



Sustainability report 2025

For the fiscal year ended December 31, 2025

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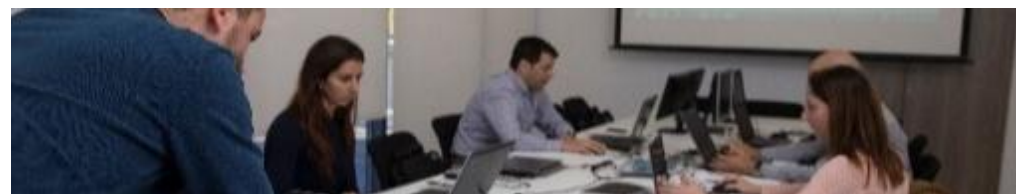
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1

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. 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 “[Grupo 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, 2025.

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

We present our seventh sustainability report, which explains the results and work carried out by our organization during 2024 and 2025. We are very aware of the impact of our factories, our suppliers, and the waste and emissions we generate. Therefore, we follow the Sustainable Development Goals (SDGs) and the UN Global Compact, working as a team with other entities to achieve our goals quickly, responsibly, and in alignment with the planet's challenges. This report details all our environmental, economic, and social actions. With this document, we demonstrate our commitment to transparency, a key value in our management and governance, which we continuously improve to always apply the most demanding standards. We are convinced that only through ethics, good management, and a focus on social benefit can we create real and lasting value for the community.

The year 2025 has been challenging internationally due to renewed tensions surrounding tariffs in the automotive sector and the instability of energy prices. In light of this situation, Grupo Segura has reinforced the internal changes we initiated in previous years to reduce costs and increase efficiency, without halting the growth and expansion plans outlined in our strategy.

Therefore, we invite you to read this document to learn how we have prepared to overcome these challenges, always maintaining our commitment to working as ethically as possible and improving year after year, together with everyone around us. Finally, I would like to highlight the fundamental role of our employees, customers, suppliers, industry associations, and public administrations. Their support has been key to Grupo Segura's achievements and to shaping our future. We extend our sincerest gratitude to them all.

Francisco Segura Hervás





2

Business model

Business model

Grupo Segura is structured as 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, Grupo 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.

Grupo Segura 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 Grupo 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.



48% international sales

223 million of euros

1.182 employees

Our history



1970 - 1980

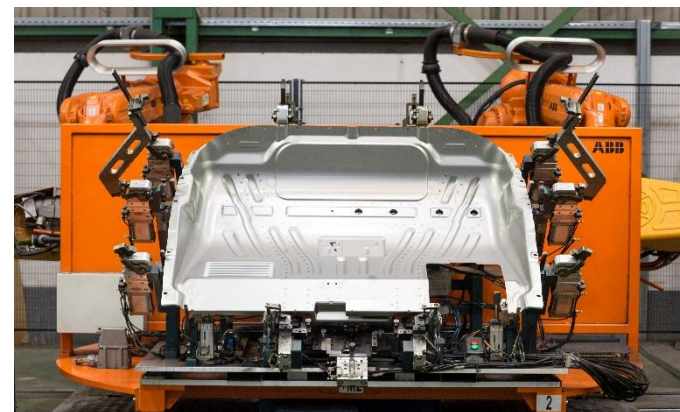
The company was founded by Mr. Francisco Segura. It was initially conceived for the design and creation of stamping tools for metal parts. Later, its activity evolved into **stamping parts for the toy and furniture industries**.

1980 - 1990

Due to its interest in **diversification**, Grupo 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 becoming the **logistics center for shipments**.

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

2020 - now

Two plants are acquired in Vigo and two more in Germany. Grupo 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.

2000 - 2010

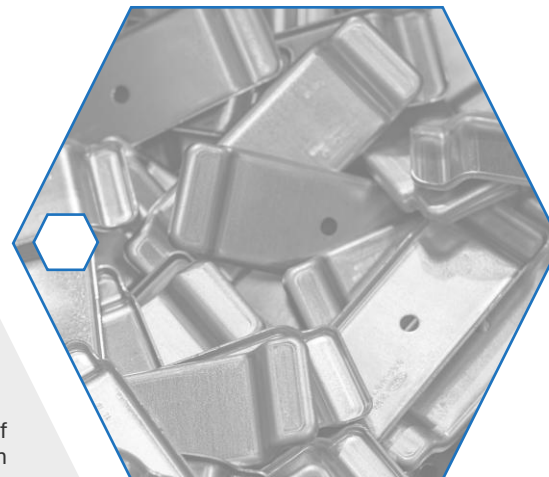
In 2000, the official inauguration of the **Almussafes I plant** took place. In 2005, the company acquired 100% of a cathodic dip coating (KTL) company, and in 2008, a **new production plant was launched in Szolnok (Hungary)**, enabling the Group to serve automotive manufacturers in **Northern, Central,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



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 Grupo 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.



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.



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.



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.



Passion

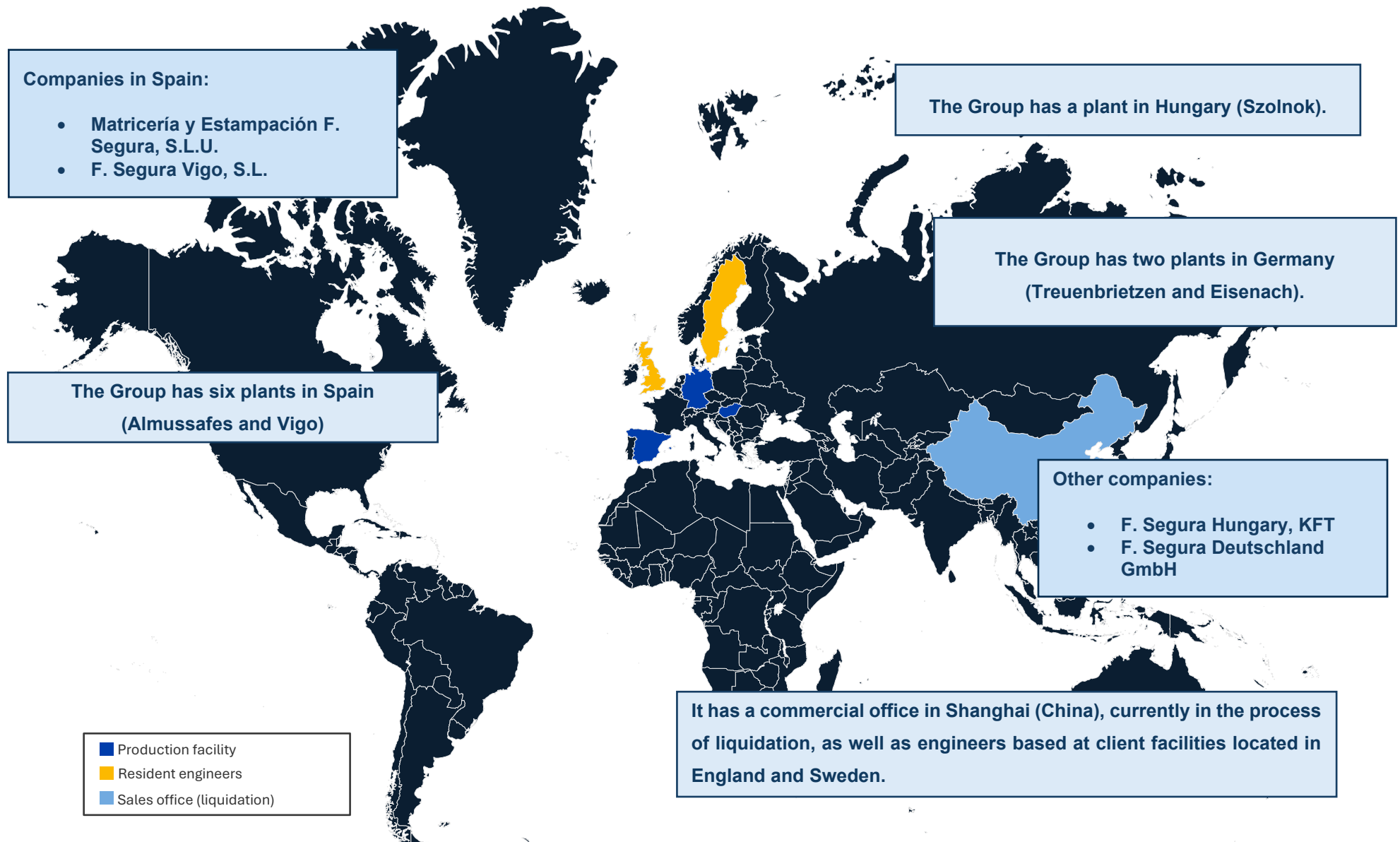
We manage to feel and convey passion and enthusiasm in our projects, behaviours, and actions. We are committed to corporate engagement, with personal involvement and identification with the company, and an optimistic attitude.



