

# REPORT

NON-FINANCIAL STATUS  
2024







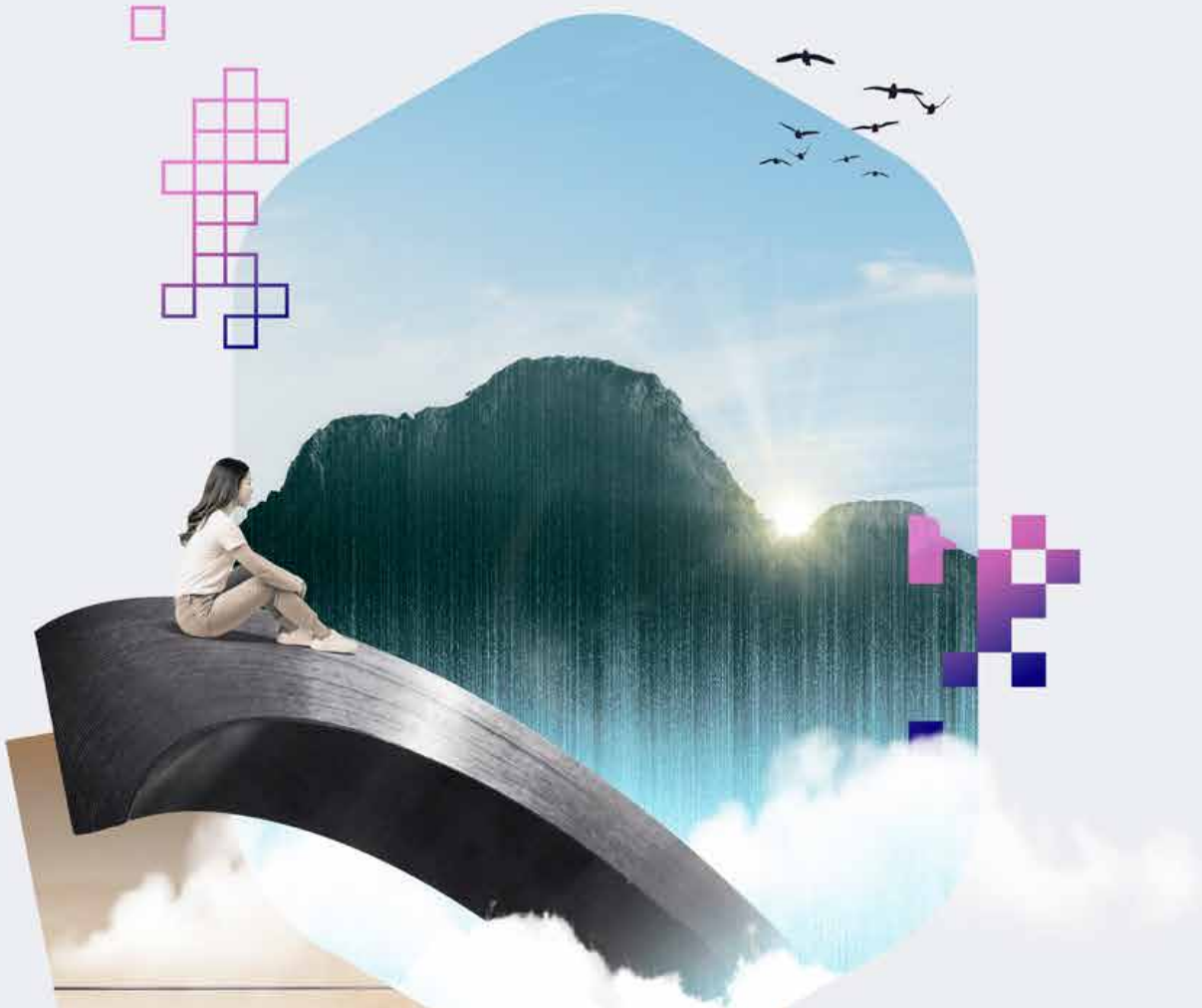
NON-  
FINANCIAL  
STATUS  
REPORT 2024

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FORGING  
THE FUTURE:  
LEADERSHIP  
AND  
PURPOSE

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**CARACTERÍSTICAS GENERALES**

**MATERIALES:**  
Los productos ARANIA son de acero inoxidable laminado en frío, con una resistencia mecánica garantizada de 50 kgs/mm<sup>2</sup>.

gran resistencia y una terminación las hace muy exigente.  
**Calidades:** Pintado y Galvanizado.  
**Medidas especiales:** Contra pedido, fabricamos bandejas de cualquier medida.  
**Empaquetado:** Todas las medidas en su envoltorio.

## LETTER FROM THE CHAIRMAN

# OUR VISION OF SUSTAINABILITY

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### Eric Arana

Chairman of Grupo Arania

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

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

Progress recognised by external organisations such as Ecovadis. For yet another year, we have not only maintained our excellent qualifications in the group's different verticals, Arania—our business unit dedicated to precision cold rolling—has improved its score, moving from silver to gold and the tube business Aratubo has achieved the platinum medal. This is quite an achievement and places the companies among the highest rated, which is also a clear indication that we are progressing in the right direction.

In environmental sustainability, in collaboration with SIDEREX, in 2024 we made progress with obtaining and gaining exterior verification of the carbon footprint of the different group companies. This is an important milestone that enables us to measure our progress with greater accuracy and, in particular, evaluate the evolution of our decarbonisation plan.

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



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

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

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

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

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

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

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

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

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

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A SOLID  
STRUCTURE:  
THAT'S GRUPO  
ARANIA

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001 →

ANTA  
METALICAS

# INDUSTRIAL DNA: IDENTITY AND BUSINESS MODEL

**85**

YEARS OF EXPERIENCE

---

**100%**

ELECTRICITY OF RENEWABLE  
ORIGIN

---

**+ 436,000 Tm**

STEEL PROCESSING CAPACITY

---

**9.76%**

SELF-CONSUMPTION

---

**+ 1100**

PEOPLE: TEAM

---

**13%**

DELIVERIES MADE USING  
INTERMODAL TRANSPORT

---

**+ 65**

COUNTRIES: PRESENCE

---

**+ 9%**

WOMEN COMPARED TO THE  
SECTOR

---

**6**

PRODUCTION PLANTS

---

**+ 29,000**

HOURS OF WORKFORCE  
TRAINING

---

**80%**

AVERAGE EXPORTS

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

	ISO 9001:2015	ISO 14001:2015	ISO 14064:2018	ISO 14067:2018	ISO 45001:2018	ISO 50001:2018	Other
<b>ARANIA</b>	✓	✓	✓	✓	✓	✓	IATF 16949:2016
<b>ARATUBO</b>	✓	✓	✓	✓	✓	✓	IATF 16949:2016
<b>AR RACKING</b>	✓	✓	✓		✓	✓	ISO 3834-2: 2021, CSA Standard W47.1 (Division 2)
<b>AR SHELVING</b>	✓	✓	✓		✓		FSC Chain of custody
<b>LAMINCER</b>	✓	✓	✓	✓	✓	✓	IATF 16949:2016

**CERTIFICATIONS**



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



### AMOREBIETA, BIZKAIA

High precision cold steel rolling.

PRODUCTION	INSTALLATIONS	COMMERCIAL PRESENCE
<b>90,000 t/year</b>	<b>28,000 m<sup>2</sup></b>	<b>+30 countries</b>
WORKFORCE	EXPORTS	
<b>168 people</b>	<b>65%</b>	



### MUNGIA, BIZKAIA

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

PRODUCTION	INSTALLATIONS	COMMERCIAL PRESENCE
<b>35,000 t/year</b>	<b>6,800 m<sup>2</sup></b>	<b>+30 countries</b>
WORKFORCE	EXPORTS	
<b>72 people</b>	<b>37%</b>	



### VITORIA-GASTEIZ, ARABA

Manufacture, certification and processing of precision welded tubes

PRODUCTION	EXPORTS
<b>105,000 t/year</b>	<b>90%</b>
WORKFORCE	COMMERCIAL PRESENCE
<b>195 people</b>	<b>+25 countries</b>
INSTALLATIONS	
<b>70,000 m<sup>2</sup></b>	



### TUDELA, NAVARRE

Industrial storage systems for heavy loads.

PRODUCTION	EXPORTS
<b>70,000 t/year</b>	<b>70%</b>
WORKFORCE	COMMERCIAL PRESENCE
<b>324 people</b>	<b>+60 countries</b>
INSTALLATIONS	
<b>35,000 m<sup>2</sup></b>	



**GALDAKAO, BIZKAIA  
BYTČA, SLOVAKIA**

Metal storage systems for DIY and retail.

PRODUCTION  
**70,000 t/year**

EXPORTS  
**80%**

WORKFORCE  
**323 people**

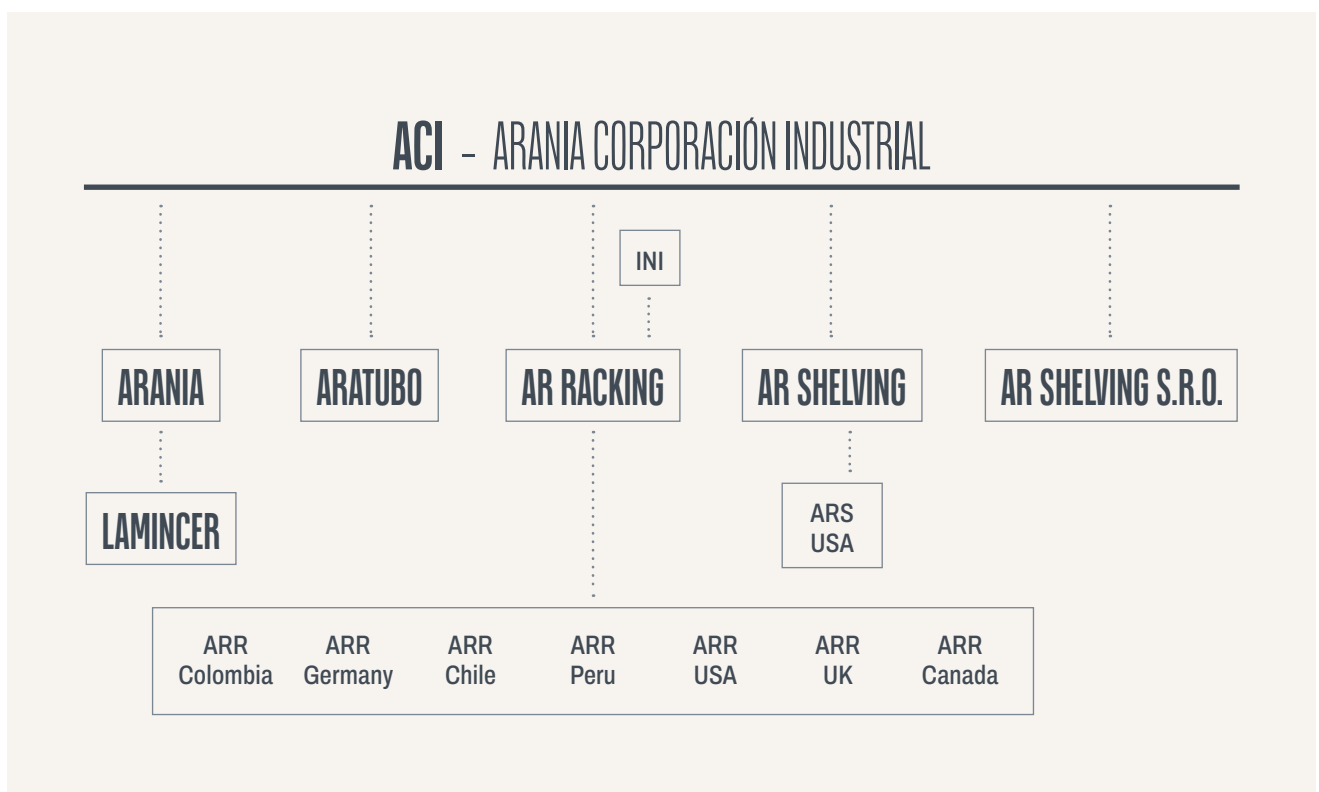
COMMERCIAL PRESENCE  
**+40 countries**

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



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

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



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



## 1940 ARANIA BEGAN IN BIZKAIA

**1971**

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

**1991**

Constitution of AR Systems specialising in the light shelving market.

**1997**

Launch of Aratubo in Vitoria-Gasteiz, Jándiz (Álava-Araba). Specialised in the manufacture of precision-welded steel pipes.

**1998**

Picking shelves launched by AR Systems.

**2000**

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

**2004**

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

**2007**

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

**2008**

Expansion of AR Racking's production centre in Tudela to 21,000 m<sup>2</sup>.

**2009**

Arania receives the ERNST & YOUNG award for best internationalisation.

**2010-2014**

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

**2015**

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

New AR Racking offices in Madrid and A Coruña.

## 2016

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

Construction of a 2nd building of 14,000 m<sup>2</sup> at Aratubo.

AR Racking opens offices in France and Barcelona.

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## 2017

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

AR Racking opens new branches in Peru and Asturias.

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## 2018

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

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

New branches of AR Racking in Germany.

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## 2020

80th anniversary of Grupo Arania.

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## 2021

Collaboration agreement with the UPV/EHU. AR Racking - Storage Solutions Classroom.

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## 2022

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

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

Constitution of new sustainability department in Grupo Arania, directed by Ana Guinea.

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## 2023

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

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

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

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

Aratubo wins the SEA healthy business award 2023.

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## 2024

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

Launch of the sustainable transport project: electric lorry.

