



SUSTAINABILITY REPORT 2025

LAULAGUN BEARINGS



BASED ON VSME STANDARD
(Voluntary Sustainability Reporting Standard)



This report has been prepared with reference to the GRI Standards 2021

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PURPOSE OF THE REPORT

This Sustainability Report presents Laulagun Bearings' environmental, social and governance (ESG) performance for the period from 1 January 2025 to 31 December 2025.

The report reflects Laulagun's commitment to transparency, continuous improvement and responsible business conduct, providing stakeholders with a comprehensive overview of the company's sustainability performance and priorities.

As a manufacturer of large-diameter bearings for renewable energy and industrial applications, Laulagun contributes to the energy transition while recognizing its responsibility to manage the environmental, social and governance impacts associated with its operations, products and value chain.

This report summarizes the progress achieved during 2025 and outlines the actions and priorities that will guide Laulagun's sustainability journey in the coming years.

This report covers the entire Laulagun Bearings organization, including Euskadi (Spain) and Chennai (India).

Unless otherwise stated, all environmental, social and governance information presented in this report refers to the 2025 reporting period and includes both operational locations.

Reporting Framework

This report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME), issued by EFRAG.

Laulagun Bearings reports under the VSME Comprehensive Module, covering the disclosures required under both the Basic Module and the additional disclosures included in the Comprehensive Module.

The report also references selected GRI Standards (2021) and the United Nations Sustainable Development Goals (SDGs).

This Sustainability Report has been prepared with reference to the GRI Standards and supports Laulagun's long-term ESG roadmap.

Laulagun Bearings is part of Groupe Legris Industries, an industrial group operating internationally through several specialised businesses. While this report focuses on Laulagun Bearings' sustainability performance, it also reflects selected group-level policies, commitments and governance frameworks applicable across Legris Industries.

A MESSAGE FROM OUR CEO

At Laulagun Bearings, sustainability starts with engineering.

Our products are designed to operate in demanding applications where reliability, durability and efficiency are essential. By extending bearing lifetime, reducing maintenance needs and optimizing material use, we contribute to more efficient and sustainable industrial solutions.

In 2025, we continued strengthening our ESG roadmap through carbon footprint reporting, double materiality assessment, EcoVadis improvement, VSME reporting and initiatives linked to product innovation, people development and operational excellence.

Our challenge is not only to reduce the impact of our own operations, but also to increase the positive contribution of our products to the energy transition and to the long-term performance of our customers' assets.

This report reflects that journey.



Pello Irujo Amezaga
CEO

A handwritten signature in black ink, which appears to be 'P. Irujo Amezaga', written over a set of horizontal lines.

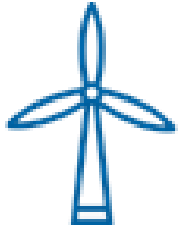
OUR PRODUCTS CREATE POSITIVE IMPACT**Engineering solutions for the energy transition and maritime decarbonisation**

Laulagun Bearings develops critical components and systems that enable renewable energy generation and maritime decarbonisation.

Our products support renewable energy generation and maritime decarbonization by improving efficiency, reliability and lifetime.

Engineering reliable solutions for a low-carbon future.



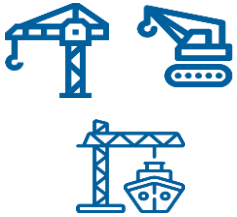
HOW OUR PRODUCTS ENABLE DECARBONISATION**WIND ENERGY****Pitch & Yaw bearings**

- Enable safe and efficient wind turbine operation
- Increase asset reliability and service life
- Support renewable electricity generation worldwide

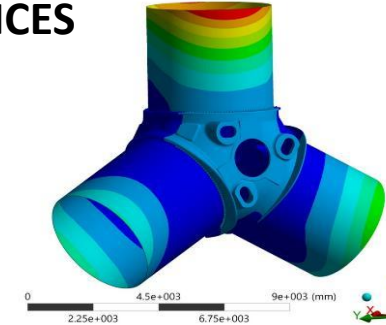
MARINE**Bearing systems for Wind-Assisted Ship Propulsion**

- Enable wind-assisted propulsion technologies
- Reduce fuel consumption and CO₂ emissions
- Help shipowners comply with IMO decarbonisation requirements

Engineering solutions that create value for customers while supporting the transition to a low-carbon economy.

HOW OUR PRODUCTS & SERVICES CREATE SUSTAINABLE VALUE**ELEVATION****Slewing bearings for lifting applications**

- Enable safe and reliable operation of lifting equipment
- Support long service life in demanding industrial applications
- Contribute to efficient use of equipment through durability and reliability

ENGINEERING SERVICES**Engineering & lifecycle services**

- Extend bearing and asset service life through diagnosis, redesign and validation
- Support predictive maintenance and early detection of potential failures
- Reduce premature replacement and improve asset reliability and uptime

Engineering solutions that extend asset lifetime, improve reliability and support more efficient use of resources.

OUR STRATEGY AND VALUES: BUILDING LONG-TERM SUSTAINABLE VALUE

Our strategy...

