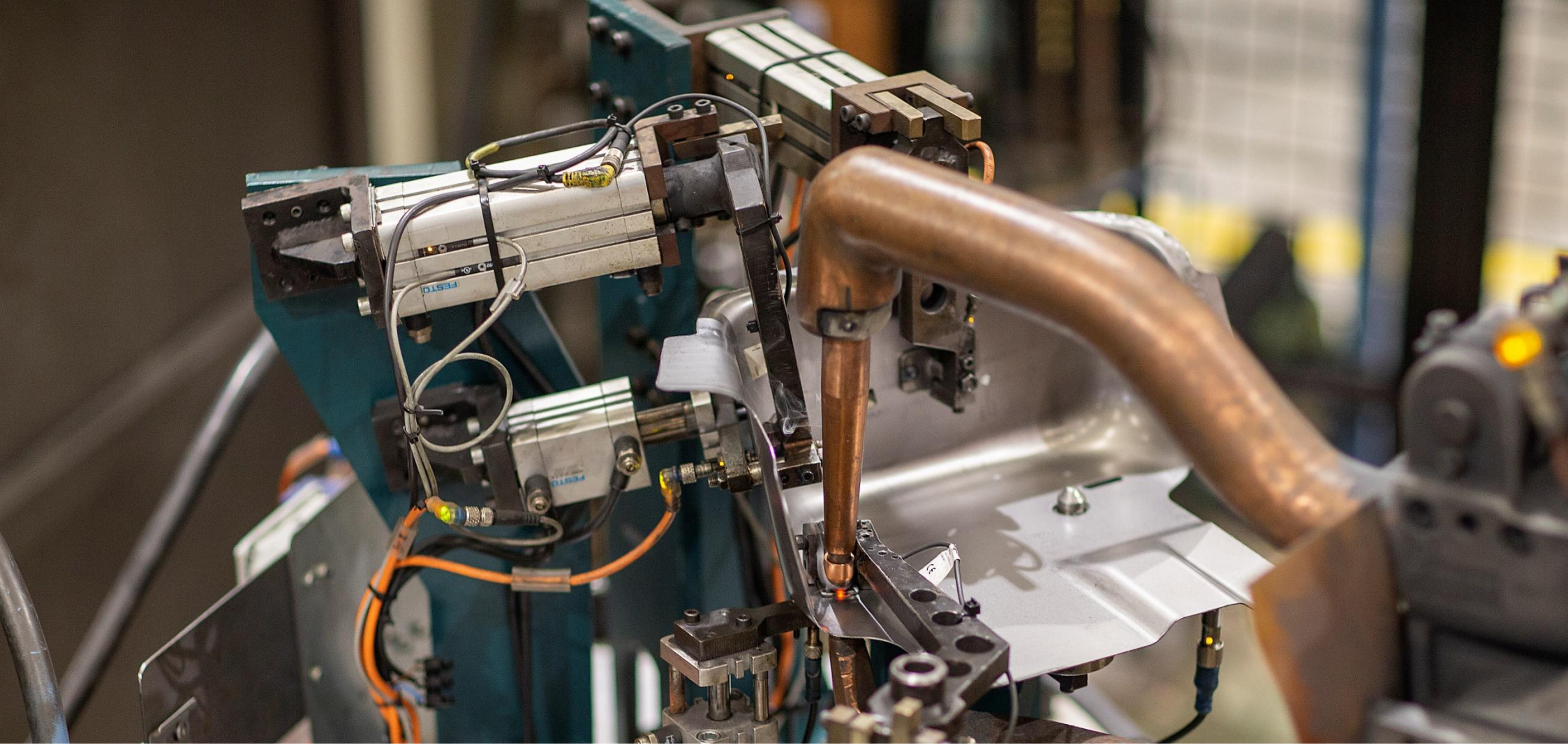
#### Board of Directors



The Board defines and oversees the **implementation** of the Groups policies and strategy, considering economic, social, and environmental perspectives, while delegating day-to-day management to the Management Committee.

#### Key Corporate Governance Principles

- ✓ Promote internal and external communication, responding to stakeholder expectations and applying the principle of transparency.
- ✓ Ensure the protection of human rights and adherence to ethical standards and both internal and external regulations.
- ✓ Maintain zero tolerance for corruption and unfair competition.
- ✓ Foster corporate social responsibility by supporting initiatives and monitoring compliance with commitments.
- ✓ Work to identify risks and opportunities, prioritizing key issues for the long-term sustainability of the business.



3

Environmental  
matters



## Environment

Climate change is one of the greatest global risks and lies at the heart of the United Nations Sustainable Development Goals (SDGs).

As part of the automotive sector, Segura acknowledges its responsibility in the **fight against climate change** and is committed to **preventing and minimizing** the environmental impacts resulting from its stamping, welding, and assembly activities of metal components.

The Group's management integrates environmental practices with quality and occupational risk prevention, in alignment with the organization's overall strategy. To achieve this, it sets environmental **objectives** and **targets**, allocates **resources** and **responsibilities**, and applies the principle of **continuous improvement**.

Segura has made investments aimed at preventing environmental risks, with a particular focus on the installation of new photovoltaic panels.

The Group has implemented an environmental management system certified under the **ISO 14001** standard, which is applied across **all** its manufacturing plants: Almussafes I and II, Pincasa, Vigo, Hungary, and Germany.

This system enables regular evaluation of environmental performance through indicators that consider **all stages of the product life cycle**. It facilitates the identification of improvement opportunities and the implementation of best sustainable practices within production processes.



Segura has an **environmental policy** focused on:

- Complying with applicable **environmental legislation**, as well as other requirements arising from the needs and expectations of its stakeholders.
- Preventing **air pollution** and protecting **soil** and **water** by using the most appropriate technologies to reduce **discharges** and **emissions** as much as possible.
- Promoting **waste reduction** and ensuring its recovery and valorisation.
- Managing **resources** such as water, gas, fuels, packaging, consumables, and chemicals in a sustainable manner.
- **Encouraging and allocating resources** for efficient energy use, the adoption of renewable energy sources, and the reduction of greenhouse gas emissions and other pollutants.
- **Training and raising awareness** among employees, suppliers, and customers to foster environmental commitment.
- Acting with a positive, responsible, and honest **attitude** toward the community and promoting collaboration with stakeholders through the material and human resources available.

# Metrics

## Energy



2023 24,250

2024 24,959

## Raw materials



2023 83,059

2024 83,030

## Water



2023 42,218

2024 42,345

## Emissions



2023 7,574

2024 8,972

## Packaging



2023 1,309

2024 894

## Waste



2023 35,118

2024 35,721



# Circular economy

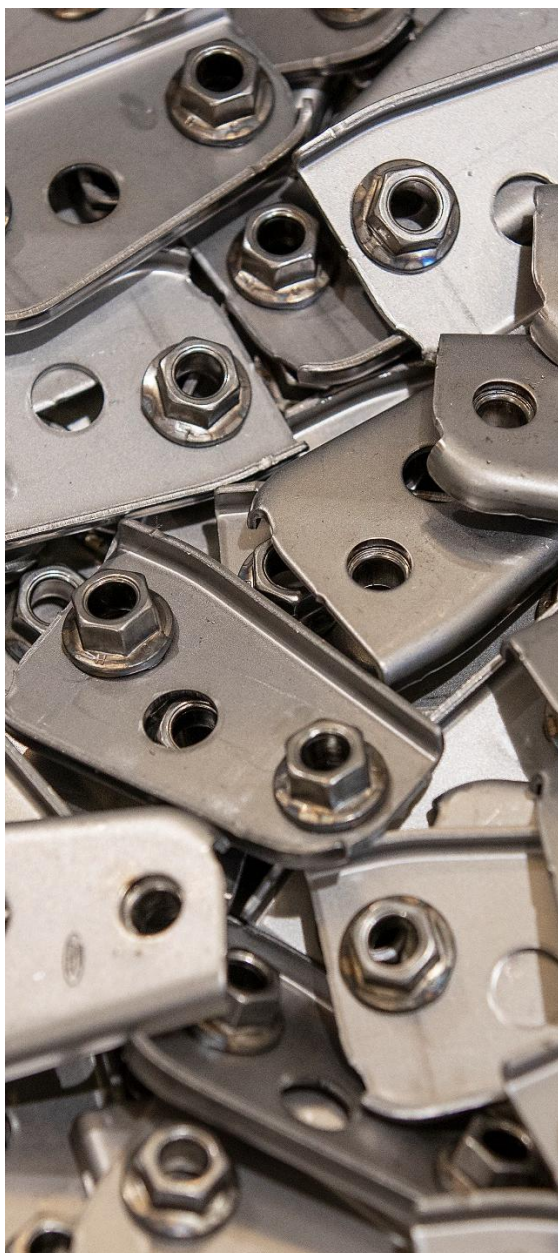
## Waste prevention and management

Segura is committed to transitioning from a **linear economy to a circular one**, aiming to reduce waste and optimize resource use. Although the company does not directly treat waste, it is managed by authorized operators in compliance with current regulations.