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# INNOVATION AND TRANSFORMATION IN THE STEEL INDUSTRY

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

## OUR CONTEXT AS A DRIVING FORCE FOR INNOVATION

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

### — COLLABORATIVE ECOSYSTEM

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

### — INSTITUTIONAL SUPPORT

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

### — TALENT AND INFRASTRUCTURE

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

### — A CULTURE THAT DRIVES CHANGE

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



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

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

In 2024, the ICT (Information and Communications Technology) Department reinforced its commitment to the digital transformation by incorporating a senior profile to drive industrial technology (OT), provide continuity in the deployment of the new ERP (Enterprise Resource Planning) throughout the Group, and consolidate the automation of administration processes with RPAs (Robotic Process Automation), which has made it possible to release almost 3,000 hours of work.

## RESEARCH AND DEVELOPMENT OF NEW PRODUCTS

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### **Project: RAD+**

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

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### **Project: GOHT**

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

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### **Project: MGNTOOL**

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

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### **Project: RedHC**

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

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

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

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# INNOVATION, SIMULATIONS, PREDICTIVE MODELS AND OPTIMISATION

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## **Innovation in products and processes**

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

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## **Production process simulation projects**

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

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## **Project for maintenance prediction models**

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

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## **Automated, digitised production line**

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

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

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

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

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## **Optimisation of resources and waste**

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

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## **Optimisation in energy consumption**

Renewable energy have been adopted as an essential anchor in our sustainability strategy with more than 14,000 m<sup>2</sup> of photovoltaic installations at 4 of the production plants, covering 10.8% of the total electricity demand. In addition, we use 100% renewable energy in all our installations.

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## **Innovation in processes and patents**

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

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# PRESENCE IN TECHNOLOGICAL ECOSYSTEMS AND INNOVATION NETWORKS

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

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

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

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

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

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



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

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

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

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

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

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



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



## AXIS

## WHAT DO WE DO?

## SOME EXAMPLES 2024

### Environment

Reduce the environmental impact and promote circular, low-carbon solutions.

- Electric lorry
- Low-emission steel
- Intermodal transport

### People

Care about wellbeing, development and equal conditions.

- Occupational physiotherapy
- Psychological plan
- Impulsa Programme
- Gamelearn equality training

### Governance and economic sustainability

Strengthen integrity, transparency and business responsibility.

- Project for legal/regulatory compliance at Grupo Arania



# MATERIALITY ASSESSMENT: KEY ISSUES FOR OUR STAKEHOLDERS

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

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

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



# INTERNAL STAKEHOLDERS

# EXTERNAL STAKEHOLDERS

Shareholders			Clientele
Directors			Suppliers
People			Competition
			Collaborating entities or people
			Social and environmental setting

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

## WHAT DO OUR STAKEHOLDERS ASK OF US?

### MAIN REQUIREMENTS

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

### INTERESTS

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

### CONCERNS

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



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

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

### PRIORITY MATERIAL TOPICS

Scope	Key topic	Why it is relevant	What we are doing
<b>ENVIRONMENT</b>	<ul style="list-style-type: none"> <li>Decarbonisation and reduction of emissions.</li> </ul>	<ul style="list-style-type: none"> <li>This is one of our industry's central challenges and is key to responding to the climate emergency.</li> </ul>	<ul style="list-style-type: none"> <li>We are measuring our carbon footprint, develop products with a low footprint and apply energy and logistics improvements.</li> </ul>
<b>SOCIAL</b>	<ul style="list-style-type: none"> <li>Promotion of health and wellbeing in the workforce.</li> </ul>	<ul style="list-style-type: none"> <li>This strengthens our internal commitment and reinforces a safe, healthy and human work environment.</li> </ul>	<ul style="list-style-type: none"> <li>We are implementing occupational physiotherapy, psychological support, equality plans and training for professional development.</li> </ul>
<b>GOVERNANCE</b>	<ul style="list-style-type: none"> <li>Certification of management systems for comprehensive risk management.</li> </ul>	<ul style="list-style-type: none"> <li>This enables us to reinforce operational efficiency, guarantee regulatory compliance and improve transparency.</li> </ul>	<ul style="list-style-type: none"> <li>We are implementing and auditing ISO 9001, 14001, 45001 and IATF systems in accordance with each business. We are promoting a culture of continual improvement.</li> </ul>
	<ul style="list-style-type: none"> <li>Sustainability, human rights and anti-corruption policies.</li> </ul>	<ul style="list-style-type: none"> <li>They align our operations with ethical values and international standards.</li> </ul>	<ul style="list-style-type: none"> <li>We are applying codes of conduct, compliance plans, a whistleblower channel and ESG clauses in the supply chain.</li> </ul>

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

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

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

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

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

01

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

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02

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

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03

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

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

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

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

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

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

A ROBUST  
FRAMEWORK:  
ETHICS AND  
GOVERNANCE

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300	900	300
400	900	400
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**During 2024 we became aware of the need for and importance of communicating sustainability across our whole value chain. For this reason, in 2025 we will work on our Sustainability Master Plan.**

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





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

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

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

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

- **ERIC ARANA LAHITTE**  
819,485 shares (54.69%)
- **INTERNATIONAL STEEL BUSINESS, S.A.**  
679,056 shares (45.31%)



# CORPORATE STRUCTURE OF GRUPO ARANIA

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

# THIS IS HOW OUR GOVERNANCE WORKS

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

## OPERATIONAL MANAGEMENT

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

## CORPORATE GOVERNANCE

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

## (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) EVOLUTION

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### — 2024

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

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

### — 2025

We are continuing to shape our roadmap, developing:

- **Sustainability Master Plan** during the 2nd quarter
- Completion of the **Compliance project** that we started to draw up in 2024, which will help us work on and review proper compliance with our ESG roadmap
- Update of the **Code of Conduct** and creation of **group policies**

# ORGANISATIONAL CHART OF RESPONSIBILITIES GRUPO ARANIA

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

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

## CORPORATE LEADERSHIP

Chairman	<b>ERIC ARANA</b>
Executive vice-chairman	<b>CARMELO BILBAO</b>
CEO	<b>ALBERTO LEJARRETA</b>

## BUSINESS UNITS

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

## CORPORATE ADDRESSES

Cybersecurity

Purchasing

Expansion

Finance and administration

ICT

People

Sustainability

# CODE OF CONDUCT AND DUE DILIGENCE

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

In 2025 we will formally update it.

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



# CORPORATE SUSTAINABILITY COMMITTEE

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

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

- Encourage a shared identity in sustainability and responsible practices throughout the group.
- Supervise the correct implementation of the Code of Conduct in all areas and companies in the group.
- Act with its own initiative or as a result of internal or external communications, related to possible breaches of the Code.
- Analyse the queries, discrepancies and suggestions received through the established channels.
- Interpret and resolve ethical conflicts derived from the application of the Code, in accordance with its principles.
- Evaluate the performance indicators related to sustainability and corporate ethics.

The Committee is **composed** of:

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

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

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

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



# PROCEDURE FOR REPORTING AND RESOLUTION

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

## — WHO CAN MAKE A REPORT?

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

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

## — HOW DOES THE PROCESS WORK?

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

In 2024 we received 2 reports, which were analysed and managed within the foreseen terms, according to our current policy.



# COMMUNICATION AND ACCESS TO THE CODE OF CONDUCT

## INTERNAL COMMUNICATIONS: SHARED CULTURE

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

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

## EXTERNAL COMMUNICATION: TRANSPARENCY WITH OUR STAKEHOLDERS

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

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

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

# DUE DILIGENCE AND GENERAL SCHEME OF RISKS

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

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

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

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

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

# FINANCIAL RISKS

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

## CREDIT RISK

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

## LIQUIDITY RISK

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

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

## EXCHANGE RATE AND INTEREST RATE RISK

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

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

## MAP OF FINANCIAL RISKS GRUPO ARANIA

Types of risk	Level of exposure	Control measures
<b>CREDIT RISK</b>	Low	<ul style="list-style-type: none"> <li>– Diversification</li> <li>– Credit insurance</li> <li>– Provisions due to experience</li> </ul>
<b>LIQUIDITY RISK</b>	Moderate	<ul style="list-style-type: none"> <li>– Working capital</li> <li>– Committed lines</li> <li>– Cash available</li> </ul>
<b>EXCHANGE RATE RISK</b>	Very low	<ul style="list-style-type: none"> <li>– Minor transactions in foreign currency other than EUR</li> </ul>
<b>INTEREST RATE RISK</b>	Low/moderate	<ul style="list-style-type: none"> <li>– Combined debt at fixed and variable (EURIBOR) rates</li> </ul>

# OPERATIONAL RISKS

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

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

## SUPPLY RISKS

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

## MARKET RISKS: GEOGRAPHIC, SECTORIAL AND PRODUCT

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

## RISK OF LOSS OF COMPETITIVENESS

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

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

## RISK OF LOSS OF TALENT

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

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

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

# CYBERSECURITY RISKS

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

## OUR COMPREHENSIVE FOCUS ON PROTECTION

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

## PROTECTION IN THE INDUSTRIAL SETTING (OT)

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

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

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

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

# ENVIRONMENTAL IMPACT RISKS

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

## WHAT DOES THIS STRATEGY PERMIT?

Thanks to ISO 14001 certification and comprehensive management:

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

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

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



# RISKS RELATED TO OCCUPATIONAL HEALTH AND SAFETY

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

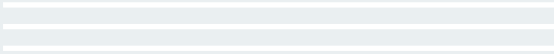
This system makes it possible to identify, evaluate and monitor occupational risks, not only from a standpoint of legal compliance, but also from a perspective of continuous improvement and a culture of prevention.

GRUPO ARANIA'S  
FOCUS ON HEALTH  
AND SAFETY

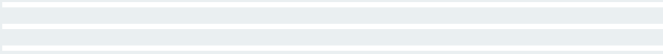
Continuous improvement and a  
healthy work environment



Monitoring indicators  
and goals



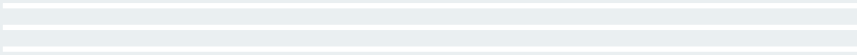
Implementing controls



Assessing risks and hazards



A culture of prevention and active participation



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

# INTEGRITY IN BUSINESS RELATIONSHIPS

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

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

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



## OUR COMMITMENT TO HUMAN RIGHTS

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

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

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

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

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



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

## OUR FIGHT AGAINST CORRUPTION AND BRIBERY

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

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

### — WHAT DOES THIS SYSTEM CONSIST OF?

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

## GUIDELINES TO PREVENT CORRUPTION, BRIBERY AND MONEY LAUNDERING

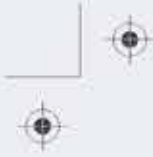
Grupo Arania reinforces its commitment to ethical business by adopting clear and binding guidelines aimed at preventing any practice which may risk the integrity of its operations. These regulations apply to everyone that comprises the group and are extended to its major collaborators and suppliers.

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

**At Grupo Arania we transmit our guidelines against corruption and bribery to our whole value chain. During the financial year 2024, there have been no formal complaints or incidents reported on these matters.**

OUR ENERGY:  
PEOPLE THAT  
MAKE THE  
CHANGE

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

## COMMITMENT TO PEOPLE

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

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

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



## TALENT MANAGEMENT AND VALUE MODEL

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

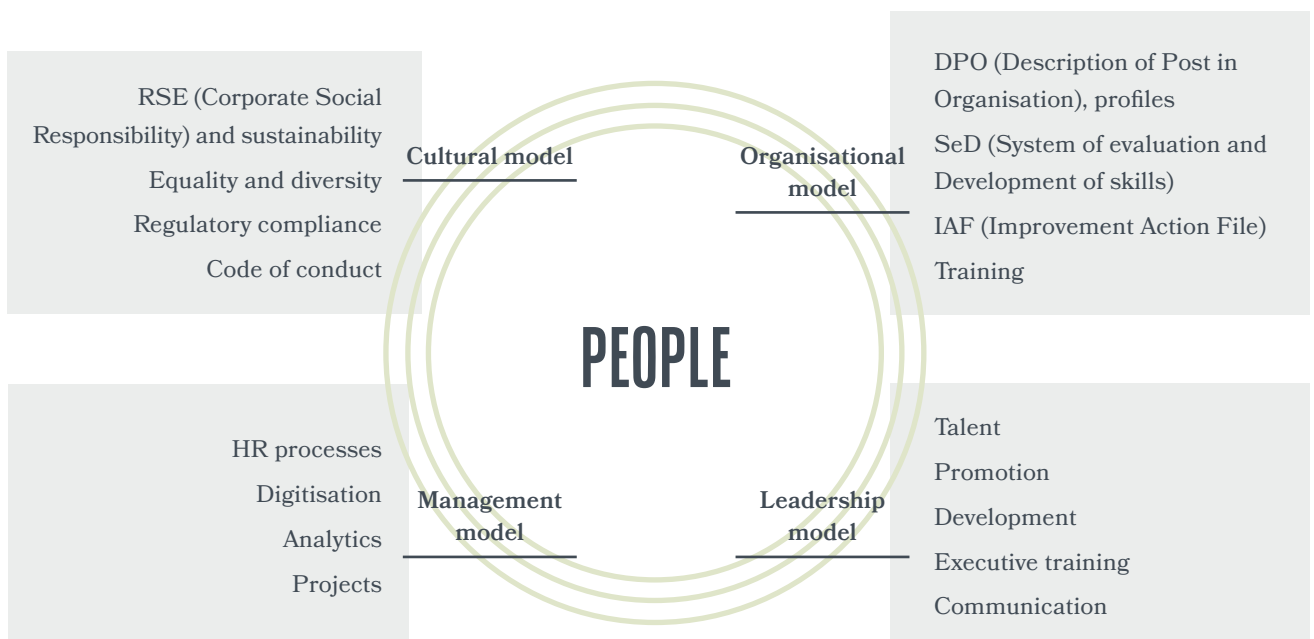
Our commitment to safety, and the inspiration and implication of our teams are backed by the **Code of Conduct and Responsible Practices**, a framework of ethics that guides our internal and external relationships, and that also extends to customers, suppliers and partners.