Strategic pillar	ESG connection	
Global footprint	Serving global customers efficiently while balancing capacity across regions	
Engineering development	Product innovation, durability, testing and material optimization	
Customer development & diversification	Supporting wind, marine, construction and other industrial sectors	
Industrial & Quality development	Operational efficiency, quality, productivity and waste reduction	
Organizational development	People development, leadership, safety, culture and ethical conduct	

...and our values in action

Value	How it supports sustainability
Customer in the Center	We develop reliable solutions that respond to customer technical and ESG expectations
One Team	We promote collaboration, participation and cross-functional improvement
Innovation	We improve products, processes and technologies to create long-term value
Result Oriented	We manage sustainability through objectives, indicators and action plans
Ethics	We act with integrity, transparency and social responsibility

These strategic pillars guide how Laulagun creates value for customers while strengthening its environmental, social and governance performance.

GENERAL INFORMATION

WHERE WE ARE

Entity	Location	Facility type	Main activity	Employees
Laulagun Bearings Spain	Euskadi, Spain	Manufacturing + HQ + R&D/Testing	Bearing design, manufacturing and testing	166
Laulagun Bearings India	Chennai, India	Manufacturing	Bearing manufacturing	163
Total	Spain + India	Industrial operations	Large-diameter bearings	329

- Origin of the Wind Market
- 100% of the supply chain
- Industry 27% GDP
- Clustered geography
- Closed Public Administration
- Globally well-connected
- Increasing protectionist laws

- Becoming a Wind global hub
- Big % of the supply chain
- Growing & Stable Economy
- Starting cluster philosophy
- Located public administration
- Globally well-connected
- Strong protectionist laws

LLB Facilities & Direct Management

ABS: EEUU + Canada + Costa Rica, Nicaragua & Jamaica

ADVENTIS: Mexico + Dominican Republic, Morocco & Chile

MG WIND: Australia

AMARA ZERO: Brazil (WIP)

RES: France + UK (analyzing Poland, Italy and Turkey) (WIP)

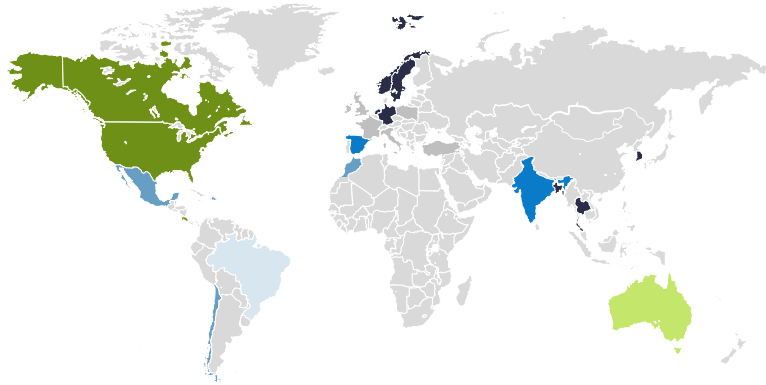
Distributors

-  Head Quarter & Production
-  Test Benches
-  Production & Engineering

GRI disclosures: 2-1, 2-7

GENERAL INFORMATION

KEY FIGURES & CERTIFICATIONS

Present in **15** countries**60%**

Exports (from EU)

63M€

Total business volume (TO)



E

81,3% Renewable electricity

Verification of GHG Emissions – scope 1 & 2

10% reduction of raw material (TOMCAT Project)

S

94% of permanente employment contracts**6%** of women in the staff

Reduction of accident radios

G

Global policies: CSR policy, Code of Conduct, Whistleblowing channel

ESG assessment of suppliers

ESG Committee

CERTIFICATIONS



RAW MATERIALS & SUPPLIERS

(Steel, forgings, services, logistics)

**LAULAGUN BEARINGS**

Design • Engineering

• Manufacturing • Service

**CUSTOMER SEGMENTS**

- Wind Turbine OEMs
- Wind Farm Operators & Utilities
- Marine & Offshore
- Construction Equipment
- Industrial Applications
- Service & Retrofit Market

ESG topics across the value chain

- Responsible sourcing of raw materials and supplier management
- Greenhouse gas emissions and logistics impacts
- Product reliability, durability and lifecycle performance
- Health, safety and human rights throughout the value chain
- Ethical business conduct
- Long-term supplier and customer collaboration

SUSTAINABILITY APPROACH & KEY SUSTAINABLE POLICIES

Laulagun Bearings is committed to integrating sustainability into its business strategy and daily operations.

The company addresses environmental, social and governance topics through policies, management systems, continuous improvement initiatives and stakeholder engagement activities.

Sustainability priorities are aligned with business objectives, customer expectations and internationally recognized principles such as the United Nations Global Compact.

The company's sustainability framework is supported by several corporate policies and management systems:

- Corporate Social Responsibility (CSR) Policy
- Code of Conduct and Business Ethics
- Whistleblowing Policy
- Integrated Quality, Environment & Safety Policy
- Code of Conduct for Suppliers and Service Providers

These documents provide the foundation for responsible decision-making across the organization.

SUSTAINABILITY HIGHLIGHTS 2025

Climate & Environment

 52,375 tCO₂eq carbon footprint (Scopes 1, 2 & 3)

 81,3% renewable electricity

 89,8% waste recovered

Key actions: Scope 3 implementation, energy efficiency, TOMCAT, packaging improvements

Social

 329 employees

 3,283 training hours

 TF0 = 21.0 / TG0 = 0.47

Key actions: Safety campaigns, employee wellbeing, training & engagement

Governance

 First Sustainability Report

 Double Materiality Assessment completed

 EcoVadis Silver medal / CDP disclosure

Key actions: updated CSR Policy, Supplier Code of Conduct, ESG Committee

SUSTAINABILITY IN ACTION

Environmental Awareness

- World Environment Day activities in India focused on environmental protection and plastic reduction.
- Tree planting near the Chennai site.
- Employee involvement in water and energy saving awareness initiatives.