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:



About the Group

Grupo 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, Grupo 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, Grupo 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, taking into account 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 behavior, are forcing companies to invest in **more innovative and creative solutions**.

In this scenario, **sustainability** is at the heart of Grupo Segura'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 Grupo 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.

Grupo Segura'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 Grupo Segura, innovation starts with engineering. Our technical team works with state-of-the-art design and simulation tools (CAD/CAE), capable of analyzing 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



Grupo Segura 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



Grupo 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



Grupo Segura 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, Grupo 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 2025, Grupo 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, taking into account 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.

Grupo Segura 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.

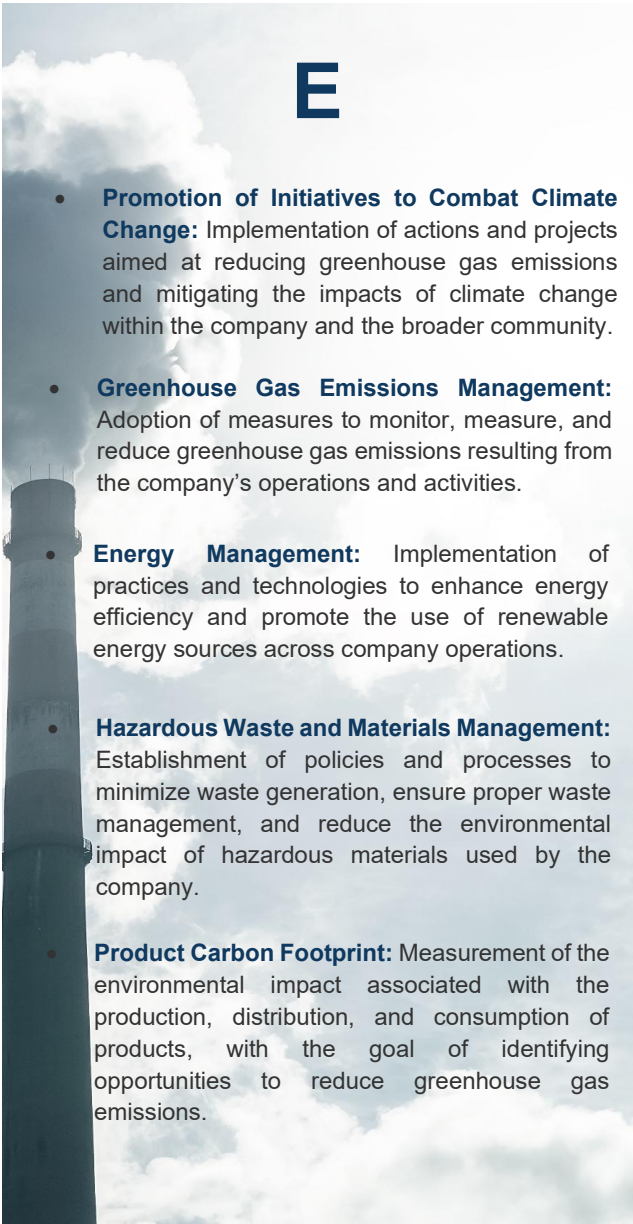
Stakeholders are a cornerstone of the organization’s success, and Segura is committed to fostering effective engagement to gain valuable insights and address their concerns.

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.

Grupo Segura **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:** Fulfillment 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 Grupo 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.

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

Grupo 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:

Compliance with and Respect for Legislation	Grupo 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.
Respect for Individuals	Respect for people is a fundamental principle in Grupo 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.
Equal Treatment	Grupo Segura 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.
Respect for Human Rights	All Grupo Segura 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 labor.
Safety and Environmental Protection	Every employee is responsible for adhering to workplace safety and hygiene standards and for using equipment and facilities properly.
Conflict of Interest and Transparency	Decisions made by Grupo Segura 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.
Information Protection	No Grupo Segura employee may disclose confidential information to any external individual or entity under any circumstances.
Corporate Social Responsibility	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 Grupo Segura's 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 main global risks and is at the core of the United Nations SDGs.

As part of the automotive sector, Grupo Segura is aware of its responsibility in the **fight against climate change** and assumes the commitment to prevent and minimize the environmental impacts derived from its stamping, welding, and metal parts assembly activities.

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

Grupo Segura has invested in the prevention of environmental risks, highlighting investment in new photovoltaic panels.

Grupo Segura has an environmental management system certified in accordance with **ISO 14001**, implemented in **all** its manufacturing plants: Almussafes I and II, Vigo, Hungary, and Germany.

This system makes it possible to periodically assess environmental performance through indicators that consider **all stages of the product life cycle**, facilitating the identification of opportunities for improvement and the application of best sustainable practices in production processes.



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

- Complying with applicable **environmental legislation**, and with other requirements derived from the needs and expectations of its stakeholders.
- Preventing **atmospheric** pollution and protecting **soils and water** by using the most appropriate technology in order to reduce, as far as possible, **discharges and emissions**.
- Promoting waste reduction and ensuring its recovery.
- Managing **resources** in a sustainable manner, such as water, gas, fuels, packaging, consumables, and chemical products.
- **Promoting and allocating resources** for the efficient use of energy, the use of renewable energies, and the reduction of greenhouse gas emissions and other polluting substances.
- **Training and raising awareness** among employees, suppliers, and customers in order to encourage their environmental commitment.
- Exercising a responsible, honest and **positive attitude** toward the community and promoting collaboration with stakeholders through the material and human resources available.

Data

Energy



2025 24.866

2024 25.277

Raw materials



2025 80.118

2024 81.610

Water



2025 38.794

2024 42.246

Emissions



2025 4.823

2024 8.759

Packaging



2025 739

2024 894

Waste



2025 34.780

2024 35.816

Circular economy

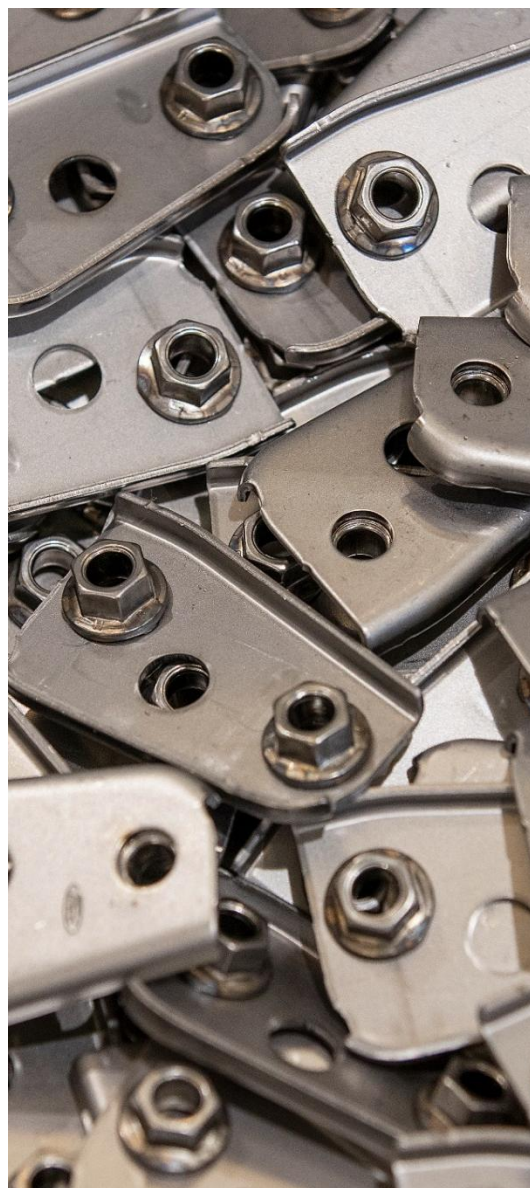
Waste prevention and management

Grupo Segura is committed to the transition from a **linear economy to a circular one**, with the aim of reducing waste and optimizing resources. Although it does not handle waste directly, this is managed by authorized operators in accordance with applicable regulations.

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

All effluents of Grupo Segura comply with applicable regulations and do not pose a risk of contamination. The parameters analyzed (such as pH, BOD, COD, heavy metals, among others) are **below legal limits**.

In Hungary, effluents are discharged into the industrial park network, which carries out periodic monitoring.



Hazardous waste

2025 289

2024 392

Non-hazardous waste

2025 620

2024 763

Scrap generated

2025 33.871

2024 34.661

Sustainable use of resources

Raw materials

Although raw materials are not renewable, they are all recyclable. In recent years, the Group has worked with stainless steel, which is a 100% recyclable material, with a long useful life and better environmental performance.

Raw materials (tn)

2025	80.118
2024	81.610

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.