## ETHICAL AND RESPONSIBLE PRACTICES

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

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

## STRATEGIC MAP OF THE PEOPLE DEPARTMENT



# EMPLOYMENT AND TALENT: THE STRENGTH OF OUR TEAM

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

**Our workforce grew by 3.5 % in 2024,  
women currently represent more than  
27 % of the total.**



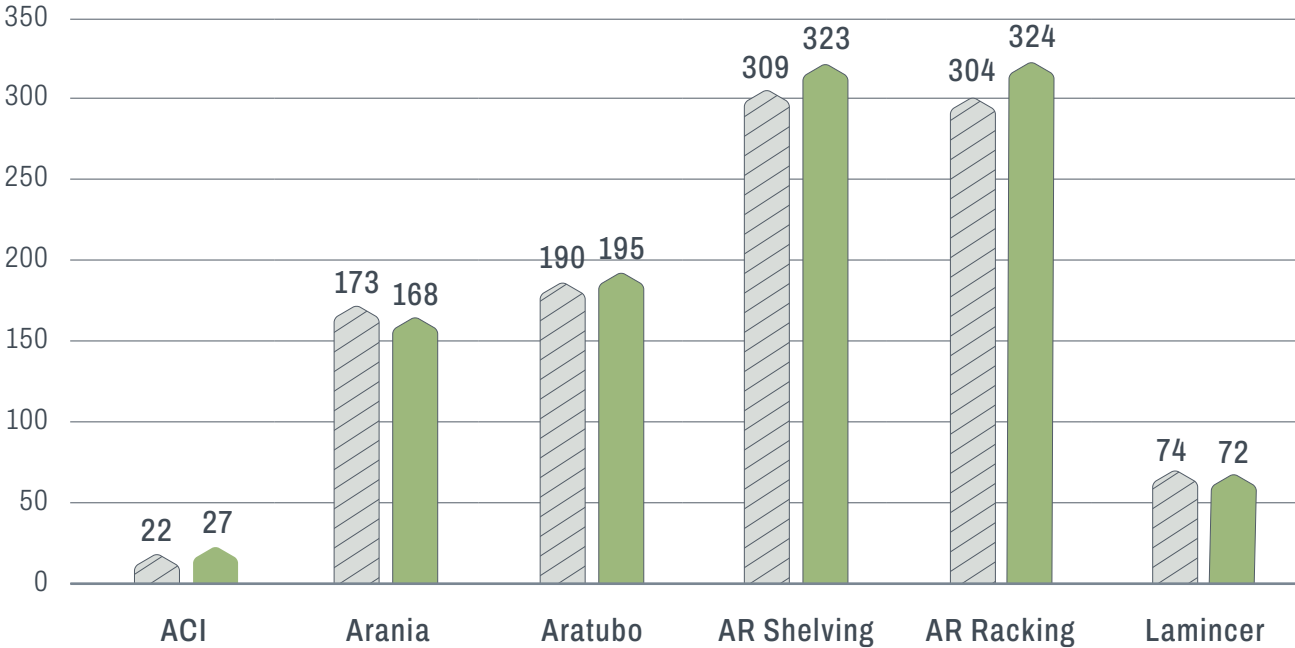
Note: the data includes staff in subsidiaries. Interns and early retirees not included.



## DISTRIBUTION OF THE WORKFORCE

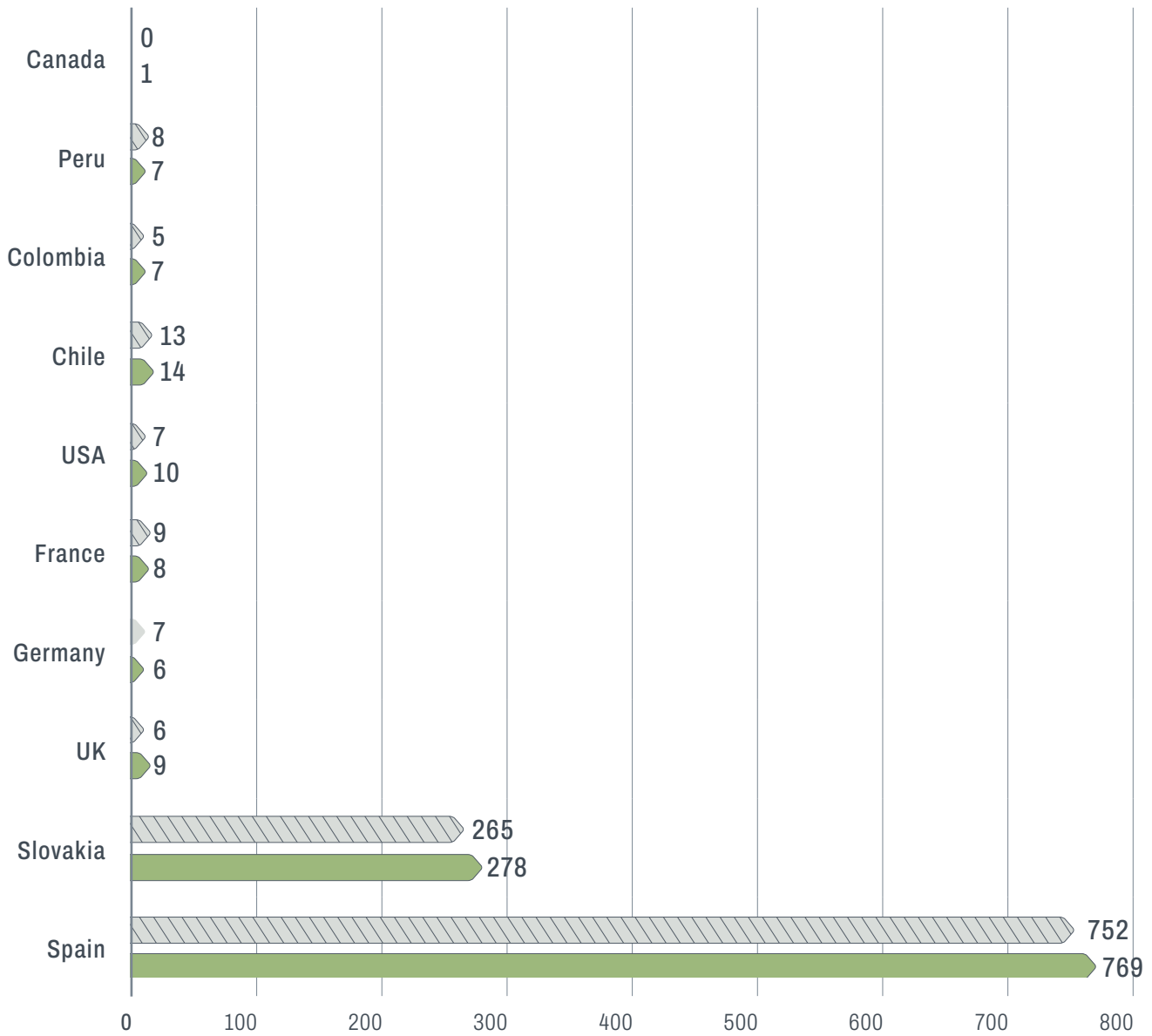
— DISTRIBUTION OF THE WORKFORCE BY COMPANY

2023 2024



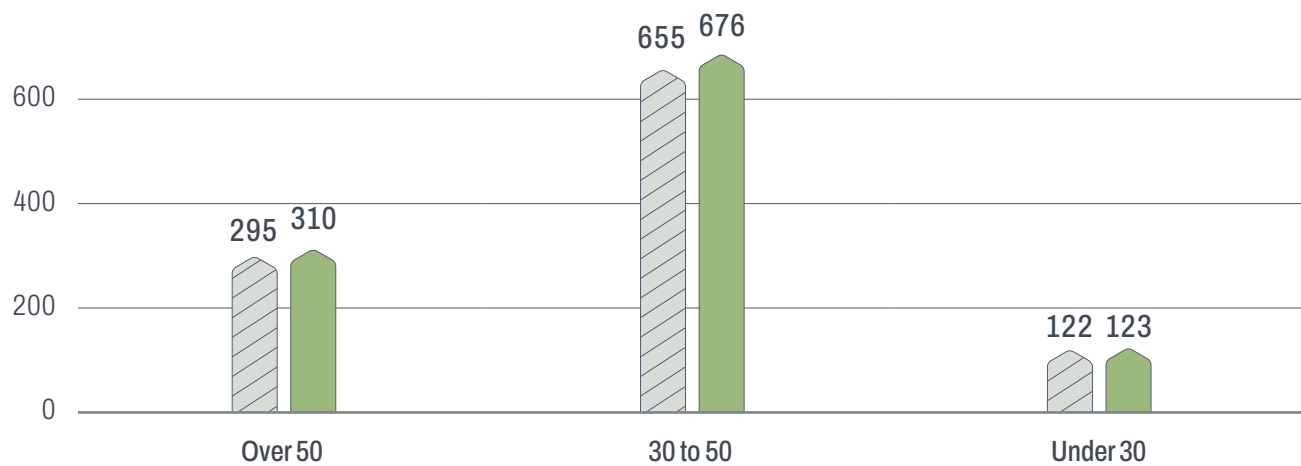
— DISTRIBUTION OF THE WORKFORCE BY COUNTRY

2023 2024



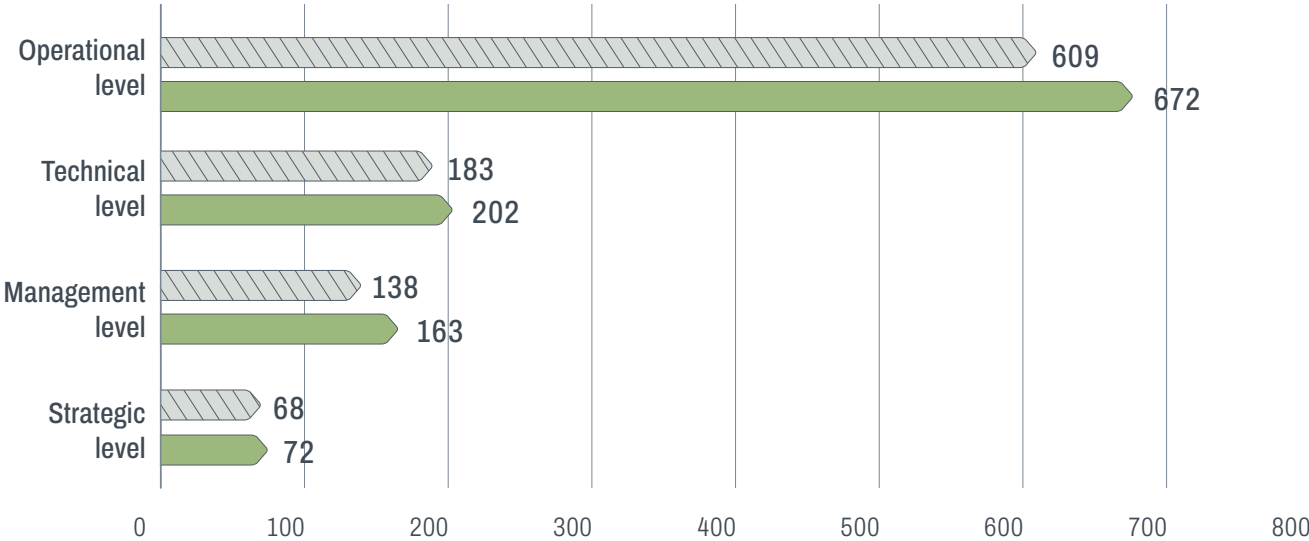
— DISTRIBUTION OF THE WORKFORCE BY AGE

2023 2024



— DISTRIBUTION OF THE WORKFORCE BY LEVEL

2023 2024



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

## PRINCIPAL EMPLOYMENT METRICS

### — DISTRIBUTION OF CONTRACTS BY TYPE

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

### — DISTRIBUTION OF CONTRACTS BY GENDER

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

## — DISTRIBUTION OF CONTRACTS BY AGE

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

## — DISTRIBUTION OF CONTRACTS BY PROFESSIONAL CLASSIFICATION

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



The group's total workforce increased with 66 new contracts (compared to 6 dismissals), principally in Aratubo and AR Racking. In addition our rate of rotation remained low, a symptom of a stable and lasting working environment.