These initiatives help translate our ESG commitments into everyday action, strengthening environmental awareness, safety culture, diversity, employee engagement and community connection.

Health, Safety & Employee Engagement

- National Safety Day activities, hazard identification exercises and employee participation campaigns.
- Fire mock drill conducted with local fire officers and practical training for Emergency Response Team members.
- Safety quizzes, posters and slogan competitions to strengthen awareness and participation.



Diversity, Community & Team Spirit

- Celebration of local culture and traditions, including Pongal at Laulagun India.
- Participation in local community and educational initiatives.
- Laulagun employees took part in the Gipuzkoa Company Race, strengthening teamwork and collaboration beyond the workplace.
- Support for local social and sporting activities in the communities where we operate.

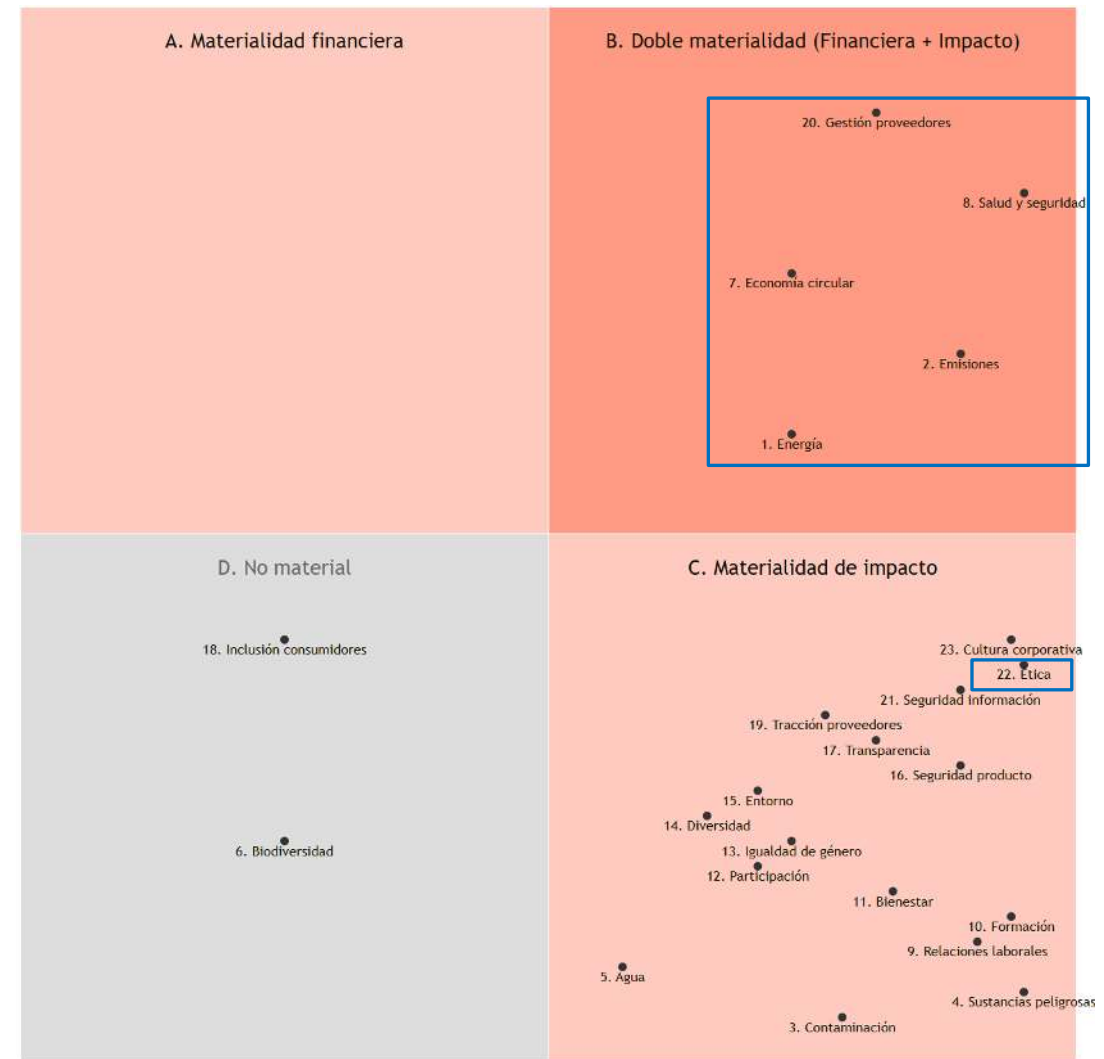


DOUBLE MATERIALITY ASSESSMENT

In 2025, Laulagun Bearings completed its first Double Materiality Assessment (DMA). The assessment considered both impact and financial materiality, taking into account stakeholder expectations, the company's activities, value chain, regulatory developments and strategic priorities. The results were subsequently validated using the inGUrur+ methodology, confirming the relevance of the company's key ESG priorities.

Material topics identified:

- Health & Safety
- Supplier Management
- Energy & Emissions
- Circular Economy
- Ethics & Business Conduct



GRI disclosures: 3-1, 3-2

MANAGEMENT TEAM & ESG GOVERNANCE

Management Team

The Management Team oversees strategic priorities, business performance and major cross-functional initiatives.