**Hazardous** and **non-hazardous waste** is stored separately in properly labelled containers. In addition, each department has a visual guide to facilitate correct segregation.

All effluents generated by Segura comply with applicable regulations and pose no risk of contamination. The parameters analysed—such as pH, BOD, COD, heavy metals, and others—**remain below legal limits**.

In Hungary, effluents are discharged into the industrial park's network, which conducts regular monitoring.



## Hazardous waste

2023 381

2024 392

## Non-hazardous waste

2023 834

2024 763

## Generated scrap

2023 28,533

2024 34,661

# Sustainable use of resources

## Raw materials

Although raw materials are not renewable, all of them are recyclable. In recent years, Segura has increasingly worked with stainless steel, a material that is 100% recyclable, has a long service life, and offers superior environmental performance.

### Raw materials (in tons)

2023	83,059
2024	83,030

The Group's purpose is to meet current needs without compromising the ability of future generations to meet their own, ensuring a balance between economic growth, environmental care, and social well-being.

## Steel

2023	81,603
2024	80,750

## Stainless steel

2023	261
2024	-

## Aluminium

2023	931
2024	2,242

**100%**  
Recycled materials



## Packaging

The Group maintains ongoing collaboration with clients and suppliers to improve the sustainability of materials placed on the market.

### Packaging (tons)

2023 1,309

2024 894

During fiscal year 2024, efforts were focused on reducing raw material consumption in packaging through efficient resource use.

As a result, the following outcomes were achieved:

Plastic

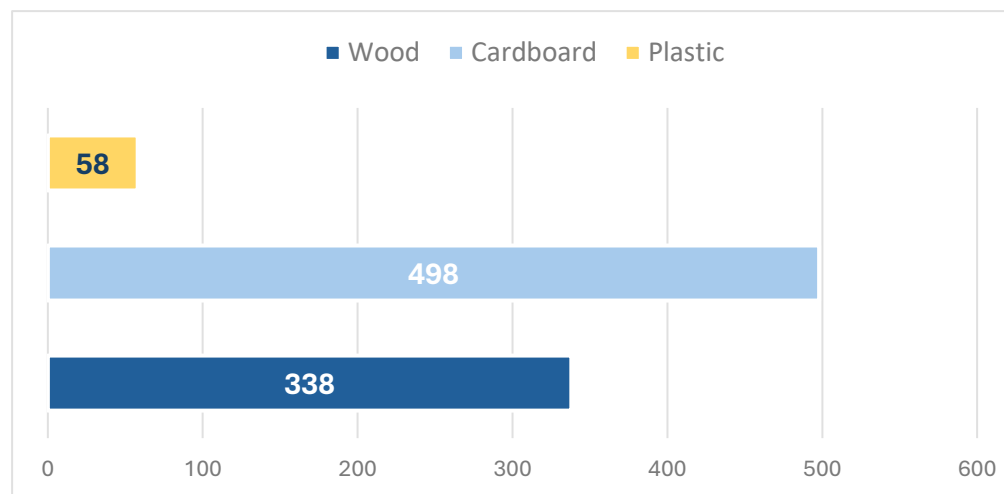
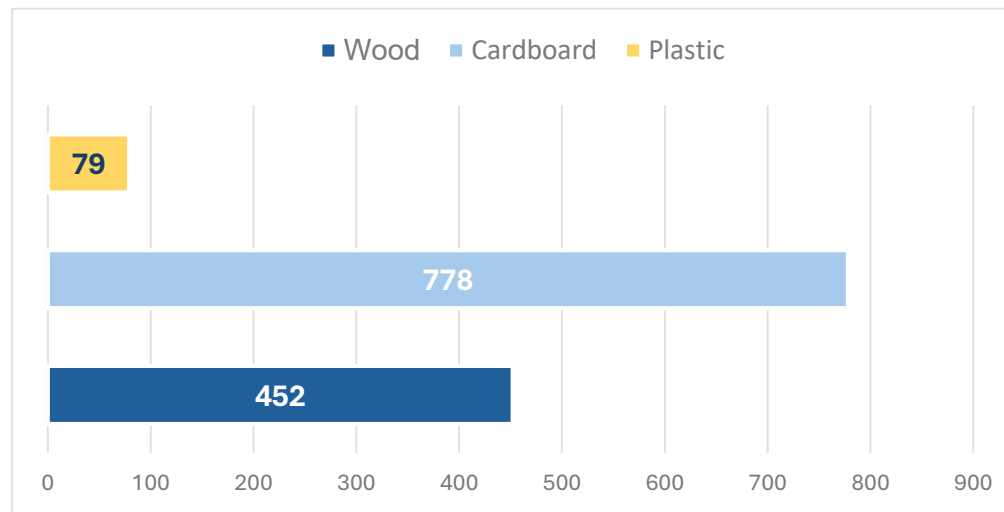
**-27%**

Cardboard

**-36%**

Wood

**-25%**



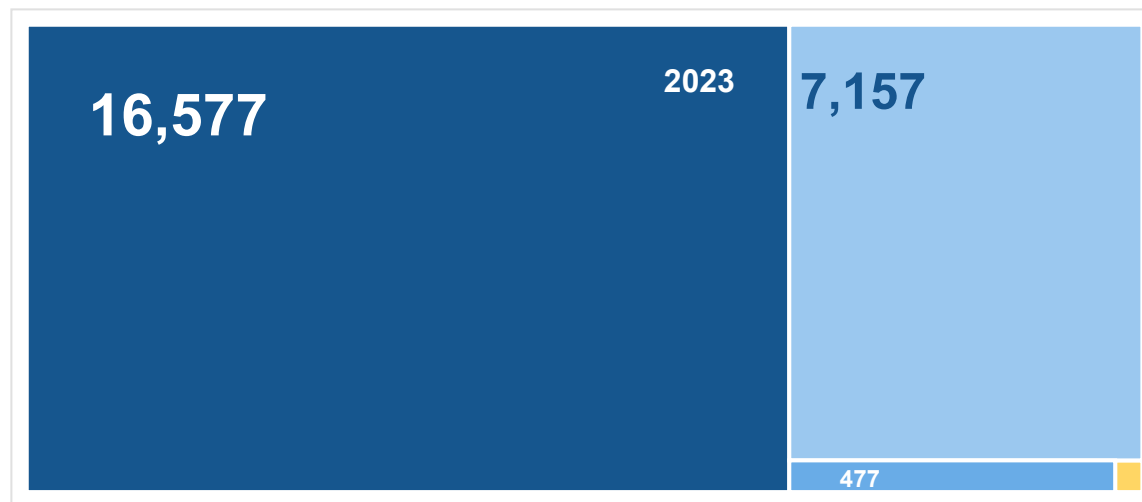
## Energy

As part of the automotive industry, the Group is fully aware of the need to address CO<sub>2</sub> emissions and explore ways to **minimize** its contribution to this global challenge. Energy and fuel consumption are directly linked to CO<sub>2</sub> emissions, which is why the Group continuously seeks improvements.

Actions include conducting **energy audits**, regularly monitoring and analysing consumption at its facilities, acquiring knowledge, **implementing corrective measures and best practices**, and **setting clear objectives**. The Group also ensures active participation at all levels of the organization.

### Energy consumption (MWh)

2023	24,959
2024	24,251



- Diesel
- Natural gas
- Renewable energy
- Non-renewable energy





## Water

Water is supplied to the production plants through municipal networks. Although the Group has a well at its Burjassot facility, its use is minimal and limited to non-production activities.

Segura aims to **minimize** the environmental impact of its operations and conserve water and other natural resources as effectively as possible

Among the measures taken to reduce water extraction is the **reuse of generated effluents**. To support this, the Group has implemented a **closed-loop system** for recirculating cooling water.