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

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

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

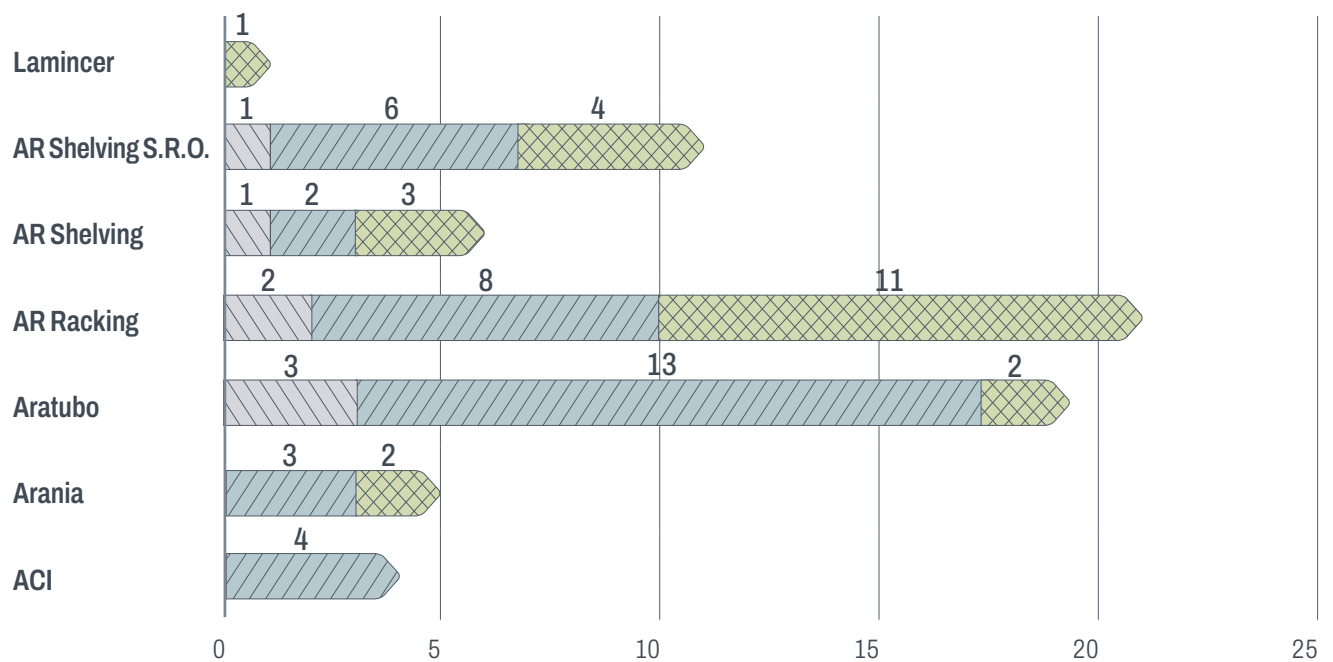
— NEW CONTRACTS BY COMPANY 2024

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

\* Rotation calculated with voluntary leavers

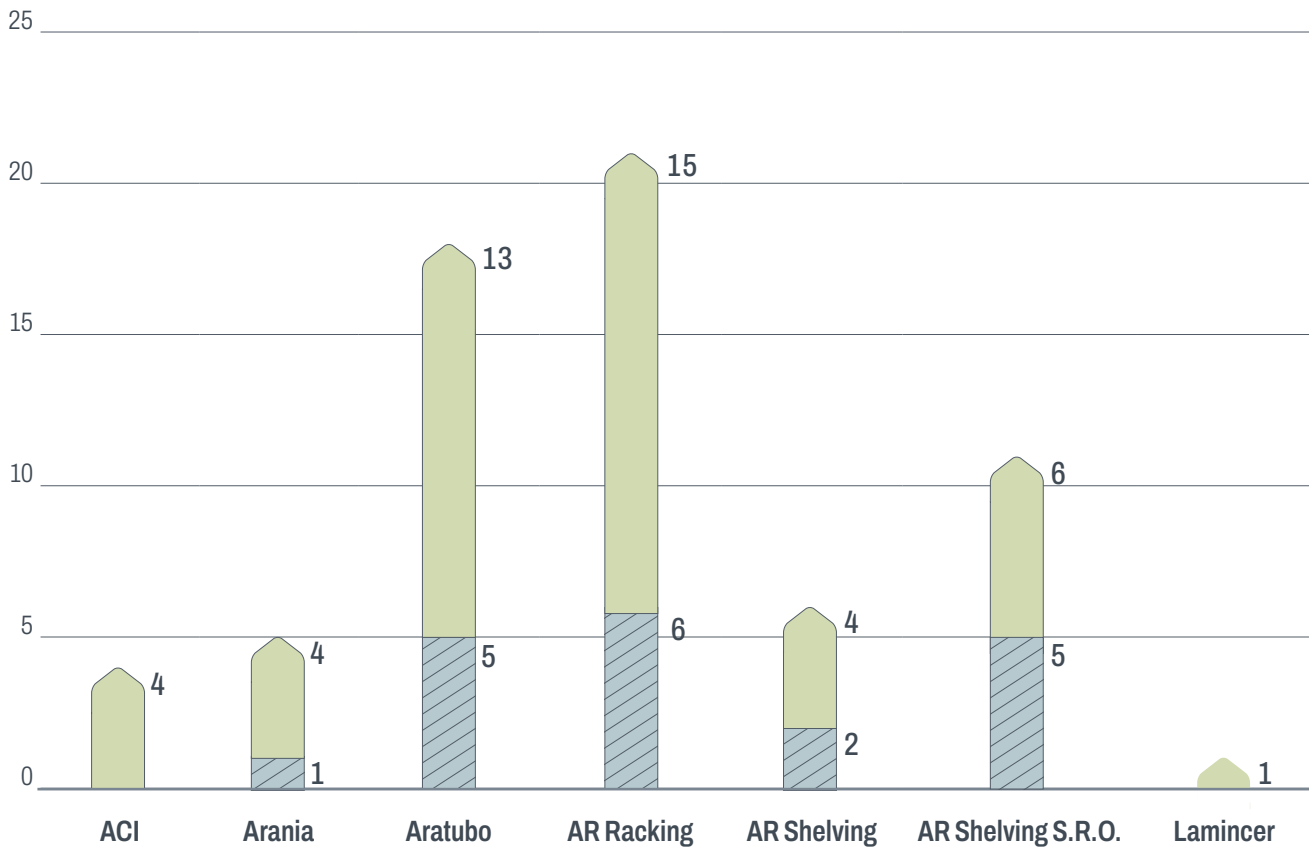
— NEW CONTRACTS BY AGE 2024

● MORE THAN 50 ● 30 TO 50 ● LESS THAN 30



NEW CONTRACTS BY GENDER 2024

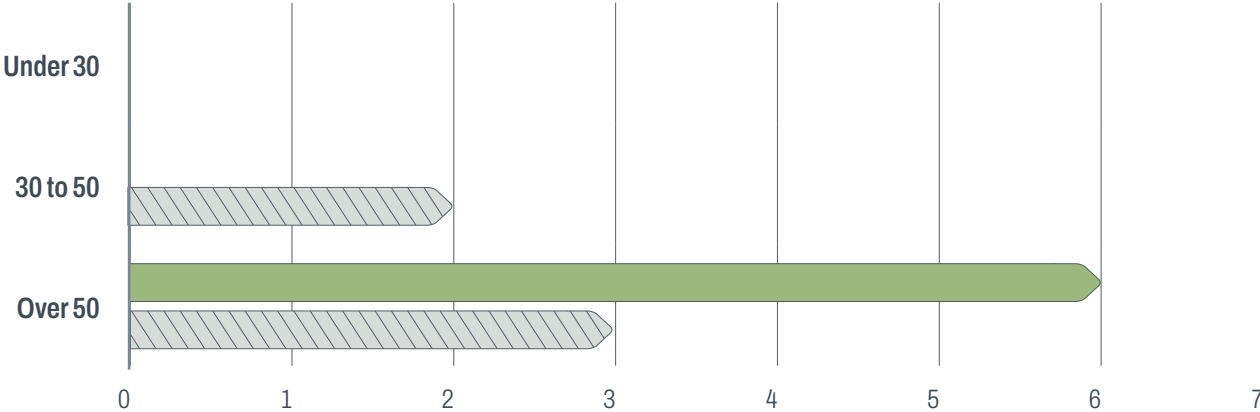
WOMEN MEN



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

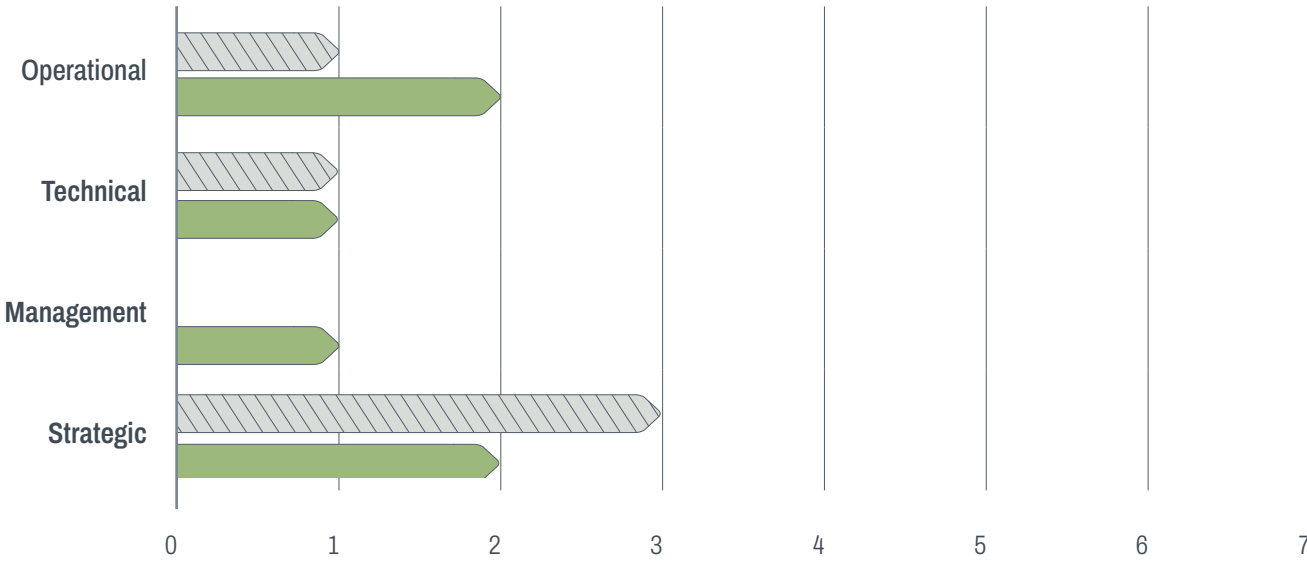
— DISTRIBUTION OF DISMISSALS BY AGE

2023 2024



— DISTRIBUTION OF DISMISSALS BY LEVEL

2023 2024



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

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

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

## — PRACTICAL GUIDE TO SeD FOR COMPETENCIES

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

## — SKILLS ANALYSIS

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

## — IMPROVEMENT ACTION FILE (IAF)

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

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

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



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

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

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

# COMMITMENT TO PEOPLE'S TRAINING AND DEVELOPMENT

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

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

Our commitment to training is structured in 4 main blocks:

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

**2** **Development of management and leadership skills**, with the objective of strengthening management, decision-making and team work skills.

**3** **Update in new technologies**, key to maintaining our competitiveness in an industrial environment in constant evolution.

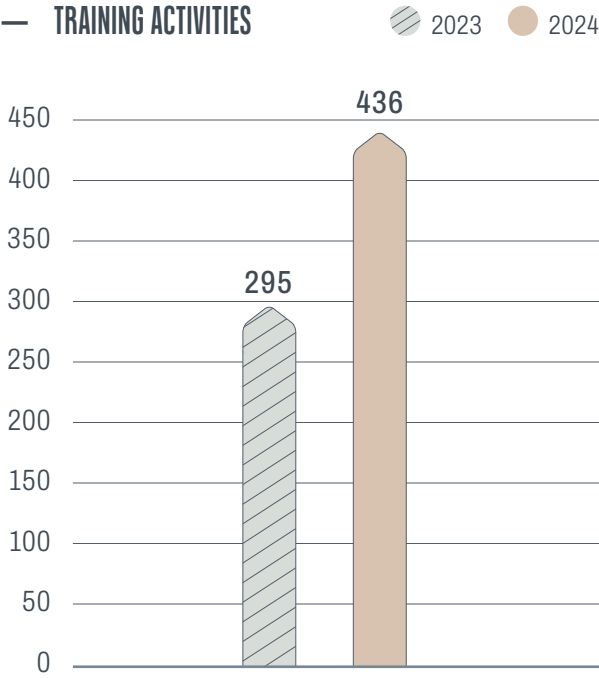
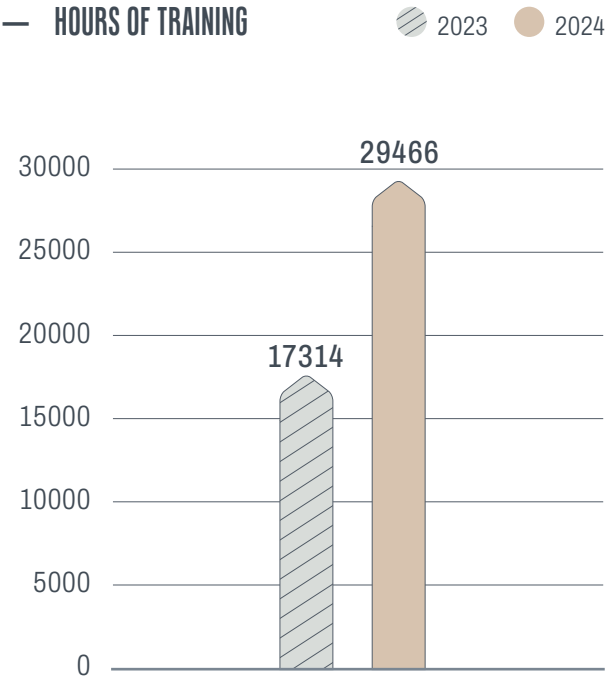
**4** **Cross-disciplinary training**, such as programmes on equality and diversity, which promote an inclusive, responsible culture committed to social values.

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

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



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



# EQUALITY, DIVERSITY AND OPPORTUNITIES

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



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

# OUR EQUALITY AND DIVERSITY COMMITMENTS

## 1 GENDER EQUALITY

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

## 2 NON-DISCRIMINATION AND DIVERSITY

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

## 3 EQUALITY PLANS AND ADAPTATION TO REGULATIONS

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

## 4 ACCESSIBILITY AND INTEGRATION

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

## 5 PROTOCOLS AGAINST HARASSMENT

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

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

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

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

The initiatives promoted include:

— **COLLABORATION WITH PROFESSIONAL TRAINING CENTRES**

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

— **OPEN EVENTS AT OUR FACILITIES**

to show the diversity of occupational opportunities.