Pello Irujo
Managing Director



Aitor Zurutuza
Engineering Director



Blanca Uriarte
Finance Director



Vasanthan Rajendran
Industrial Director & General Manager
Laulagun India



Ignacio Camino
Sourcing Director



Ibon Gómez
Sales Director



Ibon Altuna
New Value Proposition Director



Urko Irazabal
HR & IT Director



Mikel Madina
Business Planning Director



Iñaki Lizarralde
QHSE Director

ESG Committee

Management Team = ESG Committee

- Define ESG priorities and objectives
- Review ESG risks, opportunities, objectives and performance
- Coordinate cross-functional sustainability actions
- Monitor progress and integrate ESG into business decisions

Sustainability governance is embedded directly into Laulagun's management structure rather than managed as a separate function.

MATERIAL TOPICS & RELATED GRI STANDARDS

The Double Materiality Assessment provides the basis for Laulagun's sustainability priorities.

The most relevant topics have been linked to the corresponding GRI Standards to ensure transparent and structured ESG reporting.

Material topic	Main GRI
Health & Safety	403
Supplier Management	308, 414
Energy & Emissions	302, 305
Circular Economy	301, 306
Ethics & Compliance	205

This mapping supports the alignment between Laulagun's material ESG priorities and the GRI reporting framework.



Laulagun Bearings works with suppliers located in different regions worldwide, including Europe and Asia. Given the importance of purchased materials in the company's environmental footprint, supplier engagement is a key element of the ESG strategy.

Main priorities

- Carbon footprint transparency.
- CBAM readiness and low-carbon sourcing.
- Responsible sourcing of steel and critical materials.
- Environmental and social compliance.
- Long-term supplier partnerships.

KPI	Result
Strategic suppliers ESG assessed	8
Suppliers evaluated through EcoVadis	2
Suppliers covered by Supplier Code of Conduct	100%



Laulagun Bearings expects suppliers to operate in accordance with internationally recognised standards on human rights, labour conditions, ethics and environmental protection.

Special attention is given to suppliers located in regions with potentially higher ESG risks.

Key actions

- Supplier Code of Conduct.
- ESG assessments and supplier monitoring.
- Review of labour practices and human rights risks.
- Evaluation of ethical conduct and anti-corruption commitments.
- Integration of sustainability considerations into supplier selection and development processes.

No significant human rights incidents within the supply chain were identified during 2025.

EXTERNAL COMMITMENTS AND RECOGNITION

Laulagun participates in several sustainability initiatives and assessment frameworks.

Key commitments include:

- United Nations Global Compact principles (through Groupe Legris Industries)
- Women's Empowerment Principles (WEPs)
- EcoVadis sustainability assessment
- CDP reporting
- SME Climate Hub commitment
- Greenhouse Gas Protocol for carbon accounting
- VSME sustainability reporting framework
- Registration of carbon footprint by Spanish ministry (MITECO)

In March 2026, Laulagun regained the EcoVadis Silver Medal.



CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Through sustainable engineering, responsible operations and people-driven improvement, Laulagun Bearings contributes to the achievement of the United Nations Sustainable Development Goals (SDGs).

	SDG	Laulagun contribution 2025	2025 evidence / KPI
	SDG 3 - Good Health and Well-being	Occupational health, safety and wellbeing	TF0 = 21.0 / TG0 = 0.47
	SDG 5 - Gender Equality	WEPs, diversity and equal opportunity	6% women in workforce / 18% management
	SDG 7 - Affordable and Clean Energy	Renewable electricity and energy efficiency	81,3% renewable electricity
	SDG 8 - Decent Work and Economic Growth	Stable employment, fair remuneration, training and collective bargaining	9.9 h training/employee; 100% covered by collective bargaining; 100% above living wage thresholds
	SDG 9 - Industry, Innovation and Infrastructure	R&D, TOMCAT, product reliability	TOMCAT project; R&D projects
	SDG 12 - Responsible Consumption and Production	Circular economy and waste management	89.8% waste recovered
	SDG 13 - Climate Action	Carbon footprint and climate roadmap	Scope 1-2-3 calculated; 81,3% renewable electricity
	SDG 16 - Peace, Justice and Strong Institutions	Ethics, anti-corruption and compliance	Code of Conduct; Whistleblowing channel
	SDG 17 - Partnership for the Goals	Responsible supply chain and stakeholder engagement	EcoVadis; Supplier Code of Conduct

Environmental Management

Laulagun Bearings is committed to minimizing the environmental impact of its operations through responsible resource management, emissions reduction and continuous improvement initiatives.

Environmental management is integrated into daily operations through the ISO 14001 certified Environmental Management System and is overseen by the ESG Committee.

Key environmental priorities

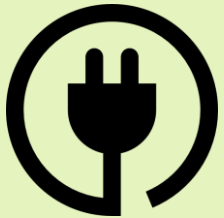
- Climate change mitigation
- Energy efficiency
- Resource efficiency and circular economy
- Waste reduction and recycling
- Environmental compliance

ENERGY CONSUMPTION & GREENHOUSE GAS EMISSIONS



Energy consumption is monitored across all operational sites to identify efficiency opportunities and support decarbonization efforts.

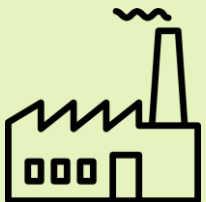
During 2025, electricity represented the most significant source of energy consumption within the organization.