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

2023	42,218
2024	42,345



### Municipal water network

2023	11,658
2024	13,496

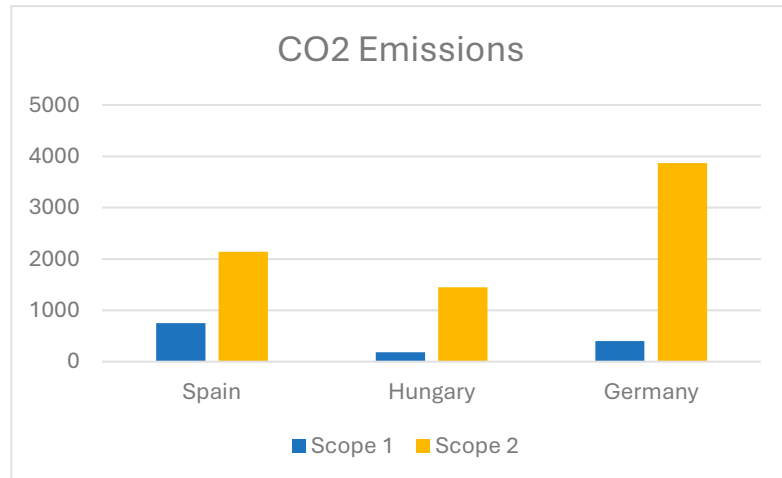
### Industrial water

2023	30,560
2024	28,849

## Emissions

Segura is committed to fighting climate change by aligning its environmental management with the long-term goal of **reducing** greenhouse gas (GHG) emissions.

**Scope 1** includes emissions from all direct combustion sources (natural gas and diesel), while **Scope 2** covers emissions associated with energy consumption (electricity).



## GHG emissions (Tn CO<sub>2</sub>)

2023	7,574
2024	8,972

### Scope 1

2023	1,452
2024	1,336

### Scope 2

2023	6,089
2024	7,456

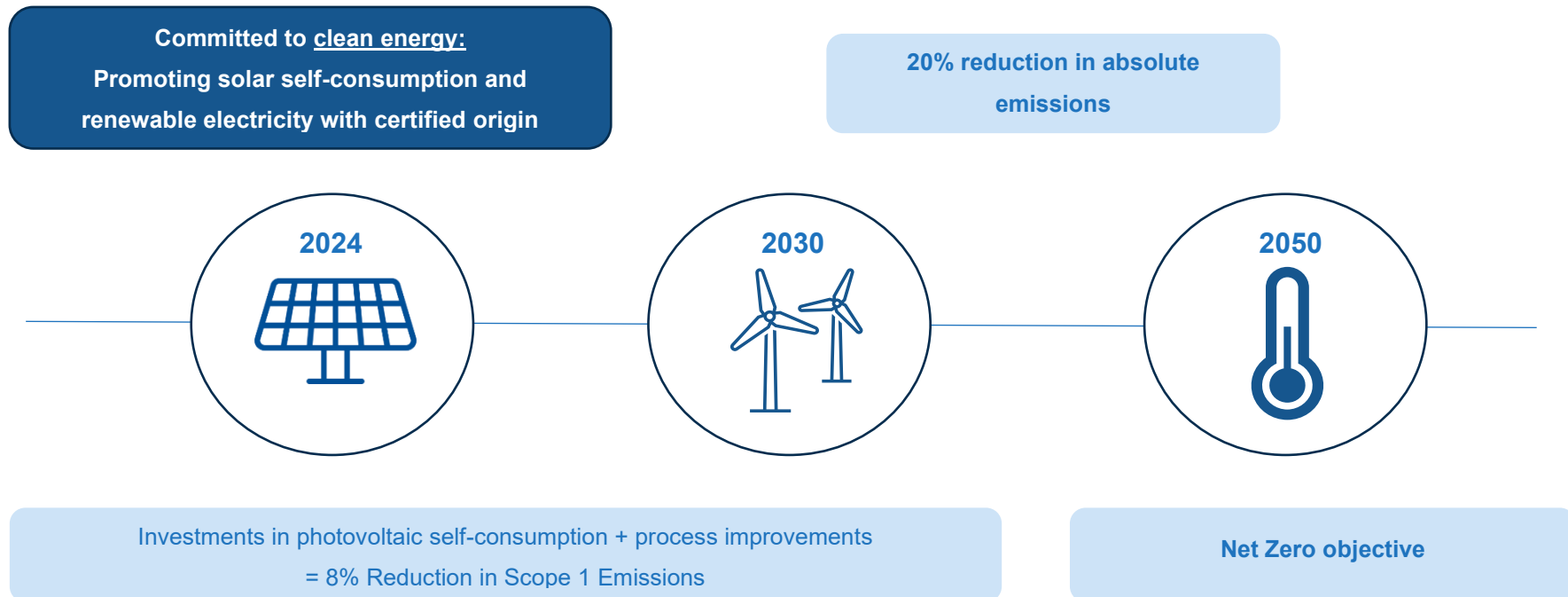
During fiscal year 2024, Segura as a Group has made significant efforts to increase its consumption of renewable energy, investing in **solar panel installations** at the Almussafes 2 and Paterna plants.

In line with these efforts to reduce **Scope 2** emissions, the Group also achieved an **8%** reduction in **Scope 1** emissions, thanks to improvements in production processes and more **efficient** use of natural gas and fuels.

## Decarbonization Plan

At Segura, we believe that caring for the planet is not an option, but a **responsibility inherent** to our industrial activity. Our **environmental commitment** stems from a deep conviction: the health of the natural environment affects not only the availability of resources used in our production processes, but also the sustainability of our operations and the quality of life of present and future generations.

For decades, we have integrated environmental criteria into business management, fully aware that our activity has an impact that must be actively **mitigated** through strategic decisions, technological innovation, and operational efficiency.



## Net Zero Commitment

At Segura, we recognize our responsibility in the face of the **current climate emergency** and are committed to achieving net zero greenhouse gas emissions by 2030. This ambitious goal aligns with the global effort to limit planetary warming to **1.5°C** and is a key part of our comprehensive sustainability strategy, which prioritizes positive impact on the environment, people, and the future of the industrial sector.

Our roadmap to Net Zero focuses on effectively reducing our Scope 1 and 2 emissions and progressively addressing Scope 3. Each year, we implement new measures in energy efficiency, technological innovation, and investment in clean solutions to reduce the carbon footprint of our operations. This transformation is driven by process electrification, resource optimization, and the integration of environmental criteria into our business decisions.