100% Recyclable materials

Steel (tn)

2025	77.997
2024	79.149

Paint (tn)

2025	166
2024	184

Aluminum (tn)

2025	1.920
2024	2.233

Other Materials (tn)

2025	35
2024	44



Packaging

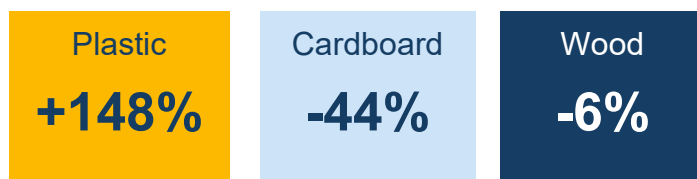
The Group continuously collaborates with customers and suppliers to improve the sustainability of materials placed on the market.

Packaging (tons)

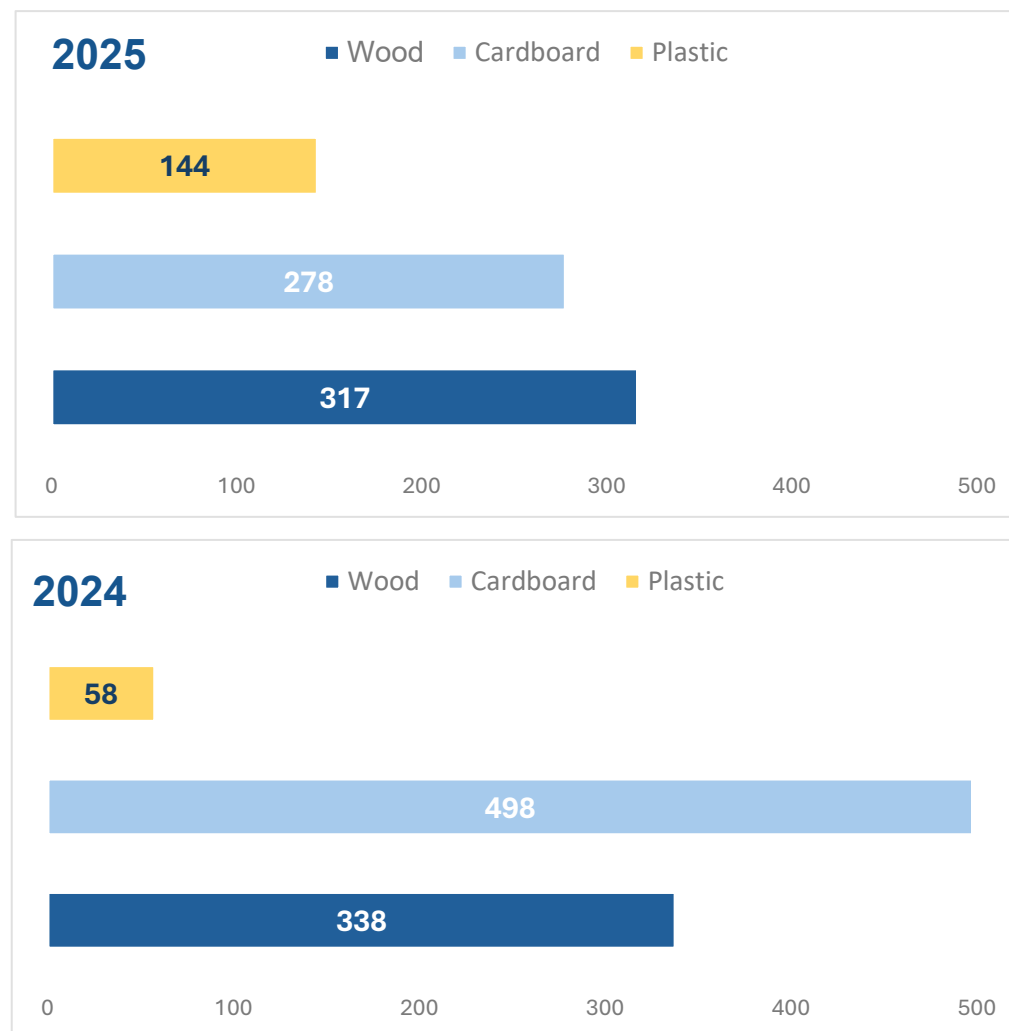
2025	739
2024	894

During the 2025 financial year, the Group has focused its efforts on reducing the consumption of raw materials in packaging, through efficient use of resources.

As a result of the above, the following results have been achieved:



Consumption of packaging materials (tn):



Energy

As an industrial company in the automotive sector, Grupo Segura is aware of the need to address **CO2 emissions** and therefore seeks to minimize its contribution to this cause.

Energy and fuel consumption is directly related to CO2 emissions, which is why the Group continuously seeks improvements, carrying out actions such as **energy audits, monitoring and periodic analysis** of consumption at facilities, acquisition of knowledge, implementation of **corrective actions** and best practices, as well as the establishment of objectives and guarantees to ensure active participation at all levels of the organization.

Energy consumption (MWh)

2025

24.866

2024

25.277

2025

■ Non renewable energy ■ Natural gas ■ Renewable energy ■ Gasoil

11.419

7.679

5.326

442

2024

■ Non renewable energy ■ Natural gas ■ Renewable energy ■ Gasoil

17.388

6.817

578

494

Water

Water is supplied to production plants through municipal networks. Although the Group has a well at the Burjassot plant, its use is not significant and it is occasionally used for non-production activities.

Grupo Segura seeks to **minimize** the negative impacts of its operations on the environment and to preserve water and other natural resources as much as possible.

Among the measures to **avoid** or **reduce** water extraction is the **reuse** of generated effluents. To this end, a **closed-loop system** is in place for the recirculation of generated cooling water.

Water consumption (m³)

2025

38.794

2024

42.246



Municipal network

2025

13.071

2024

13.397

Industrial water

2025

25.723

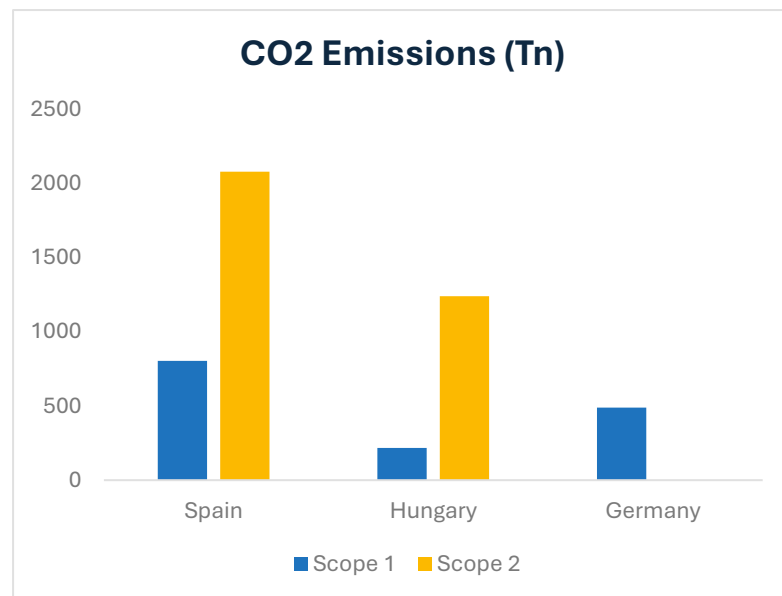
2024

28.849

Emissions

Grupo Segura is committed to the fight against climate change, aligning its environmental management with the achievement of the **reduction** of greenhouse gas (GHG) emissions in the long term.

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



Total GHG emissions (Tn CO₂)

2025	4.823
2024	8.759

Scope 1

2025	1.508
2024	1.362

Scope 2

2025	3.315
2024	7.397

During the 2025 financial year, the Group has made significant efforts to increase the consumption of energy from renewable sources, reaching **100% renewable electricity in Germany**.

In line with these efforts aimed at reducing Scope 2 emissions, the Group has achieved a reduction of **55%** in these emissions, as well as a reduction of **45%** in total emissions.

However, **Scope 1** emissions have experienced an **increase of 11%**, mainly as a consequence of the greater use of **natural gas** in the different geographies in which the Group operates.

Emissions reduction plan

Segura has developed an **Emissions Reduction Plan** in accordance with Royal Decree 214/2025, taking the 2024 financial year as the base year due to its representativeness and the availability of reliable data. From this starting point, reduction targets have been established for the 2030 horizon, aligned with the **SBTi** methodology and the **global commitment to limit the increase in temperature to 1.5 °C**.