Total energy consumption in 2025

10,279 MWh

81,3%
FROM RENEWABLE
SOURCES



GHG emissions → **3,245 tCO₂eq** (Scope 1, 2 – market-based)

49,131 tCO₂eq
SCOPE 3

CLIMATE CHANGE & GHG EMISSIONS



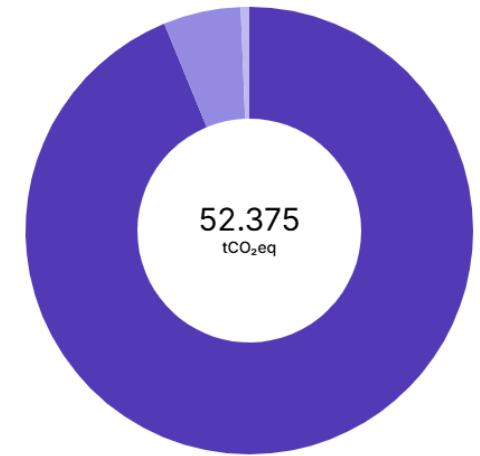
Laulagun calculates its carbon footprint annually following the Greenhouse Gas Protocol methodology, covering Scope 1, Scope 2 and relevant Scope 3 categories across its operations in Spain and India.

Climate change has been identified as a material topic through the Double Materiality Assessment and is integrated into the company's sustainability strategy.

Highlights

- Carbon footprint calculated for Scopes 1, 2 and 3
- Carbon footprint registered with MITECO
- Climate risks assessed through the Double Materiality Assessment and an external climate scenario analysis by Altitude by AXA Climate
- Scope 1 & 2 baseline independently verified by DNV

Total GHG emissions 2025



Scope 3 94% Scope 2 6% Scope 1 < 1%

Scope 1: 319 tCO₂eq
Scope 2 – market-based: 2,926 tCO₂eq
Scope 2 – location-based: 5,087 tCO₂eq
Scope 3: 49,131 tCO₂eq
TOTAL: 52,375 tCO₂eq

Scope 2 emissions are calculated using both market-based and location-based approaches in accordance with the GHG Protocol Scope 2 Guidance.

GRI disclosures: 305-1, 305-2, 305-3

DECARBONIZATION ROADMAP (SCOPE 1 & 2)

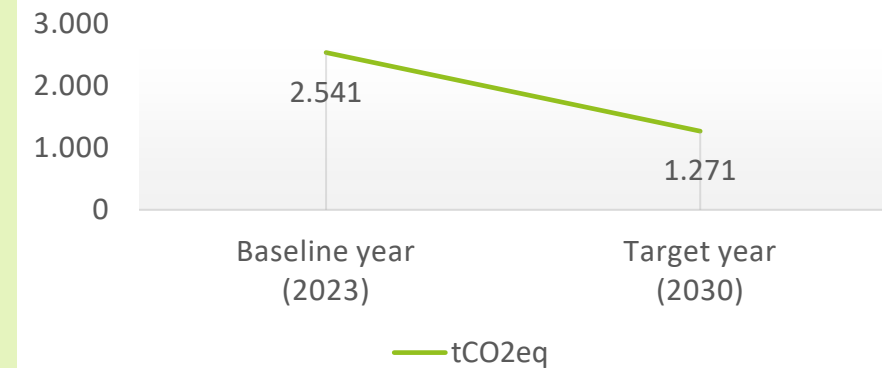


In 2025, Laulagun continued advancing its decarbonization journey. The company has established 2023 as its baseline year for Scope 1 and Scope 2 emissions.

The baseline inventory was independently verified by DNV and officially registered in the Spanish Carbon Footprint Registry managed by MITECO.

KPI	Value
Scope 1 emissions	246 tCO₂eq
Scope 2 emissions (market-based)	2,295 tCO₂eq
Scope 1+2 total	2,541 tCO₂eq
Baseline year	2023

Carbon footprint path



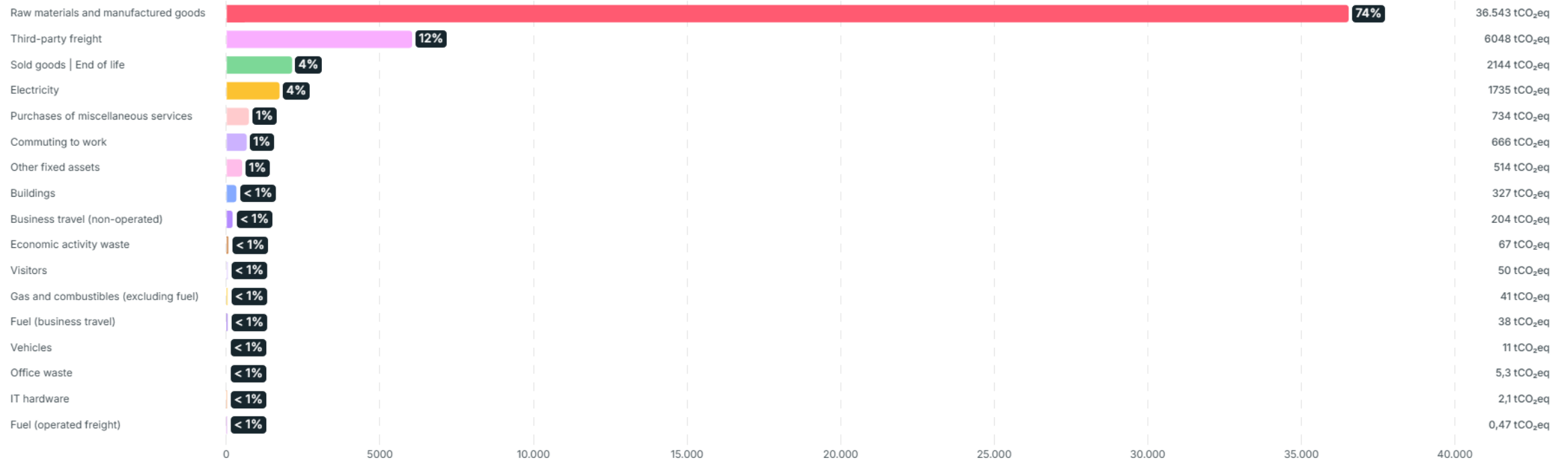
Preliminary target: 50% reduction in Scope 1 and Scope 2 emissions by 2030 compared to the 2023 baseline.