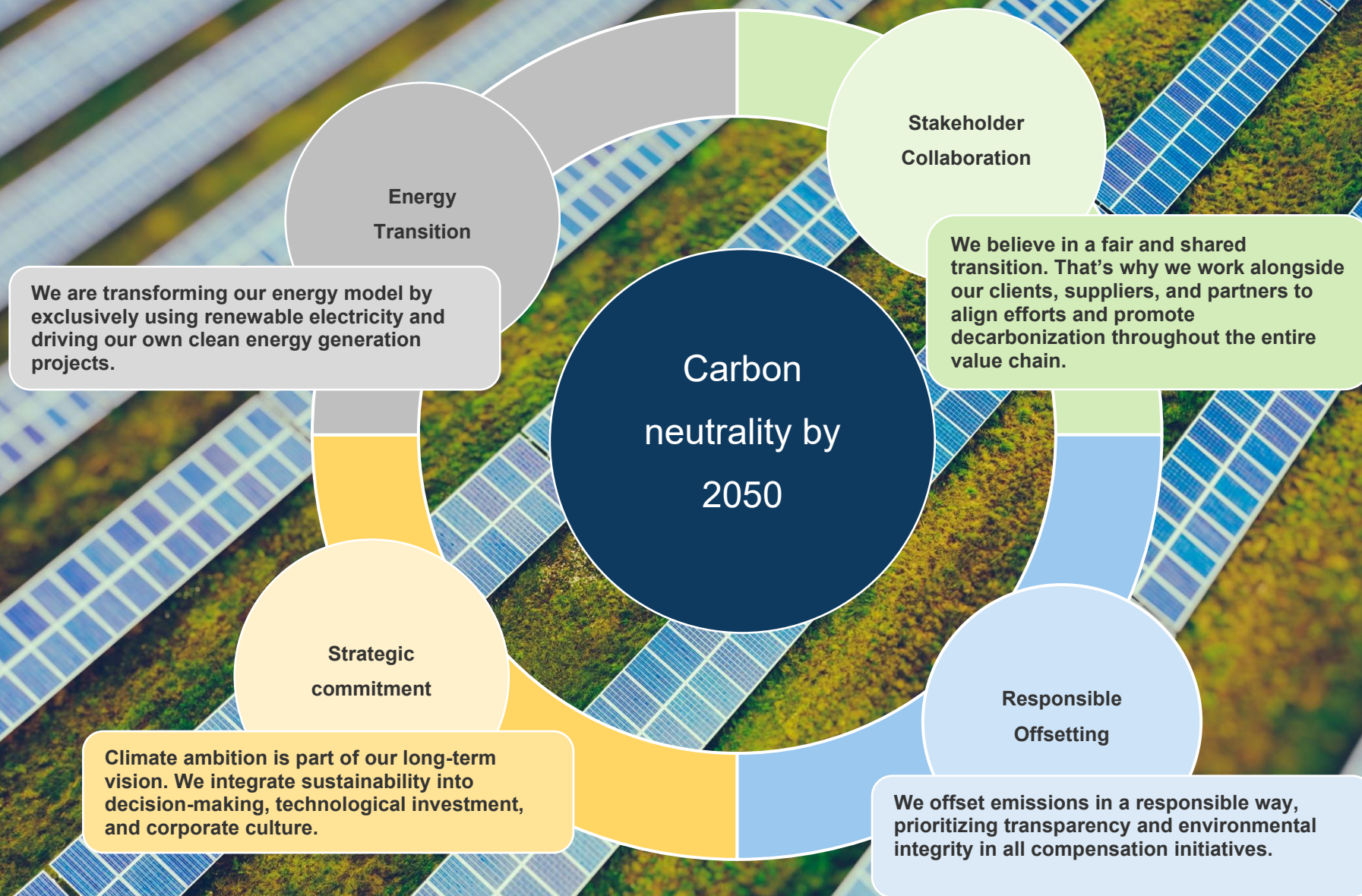
A cornerstone of this commitment is the **transition to 100% renewable electricity consumption**. We have already begun migrating our facilities to energy sources backed by renewable origin guarantees.

We understand that reaching **Net Zero** cannot be achieved in isolation. That's why we work closely with our key stakeholders — clients, suppliers, institutions, and civil society — to identify shared opportunities for decarbonization across the entire value chain. Through these partnerships, we promote a **low-carbon, resilient economy aligned with the Sustainable Development Goals**.



This commitment is not just a statement — it's a **strategic priority** that guides our investments, production processes, and corporate culture. We believe that future business success will be inseparably linked to our ability to **adapt, innovate, and lead the transition toward a sustainable economy**.







## SDGs that will strengthen Segura's sustainability strategy

As part of its commitment to sustainable development, Segura has identified specific Sustainable Development Goals (SDGs) that, while not currently central to its operations, represent key opportunities to reinforce its sustainability strategy and align with best practices in the sector.



### Climate and Environmental Objectives

- Reduce GHG emissions (Scopes 1, 2, and 3) and cut absolute greenhouse gas emissions by at least 20% by 2030, with the goal of achieving climate neutrality by 2050.
- Progressively increase the consumption of renewable energy, targeting a 10% annual growth rate. This includes implementing green power supply agreements and self-consumption projects.
- Expand photovoltaic installations to boost clean energy generation capacity.
- Improve water efficiency by reducing water consumption by 5%, through recirculation systems, leak control, and more sustainable processes.

### Innovation and Growth Objectives

- Increase the share of new products by 10%, driving innovation across our portfolio.
- Support the growth of our workforce by expanding the number of professionals at Segura, promoting stable employment, continuous training, and the attraction of diverse talent.
- Strengthen the safety culture in the workplace, with the goal of consistently reducing the accident rate.



# 4

## Social and personnel matters



## Segura's team

Segura's team is made up of highly qualified professionals who are **passionate** about doing things right and consistently exceeding customer expectations. Creativity and the contribution of new approaches and diverse perspectives are always welcome from every member of the organization.

The Group Segura places its trust in the capabilities of its employees, the **diversity** of talent, the drive to grow, and internationalization as a guarantee for the future. That's why professional relationships are always viewed as long-term partnerships where everyone benefits. In this context, the Group offers its employees **job stability**, permanent contracts, and a motivating professional project where they can continuously develop and learn.

In line with this vision, Segura considers **talent** one of its most **valuable assets** and pays special attention to its development across all areas of the organization.

The Group fosters work environments that enable employees to **grow professionally**, encouraging the development of versatile professionals with an international outlook and innovative capabilities.



**Our main objective is to foster an inclusive organizational culture that embraces and promotes diversity.**

In this context, Segura Group's priorities in labour management are as follows:

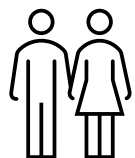
- **Ensure a safe and healthy work environment**, adapted to both general job requirements and the specific needs of each position.
- Develop recruitment and **internal promotion** processes based on **equal** opportunities, fostering **training** and **skills development** to enhance employee experience and performance.
- Commitment to compliance with labour regulations, offering **fair wages** adapted to individual circumstances.

Among the most relevant labour-related risks that could affect the organization are the recent employment regulation processes carried out in Spanish entities, the difficulty in finding qualified profiles in the labour market, and challenges related to equal treatment and opportunities between women and men, non-discrimination, inclusion of people with disabilities, and universal accessibility.



## Our workforce

Attracting, developing, and retaining talent — both candidates and employees — is a key objective at Segura. The Group firmly believes that through people development, it will continue evolving into a more efficient, productive, and competitive organization, consolidating its leadership based on the value and contributions of each employee.



Total workforce  
**1.253**

**45%** SPAIN

**27%** HUNGARY

**28%** GERMANY

Segura's HR policy is grounded in its Code of Ethics and Conduct, which is built on core values such as **integrity, honesty, sincerity, equality, proactivity, and respect for individuals.**

**97%** of the workforce holds **permanent** contracts.

Reflecting the Group's strong commitment to job stability and talent retention. This focus on long-term employment relationships helps reinforce a solid work environment oriented toward professional growth.

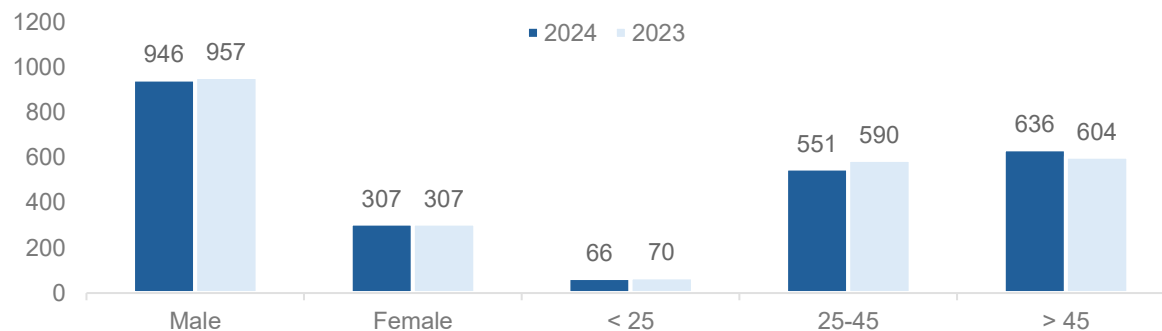
The Group also reaffirms its commitment to the inclusion of people with disabilities, viewing it both as a fundamental right and an opportunity to build a more diverse and equitable workplace. In 2024, the Group employed **25 individuals** with different abilities (23 men and 2 women) and actively collaborated with special employment centers to support their effective integration into the labour market. This effort goes beyond regulatory compliance — it reflects a firm conviction to make diversity a real value, promoting equal opportunities and fostering a culture of respect and inclusion at all levels of the organization.

The Group promotes a fair and equitable compensation policy aligned with the principles of equal opportunity, recognizing each person's responsibility and contribution regardless of gender. This approach is complemented by a range of social benefits — such as free transportation, school support, and eyewear allowances — tailored to the needs of each site and reviewed regularly to ensure their relevance.

Beyond financial compensation, the Group is committed to ensuring equal treatment throughout all stages of people management — from recruitment to promotion and work-life balance. We foster an inclusive, respectful, and discrimination-free work environment, dedicated to the professional and personal development of our entire workforce.