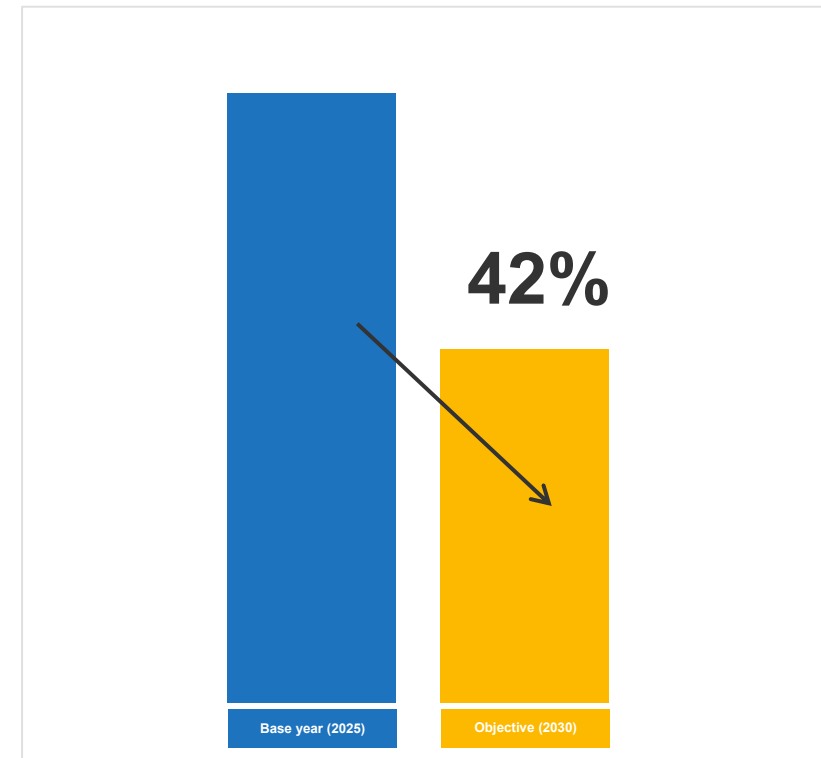
As the **main objective**, a **42% reduction** in emissions by 2030 has been set. To achieve this objective, Grupo Segura has defined a set of measures aimed at reducing emissions associated with its operations, compatible with the transition toward a more sustainable economy and in line with the Paris Agreement and the objective of achieving climate neutrality by 2050.

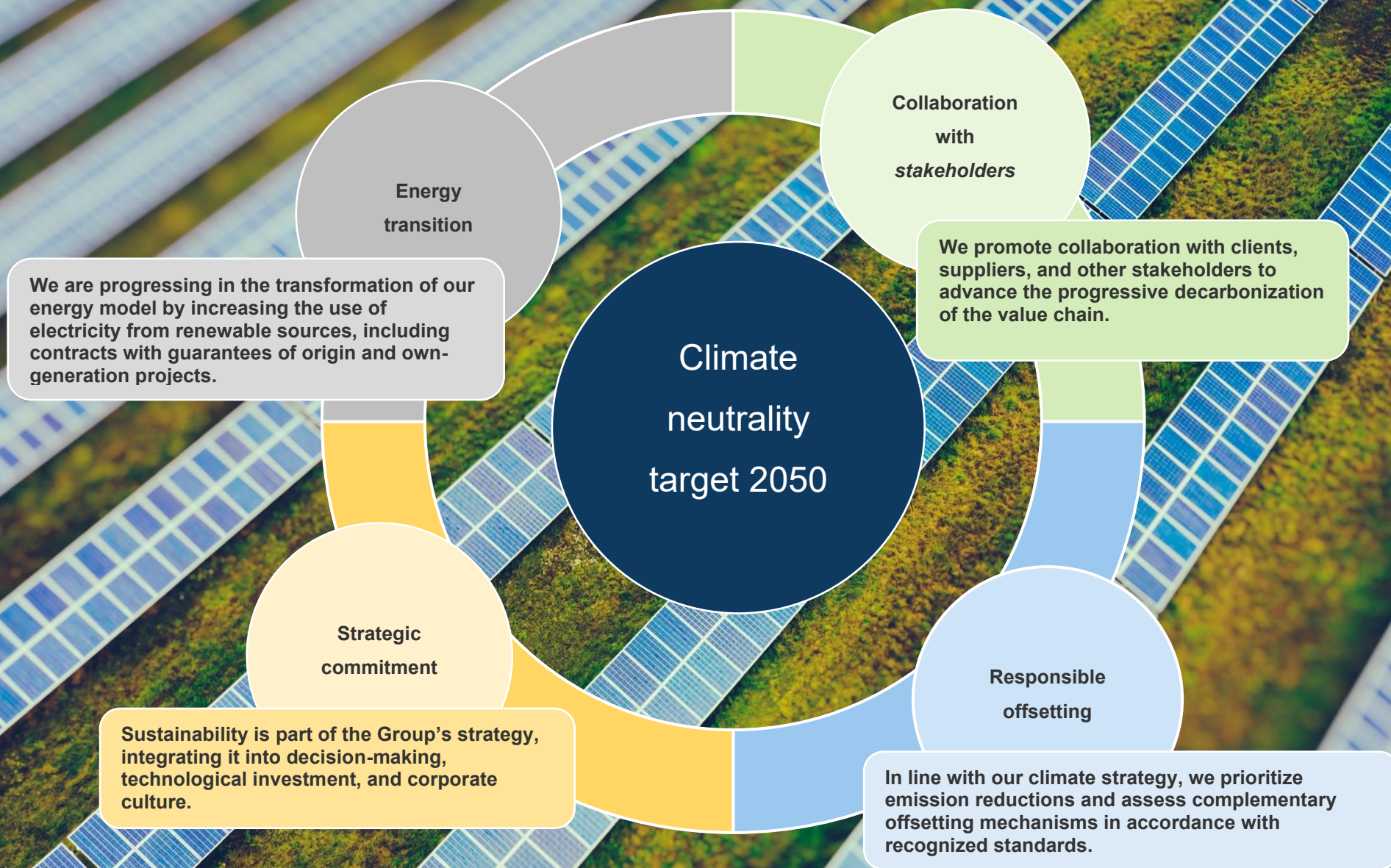
The **main measures** adopted by Grupo Segura associated with the objective of reducing the carbon footprint are as follows:

:

Scope 1: actions aimed at the progressive reduction of natural gas consumption in thermal processes, especially in the sites with the greatest contribution to direct emissions, as well as energy efficiency measures associated with production processes.

Scope 2: decarbonization of electricity consumption through the contracting of electricity from renewable sources with Guarantees of Origin and the installation of photovoltaic generation systems on site at certain Group locations.





SDGs that will enhance Segura's sustainability strategy

Within the framework of its commitment to sustainable development, Grupo Segura has identified those Sustainable Development Goals (SDGs) that, although they do not currently carry significant weight in its activities, represent key opportunities to strengthen its sustainability strategy and align with best practices in the sector.



Climate and environmental objectives

- Reduce GHG emissions (Scope 1 and 2) by 42% by 2030 (base year 2024), in line with the SBTi methodology, moving toward the goal of climate neutrality by 2050.
- Gradually increase the consumption of electricity from renewable sources through the contracting of energy with guarantees of origin and the development of self-consumption projects.
- Progressive development of photovoltaic installations at certain Group sites.
- Improve efficiency in water use through recirculation systems, leak control, and optimization of operational processes.

Innovation and growth objectives

- Increase the proportion of new products, promoting innovation in more efficient and sustainable solutions.
- Increase the proportion of new products by 10%.
- Promote the growth of the human team: increase the number of professionals who are part of Grupo Segura, promoting stable employment, continuous training, and the attraction of diverse talent.
- Strengthen the culture of safety in the workplace with the aim of sustainably reducing the accident rate.



4

Social and employee-
related matters

The Segura Team

The team of professionals at Grupo Segura is made up of people with a high level of qualification, with a **passion** for doing things well and for continuously exceeding customer expectations. In the Group, creativity and the contribution of new approaches and different points of view from any member are always welcome.

Grupo Segura trusts in the capabilities of its employees, in the **diversity** of talent, in the **vocation** for growth, and in **internationalization** as a guarantee for the future. For this reason, it always understands professional relationships as a long-term alliance in which everyone benefits. In this context, the Group offers its employees job **stability**, permanent contracts, and a motivating professional project where they can develop and learn continuously.

In line with the above, Grupo Segura considers **talent** as one of its **main assets**, and therefore pays special attention to its development in all areas of the organization. Likewise, it promotes the creation of working environments that allow employees to develop their **professional qualities** and **grow** within the organization, relying on versatile professionals with an international outlook and innovative capacity.



The main objective is the creation of an inclusive organizational culture that welcomes and promotes diversity.

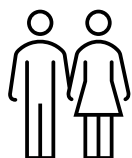
In the aforementioned context, the priorities of Grupo Segura in the field of labor management are as follows:

- Ensure a **safe and healthy working environment**, adapting to both general job requirements and those specific to each position.
- Develop selection processes and **internal promotion** based on **equal** opportunities, promoting **training** and the **development** of employees' competencies to improve their experience and performance.
- Commitment to compliance with legally established working conditions, offering **decent salaries** adapted to each circumstance.