During 2026, Laulagun plans to formalize its climate commitment through the Science Based Targets initiative (SBTi).

SCOPE 3 EMISSIONS & VALUE CHAIN



Scope 3 emissions represent approximately 94% of Laulagun's total carbon footprint, highlighting the importance of supplier engagement, material efficiency and value chain collaboration. Reducing value chain emissions will be a key priority in the company's decarbonization strategy.



CLIMATE-RELATED RISKS AND OPPORTUNITIES**Physical Risks**

- Extreme weather impacts on suppliers and logistics.
- Energy supply disruptions.

Transition Risks

- CBAM and future climate regulations.
- Customer decarbonization requirements.
- Energy and raw material cost increases.

Opportunities

- Growth of renewable energy markets.
- More efficient and durable products.
- Material optimization and circularity initiatives.

Climate-related risks and opportunities were identified through Laulagun Bearings' 2025 Double Materiality Assessment.

DECARBONIZATION ACTIONS AND PRIORITIES



- **Renewable electricity in India**

Increasing the share of solar and wind electricity to reduce Scope 2 emissions.

- **Refrigerant leak reduction**

Identification and repair of HVAC system leakages.

- **Heating system transition**

Evaluation of lower-carbon alternatives to LPG-based heating.

- **Scope 3 supplier engagement**

Improving carbon data transparency and collaboration with key suppliers to identify future reduction opportunities.

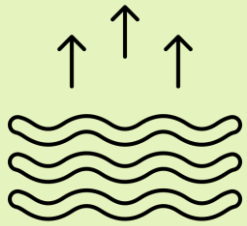
2026 Priority

Increase visibility of Scope 3 emissions and build a supplier decarbonization roadmap.



Water withdrawal is relatively limited compared with Laulagun Bearings' overall industrial activity. It is monitored across our facilities and managed as part of our environmental management system.

The 2026 external climate risk assessment identified water stress as a relevant location-specific risk, particularly in India, reinforcing the need to strengthen water management and resilience at LLBI.



Total water withdrawal

11,513 m³

**Water withdrawal intensity
(m³ / tonne produced)**

0,83

2026 priority

Develop facility-level water balances, starting with LLBI, to improve understanding of water withdrawals, uses, reuse and discharges and identify water efficiency opportunities.



Sustainability is integrated into product development through durability, reliability and material efficiency.

Bearing designs are continuously optimized to:

- Extend service life
- Reduce material consumption
- Minimize maintenance requirements
- Improve lifecycle performance

TOMCAT methodology supports material optimization while maintaining product reliability and performance.



RESOURCE USE, WASTE MANAGEMENT & CIRCULAR ECONOMY



Laulagun promotes circular economy principles by extending bearing lifetime, optimizing material use and reducing waste generation throughout the product lifecycle.

Key initiatives

- TOMCAT material optimization methodology.
- Scrap reduction and monitoring programs.
- Waste segregation and recycling.
- Recovery of steel and other recyclable materials.

Circular Economy Focus

By extending bearing lifetime, optimizing material use and maximizing recycling rates, Laulagun supports a more resource-efficient and circular value chain.

KPI	Result
Steel consumption	13,998 t
Total waste generated	2,757.6 t
Non-hazardous waste (LER 12,15,17,20)	2,517.6 t
Hazardous waste (LER 08,12*,13,15*,16)	240.0 t
Recycled / recovered	89.8%
Sent to disposal	10.2%

Waste is classified according to the European List of Waste (LoW/LER) and managed through authorized waste treatment operators.

POLLUTION



Laulagun Bearings manages air, water and soil pollution risks through its ISO 14001 certified Environmental Management System. No incidents related to air emissions, water discharges, soil contamination or other forms of pollution were reported during 2025.

Air emissions

Laulagun has one relevant channelled emission point related to the metallization extraction system.

- Measured parameter: **total suspended particles (TSP)**
- Analytical result: **< 1.4 mg/Nm³**
- Emission load: **< 0.02 kg/h**

The particles are associated with the zinc metallization process. Based on the process, they may mainly contain zinc oxide and metallic zinc particles, although the current analytical report only measures total particles and does not include metal speciation.

Water discharges

Wastewater is managed through authorised systems according to applicable legal requirements. No water pollution incidents were reported in 2025.