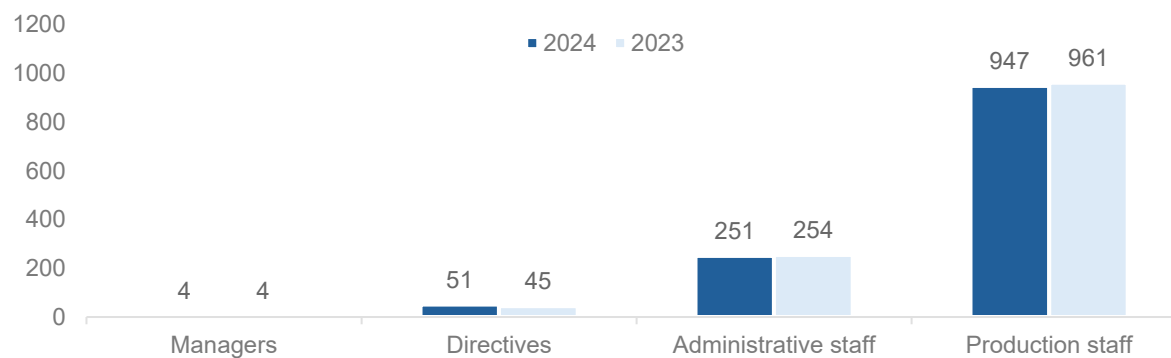
## Breakdown of Our Workforce

The distribution of employees by gender and age at the end of fiscal years 2024 and 2023 is as follows:



The male-to-female ratio remains at 75%-25%, and the group of employees over 45 years old **continues to be the majority**, representing **over 50% of the workforce in 2024** (compared to 48% in 2023).

The distribution of employees by professional category at the end of fiscal years 2024 and 2023 is as follows:



The average number of contracts during FY 2024 and 2023 has been as follows:

Temporary contracts: **61**  
Permanent contracts: **1,203**

Temporary contracts: **59**  
Permanent contracts: **941**

The gender pay gap during fiscal years 2024 and 2023 has been as follows:

**23,5%**

**27%**

The number of dismissals carried out during FY 2024 and 2023 has been as follows:

Hombres: **36**  
Mujeres: **10**

Hombres: **25**  
Mujeres: **11**

## Health and safety indicators

At Segura, the health and safety of our people is a strategic priority. We do not conceive business development without ensuring safe, healthy working environments that support the physical, mental, and emotional well-being of our entire workforce. Our occupational risk prevention management system is based on the following pillars:

- Full integration of prevention into all processes and decisions, promoting a culture of continuous improvement and proactive prevention.
- Active participation of employees, with Health and Safety Committees in 100% of our production centers.
- Strict compliance with regulations (both national and international), with regular reviews and support from external prevention experts.
- Ongoing training, communication, and monitoring, establishing clear preventive objectives, mandatory procedures, and analysis tools such as 8D reports.

Health and safety	2024	
	Male	Female
Number of <b>accidents</b>	34.00	7.00
<b>Frequency</b> rate	20.49	12.47
<b>Severity</b> rate	0.38	0.59

Health and safety	2023	
	Male	Female
Number of <b>accidents</b>	25.00	6.00
<b>Frequency</b> rate	18.70	13.20
<b>Severity</b> rate	0.34	0.62

**Accident frequency rate:** Number of occupational accidents / Number of hours worked \* 1,000,000

**Accident severity rate:** Number of occupational accidents with leave / Number of hours worked \* 1,000

Health and safety		
	Male	Female
<b>Absenteeism</b> hours	145,843	125,636

Recorded absenteeism includes sick leave due to common illness, occupational accidents, and leave related to work-life balance, such as maternity, paternity, or caring for family members.

## Professional development

At Segura, **attracting** professionals is just as important as **retaining** the **talent** of those who are already part of our team. That's why we are committed to fostering professional development through continuous learning, creating environments that encourage growth and strengthen people's engagement with our shared project.

The company is committed to continuous training as a key driver of employee engagement, motivation, and development. Investing in training ensures that our people are prepared to face both present and future challenges, strengthening our competitiveness as an employer.

Each year, a training plan is developed in alignment with strategic priorities and tailored to the needs identified by different departments. The programs range from onboarding and occupational risk prevention to technical training and process updates.

Group Segura believes that investing in employee training and development leads to a more engaged and motivated workforce. Moreover, it is a key factor in ensuring the Group's continued **success** in the future.

In addition, a development-focused culture is promoted, based on career plans and active support from managers and executives, ensuring proper alignment between talent and business needs.

**10.547** training hours

Additionally, the Group conducts, at least annually, a performance evaluation of employees in each department. These evaluations provide valuable insights for continuous improvement in the various competencies relevant to their roles, as well as for setting objectives to support their development.





## Working conditions

Protecting the health and safety of individuals is a top priority for the Group Segura, fully integrated into all its activities and decision-making processes. The company promotes a preventive culture based on continuous improvement, regulatory compliance, and shared responsibility across all organizational levels.

Improving well-being in the workplace requires a shared effort between the company, employees, and society. Segura promotes this commitment through organizational and environmental actions that encourage active participation and support both personal and professional development.

Our occupational **health and safety policy** is aimed at continuously improving working conditions, protection levels, employee satisfaction and motivation, as well as that of those who interact with our environment. This commitment is structured around principles such as regulatory compliance in all countries where we operate, shared responsibility at all levels, and the active promotion of safe and healthy work environments.

The Health and Safety Department continuously prepares 8D **risk management reports**, with the collaboration of various departments and an external **expert** in the field to determine the root cause, the initially considered issues, and both short- and long-term corrective actions.

Each workplace has its own Health and Safety Committee, made up of prevention delegates and company representatives as legally established, ensuring **100% workforce** representation in this area.

Clear preventive objectives are defined, necessary resources and training are ensured, and communication channels are established with various stakeholders. Within this framework, the Group upholds a key principle: never prioritizing activity over safety, fostering a strong, shared, and sustainable preventive culture over time.

## Work organization

Working hours and schedules at Segura are determined by the applicable **collective bargaining agreement** in each case, as well as by production needs.

For fiscal years 2024 and 2023, the annual working time for full-time employees at Segura was set at **1,744 hours of effective work**. For part-time employees, a proportional reduction is applied according to the contractually agreed working hours.

Any decision involving substantial changes to working conditions is communicated to the affected employee and their legal representatives at least **fifteen days** prior to its effective date.

## Working time

**1,744** annual hours

**100%** under the collective agreement



Regarding the organization of working time, there is currently no common policy in place to regulate employees' right to **disconnect from work**. However, Group Segura seeks to facilitate **work-life balance** for its employees. To support this, initiatives have been implemented to improve the **use of meetings**—reducing their number, adjusting their duration and attendance, and using clear documentation.

The working conditions and employee rights at Group Segura, such as freedom of association and union representation, are established in regulations, as well as in collective agreements and other accords signed, where applicable, with employee representatives.

At present, **100%** of the Group's employees are covered by the **collective bargaining agreement**. In other countries, work is not subject to collective agreements, although local labour regulations applicable in each territory are fully observed.

## Equality and inclusion

At Segura, we are committed to establishing and developing policies that promote equal treatment and opportunities for women and men, without direct or indirect discrimination based on gender. This principle applies to all areas of people management: from recruitment, training, and promotion to compensation policies, working conditions, work-life balance, and occupational health.

We have equality plans in place across the Group's main companies, as well as a specific protocol for the prevention and response to sexual harassment and gender-based harassment, which ensures protection and effective action in any situation.

In addition, we actively promote awareness through training programs aimed at all staff, both in production and office roles. Thanks to these measures, no significant risks have been identified, nor have any incidents been reported in this area in recent years.

In 2024, more than **800** hours of training on equality and inclusion were delivered to both production and office staff, reinforcing awareness and commitment across the entire organization

Main measures adopted:

- **Recruitment, hiring, promotion, and development:** The guiding principle for the Group is to include an explicit commitment to absolute equal opportunity in all job postings.
- **Training and communication:** The Group follows the principle of providing access to training for all its employees.
- **Work-life balance:** Measures and initiatives are implemented in accordance with legal provisions to support the reconciliation of work and family life.
- **Compensation policy and equality:** Employee compensation is reviewed to ensure the absence of pay disparities.
- **Harassment:** The Group expresses its strongest rejection of any unwanted behaviour of a sexual nature or connotation, as well as moral harassment in the workplace, and is committed to preventing, detecting, and sanctioning any such conduct.