Among the most relevant risks that could affect the organization in labor matters are recent employment regulation processes that have taken place in Spanish companies, the difficulty in finding **qualified profiles** in the labor market, issues related to **equality of treatment** and opportunities between men and women, **discrimination and inclusion** of people with disabilities, and universal accessibility.

Our workforce

Attracting, developing, and retaining the talent of candidates and employees is a key objective at Grupo Segura. The Group is convinced that, through the development of people, it will increasingly become an efficient, productive, and competitive organization, consolidating the Group's leadership, based on the value and contribution provided by each of its employees.



Total Workforce
1.182

46% SPAIN

29% HUNGARY

25% GERMANY

The HR policy of Grupo Segura is based on its Code of Ethics and Conduct, whose main values are ***integrity, honesty, sincerity, equality, proactivity, and respect for people.***

99% of the workforce has a **permanent** contract.

This reflects the Group's commitment to job stability and talent retention. This focus on long-term employment relationships strengthens a solid working environment oriented toward professional development over the long term.

Grupo Segura reaffirms its commitment to the labor inclusion of people with **disabilities**, understood both as a fundamental right and as an opportunity to build a more diverse and equitable working environment.

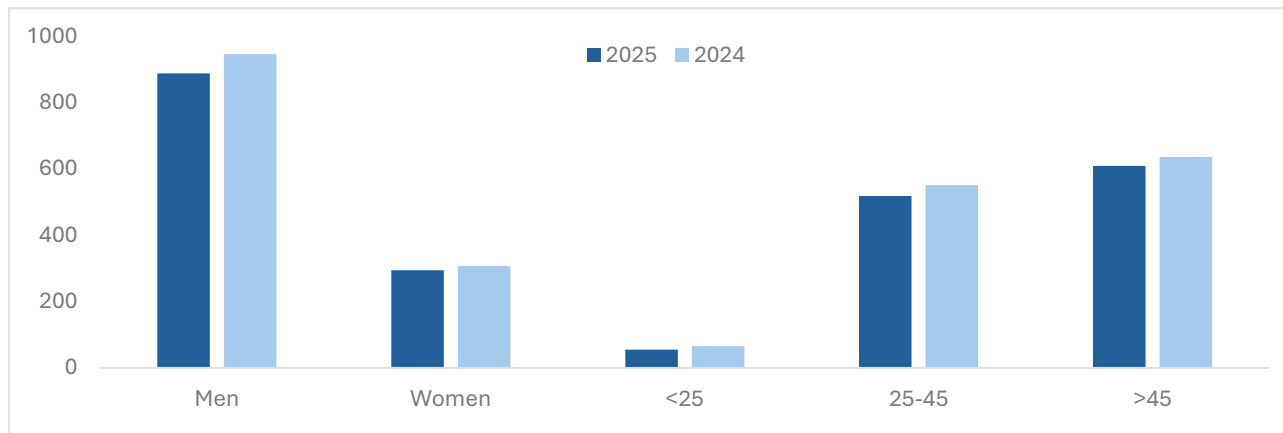
In 2025, the Group had **19 people** with disabilities on its workforce (17 men and 2 women) and actively collaborates with special employment centers to promote their effective integration into the labor market. This effort responds not only to regulatory compliance but also to a firm conviction to 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 remuneration policy aligned with the principles of equal opportunities, recognizing the responsibility and contribution of each person regardless of gender. This commitment is complemented by a range of social benefits such as free transport, school allowances, or supply of glasses—adapted to the needs of each site and periodically reviewed to ensure their usefulness.

Beyond economic compensation, the Group works to guarantee equal treatment in all phases of people management, from recruitment to promotion and work-life balance. We promote an inclusive, respectful, and discrimination-free working environment, committed to the professional and personal development of the entire workforce.

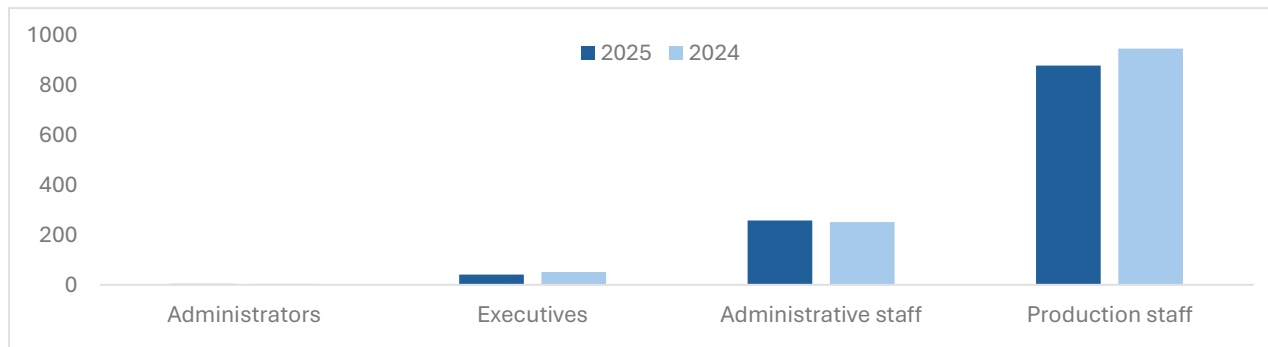
Breakdown of our workforce

The distribution of employees at the end of the 2025 and 2024 financial years by gender and age is as follows:



The proportion of men-women remains at **75%-25%**, and the group over 45 years of age continues to be the majority, exceeding this year **52%** of the workforce (50% in 2024).

The distribution of employees at the end of the 2025 and 2024 financial years by professional category is as follows:



The annual average of contracts in the 2025 and 2024 financial years has been as follows:

Temporary contracts: **14**
Permanent contracts: **1.222**

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

The gender pay gap in the 2025 and 2024 financial years has been as follows:

21%

23%

The number of dismissals carried out in the 2025 and 2024 financial years has been as follows:

Men: **22**
Women: **6**

Men: **36**
Women: **10**

Health and safety indicators

At Grupo Segura, the safety and health of people are a strategic priority. We do not conceive business development without guaranteeing safe, healthy working environments committed to 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 in all processes and decisions, promoting a culture of continuous improvement and proactive prevention.
- Participation of employees, with Health and Safety Committees in 100% of production centers.
- Strict compliance with regulations (at national and international level), with periodic reviews and the support of external experts in prevention.
- Training, communication, and continuous monitoring, establishing clear preventive objectives, mandatory compliance procedures, and analysis tools such as 8D reports.

Health and safety	2025	
	Men	Women
Number of accidents	32	6
Accident frequency rate	16,65	9,25
Severity rate	0,48	0,65

Health and safety	2024	
	Men	Women
Number of accidents	34	7
Accident frequency rate	20,49	12,47
Severity rate	0,38	0,59

Accident frequency rate: Number of occupational accidents / Number of hours worked * 1.000.000

Severity rate: Number of occupational accidents with work leave / Number of hours worked * 1.000

Health and safety	2025	2024
Absenteeism hours	257.970	265.489

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

Professional development

At Grupo Segura, **attracting** professionals is as important as **retaining** the **talent** of those who are part of our workforce. For this reason, we are committed to fostering professional development through continuous learning, creating environments that stimulate growth and reinforce people's commitment to the common project.

The company is committed to continuous training as a key driver for the engagement, motivation, and development of its human team. Investment in training allows for having people prepared to face present and future challenges, strengthening its competitiveness as an employer.

Each year, a training plan is prepared aligned with strategic priorities and adapted to the needs identified by the different departments. Programs range from integration and risk prevention actions to technical training and process updates.

Grupo Segura considers that investing in employee training and development will lead to more committed and motivated people in their work and is also a key aspect for maintaining the Group's **success** in the future.

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

7.125 hours of training

Additionally, the Group carries out, at least annually, a performance evaluation of workers in each department, obtaining useful conclusions to continuously improve the different competencies relevant to their roles, as well as establishing objectives to achieve this development.



Working conditions

The protection of people's health and safety is a priority commitment for Grupo Segura, integrated into all its activities and decisions.

The company promotes a preventive culture based on continuous improvement, regulatory compliance, and shared responsibility at all organizational levels.

The improvement of well-being in the working environment requires a shared effort between the company, the workforce, and society. Grupo Segura promotes this commitment through organizational and environmental actions that encourage active participation of people and favor their personal and professional development.

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

The health and safety department continuously prepares 8D reports on **risk management**, with the collaboration of the different departments and an external **expert** in the field to determine the root cause, the issues initially considered, as well as corrective actions in the short and long term.

Each workplace has its own health and safety committee, made up of prevention delegates and company representatives as legally established, which guarantees the representation of **100% of the workforce** in this area.