Soil protection

No soil contamination incidents were reported in 2025. Preventive measures include safe storage, waste segregation, spill prevention and management through authorised waste handlers.

2026 improvement action

A specific metals analysis in particulate emissions will be assessed to improve the characterization of the metallization emission point.



External climate risk assessment

In 2026, Laulagun Bearings strengthened its climate risk assessment through an external analysis performed by Altitude by AXA Climate / ARKEA, covering physical risks to industrial sites and transition risks linked to the low-carbon transition.

Key physical risks

2050 horizon – SSP5-8.5

- Water stress
- Drought
- Extreme heat
- Flooding and changing precipitation patterns

Transition risks & opportunities

2030 horizon – Net Zero 2050

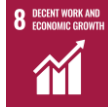
- Main risk: increasing carbon pricing / GHG-related costs
- Main opportunity: lower-emission energy sources

2026-2027 priorities

- Integrate findings into ESG and business risk management
- Assess adaptation measures for heat and water risks, particularly in India
- Strengthen supply-chain climate risk assessment
- Continue decarbonisation actions

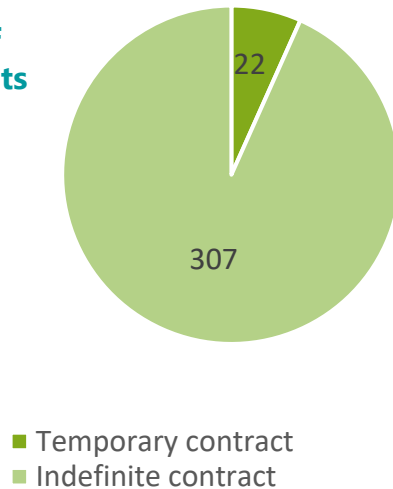
SOCIAL INFORMATION

OUR PEOPLE



Laulagun's team consist of
329 people

Type of contracts



Gender in staff:



Women in management board:

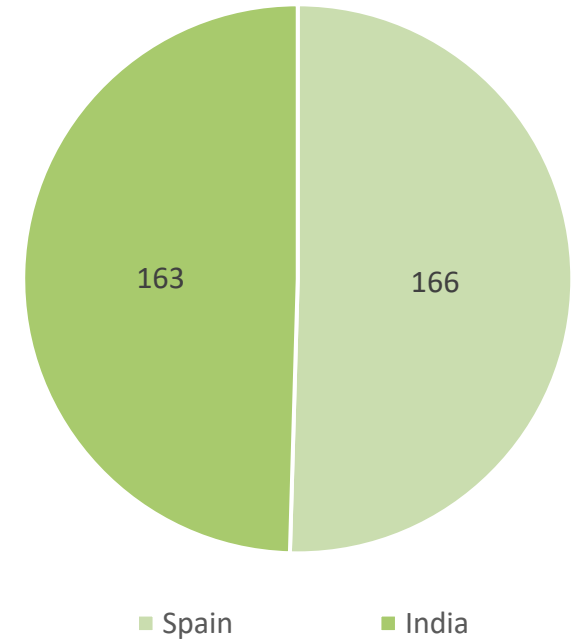
18 %

Turnover rate

10 %

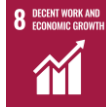
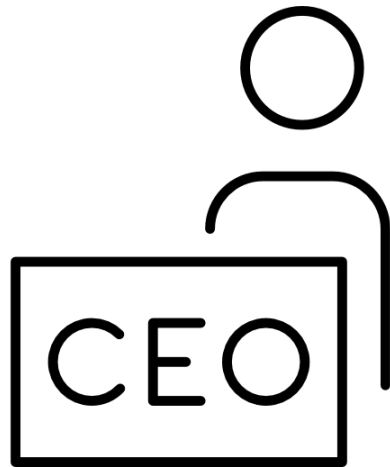


Number of workers per country



Sustainability at Laulagun is driven by people: their technical knowledge, participation in improvement teams and ability to innovate in daily operations.

OUR PEOPLE



Number of management positions broken down by gender



3



21

Ratio of women to men at the management board



2:9

$$\text{Gender diversity ratio} = \frac{\text{Number of female members}}{\text{Number of male members}}$$



Gender diversity ratio in the management board

22 %



HEALTH, SAFETY & WELLBEING



At Laulagun Bearings, health and safety comes first. We are committed to preventing work-related injuries and illnesses by promoting a strong safety culture, effective risk management and continuous improvement throughout our operations.

Laulagun Bearings operates an occupational health and safety management system certified to ISO 45001, covering its operations in Spain and India.

Highlights 2025

- Safety campaigns
- Near miss reporting
- Leadership safety walks
- Behaviour-based safety initiatives
- Specific accident reduction plans

Total number of
accidents recorded:

35



Number of accidents
with leave:

13



Accident ratios

TF0 = 21,0

TF1 = 56,5

TG0 = 0,47



Number of deaths as a
result of occupational
injuries and work-
related diseases

0

TF0: Number of accidents with leave * 1.000.000 / Total working hours

TF1: Number of accidents with and without leave * 1.000.000 / Total working hours

TG0: Number of leave days * 1.000 / Total working hours



GRI disclosures: 403-1, 403-9

PARTICIPATION, IMPROVEMENT TEAMS AND PEOPLE DEVELOPMENT



Continuous learning is essential to maintain technical excellence and support business growth. Training programs focus on technical skills, leadership development, quality, health & safety and sustainability topics.