— **INTERNAL PROGRAMME OF AWARENESS-RAISING AND TRAINING IN GENDER EQUALITY**

aimed at the whole workforce.

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

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

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

The training lasts a total of 6 and a half hours and is available in Spanish, English, French and German, which has enabled us to share it among the national and international workforce.

In 2024, 219 people participated and in 2025 its implementation for the rest of the team will continue.

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



# DISTRIBUTION BY PROFESSIONAL LEVEL AND GENDER WAGE GAP

## REMUNERATION

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

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

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

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

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

## WAGE GAP 2024

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

## — WAGE GAP BY OCCUPATIONAL STATUS

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

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

(1) \*The strategic level includes all executive positions, except the chairman, which is included in the annual accounts. Therefore the total number of people in the remuneration tables for 2024 is 1,108.

## — WAGE GAP BY AGE

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

## — EVOLUTION OF THE MEAN REMUNERATION BY SEX AND PROFESSIONAL CLASSIFICATION

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

(1) \*The strategic level includes all executive positions, except the chairman, which is presented in the annual accounts.





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

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

It has not yet been possible to make a comparison of the wage gaps segregated by age between 2023 and 2024, as we did not have this information broken down

in our records for 2023 and it was not included in the corresponding report. As of 2024, we have incorporated this level of detail, with the objective of improving the monitoring and analysis of our equal pay policies.

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

## FOSTERING FEMALE TALENT IN THE TEAM

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

In 2024 specific measures have been promoted to enable us to move forward towards greater equality, including:

- Internal promotion to drive real equality. Thanks to this system, 3 women were promoted from management to executive positions during the year.
- The consolidation of the Equality Plan, which includes specific operations in key areas such as work/life balance, pay equity, harassment prevention and professional promotion.
- The active work of a Joint Equality Committee, formed by representatives of the company and of the workers. This committee proposes actions to the directorate and acts to drive continuous improvement.
- Conducting regular surveys of the whole workforce, whose analysis enables us to update equality diagnostics and promote new measures.

**Internal promotion**

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**3 WOMEN WERE  
PROMOTED TO  
EXECUTIVE POSITIONS  
IN 2024**

**Active Equality Plan**

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**MEASURES FOR  
WORK/LIFE BALANCE,  
PAY EQUITY, HARASSMENT  
PREVENTION**

**Joint Equality Committee**

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**WITH ACTIVE  
PARTICIPATION BY  
WORKFORCE AND THE  
COMPANY**



Diagnostic axes

- Work/life balance

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- Training

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- Sexual harassment

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- Psychological harassment

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- Pay equity

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- Recruitment and contracting

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- Professional promotion

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- Occupational health

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- Victim protection

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- Inclusive language

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

# COMMITMENT TO INCLUSION AND ACCESSIBILITY

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

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

In 2024, 8 people with disabilities have been an active part of our team, thus maintaining the same figures recorded in 2023.

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

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

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



# WELLBEING, HEALTH AND SAFETY

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

## MEASURES FOR COMPREHENSIVE CARE

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

- Collective work/life balance model, which regulates flexible working hours, a shorter working day on Fridays in June, July, August and September and working from home 1 full day per week, improving integration between work and home life.
- Confidential psychological support service, accessible to everyone in the group, with the aim of caring for their emotional, psychological and social wellbeing in a demanding professional context.
- Assessment of social impacts in our double materiality assessment, where promoting health and wellbeing was identified as a key topic. These aspects, in addition to preventing irreversible risks, help generate internal cohesion and project Grupo Arania as a business leader in social responsibility.

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

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

## OTHER BENEFITS FOR OUR WORKFORCE:



Agreements with restaurants with reduced set menu prices for staff



Nursing service



Agreements with physiotherapy companies



Group portal to access relevant personal and professional information



Possibility of charging private electric vehicles at the companies with chargers



Promotion of training



Actions throughout the year to boost workforce health

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

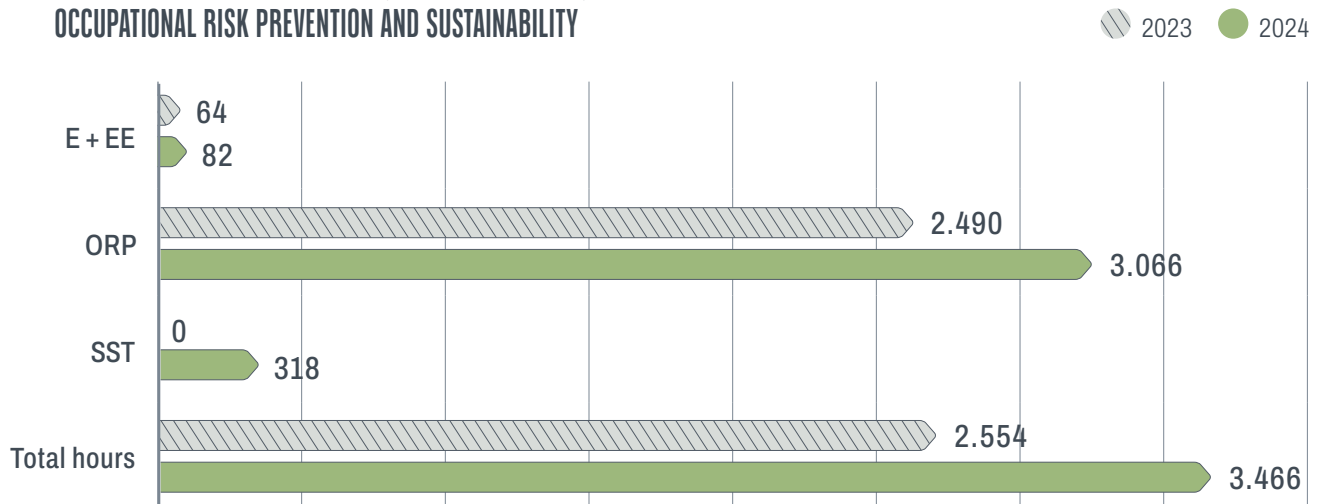
# MATERNITY AND PATERNITY AND PERSONAL LEAVE

	2023		2024	
	Mujeres	Hombres	Mujeres	Hombres
Nº personas con derecho a permiso	23	16	12	24
Nº personas que se han acogido al permiso	23	16	12	24
Nº personas que han regresado al trabajo	21	16	7	23
Nº personas que siguen tras 12 meses	23	16	11	23
Tasa de regreso (%)	100%	100%	100%	100%

# TRAINING PLAN 2024

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

## — TRAINING HOURS IN ENVIRONMENT, ENERGY EFFICIENCY, OCCUPATIONAL RISK PREVENTION AND SUSTAINABILITY



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



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

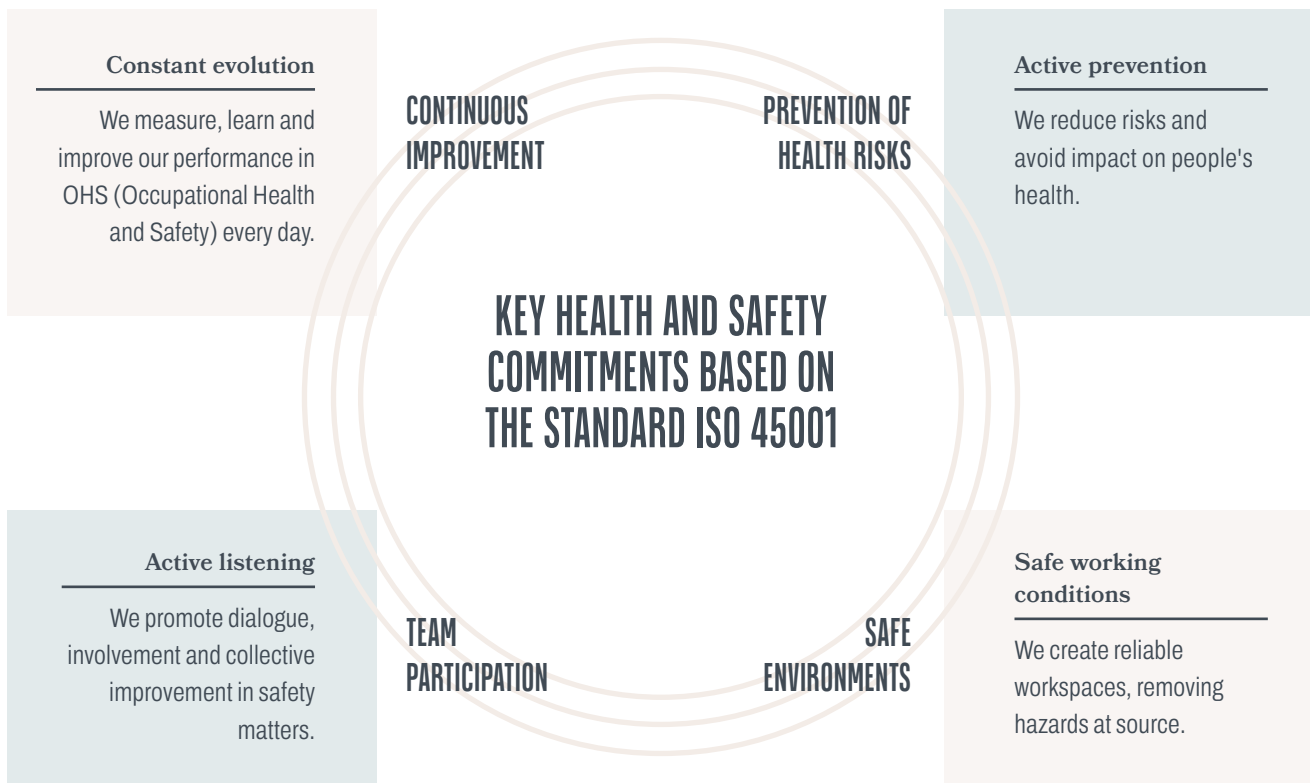


# OCCUPATIONAL HEALTH AND SAFETY

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

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

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



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

## OUR INDICATORS

### — LEAVE SEGREGATED BY GENDER AND TYPE

Company	Gender	2023				2024			
		Acc. with leave	Acc. without leave	C. Acc. with leave	C. Acc. without leave	Acc. with leave	Acc. without leave	C. Acc. with leave	C. Acc. without leave
Arania	M	32	18	0	1	23	11	0	0
	W	0	0	1	0	0	0	0	0
Aratubo	M	23	11	1	0	15	14	0	0
	W	1	1	0	0	0	0	0	0
AR Racking	M	4	5	0	2	4	4	0	0
	W	0	0	0	0	0	0	0	0
AR Shelving	M	5	5	0	0	9	0	0	0
	W	0	0	0	0	0	0	0	0
AR Shelving S.R.O.	M	7	4	0	0	4	1	0	0
	W	1	0	0	0	3	1	0	0
Lamincer*	M	–	–	–	–	4	10	1	0
	W	–	–	–	–	0	0	0	0

M: Men / W: Women / Acc.: Accidents / C. Acc.: Commuting accidents

\*Lamincer was not within the scope of the report in years prior to 2024, therefore we do not have this data.

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

	Gender	Arania		Aratubo		AR Racking		AR Shelving		AR Shelving S.R.O.*		Lamincer**	
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Frequency index	M	99.99	93.81	81.06	51.00	22.10	25.21	97.00	74.55	17.10	5.95	-	38.75
	W	0.00	0.00	3.52	0.00	0.00	0.00	0.00	0.00	2.44	3.57	-	0.00
Severity index	M	3.53	4.95	4.60	3.50	80.00	1.00	10.09	10.21	-	0.75	-	2.88
	W	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.45	-	0.00
Occupational illness	M	0.00	0.00	0.00	2.00	1.00	0.00	0.00	0.00	0.00	-	-	0.00
	W	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	0.00

M: Men / W: Women / \* AR Shelving S.R.O. the 2024 data is estimated.

\*\*Lamincer was not within the scope of the report in years prior to 2024, therefore we do not have this data.

BUILDING  
A POSITIVE  
ENVIRONMENTAL  
IMPACT

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

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

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

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





# COMMITMENT THAT CAN BE SEEN AND MEASURED

EcoVadis recognises our companies with sustainability medals: a reflection of our good practices in environment, responsible purchasing, work practices, human rights and ethics.

## ECOVADIS MEDALS 2024

Arania	Aratubo	AR Racking	AR Shelving

# DECARBONISATION: STEEL FOR A CLEANER WORLD

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

In line with our decarbonisation strategy, our efforts are focused on measuring and reducing greenhouse gas (GHG) emissions. For this reason, we do not make a specific calculation of our total emissions of ozone-depleting substances (ODS), nitrous oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) or other emissions into the atmosphere, as their volume in our operations is not significant.

## WE MEASURE OUR IMPACT SO WE CAN REDUCE IT

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

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

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

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

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

## ARANIA

(Tonnes of CO<sub>2</sub>eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	5819	5110	6705	5622	5518	5262
2	3981	1828	0	0	0	0
3	220925	224001	290735	225498	217126	217451

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

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

## ARATUBO

(Tonnes of CO<sub>2</sub>eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	374	373	426	356	296	313
2	2599	1060	0	0	0	0
3	–	–	–	243,724.67	255378.42	243116

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

## LAMINCER

(Tonnes of CO<sub>2</sub>eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	1796.19	1455.79	1712.93	1494.82	1504.72	1657
2	859.34	536.91	817.96	0	0	0
3	–	–	–	72,625.55	69092.36	69764

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

\* Third-party verified

**AR RACKING**(Tonnes of CO<sub>2</sub>eq)

Scope	2019	2020	2021	2022*	2023*	2024*
1	–	–	–	2,842	2191	2323.23
2	–	–	–	25	0	1.98
3	–	–	–	158,225.21	142353.76	139746.82

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

**AR SHELVING****S.R.O.**(Tonnes of CO<sub>2</sub>eq)

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	693.25	754.35	804.04	835.17	780.76	732.65
2	341.97	362.02	485.28	352.01	1094.88	1271.87
3	–	–	–	45,983.40	38595.85	42811.94

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

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

Scope	2019*	2020*	2021*	2022*	2023*	2024*
1	196.1	195.3	607.6	367.25	394.92	414.46
2	227.1	142.5	0	0	0	0
3	–	–	–	10,971.79	12143.79	11536.30

Independently, the footprint of AR SHELVING S.A.U. was calculated, incorporating Scope 3 in the calculations from 2022.