In addition, clear preventive objectives are defined, the necessary resources and training are ensured, and communication channels are established with the different stakeholders. Within this framework, the Group maintains an essential principle: never placing activity before safety, promoting a solid preventive culture, shared and sustainable over time.

Work organization

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

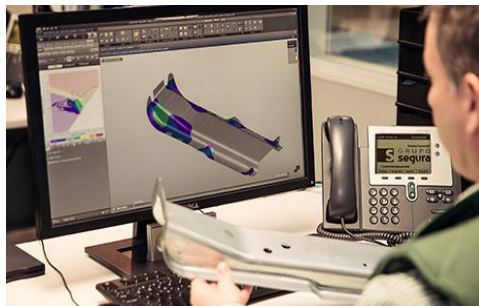
At Grupo Segura, the working day for the 2025 and 2024 financial years has been set at **1,744** hours of effective annual work for full-time employees. For part-time employees, a proportional reduction is applied in accordance with the contractually agreed working time.

Any decision involving a substantial modification of working conditions is notified to the affected employee and their representatives at least **fifteen days** prior to the effective date.

Working day

1.744 hours annually

100% under the collective agreement



Regarding the organization of working time, there is currently no common policy establishing measures for employees' right to **disconnect**, but the Group seeks to facilitate **work-life balance** for its employees.

To this end, initiatives have been implemented such as making **better use of meetings**, reducing their number, adjusting their duration, the number of participants, and using clear documentation.

The working conditions and rights of Grupo Segura employees, such as freedom of association and union representation, are set out in regulations and, where applicable, in collective agreements and signed arrangements with the corresponding employee representatives.

At present, **100%** of the Group's employees are covered by the aforementioned **collective agreement**. In relation to other countries, although work is not subject to collective agreements, the labor regulations applicable in each territory are applied.

Equality

At Segura, we are committed to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without direct or indirect discrimination on the basis of sex. This principle applies to all areas of people management: from recruitment, training, and promotion to remuneration policy, working conditions, work-life balance, and occupational health.

We have equality plans implemented in the Group's main companies, as well as a specific protocol for the prevention of and response to sexual harassment and harassment on the grounds of sex, which guarantees protection and an effective response to any situation.

In addition, we promote active awareness through training programs aimed at all staff, both plant and office employees. As a result of these measures, no relevant risks have been identified and no incidents have been recorded in this area in recent years.

During 2024, more than **800 hours** of training on equality were delivered to plant and office staff, thereby consolidating awareness across the entire organization.

This type of training is scheduled in specific years depending on internal needs and does not constitute an action of a strictly annual nature.

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 behavior 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

Ethics and integrity

Segura Group maintains a firm commitment to **respect for human rights**, compliance with applicable legislation, and ethical conduct in all the countries in which it operates. The company requires all its employees to behave with integrity and professionalism and in accordance with regulations, avoiding any actions that could harm the organization or third parties.

This commitment is essential to maintaining society's trust and is reflected in the adoption of international standards, especially the **principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs)**, understanding sustainability as a key element for long-term success.



Segura Group aligns its actions with the fundamental conventions of the ILO and establishes the following commitments in the area of human rights:

- **Prohibition of child labor and forced labor** in any of its forms.
- Guarantee of a **safe and healthy working environment**, with the identification, assessment, and reduction of occupational risks.
- **Respect for freedom of association** and the right to unionize, without discrimination against labor representatives.
- **Equality and non-discrimination**, regardless of race, origin, religion, gender, sexual orientation, age, or other conditions.
- Rejection of any form of **degrading or abusive treatment**, including physical punishment or coercion.
- Compliance with **fair working conditions**: minimum weekly rest, voluntary and paid overtime, and wages in accordance with applicable legislation.
- Full compliance with **labor and social security obligations**.

Human rights

The Group extends its principles on human rights across its entire value chain, requiring suppliers and subcontractors to comply with applicable social and labor regulations, as well as to respect human rights and guarantee decent, safe, and non-discriminatory working conditions.

Likewise, the Group promotes the adoption of appropriate standards in occupational health and safety, equal treatment, and respect for human dignity throughout its supply chain.

In the event that non-compliance or deviations from these principles are identified, the application of proportionate corrective measures is provided for, which may include the implementation of improvement plans, remediation requirements, and, ultimately, the termination of the business relationship when compliance with the established standards cannot be guaranteed.

During the 2024 and 2025 financial years, no relevant risks related to human rights have been identified, nor have any complaints been recorded in this area.

On the other hand, Segura Group applies human rights **due diligence procedures** aimed at identifying and preventing risks, as well as mitigating potential negative impacts, integrating these controls into its compliance system. These processes are supported by the Code of Ethics and Conduct and internal people management systems.

Whistleblowing channel and action mechanisms

An internal whistleblowing channel is in place that guarantees confidentiality, objective investigation, and the absence of retaliation. In the event of potential breaches, mitigation, management, and, where appropriate, remediation measures are adopted.



Fight against corruption and bribery

Segura Group promotes integrity across all its activities, from corporate governance to operations and the supply chain, ensuring respect for human rights, labor standards, the environment, and the prevention of corruption. The company maintains a **zero-tolerance policy toward fraud, bribery, and any corrupt practices**, whether carried out by its employees or by third parties.

The Group has a **Code of Ethics and Conduct** that establishes the principles and guidelines for action, based on regulatory compliance, transparency, and professionalism, aligning the behavior of all employees with corporate values.

Likewise, all professionals receive specific anti-corruption training and are required to report any irregular conduct.

The Group has also assessed the risks of **money laundering**, without identifying any relevant aspects in its activity.

During the 2024 and 2025 financial years, **no sanctions or significant complaints have been recorded** in these matters.



Decisions must always be made in the interest of the company, avoiding conflicts of interest. In this regard, the acceptance or offering of gifts or benefits is limited to those of a symbolic nature and in line with customary practices.

The Group carefully selects its partners and suppliers, prioritizing those that share its ethical standards. Through the **whistleblowing channel**, potential breaches can be reported, guaranteeing confidentiality, objectivity in the investigation, and the absence of retaliation. On the other hand, the Group does not tolerate the deliberate submission of false accusations.



6

Collaboration with society

Society

Segura Group views sustainability as a fundamental strategic pillar, based on the balance between economic growth, environmental protection, and the generation of social value. In this regard, the company directs its activity toward creating a positive and lasting impact, responding to the expectations of society and of the different stakeholders with whom it interacts.

The Group maintains a firm commitment to social responsibility, understanding that its activity must be carried out in a manner that is respectful of the environment and actively contributes to the progress of the communities in which it operates. This vision is reflected in the implementation of **initiatives aimed at giving back to society part of the value generated and strengthening its role as an active agent in sustainable development.**

In this context, **Segura Group promotes local employment and fosters relationships with the educational and training ecosystem**, collaborating with universities, training centers, and institutions through programs, agreements, and participation in job fairs. These actions make it possible to strengthen connections with talent, enhance employability, and support professional development within its environment.

The Group promotes a close relationship with **local communities** through the hiring of local talent and nearby suppliers, driving social integration initiatives and fostering **cultural diversity** within the organization.



Contributions to non-profit foundations

During 2025, **Segura Group strengthened its commitment to society** through contributions mainly directed to non-profit entities, such as foundations, associations, universities, and technology centers, as well as to public-interest organizations focused on social development, training, and competitiveness.



The volume of contributions has been mainly concentrated in **Spain** and in entities of an educational, social, and business nature, reflecting a greater involvement of the Group in initiatives with collective impact.

Likewise, the Group promotes its own initiatives in Hungary aimed at fostering young talent, such as the Segura Scholarships and the Spanish Language Competition in Szolnok, reinforcing its commitment to education, academic excellence, and connection with local communities.

Associations and sponsorships

Segura Group maintains an active participation in various business and sector-specific forums, which allows it to remain **aligned** with the main regulatory, technological, and industrial trends of the sector in which it operates.

Through its presence in associations and specialized entities, the Group contributes to the **development** of initiatives aimed at improving competitiveness, professionalizing the sector, and creating collaborative environments among companies, institutions, and knowledge centers.

These participations also facilitate access to relevant information, spaces for dialogue with other market players, and the identification of opportunities related to innovation, training, and the development of the industrial fabric.

The total volume of contributions made has experienced a significant increase compared to the previous financial year, reaching approximately **180 thousand euros**, reflecting the Group's involvement in this type of initiative.



In this context, the set of contributions made responds to a **strategy of positioning and active collaboration** with the surrounding environment, strengthening the Group's **presence** in the ecosystems in which it carries out its activity.

Associations and sponsorships

Collaboration with the *Premios Rei Jaume I* Foundation

At Segura Group, we believe in the transformative power of knowledge and innovation. For this reason, this year we have strengthened our commitment to the Rei Jaume I Awards Foundation, actively collaborating with awards that have become a benchmark in the promotion of **scientific and business talent in Spain**.