# 5

Human rights and the fight against  
corruption and bribery



## Human rights

The Group acts with a strong commitment to complying with the laws in all countries where it operates, guiding its activities by ethical and professional principles. This responsibility extends to all levels of the organization, expecting each employee to behave with integrity, legality, and respect for the interests of the Group and society.

Respect for human rights is at the core of our corporate culture. In line with the Principles of the United Nations Global Compact and the Sustainable Development Goals, the company takes measures to prevent any form of child or forced labour, promote safe and healthy working environments, ensure freedom of association, and eliminate all forms of discrimination, harassment, or degrading treatment.

The Group also ensures compliance with labour conditions established by applicable regulations, including minimum rest periods, the voluntary nature of overtime, and respect for the legal minimum wage. This approach is also extended to the supply chain, through controls that verify compliance with labour and occupational health and safety regulations by suppliers and subcontractors.

In recent years, no complaints related to human rights violations have been received, which reinforces the effectiveness of our preventive policies and our commitment to responsible business conduct.

Group Segura provides a confidential and secure Ethics Channel for reporting potential legal violations or breaches of the Code of Ethics, ensuring the protection of individuals who use it (<https://fsegura.i2-ethics.com/#/>)



## Fight against corruption and bribery

Segura maintains a strong commitment to integrity across **all areas** of its operations, from corporate governance to the supply chain. The company enforces a **zero-tolerance policy** against fraud, bribery, and any form of corruption, whether committed by its own personnel or external collaborators.

This commitment is reflected in the **code of ethics** and **conduct**, which sets out the expected principles of behaviour and promotes a professional, transparent, and lawful approach.

The code includes clear guidelines on anti-corruption and conflicts of interest, prohibiting the acceptance or offering of gifts or benefits that go beyond standard business practices.



We strictly comply with all applicable legislation at the local, regional, national, and international levels, including anti-corruption laws and regulations in the countries where we operate.

We are uncompromising when it comes to bribery, extortion, and any form of corruption—practices that go against our core values. In addition, we carefully select our partners and suppliers to ensure they share these same ethical principles.





6

Collaboration with society



## Society: Associations y sponsorships

At Segura, we understand sustainability as the ability to create long-term value by integrating economic, social, and environmental goals in a balanced way. We are aware that remaining relevant over time means responding to society's expectations and actively **contributing** to the environment in which we operate.

We embrace our responsibility as a socially committed company, not only by respecting the environment where we carry out our activities, but also by giving back to society part of what we receive. This vision is reflected in philanthropic initiatives, ongoing support for **local communities**, and close relationships with educational institutions and social actors in the area.

Our workforce is deeply connected to the region, and in many of our facilities—such as those in Spain and Hungary—both management and suppliers are predominantly local. This commitment is also reflected in our participation in **job fairs** and collaboration agreements with universities and institutions, promoting employability and young talent. Additionally, we support initiatives that foster cultural diversity, such as programs that promote Hungarian culture as part of our international presence.



The Group actively **participates** in and **collaborates** with the community by promoting sports, cultural, and charitable activities. It also encourages social contribution through partnerships with nonprofit groups or organizations, with a firm commitment to assessing the potential impacts and risks inherent to its activities that may affect society.



## Committed to Science and Entrepreneurship

### Collaboration with the Foundation “Premios Rei Jaume I”

At Segura, we believe in the transformative power of knowledge and innovation. That’s why this year we’ve strengthened our commitment to the Rei Jaume I Awards Foundation, actively supporting an initiative that has become a benchmark in promoting **scientific and entrepreneurial talent in Spain**.

This collaboration reflects a shared goal: to create real **synergies** between science and business, fostering an environment where **research, technology, and entrepreneurship** come together to address the major social and economic challenges of our time. The prestige of the Awards—whose juries are made up mostly of Nobel Laureates—amplifies their impact and reach.

Being part of this ecosystem allows us to contribute to the development of a country model based on knowledge, responsible innovation, and cross-sector collaboration. As a Group, we will continue to promote partnerships that **create value** and **strengthen** the connection between those who research, those who innovate, and those who invest in a **better future**.

We will keep working to ensure this collaboration continues to grow and deliver value—because **talent** exists in our country, and it deserves to be recognized, supported, and connected.

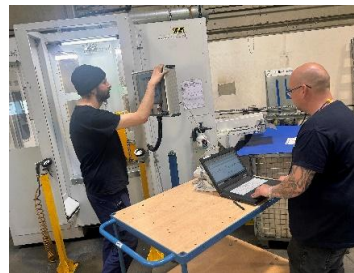
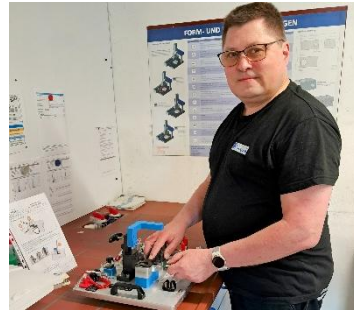


## Clients and suppliers

In a demanding industry like automotive, close **collaboration** with clients is key to achieving **excellence**. At Segura, we work with a strong commitment to ensuring customer satisfaction throughout every stage of the process—from product conception and engineering design to manufacturing and final delivery—meeting the highest quality standards and agreed timelines.

The company has well-established procedures to effectively manage any claims or incidents, which are considered valuable elements for **continuous improvement**. Complaints and non-conformities are thoroughly analysed by the relevant teams, and when necessary, corrective actions are implemented to prevent recurrence. In addition, incidents are **periodically** monitored by type, allowing us to identify trends and strengthen decision-making with a preventive approach.

This proactive mindset enables the Group not only to meet but to **anticipate customer expectations**, building long-term relationships based on trust.



At Group Segura, we believe that **business success** depends on strong, well-managed relationships with clients and suppliers. That's why we promote collaboration based on open communication, mutual respect, fairness in negotiations, and the joint pursuit of solutions—always aiming to build long-term, trust-based partnerships.

Our **purchasing policy** covers both acquisitions linked to customer specifications and open-market purchases, always guided by principles of transparency, fair competition, and risk diversification.

Most of our suppliers are European, with a clear commitment to local sourcing—especially in Spain, where purchases reached **€137 million** in 2024.

In addition to price, we evaluate social and environmental criteria, requiring our suppliers to meet standards aligned with the Group's values. Supplier approval and ongoing review are part of our supply chain control and audit system.

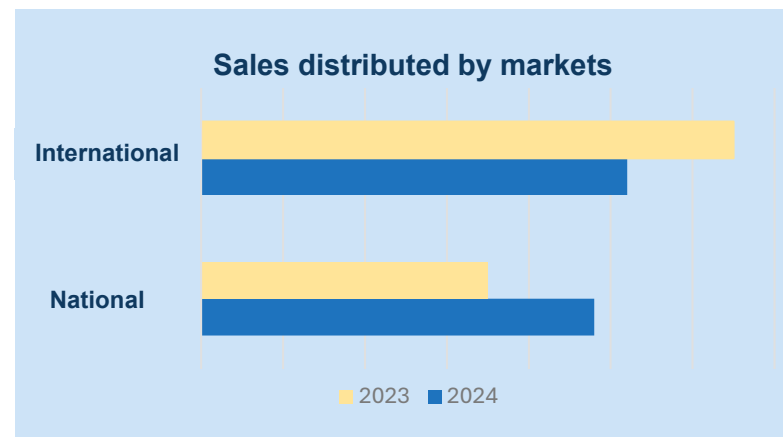
## Our clients

### Customer satisfaction comes first

At Group Segura, **collaboration** with our clients is a strategic pillar. We support the entire product lifecycle—from engineering and development to industrialization and on-time delivery—with dedicated support teams located at their facilities.



We provide service to any plant **worldwide**, and for our key clients, we have a team of resident engineers who work permanently on-site, supporting design, industrialization, and prototyping tasks



Mercedes-Benz



STELLANTIS



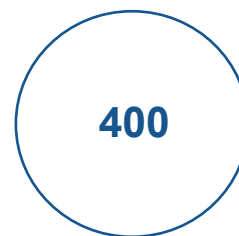
## Our suppliers

At Segura, we view our supplier network as an extension of our values. We support them while remaining attentive to their needs, so that together we can move forward toward sustainability.