\* Third-party verified

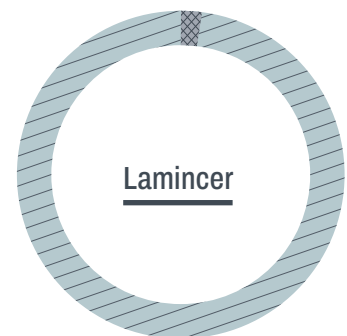
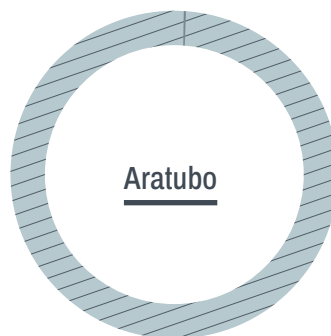
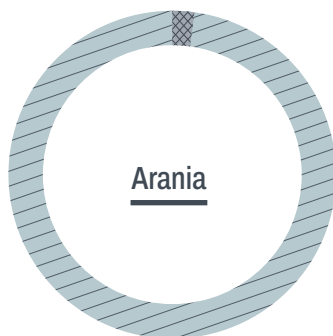
**We take more and better measurements to make reductions that have an impact: at Grupo Arania we are progressing towards real decarbonisation, based on data, traceability and cross-sector commitment throughout the value chain.**



## WHERE ARE OUR EMISSIONS?

— WEIGHT OF SCOPE 3 IN THE TOTAL (2024)

SCOPE 1
  SCOPE 2
  SCOPE 3



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

# THE CIRCULAR ECONOMY AS A COMPETITIVE ADVANTAGE

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

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

## WHAT WE ARE DOING?

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

### THE CIRCULAR ECONOMY IN PRACTICE

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

**Both Arania and Aratubo return packaging.**



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



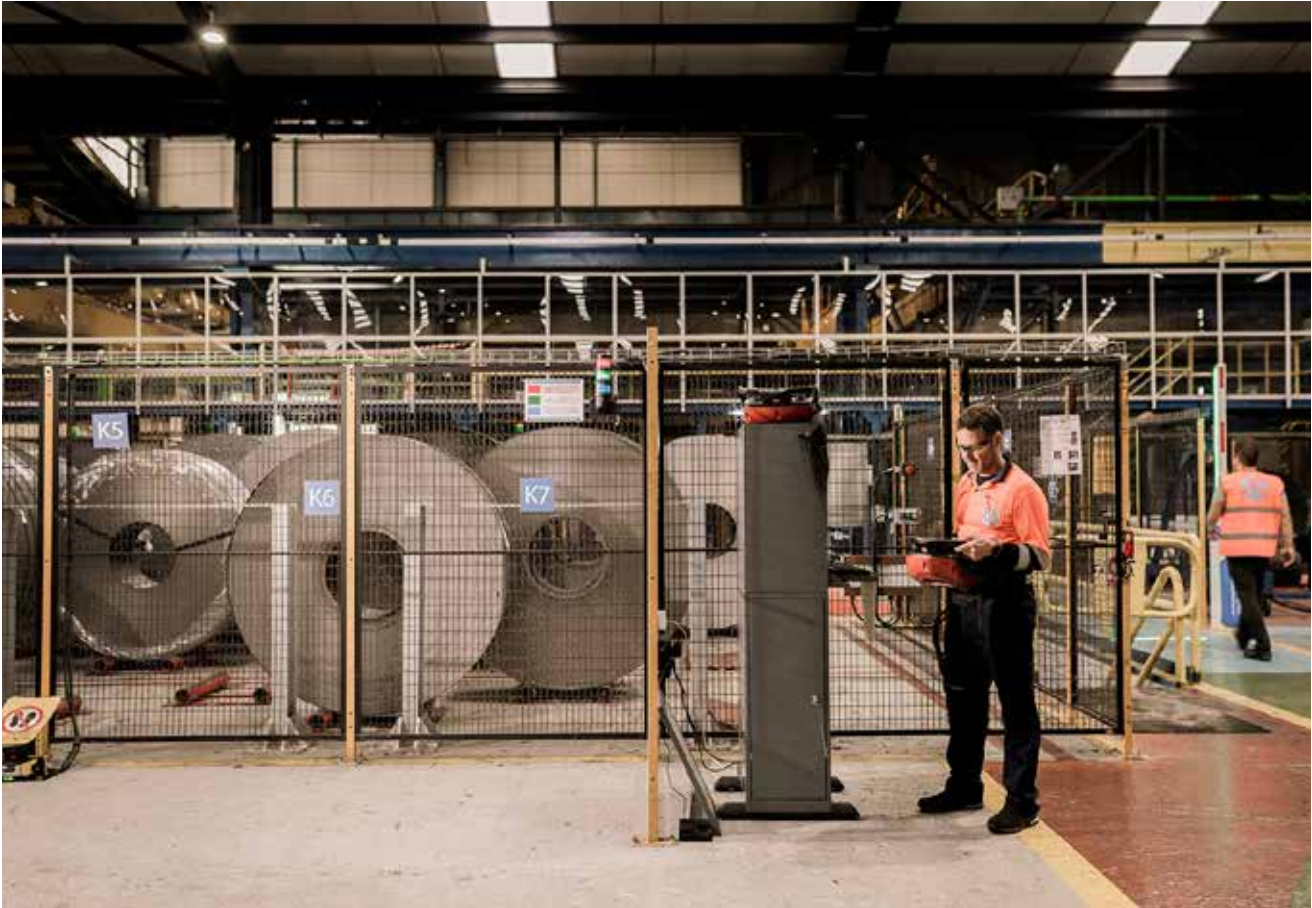
## CASE STUDY

# CIRCULAR DESIGN AS A DRIVER FOR INNOVATION IN AR SHELVING

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

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

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



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

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

HW= Hazardous waste / NHW= Non-hazardous waste

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

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

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

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

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

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

# BIODIVERSITY AND SUSTAINABILITY IN OUR OPERATIONS

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

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

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

**Arania and AR Racking have analysed their environmental risks according to the standard UNE 15008, and review them regularly.**

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

# ABOUT THE SUSTAINABLE USE OF OUR RESOURCES

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

## ENERGY EFFICIENCY

### ISO 50001 Certification

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

## RENEWABLE ENERGY

### Guarantee of Origin (GO)

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

## RESOURCES AND RAW MATERIALS

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

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

# CONSUMPTION

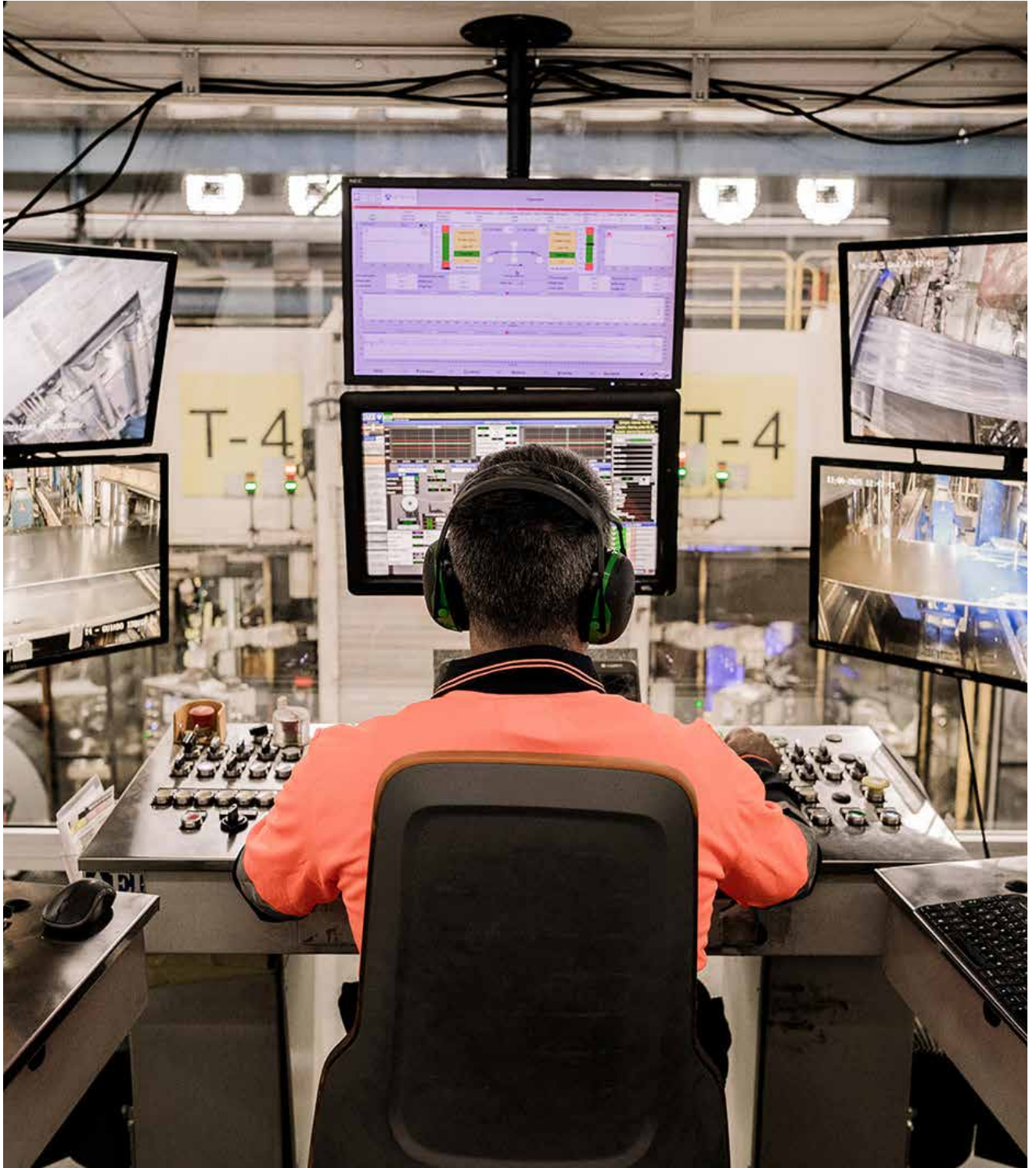
In line with our commitment to continuous improvement, in 2024 we reinforced our monitoring of the use of key resources in all companies in Grupo Arania. This year we are continuing to break down our electricity consumption, including self-supply from our photovoltaic installations, which will enable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

In addition, we have detailed the origin of the water used—differentiating between mains, river and well—to improve

water traceability and detect optimisation opportunities. This analysis provides a more complete view of the use of raw materials and energy, which is fundamental to continue progressing towards more efficient, sustainable production. One example of this is the reduction in river water consumption, thanks to the control systems installed at Arania, that have made it possible to detect leaks and avoid water losses.

Resource / Unit	Consolidated total 2023	Consolidated total 2024
Electricity (MWh)	27289	31981
Electricity (MWh) (self-supply)	1253	3122
Total electricity (MWh)	28542	31981
Gas (MWh)	49848	56057
Petrol (litres)	8685	3157
Diesel (litres)	–	17050
Water consumption from mains (m <sup>3</sup> )	40545	41046
Water consumption from rivers (m <sup>3</sup> )	71057	50738
Water consumption from wells (m <sup>3</sup> )	–	3936
Total water consumption (m <sup>3</sup> )	111602	91772
Wood (Tn)	16054	17882
Plastic (Tn)	369	319
Metal strapping (Tn)	396	396
Coolant (Tn)	143	138
Hydrochloric acid (Tn)	2091	2062
Nitrogen (m <sup>3</sup> )	345549	591152
Hydrogen (m <sup>3</sup> )	572212	758035
Paint (Tn)	711	741
Cardboard (Tn)	872	117
Paper (Tn)	–	936
Plastic strapping (Tn)	48	15
Degreasing reagent (Tn)	12	26

The data for 2023 does not include Lamincer.



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

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

# APPLIED CIRCULAR INNOVATION: RETHINK TO REDUCE

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

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

And we go beyond consumption: we are also rethinking our packaging. The sustainable packaging project seeks to improve the weight and the materials, as well as return and reuse.

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

## CIRCULARITY WITH INTELLIGENCE:

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

## MORE SUSTAINABLE PACKAGING:

Lighter, better materials, more returns.



## INNOVATING TO TAKE CARE OF EVERY DROP

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

SMALL GESTURES,  
BIG IMPACT

### WATER



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

### MATERIALS



- Reuse of scrap metal
- Reduction of virgin materials

### PACKAGING



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

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

BEYOND  
STEEL:  
OUR SOCIAL  
IMPACT

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

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



# CREATING VALUE IN OUR COMMUNITIES

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

## OUR KEY ALLIANCES IN 2024

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

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

2024 was a particularly active year.