This collaboration responds to a shared objective: to generate real synergies between science and business, fostering an environment in **which research, technology, and entrepreneurship** align to address the major social and economic challenges of our time. The prestige of the Awards—whose juries are composed mainly of Nobel Prize winners—reinforces 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 cooperation between sectors. From our Group, we will continue to promote **partnerships** that generate value and strengthen the link between those who research, those who undertake, and those who commit to a **better future**.

We will continue working to ensure that this collaboration continues to grow and create value. Because talent is in our country, and it deserves to be recognized, promoted, and connected.



Associations and sponsorships

Chair of Business Culture UV

Segura Group actively collaborates with the **Chair of Business Culture of the University of Valencia**, promoted by the ADEIT Foundation, with the aim of bringing academic knowledge closer to the business environment and fostering an entrepreneurial spirit.

The company forms part of its board of trustees, directly participating in initiatives that connect students with the reality of the business world.



Chair of Executive and Business Culture UPV

Likewise, it participates in the **Chair of Executive and Business Culture of the UPV**, promoted by the Social Council, whose purpose is to provide students with a practical perspective on the creation, management, and leadership of companies.

Through different training activities, education oriented toward the real professional environment is promoted.



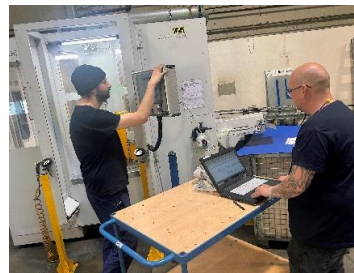
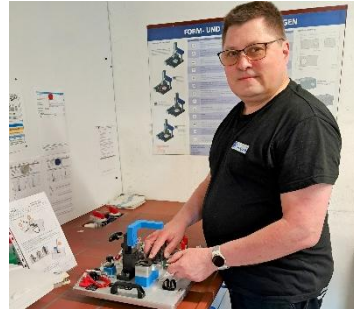
These collaborations reflect **Segura Group's commitment to talent development and the training of future professionals**, strengthening the link between universities and companies and contributing to the promotion of entrepreneurship and innovation.

Customers and suppliers

In a highly demanding environment such as the automotive sector, close **collaboration** with customers is key to achieving **excellence**. At Segura Group, we work with a firm commitment to ensuring customer satisfaction at all stages 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 established procedures in place to effectively manage any complaint or incident, which are considered valuable elements for **continuous improvement**. Complaints and non-conformities are thoroughly analyzed by the teams involved, and where appropriate, corrective actions are implemented to prevent recurrence.

In addition, incidents are **periodically** monitored by type, which makes it possible to identify trends and strengthen decision-making with a preventive approach. This proactive vision allows Segura Group not only to meet, but to **anticipate customer expectations**, consolidating long-term relationships of trust.



At Segura Group, we believe that **business success** depends on strong and well-managed relationships with customers and suppliers. For this reason, we promote collaboration based on open communication, mutual respect, fairness in negotiations, and the joint search for solutions, fostering relationships built on trust and long-term commitment.

Our **procurement policy** covers both purchases linked to customer specifications and open-market sourcing, always under principles of transparency, fair competition, and risk diversification.

Most of our suppliers are European, with a clear commitment to local sourcing, particularly in Spain, where purchases reached **119 million euros** in 2025.

In addition to price, we assess social and environmental criteria, requiring our suppliers to meet standards aligned with the Group's values. Qualification and continuous review form part of the supply chain control and audit system.

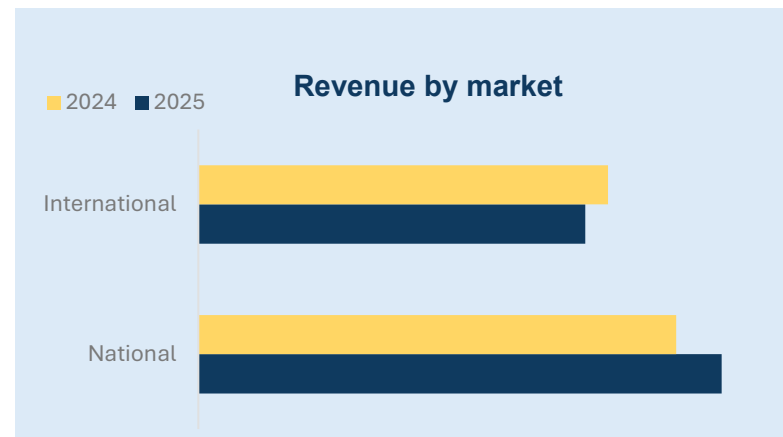
Our clients

Customer satisfaction comes first

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



We provide services to any plant **worldwide**, and for our key customers we have teams of resident engineers who work permanently on the customer's premises, supporting design, industrialization, and prototyping activities.



PORSCHE



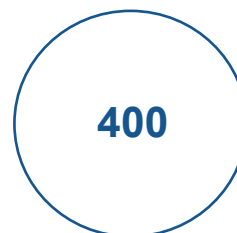
Our suppliers

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

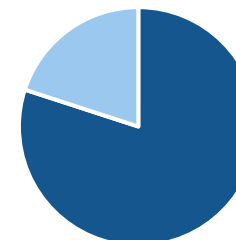
We place particular focus on raw material suppliers, as the foundation of our products, and we require compliance with the highest standards of quality, ethics, safety, and sustainability.



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



**More than 400
active suppliers**



**80% national
suppliers**



**ESG assessment
integrated in the
qualification
process**



**Code of Conduct and
Procurement Policy**



Digitalization and information systems

During the 2025 financial year, the ICT area continued to play a key role in the execution of the **Group's Digital Transformation Master Plan**, consolidating the strategic pillars defined in previous years and progressing in alignment with the roadmap. This approach has strengthened the technological foundation underpinning the Group's operations.

In this context, significant progress was made in the implementation of **SAP S/4HANA Private Cloud** as the core management system for all plants in Spain, Germany, and Hungary. Throughout the year, the preparation and design phases were completed, laying the groundwork for a homogeneous rollout and ensuring the standardization of processes, data, and technology governance models.

Likewise, **the technological integration of the plants in Germany** was successfully completed, ensuring their full incorporation into corporate systems and the common security framework. This process has advanced the harmonization of infrastructures and procedures, strengthening operational cohesion and enabling more centralized and efficient management.

In parallel, the Group has achieved **TISAX certification** across all its plants, consolidating a common framework for cybersecurity and regulatory compliance, which is particularly relevant in the automotive sector. Additionally, operational resilience has been strengthened through the improvement and consolidation of ICT incident and emergency management systems, ensuring business continuity.



Looking ahead to **2026**, the ICT area will continue to focus on the **progressive rollout of SAP S/4HANA** and on **simplifying the technological ecosystem** through the reduction of legacy systems. This process will make it possible to improve operational efficiency, reduce complexity, and move toward a more robust, sustainable digitalization model aligned with the Group's strategic objectives.

Innovation

The Segura Group has continued to develop its **innovation strategy**, initiated in previous years, with the aim of strengthening its positioning in higher value-added products with greater technical complexity. In this regard, the capabilities required for the development and manufacture of large assembled systems have been consolidated, incorporating new expertise in advanced production processes.

The Group has intensified **collaboration with customers in the design and definition of technical solutions**, both for large assemblies and development parts, supported by advanced engineering analyses and a network of specialized suppliers. This has made it possible to broaden its technological scope and improve responsiveness to market requirements.

During the 2025 financial year, the Group consolidated its capability to offer and execute highly complex products, integrating multiple components and joining processes, representing a significant advance in terms of industrial capabilities and competitive positioning.