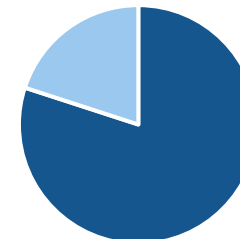
We place particular focus on raw material suppliers, as the foundation of our products, and we demand compliance with the highest standards in quality, ethics, safety, and sustainability.



We prioritize **local** suppliers, support the local economy, and reduce our environmental footprint—without compromising operational excellence.



Over 400 active  
suppliers



80% are domestic  
suppliers



ESG evaluation  
integrated into the  
approval process



Code of conduct and  
purchasing policy  
applied





## Innovation and digitalization

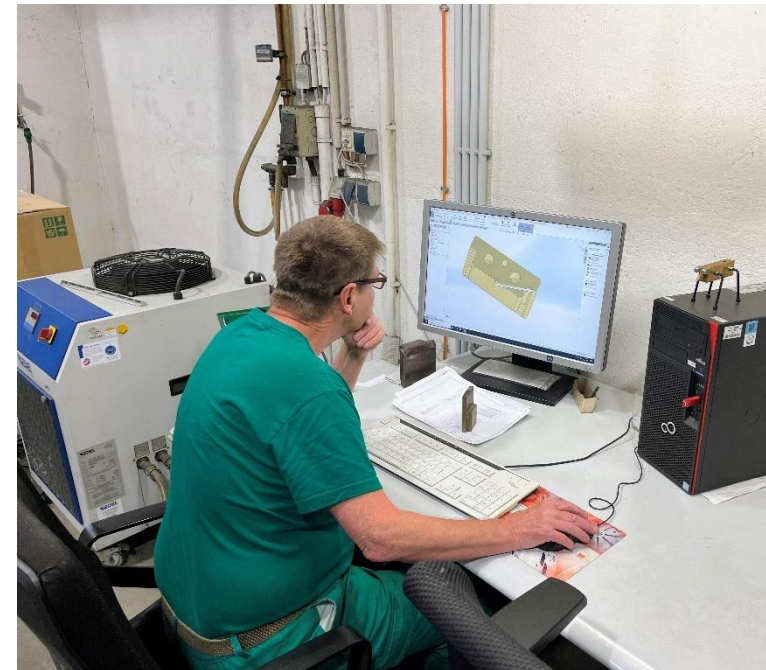
In 2024, Segura took a decisive step toward its **digital future**. Technology has become a strategic driver, with the launch of the new Digital Transformation Master Plan serving as a shared roadmap across all areas. This plan not only structures the Group's technological evolution, but also connects it with efficiency, security, and sustainable growth.

One of the key milestones has been the deployment of the SAP S/4HANA system in a private cloud mode, which will unify operational management across Spain, Germany, and Hungary. This is complemented by strengthened digital governance and preparations to obtain TISAX certification—essential for ensuring information security in the automotive sector. To anticipate any risks, a 24/7 emergency management system has been implemented, with key indicators monitored in real time. Decision-making has also been enhanced through new analytical tools like Power BI, providing a precise and up-to-date view of the Group's technological performance.

Innovation remains a **driving force**. Significant efforts have been made in the development of “Large Assemblies,” integrating advanced assembly technologies. The design of development parts has also been boosted, using finite element simulations and collaborating with a specialized network of suppliers.

This innovative approach is reinforced by active market listening: Group Segura has participated in strategic trade fairs and implemented a technology monitoring system to identify trends and new opportunities.

All of this is driven by a **clear vision**: to deliver greater value through more complex, sustainable solutions that are aligned with the needs of tomorrow's customer.



## Innovation applied to the development of strategic components

At Segura, we see innovation as a driver of industrial transformation and added value for our clients. We have a team of over 40 specialized engineers leading the development and industrialization of strategic automotive components—from the conceptual phase to validation under real-world conditions.

Our technological capabilities are supported by advanced design and simulation tools (CATIA, AUTOFORM, ABAQUS), accredited laboratories for physical testing, and a collaborative ecosystem involving universities and research centers.

We are committed to the continuous improvement of materials and processes, such as the evolution from cast aluminium components to stamped steel. This allows us to optimize weight, strength, and sustainability in key products like subframes, suspension arms, cross car beams, and battery housings.

We **promote** innovation as a strategic pillar to anticipate the needs of a **transforming** industry, prioritizing lighter, safer, and more sustainable solutions.



### +40 engineers

Dedicated to development and industrialization



### Advanced CAD/CAE tools:

CATIA, AUTOFORM, ABAQUS



### Physical testing

and validation through FEA correlation



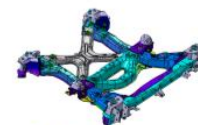
### Material development

From cast aluminium to stamped steel



### Key products

subframes, cross car beam, battery cases, link arms



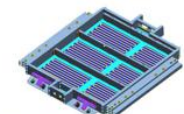
Subframes



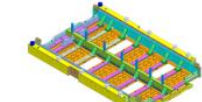
Load low path



Cross Car Beam



Battery housings and lids



## Innovation and R&D

**Our R&D focuses on advanced high-strength steels (AHSS) and simulation technologies, ensuring lighter and lower-carbon solutions.**

Engineering is a key element of our sustainable innovation strategy. In 2023, we stamped the first “Green Piece,” manufactured with ArcelorMittal’s XCarb® steel, reducing CO<sub>2</sub> emissions by 76% compared to conventional steel—without compromising quality or performance. This achievement reflects our commitment to combining advanced engineering with minimal environmental impact.



### R&D in advanced materials

We work on innovation projects in collaboration with ArcelorMittal and AutoForm, exploring third-generation AHSS steels (Fortiform®1050+EG and 980+GI). Our goal: to master these materials through FEA simulations and physical testing, anticipating the demand for lighter, safer, and more sustainable vehicles.

### Prototypes, tooling, and In-Plant Equipment





We design and build highly competitive tools and prototypes in-house, tailored to client needs. We have a team of over 40 specialized engineers, many of whom are directly integrated into our plants in the UK, Sweden, and Germany, ensuring close, agile, and efficient industrialization.



## Consolidated tax information

Segura's tax strategy is focused on ensuring strict compliance with tax regulations in every jurisdiction where we operate. We act in accordance with our corporate principles of integrity, transparency, and commitment to the public interest, maintaining a cooperative relationship with tax authorities and contributing responsibly through the payment of taxes.

During fiscal year 2024, Segura as a Group fulfilled its tax obligations in all countries where it operates, reflecting our commitment to financial sustainability and to supporting the development of local economies.

	 SPAIN	 HUNGARY	 GERMANY	 CHINA
Results <u>before</u> taxes	6,143	(23)	(773)	(13)
Results <u>after</u> taxes	4,903	(42)	(777)	(13)
Taxes	(1,240)	(19)	-	-



## Table of contents

Contents of Law 11/2018 (EINF)		Applied GRI
About Segura	Business model description	GRI 2-1: Organization details
		GRI 2-2: Entities included in the organization's sustainability reporting
		GRI 2-6: Activities, value chain, and other business relationships
		GRI 2-9: Governance structure and composition
		GRI 2-13: Delegation of responsibility for managing impacts
		GRI 2-23: Strategy, policies, and practices
		GRI 2-29: Approach to stakeholder engagement
		GRI 3-1: Process to determine material topics
Environmental matters	Policies	GRI 2-23: Strategy, policies, and practices
		GRI 2-24: Embedding policy commitments
	Main risks	GRI 207-2: Tax governance, control, and risk management
		GRI 2-22: Statement on sustainable development strategy
	General	GRI 201-2: Financial implications and other risks and opportunities due to climate change
		GRI 2-27: Compliance with laws and regulations
	Pollution	GRI 2-23: Strategy, policies, and practices
		GRI 305-5: Reduction of greenhouse gas (GHG) emissions
	Circular economy and waste prevention	GRI 301-1: Materials used by weight or volume
		GRI 301-2: Recycled input materials used
		GRI 301-3: Reclaimed products and their packaging materials
		GRI 306-2: Waste by type and disposal method
		GRI 306-4: Transport of hazardous waste