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

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

## We were visited by:

- University of Deusto - Engineering
- El Regato Ikastetxea school
- EMBA (DBS) Master's
- UPV/EHU School of Engineering
- Botikazar BHI (FVEM) secondary school
- Bidebieta LHII vocational training centre

## We participated in:

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

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

# WE CREATE ALLIANCES TO ADVANCE TOGETHER

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

## A CONNECTED GROUP

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

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

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

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

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



# OUR NETWORK OF ALLIANCES

## INTERNATIONAL

- **UN Global Compact**
- **APPROLOG**  
Peruvian Association of Professionals in Logistics
- **ALOG**  
Chilean Logistics Association
- **ICHA**  
Chilean Steel Institute
- **CCL**  
Lima Chamber of Commerce
- **MHI**  
Material Handling Industry
- **VDKL**  
Verband Deutscher Kühlhäuser
- **VLB**  
Verband für Lagertechnik und Betriebseinrichtungen
- **ESTA**  
European Steel Tube Association
- **CIELFFA**  
European Federation of the National Associations of Cold Rolled Narrow Steel Strip Producers and Companies
- **FEM**  
European Material Handling Federation

## REGIONAL

- **Álava Chamber of Commerce**
- **SEA**  
Companies of Álava
- **CEBEK**  
Bizkaia Business Confederation
- **FVEM**  
Bizkaia Federation of Metal Companies
- **JUNDIZ**  
Association of Companies of Jundiz
- **Basque Alliance for the SDG**
- **Álava Alliance for Sustainable Development 2030**
- **Green Deal**  
Community of companies of Vitoria-Gasteiz
- **EUSKALIT**  
Basque Foundation for Quality
- **APD**  
Association for Management Progress

## SECTOR

- |  |  |   |
|--|--|---|
| – <b>SIDEREX</b><br>Basque Country Steelworks Cluster      | – <b>BAIC</b><br>Basque Artificial Intelligence Center | – <b>ATEG</b><br>Galvanisation                            |
| – <b>SERNAUTO</b><br>Automotion supplier                   | – <b>AEC</b><br>Quality                                | – <b>FEM/AEM</b><br>Maintenance                           |
| – <b>ACICAE</b><br>Basque Automotion Cluster               | – <b>AENOR</b><br>Standardisation and Certification    | – <b>UAHE</b><br>Spanish Association of Iron Warehousing  |
| – <b>AEFAME</b><br>Family Business from the Basque Country | – <b>AEFEM</b><br>Shelving Manufacturers               | – <b>UNESID</b><br>Union of Steel Companies               |
| – <b>ADL</b><br>Logistics Development                      | – <b>AIAS</b><br>Surface Finish Industries             | – <b>RMI</b><br>Rack Manufacturers Institute              |
| – <b>MLC-ITS Euskadi</b><br>Mobility and Logistics Cluster | – <b>CESOL</b><br>Welding and Joint Technologies       | – <b>AER</b><br>Association of Entrepreneurs of La Ribera |

# RESPONSIBLE RELATIONSHIPS AND BUSINESS ETHICS

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

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





## WITH OUR SUPPLIERS

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

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

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#### — SOCIAL AND EQUALITY CRITERIA

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

#### — ENVIRONMENTAL CRITERIA

We prioritise the use of raw materials with a lower impact, such as steel with low CO<sub>2</sub> emissions, recycled plastics, renewable energy and wood with a sustainability certification.

#### — CORPORATE SOCIAL RESPONSIBILITY

We require of our suppliers respect for human rights, ethical management of their operations and prevention of corruption.

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

## 1 STEEL AS A SUSTAINABLE RAW MATERIAL.

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

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

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

## 2 ESG AWARENESS IN THE SUPPLY CHAIN

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

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

**A responsible value chain is built step by step, from awareness-raising to a real commitment.**



## THE GRUPO ARANIA ROUTE: MEANINGFUL SUPPLY CHAIN

### Code of Conduct and ethical commitment

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

### Self-evaluations and ESG visits

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

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

**1  
STARTING  
POINT**

### Mutual interest and shared principles

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

**2  
PREPARING  
THE WAY**

**3  
MATERIAL  
ON ITS WAY**

### Sustainability at source and in processes

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

**4  
MONITORING  
THE ROUTE**

**5  
ARRIVING AT OUR  
DESTINATION**

### Strategic approval

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

# WITH OUR CUSTOMERS AND CONSUMERS

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

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

## HEALTH AND SAFETY IN THE USE OF PRODUCTS

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

Each solution that reaches the market complies with stringent standards, fruit of our constant investment in technological development and commitment to the wellbeing of those who use them.

## COMPLAINTS: LISTEN, RESOLVE, IMPROVE

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

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



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

## **BUSINESS WITH PRINCIPLES, IMPACT WITH PURPOSE**

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

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

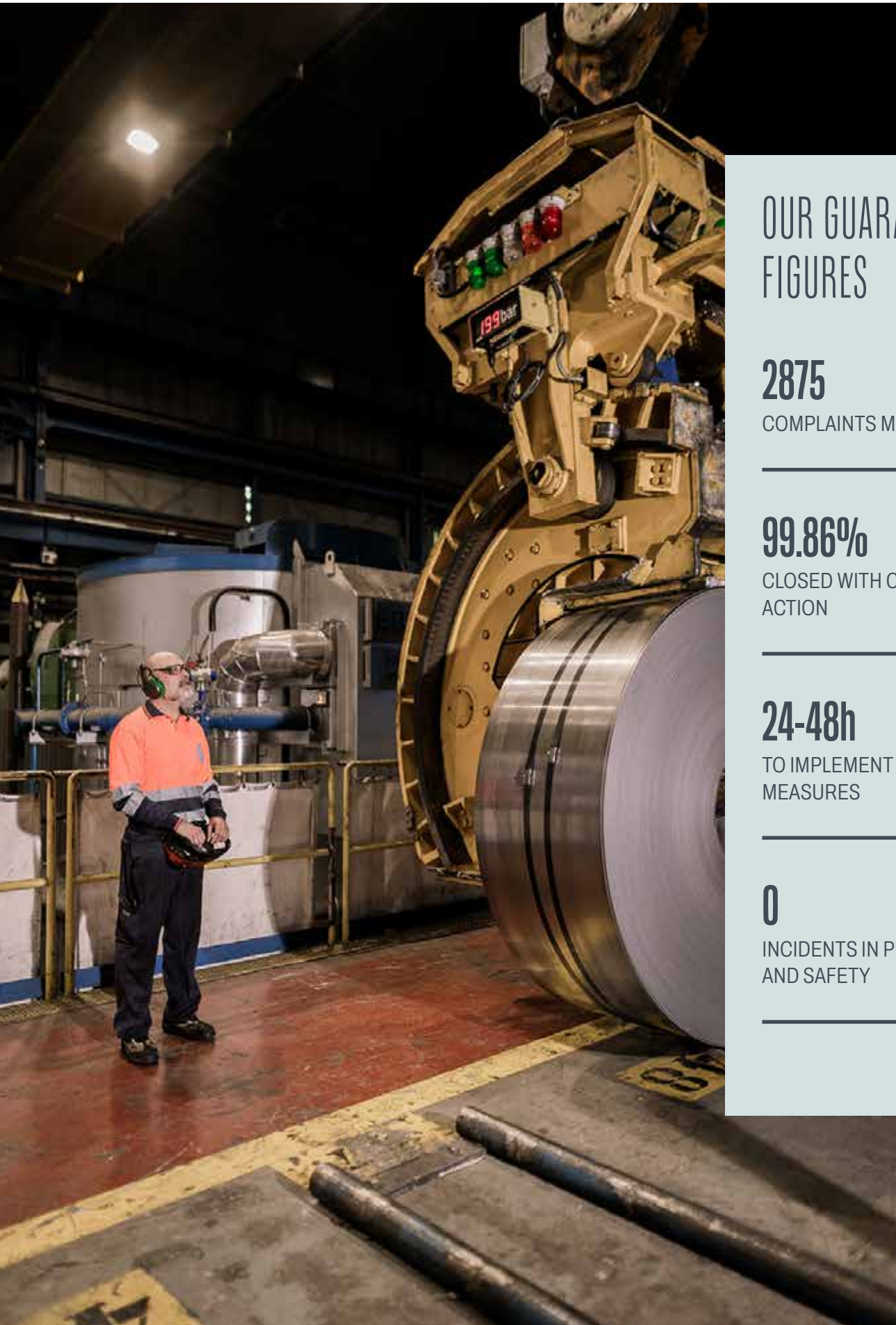
**A way of doing business that takes care of people, protects the environment and builds based on coherence.**

# WITH THE COMPETITION AND OUR ENVIRONMENT

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

**We are committed to responsible suppliers, well informed customers and businesses with principles.**





## OUR GUARANTEE IN FIGURES

**2875**

COMPLAINTS MANAGED IN 2024

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**99.86%**

CLOSED WITH CORRECTIVE ACTION

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**24-48h**

TO IMPLEMENT CONTAINMENT MEASURES

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**0**

INCIDENTS IN PRODUCT HEALTH AND SAFETY

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# FISCAL TRANSPARENCY AND RESPONSIBLE CONTRIBUTION

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

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

# PROFITS, TAXES AND SUBSIDIES

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

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

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



APPENDICES  
AND  
REFERENCES

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

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

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

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

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

## MAIN RISKS AND IMPACTS IDENTIFIED

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- The main risks related to these matters and the group activities, including their trade relations, products and services that may have a negative effect in these areas, when relevant and proportionate.

## GRI 3-3 MANAGEMENT OF MATERIAL TOPICS

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

— ENVIRONMENTAL MATTERS

Scope		Reporting framework	Reference	Comments/ Reason for omission
<b>Environmental management</b>	<p><b>Current and foreseeable effects</b> of the company's activity</p> <p><b>Procedures for evaluation</b> or environmental certification</p> <p>Resources dedicated to <b>environmental risk prevention</b></p> <p>Application of the <b>precautionary principle</b></p> <p>Quantity of <b>provisions and guarantees</b> for environmental risks</p>	<ul style="list-style-type: none"> <li>• GRI 3-3 Management of material topics</li> <li>• Internal criterion/GRI 201-2 Financial implications and other risks and opportunities resulting from climate change (accounting criterion)</li> <li>• GRI 2-23 Policy commitments</li> <li>• Law 26/2007 on Environmental Responsibility (if applicable)</li> </ul>	Building a positive environmental impact (p. 92)	
<b>Contamination</b>	<p><b>Measures</b> to prevent, reduce or repair carbon emissions (also including noise and light pollution)</p>	<ul style="list-style-type: none"> <li>• GRI 3-3 Management of material topics</li> </ul>	<p>Decarbonisation: steel for a cleaner world (p. 96)</p> <p>Biodiversity and sustainability in our operations (p. 104)</p>	
<b>Circular economy and waste prevention and management</b>	<p><b>Measures</b> to prevent, recycle and reuse, and other forms of waste recovery and disposal</p>	<ul style="list-style-type: none"> <li>• GRI 3-3 Management of material topics</li> <li>• GRI 306-3 (2020) Waste generated</li> </ul>	The circular economy as a competitive advantage (p. 100)	
	<p><b>Actions</b> to combat food waste</p>	<ul style="list-style-type: none"> <li>• GRI 3-3 Management of material topics</li> </ul>	–	Not material

Scope		Reporting framework	Reference	Comments/ Reason for omission
<b>Sustainable use of resources</b>	<b>Consumption</b> and supply of water in accordance with local limitations	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 303-3 Water withdrawal</li> </ul>	Biodiversity and sustainability in our operations (p. 104)	
	<b>Consumption</b> of raw materials	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 301-1 Materials used by weight or volume</li> </ul>		
	<b>Energy consumption</b> , direct and indirect	<ul style="list-style-type: none"> <li>GRI 302-1 Energy consumption within the organisation</li> </ul>		
	<b>Measures</b> taken to improve energy efficiency	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
	<b>Use</b> of renewable energy	<ul style="list-style-type: none"> <li>GRI 302-1 Energy consumption within the organisation</li> </ul>		
<b>Climate change</b>	<b>Important components</b> of the greenhouse gas emissions generated	<ul style="list-style-type: none"> <li>GRI 305-1 Direct (Scope 1) GHG emissions</li> <li>GRI 305-2 Energy indirect (Scope 2) GHG emissions</li> <li>If applicable: GRI 305-3 Other indirect (Scope 3) GHG emissions</li> </ul>	Decarbonisation: steel for a cleaner world (p. 96)	
	<b>Measures</b> to be adopted to adapt to the consequences of climate change	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
	<b>Goals</b> for reduction established voluntarily	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
<b>Protection of biodiversity</b>	<b>Measures</b> taken to preserve or restore biodiversity	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Biodiversity and sustainability in our operations (p. 104)	
	<b>Impacts</b> caused by activities or operations in protected areas			