+40 engineers

dedicated to development and industrialization



Advanced CAD/CAE

CATIA, AUTOFORM, ABAQUS



Physical testing

and validation through



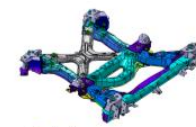
Materials development

from cast aluminium to stamped steel



Key products

subframes, cross car beam, battery cases, link arms



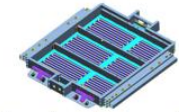
Subframes



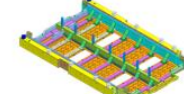
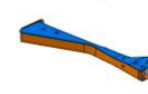
Load low path



Cross Car Beam



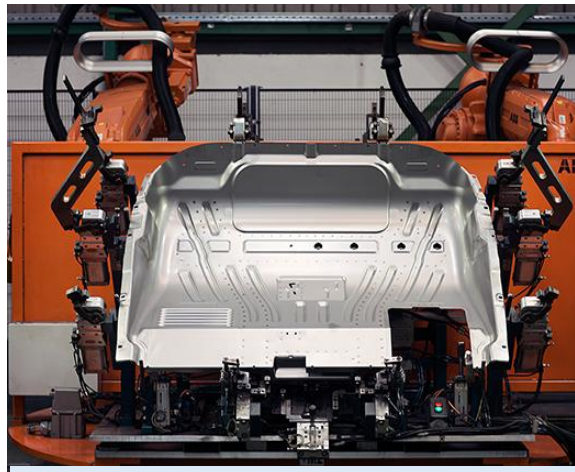
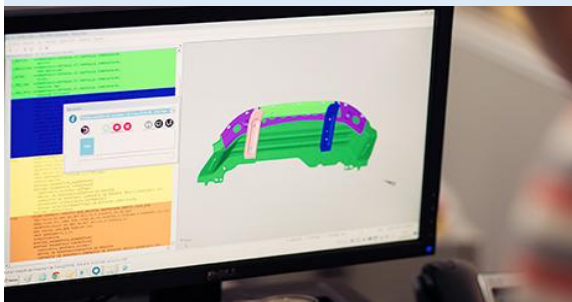
Battery housings and lids



Innovation and R+D+I

Our R+D+I focuses on advanced high-strength steels (AHSS) and advanced simulation, ensuring lighter and lower-carbon solutions

Engineering is a key pillar of our sustainable innovation strategy. In 2023, we stamped the first “Green Part,” manufactured using ArcelorMittal’s XCarb® steel, reducing CO₂ emissions by 76% compared to conventional steel, without compromising quality or performance. This achievement demonstrates our commitment to combining advanced engineering with minimal environmental impact.



R+D+I in advanced materials

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

In-plant prototypes, tooling and equipment

We design and manufacture highly competitive tooling and prototypes in-house, tailored to customer needs. We have more than 40 specialized engineers, many of whom are directly embedded in plants in the United Kingdom, Sweden, and Germany, ensuring close, agile, and efficient industrialization.



Consolidated tax information

The Segura Group's tax strategy is centered on ensuring strict compliance with tax regulations in each jurisdiction in which we operate. We act in accordance with corporate principles of integrity, transparency, and commitment to the social interest, maintaining a cooperative relationship with tax authorities and contributing responsibly through the payment of taxes.

During the 2025 financial year, the Segura Group fulfilled its tax obligations in the countries where it operates, reflecting its commitment to financial sustainability and to contributing to the development of local economies.

	 SPAIN	 HUNGARY	 GERMANY	 CHINA
Results <u>before</u> taxes	1.979	551	1.287	-
Results <u>after</u> taxes	1.410	406	1.003	-
Taxes	(569)	(145)	(284)	-

Table of Contents - Spanish Law 11/2018:

Topic	Contents	Material aspect	Scope	Related GRI Standards	Section
General information	Business model				
	A brief description of the group's business model, which will include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	Yes	Grupo Segura	2-1 / 2-2 / 2-6 / 2-9 / 2-22 / 3-3	2
	Policies				
	Due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for control verification, including what measures have been adopted.	Yes	Grupo Segura	2-23 / 2-24 / 2-25 / 2-26	2
	Policy outcomes				
	The results of such policies should include relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that favour comparability across societies and sectors, in accordance with the national, European or international reference frameworks used for each area.	Yes	Grupo Segura	3-3	2,3,4 5,6 y 7
	Short-, medium- and long-term risks				
	The main risks related to those matters linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to detect and assess them in accordance with national, European or international reference frameworks for each matter. Information should be included on the impacts that have been detected, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	Yes	Grupo Segura	2-12 / 2-13 / 2-25 / 3-3	3
	KPIs				
	Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. In order to facilitate the comparison of information, both over time and between entities, standards of non-financial key indicators that can be generally applied and that comply with the guidelines of the European Commission in this area and the standards of the Global Reporting Initiative will be used, and the national framework must be mentioned in the report. European or international used for each subject.	Yes	Grupo Segura	3-1 / 3-2 / 3-3	2,3,4 5,6 y 7

Topic	Contents	Material aspect	Scope	Related GRI Standards	Section
Environmental matters	Pollution				
	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	Yes	Grupo Segura	3-3 / 305-1 / 305-2	4.3
	Circular economy and waste prevention and management				
	Prevention, recycling, reuse, other forms of waste recovery and disposal measures	Yes	Grupo Segura	306-3 / 306-4 / 306-5	4.1
	Actions to combat food waste.	No	Grupo Segura		
	Sustainable use of resources				
	-Water consumption and water supply in accordance with local constraints -consumption of raw materials and measures taken to improve the efficiency of their use -Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energies.	Yes	Grupo Segura	301-1 / 302-1 / 302-4 / 303-3 / 303-5	4.2
	Climate Change				
	The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces Measures taken to adapt to the consequences of climate change The reduction targets voluntarily established in the medium and long term to reduce greenhouse gas emissions and the means implemented to that end.	Yes	Grupo Segura	3-3 / 302-1 / 305-1 / 305-2 / 305-5	4.3
	Protecting biodiversity				
	Measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	Yes	Grupo Segura	3-3	4.5

Topic	Contents	Material aspect	Scope	Related GRI Standards	Section
Social and employees matters	Employment				
	- Total number and distribution of employees by sex, age, country and professional classification - Total number and distribution of types of employment contracts, annual average of permanent contracts, temporary contracts and part-time contracts by sex, age and professional classification, number of dismissals by sex, age and professional classification - Average remuneration and its evolution disaggregated by sex, age and professional classification or equal value - Pay gap - The remuneration of equal or average jobs in the company, the average remuneration of directors and executives, including variable remuneration, allowances, compensation, payment to long-term savings pension systems and any other perception disaggregated by sex - Implementation of work disconnection policies - Employees with disabilities.	Yes	Grupo Segura	2-7 / 2-8 / 405-1 / 405-2	5.1 / 5.2 / 5.3 / 5.4
	Organization of work				
	- Organization of working time - Number of hours of absenteeism - Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of these by both parents.	Yes	Grupo Segura	3-3	5.5
	Health and safety				
	- Occupational health and safety conditions - Accidents at work, in particular their frequency and severity, as well as occupational diseases disaggregated by sex.	Yes	Grupo Segura	403-9 / 403-10	5.6

Topic	Contents	Material aspect	Scope	Related GRI Standards	Section
	Social Relationships				
	- Organization of social dialogue, including procedures for informing, consulting and negotiating with staff	Yes	Grupo Segura	2-29 / 2-30 / 402-1	5.7
	- Percentage of employees covered by collective bargaining agreement by country				
	- The balance of collective agreements, particularly in the field of health and safety at work				
	Training				
	- The policies implemented in the field of training and the total number of training hours by professional categories	Yes	Grupo Segura	404-1 / 404-2	5.8
	Universal accessibility for people with disabilities				
	Universal accessibility for people with disabilities	Yes	Grupo Segura	405-1	5.3
	Equality				
	- Measures taken to promote equal treatment and opportunities between women and men	Yes	Grupo Segura	2-23 / 405-1 / 405-2	5.9
	- Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men)				
	- Measures taken to promote employment				
	- Protocols against sexual and gender-based harassment				
	- Integration and universal accessibility for persons with disabilities				
	- Policy against all types of discrimination and, where appropriate, diversity management.				
Information about human rights and the fight against corruption and bribery	- Implementation of human rights due diligence procedures	Yes	Grupo Segura	2-23 / 2-25 / 2-26 / 2-27	6.1
	- Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses committed				
	- Promotion and enforcement of the provisions of the International Labour Organization's core conventions relating to respect for freedom of association and the right to collective bargaining				
	- Complaints for cases of human rights violations				

Topic	Contents	Material aspect	Scope	Related GRI Standards	Section
	- Elimination of discrimination in employment and occupation, forced or compulsory labour - Effective abolition of child labour				
	- Measures taken to prevent corruption and bribery and to combat money laundering - Contributions to foundations and non-profit entities.	Yes	Grupo Segura	2-23 / 2-26 / 2-27 / 413-1	6.2 / 6.3
Information about society	The company's commitments to sustainable development				
	- Impact of the company's activity on employment and local development. - Impact of the company's activity on local populations and on the territory and relations maintained with local community actors and the modalities of dialogue with them. - Partnership or sponsorship actions	Yes	Grupo Segura	2-22 / 2-29 / 413-1	7.1 / 7.2
	Subcontracting and suppliers				
	- Inclusion of social, gender equality, and environmental issues in the procurement policy. - Consideration of suppliers' and subcontractors' social and environmental responsibility in business relationships. - Monitoring and audit systems, and the results thereof.	Yes	Grupo Segura	2-6 / 2-23 / 3-3	7.2
	Consumers				
	- Measures to ensure consumer health and safety. - Complaint and claims systems, complaints received, and their resolution.	Yes	Grupo Segura	2-25 / 3-3	7.2
	Tax Information				
	- Profits earned on a country-by-country basis. - Income taxes paid and public subsidies received.	Yes	Grupo Segura	201-1 / 201-4 / 207-1 / 207-4	8

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