Contents of Law 11/2018 (EINF)		Applied GRI
	Sustainable use of resources	GRI 303-1: Interactions with water as a shared resource
		GRI 303-2: Management of water discharge-related impacts
		GRI 303-3: Water withdrawal
		GRI 303-5: Water consumption
		GRI 303-4: Water discharge
		GRI 3-3: Management of material topics (with reference to GRI 300 series)
		GRI 301-1: Materials used by weight or volume
		GRI 3-3: Management of material topics (with reference to GRI 302 – Energy)
		GRI 302-1: Energy consumption within the organization (from renewable and non-renewable sources)
		GRI 302-4: Reduction of energy consumption
Our workforce	Climate change	GRI 305-1: Direct (Scope 1) GHG emissions
		GRI 305-2: Energy indirect (Scope 2) GHG emissions
		GRI 3-3: Management of material topics (with reference to GRI 300 series)
		GRI 305-5: Reduction of GHG emissions
	Policies	GRI 304-2: Significant impacts of activities, products, and services on biodiversity
		GRI 207-2: Tax governance, control, and risk management
	Main risks	GRI 2-22: Statement on sustainable development strategy
		GRI 201-2: Financial implications and other risks and opportunities due to climate change
	Employment	GRI 203-2: Significant indirect economic impacts
		GRI 2-7: Employees
		GRI 405-1: Diversity of governance bodies and employees
		GRI 401-1: New employee hires and employee turnover

Contents of Law 11/2018 (EINF)		Applied GRI
		GRI 2-7: Employees Not included in GRI: Total number of employees by contract type (permanent/temporary and full-time/part-time), by gender and region
		GRI 401-1: New employee hires and employee turnover Not included in GRI: Number of dismissals by professional classification
		GRI 405-2: Ratio of basic salary and remuneration of women to men  Not included in GRI: Average remuneration by gender, age, and professional classification and its evolution. For its calculation, total salary payments in cash and in-kind benefits must be considered, including the benefits referenced in GRI 401-2.
		GRI 405-2: Ratio of basic salary and remuneration of women to men  *OECD: The gender pay gap is defined as the difference between the average earnings of men and women relative to the average earnings of men
		GRI 202-1: Ratio of standard entry-level wage by gender compared to local minimum wage (This indicator is used because various factors may influence remuneration as careers progress.)
		GRI 405-2: Ratio of basic salary and remuneration of women to men
		GRI 2-19: Remuneration policies
		GRI 201-3: Defined benefit plan obligations and other retirement plans Not included in GRI: Gender disaggregated information
		GRI 3-3: Management of material topics (with reference to GRI 300 series)
		GRI 405-1: Diversity of governance bodies and employees
	Work organization	GRI 402-1: Minimum notice periods regarding operational changes
		GRI 3-3: Management of material topics (with reference to GRI 300 series)
		GRI 403-9: Work-related injuries

Contents of Law 11/2018 (EINF)		Applied GRI
		GRI 403-10: Work-related illnesses and diseases
		GRI 401-3: Parental leave
		Not included in GRI: Management approach to other work-life balance measures
	Health and safety	GRI 403-1: Occupational health and safety management system
		GRI 403-2: Hazard identification, risk assessment, and incident investigation
		GRI 403-3: Occupational health services
		GRI 403-4: Health and safety topics covered in formal agreements with workers' legal representation
		GRI 403-5: Worker training on occupational health and safety
		GRI 403-6: Promotion of worker health
		GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked to business relationships
		GRI 403-8: Coverage of the occupational health and safety management system
		GRI 403-9: Work-related injuries
		GRI 403-10: Work-related illnesses and diseases
	Labour relations	GRI 2-29: Approach to stakeholder engagement (related to unions and collective bargaining)
		GRI 2-16: Communication of critical concerns
		GRI 2-26: Mechanisms for seeking advice and raising concerns
		GRI 2-30: Collective bargaining agreements
		Not included in GRI: Percentage broken down by country
		GRI 403-4: Health and safety topics covered in formal agreements with workers' legal representation (repeated)
	Training and development	GRI 2-30: Collective bargaining agreements
		GRI 404-2: Programs for upgrading employee skills and transition assistance programs
		GRI 404-1: Average annual training hours per employee
		Not included in GRI: Total training hours



Contents of Law 11/2018 (EINF)		Applied GRI
	Accessibility	GRI 3-3: Management of material topics (with reference to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-discrimination)
	Equality	GRI 3-3: Management of material topics (with reference to GRI 405 Diversity and Equal Opportunity)
		GRI 405-1: Diversity of governance bodies and employees
		GRI 3-3: Management of material topics (with reference to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-discrimination)
		GRI 3-3: Management of material topics (with reference to GRI 401 Employment)
		GRI 406-1: Incidents of discrimination and corrective actions taken
Human rights	Policies	GRI 207-2: Tax governance, control, and risk management
	Human rights	GRI 3-3: Management of material topics (with reference to GRI 412 Human Rights Assessment)
		GRI 2-23: Strategy, policies, and practices
		GRI 2-12: Role of the highest governance body in overseeing the management of impacts
		GRI 2-27: Compliance with laws and regulations
		GRI 2-25: Processes to remediate negative impacts
		GRI 2-27: Compliance with laws and regulations
		GRI 2-25: Processes to remediate negative impacts
		GRI 406-1: Incidents of discrimination and corrective actions taken
		GRI 2-28: Membership associations

Contents of Law 11/2018 (EINF)		Applied GRI
		<p>GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p> <p>GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour</p> <p>GRI 408-1: Operations and suppliers at significant risk for incidents of child labour</p> <p>GRI 2-23: Strategy, policies, and practices</p> <p>GRI 2-27: Compliance with laws and regulations</p>
Fight against corruption and bribery	Policies	GRI 207-2: Tax governance, control, and risk management
	Main risks	<p>GRI 2-22: Statement on sustainable development strategy</p> <p>GRI 201-2: Financial implications and other risks and opportunities due to climate change</p>
	Corruption and bribery	<p>GRI 3-3: Management of material topics (with reference to GRI 205 Anti-corruption)</p> <p>GRI 205-2: Communication and training about anti-corruption policies and procedures</p> <p>GRI 205-3: Confirmed incidents of corruption and actions taken</p> <p>GRI 2-23: Strategy, policies, and practices</p> <p>GRI 2-27: Compliance with laws and regulations</p> <p>GRI 206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices</p> <p>GRI 3-3: Management of material topics (with reference to GRI 205 Anti-corruption)</p> <p>GRI 2-23: Strategy, policies, and practices</p> <p>GRI 2-27: Compliance with laws and regulations</p>
		GRI 201-1: Direct economic value generated and distributed

Contents of Law 11/2018 (EINF)		Applied GRI
Collaboration with society	Policies	GRI 3-3: Management of material topics GRI 207-2: Tax governance, control, and risk management
	Main risks	GRI 3-3 Management of material topics GRI 2-22 Statement on sustainable development strategy GRI 201-2 Financial implications and other risks and opportunities due to climate change
		GRI 2-6 Activities, value chain, and other business relationships GRI 413-2 Operations with significant actual or potential negative impacts on local communities GRI 204-1 Proportion of spending on local suppliers
		GRI 413-1 Operations with local community engagement, impact assessments, and development programs GRI 413-2: Operations with significant actual or potential negative impacts on local communities GRI 2-6 Activities, value chain, and other business relationships GRI 2-29 Approach to stakeholder engagement
		GRI 2-29 Approach to stakeholder engagement GRI 413-1 Operations with local community engagement, impact assessments, and development programs GRI 413-2: Operations with significant actual or potential negative impacts on local communities GRI 2-28 Membership associations
		GRI 3-3: Management of material topics (with reference to GRI 308 and GRI 414) GRI 308-1: New suppliers screened using environmental criteria GRI 414-1: New suppliers screened using social criteria
	Suppliers and subcontracting	



Contents of Law 11/2018 (EINF)		Applied GRI
		GRI 204-1: Proportion of spending on local suppliers
		GRI 3-3: Management of material topics (with reference to GRI 308 and GRI 414)
		GRI 414-2: Negative social impacts in the supply chain and actions taken
		GRI 414-1: New suppliers screened using social criteria
		GRI 308-1: New suppliers screened using environmental criteria
	Clients	GRI 416-1: Assessment of the health and safety impacts of product and service categories
		GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of product and service categories
		GRI 417-1: Requirements for product and service information and labelling
		GRI 417-2: Incidents of non-compliance concerning product and service information and labelling
		GRI 2-25: Processes to remediate negative impacts
		GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data
	Tax information	GRI 207-1: Tax approach
		GRI 207-4: Country-by-country reporting
		GRI 207-2: Tax governance, control, and risk management
		GRI 207-1: Tax approach
		GRI 207-4: Country-by-country reporting
		GRI 201-4 Financial assistance received from government

 GRUPO  
segura