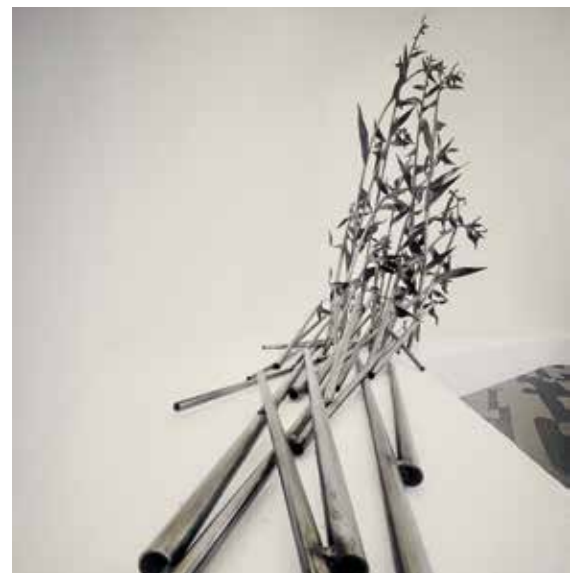
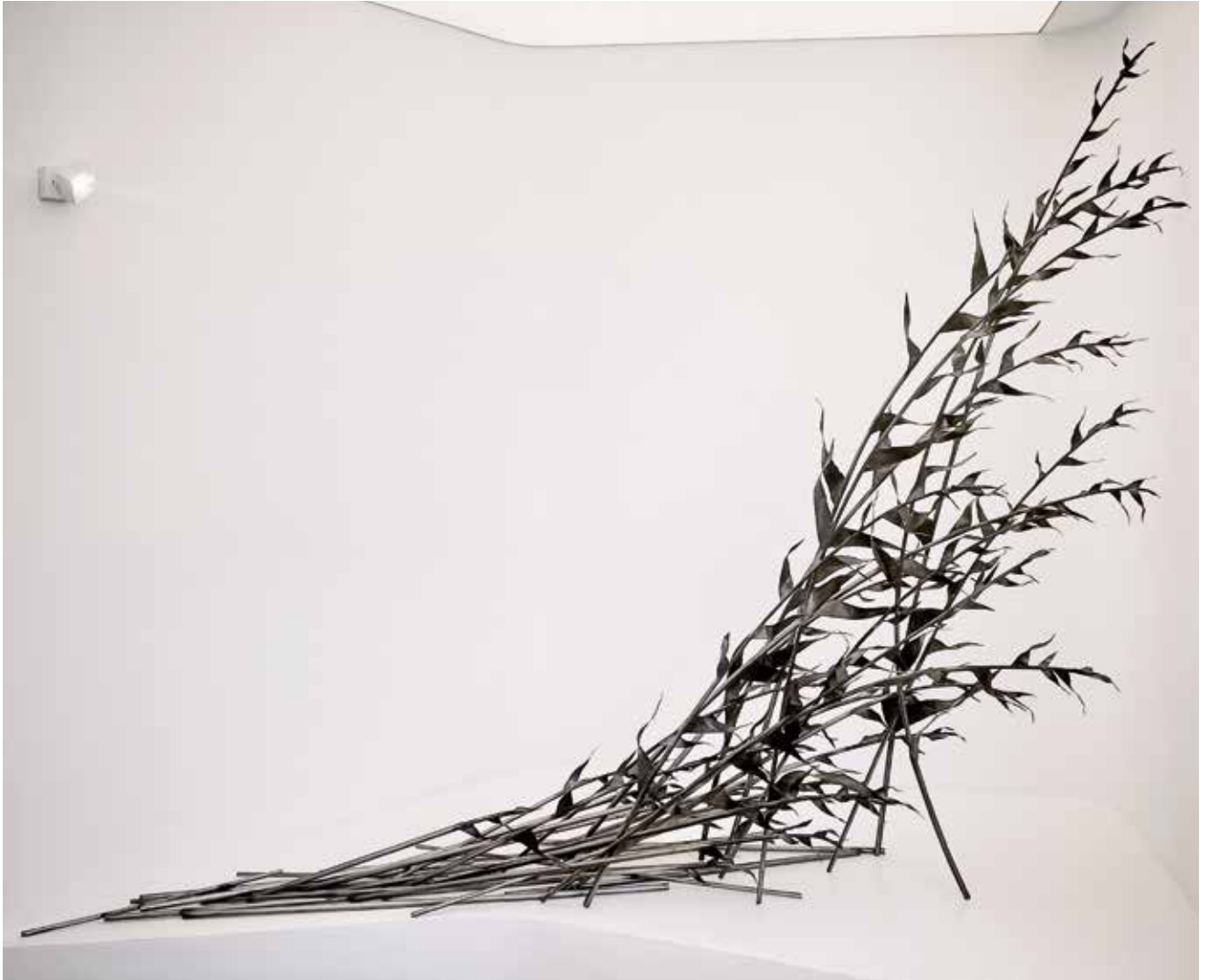
— SOCIAL AND STAFF-RELATED MATTERS

Scope	Reporting framework	Reference	Comments/ Reason for omission
<b>Employment</b>	<b>Total number</b> and distribution of employees by sex, age, country and professional classification	<ul style="list-style-type: none"> <li>GRI 2-7 Employees</li> <li>GRI 405-1 Diversity of governing bodies and employees</li> </ul>	Employment and talent: the strength of our team (p. 60)
	<b>Total number</b> and distribution of work contract types		
	<b>Annual average</b> of permanent, temporary and part time contracts by sex, age and professional classification	<ul style="list-style-type: none"> <li>GRI 2-7 Employees</li> </ul>	
	<b>Number</b> of dismissals by sex, age and professional classification	<ul style="list-style-type: none"> <li>GRI 401-1 New contracting of employees and staff rotation</li> </ul>	
	<b>Wage gap</b>	<ul style="list-style-type: none"> <li>Internal framework: the calculation was made using the following formula: (Av. Salary for Women – Av. Salary for Men)/ Av. Salary for Men</li> </ul>	Equality, diversity and opportunities (p. 74)
	<b>Average remuneration</b> by sex, age and professional classification	<ul style="list-style-type: none"> <li>Internal framework: Average remuneration (includes the full salary for the year, fixed pay and all remuneration variables (allowances, compensation, payment to savings systems, etc.) obtained during the year.</li> </ul>	Equality, diversity and opportunities (p. 74)
	<b>Average remuneration</b> of the board members by sex		Fiscal transparency and responsible contribution (p. 126)
	<b>Average remuneration</b> of the directors by sex		Equality, diversity and opportunities (p. 74) Fiscal transparency and responsible contribution (p. 126)
	Implementation of <b>policies</b> for disconnecting from work	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Occupational health, safety and wellbeing (p. 86)
	<b>Employees</b> with disabilities	<ul style="list-style-type: none"> <li>GRI 405-1 Diversity in governing bodies and employees.</li> </ul>	Equality, diversity and opportunities (p. 74)

Scope		Reporting framework	Reference	Comments/ Reason for omission
Organisation of work	Organisation of working time	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Occupational health, safety and wellbeing (p. 86)	
	Number of hours of absenteeism	<ul style="list-style-type: none"> <li>Internal framework: absenteeism rate</li> </ul>	Employment and talent: the strength of our team (p. 60)	
	Measures intended to facilitate the recommendations for work/life balance and promoting shared responsibility in exercising them by both parents	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Occupational health, safety and wellbeing (p. 86)	
Health and safety	Conditions of occupational health and safety	<ul style="list-style-type: none"> <li>GRI 403-1 Occupational health and safety management system</li> </ul>	Occupational health, safety and wellbeing (p.86)	
	Number of work-related accidents and illnesses by sex, frequency and severity rates by sex	<ul style="list-style-type: none"> <li>GRI 403-9 Work-related injuries</li> <li>Frequency rate= No. of accidents with leave x 1,000,000/no. hours worked (excluding commuting accidents)</li> <li>Severity rate= No. of days lost x 1,000,000/no. hours worked (excluding commuting accidents)</li> </ul>		
Social relations	Organisation of social dialogue	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Equality, diversity and opportunities (p. 74)	
	Percentage of employees covered by collective agreements by country	<ul style="list-style-type: none"> <li>GRI 2-30 Collective bargaining agreements</li> </ul>		
	Balance of the collective agreements, particularly in the field of occupational health and safety	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		

— SOCIAL AND STAFF-RELATED MATTERS

Scope		Reporting framework	Reference	Comments/ Reason for omission
Training	<b>Policies</b> implemented in the field of training	<ul style="list-style-type: none"> <li>GRI 404-2 Programs for upgrading employee skills and transition assistance programs.</li> </ul>	Our energy: people that make the change (p. 56)	
	<b>Total quantity</b> of training hours by occupational status.	<ul style="list-style-type: none"> <li>Internal framework</li> </ul>		
—	<b>Universal accessibility</b> of people with disability	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Equality, diversity and opportunities (p. 74)	
Equality	<b>Measures</b> adopted to promote the equal treatment and opportunities between women and men	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Equality, diversity and opportunities (p. 74)	
	<b>Equality Plan</b> measures adopted to promote employment, protocols against sexual and gender harassment	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>		
	<b>Universal accessibility and integration</b> of people with disabilities	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
	<b>Political</b> against all types of discrimination and, if applicable, diversity management	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>		



## Poetry is the transformation of materials

Cristina Almodóvar

*Transformación. Viento* (2024)

— INFORMATION ON RESPECT FOR HUMAN RIGHTS

Scope	Reporting framework	Reference	Comments/ Reason for omission
<b>Application</b> of due diligence procedures for human rights	<ul style="list-style-type: none"> <li>GRI 2-26 Mechanisms for seeking advice and raising concerns</li> <li>GRI 3-3 Management of material topics</li> </ul>	<p>Grupo Arania's Code of Conduct</p> <p>A robust framework: Ethics and Governance (p. 32)</p>	
Prevention of the risks of breaching human rights and, if applicable, <b>measures</b> to mitigate, manage and repair any abuse committed	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> <li>GRI 2-26 Mechanisms for seeking advice and raising concerns</li> </ul>	<p>Code of Conduct and Due Diligence (p. 40)</p> <p>Integrity in business relationships (p. 52)</p>	
<b>Formal complaints</b> of cases of human rights breaches	<ul style="list-style-type: none"> <li>Internal framework: quantitative information of the number of formal complaints.</li> </ul>	Integrity in business relationships (p. 52)	
<b>Promotion and compliance of the provisions of the fundamental convents of the ILO</b> related to respect for freedom of association and the right to collective bargaining, elimination of discrimination in employment and work, elimination of forced or obligatory work and the effective abolition of child labour	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-23 Policy commitments</li> </ul>	<p>Code of Conduct and Due Diligence (p. 40)</p> <p>Integrity in business relationships (p. 52)</p>	

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

Scope	Reporting framework	Reference	Comments/ Reason for omission
<b>Measures</b> adopted to prevent corruption and bribery	<ul style="list-style-type: none"> <li>• GRI 2-25 Processes to remediate negative impacts</li> <li>• GRI 2-23 Policy commitments</li> <li>• GRI 2-26 Mechanisms for seeking advice and raising concerns</li> </ul>	<p>Grupo Arania's Code of Conduct (p. 40)</p> <p>A robust framework: Ethics and Governance (p. 32)</p>	
<b>Measures</b> to fight against money laundering	<ul style="list-style-type: none"> <li>• GRI 2-25 Processes to remediate negative impacts</li> <li>• GRI 2-23 Policy commitments</li> <li>• GRI 2-26 Mechanisms for seeking advice and raising concerns</li> </ul>	Integrity in business relationships (p. 52)	
<b>Contributions</b> to foundations and non-profit entities	<ul style="list-style-type: none"> <li>• GRI 201-1 Direct economic value generated and distributed</li> </ul>	Integrity in business relationships (p. 52)	No economic provisions have been made

— COMPANY INFORMATION

Scope		Reporting framework	Reference	Comments/ Reason for omission
<b>The company's commitment to sustainable development</b>	<b>Impact</b> of the company's activity on employment and local development	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Creating value in our communities (p.114)	
	<b>Impact</b> of the company's activity on local and regional towns	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
	<b>Relationships</b> maintained with local community figures and types of dialogue with them	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>		
	<b>Actions</b> of association or sponsorship	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> <li>GRI 2-28 Membership of associations</li> <li>Internal framework: description of the actions of association or sponsorship</li> </ul>		
<b>Sub-contracting and suppliers</b>	<b>Inclusion</b> of social, gender equality and environmental matters in the purchasing policy	<ul style="list-style-type: none"> <li>GRI 3-3 Management of material topics</li> </ul>	Suppliers, customers and business ethics (p.118)	
	<b>Consideration</b> of their social and environmental responsibility in relationships with suppliers and subcontractors	<ul style="list-style-type: none"> <li>GRI 2-6 Activities, value chain and other business relationships</li> <li>GRI 2-24 Embedding policy commitments</li> </ul>		
	<b>Systems</b> of supervision and auditing and their results			

Scope	Reporting framework	Reference	Comments/ Reason for omission
<b>Consumers</b>	<b>Measures</b> for consumer health and safety	<ul style="list-style-type: none"> <li>• GRI 3-3 Management of material topics</li> </ul>	Suppliers, customers and business ethics (p.118)
	<b>Systems</b> for complaints	<ul style="list-style-type: none"> <li>• GRI 2-16 Communication of critical concerns</li> <li>• GRI 2-25 Processes to remediate negative impacts</li> </ul>	
	<b>Complaints</b> received and their resolution	<ul style="list-style-type: none"> <li>• GRI 2-25 Processes to remediate negative impacts</li> <li>• Internal framework: information on complaints and opportunities for improvement</li> </ul>	
<b>Fiscal information</b>	<b>Benefits</b> obtained country by country	<ul style="list-style-type: none"> <li>• GRI 207-4 Presentation of reports country by country</li> </ul>	Fiscal transparency and responsible contribution (p. 126)
	<b>Income tax</b> paid	<ul style="list-style-type: none"> <li>• GRI 207-4 Presentation of reports country by country</li> </ul>	
	<b>Public subsidies</b> received	<ul style="list-style-type: none"> <li>• GRI 201-4 Financial assistance received from government</li> </ul>	

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

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

Cover



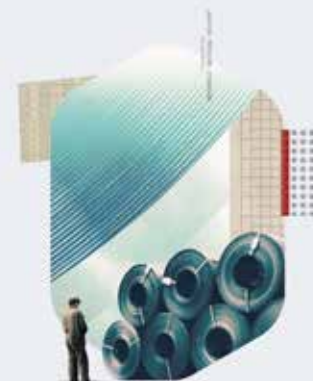
Forging the future: leadership and purpose



A solid structure: that's Grupo Arania



A robust framework: ethics and governance



Our energy: people that make the change



Building a positive environmental impact



Beyond steel: our social impact



Reserve information print characteristics/paper.

NFSR 2024