Percentage of the workforce covered by collective agreements

100 %



Number of people trained, broken down by gender.



19



270

Number of annual training hours per person, broken down by gender.



9 h



11 h

Number of annual training hours

3,283 h



Average training hours per person

9.9 h



HUMAN RIGHTS, DIVERSITY & INCLUSION

Laulagun Bearings is committed to respecting internationally recognized human rights and promoting an inclusive workplace where all employees are treated fairly and with dignity.

Highlights

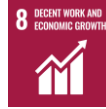
- Women Empowerment Principles (WEPs)
- Human Rights commitment
- No reported cases of discrimination
- Living Wage assessment completed
 - Living Wage assessment completed in 2025 covering Spain and India
 - 100% of employees are paid above the applicable living wage thresholds

Employees covered by Living
Wage assessment

100%

Employees paid above Living
Wage benchmark

100%



As a local industrial employer, Laulagun Bearings seeks to contribute positively to the communities where it operates through education, employment and social engagement initiatives.

Community engagement and development initiatives were implemented across both Laulagun operating regions during 2025.

Highlights

- Participation in ADEGI Corporate Race
- Support provided after Valencia floods
- Collaboration with educational centres
- Support program for surrounding villages in India
- Internship programmes



HUMAN RIGHTS COMMITMENT

Laulagun Bearings is committed to respecting human rights, promoting equal opportunities and maintaining a workplace free from discrimination, harassment and forced or child labour.

**Equality & Non-Discrimination**

- Equal opportunities in recruitment, promotion and development.
- Inclusive and respectful working environment.
- Training and development available to all employees.

Grievance Mechanisms

- Confidential whistleblowing channel.
- Employee suggestion system.
- HR and management communication channels.

2025 Performance

- ✓ No confirmed human rights violations.
- ✓ No confirmed discrimination or harassment cases.
- ✓ No confirmed severe human rights incidents within the value chain.



Laulagun integrates sustainability into its management processes through the ESG Committee, supported by established governance and compliance mechanisms.

Highlights

- ESG Committee overseeing sustainability objectives and performance
- Strategy plan 2025-2030
- Annual review of ESG risks and opportunities
- Code of Conduct covering ethics, anti-corruption and responsible business practices
- Confidential whistleblowing channel available to employees and stakeholders
- No corruption, discrimination or compliance incidents reported in 2025



Laulagun Bearings is committed to conducting business with integrity, transparency and respect for applicable laws and regulations, and prohibits formally and in writing any type of bribery, corruption, conflict of interest, fraud, money laundering and anti-competitive practices.

The company's ethical framework is supported by its Code of Conduct, anti-corruption commitments, whistleblowing channel and regular awareness activities aimed at promoting responsible business behaviour across the organization.

Highlights

- Code of Conduct deployed across the organization
- Whistleblowing channel available to employees and stakeholders
- Anti-corruption and ethical business commitments included in CSR Policy
- No confirmed cases of corruption reported during 2025
- Compliance with applicable legal and regulatory requirements

Total amount of penalties for violating anti-corruption and anti-bribery laws

0

Total number of convictions for violating anti-corruption and anti-bribery laws

0

KPI	Result
Employees covered by Code of Conduct	100%
Employees covered by Whistleblowing Channel	100%
Whistleblowing reports received	0
Confirmed corruption cases	0

GRI disclosures: 2-23, 2-26, 2-27, 205-3

B5 – Biodiversity and protected areas

Laulagun Bearings operates manufacturing facilities located in established industrial areas and has not identified operations within or adjacent to protected areas, biodiversity-sensitive zones or high ecological value habitats.

Based on the nature and location of its activities, biodiversity is not considered a material topic for the company and no significant impacts on biodiversity have been identified.

C8 – Revenue from certain activities

Laulagun Bearings does not generate revenues from activities excluded from EU Paris-aligned Benchmarks or Climate Transition Benchmarks, including fossil fuel extraction, controversial weapons or tobacco-related activities.

- Verify Scope 1, 2 and 3 carbon footprint
- Strengthen Scope 3 supplier data quality
- Integrate physical climate risk findings into site adaptation and business risk management
- Develop a climate transition roadmap
- Assess SBTi commitment and begin developing science-based emissions reduction targets
- Advance sustainable product innovation and lifecycle analysis
- Reinforce ethics, integrity and anti-corruption training
- Strengthen safety, people development and ESG reporting maturity

LAULAGUN EUROPE + INDIA

ESG KPIs		2023	2024	2025	GRI
PROFESSIONAL DEVELOPMENT					
Workforce on payroll		301	319	329	GRI 2-7
Women in the workforce		22	23	21	GRI 405-1
Men in the workforce		279	292	308	GRI 405-1
Permanent employees		291	312	308	GRI 2-7
Workforce by age group	20 to 29 years old	107	97	105	GRI 405-1
	30 to 35 years old	103	102	83	
	36 to 45 years old	69	86	104	
	45 to 55 years old	16	26	24	
	>55 years old	6	7	11	
Number of employees who received training		231	270	289	-
Number of women trained		12	17	19	-
Number of men trained		219	253	270	-
Average training hours per employee		-	-	9,9	GRI 404-1
Number of women on Executive Committee		2	2	2	GRI 405-1
Number of training and performance reviews conducted		108	174	187	GRI 404-3
Number of interns and work-study participants hosted		3	14	26	-
Turnover rate (%)		11,7%	14,1%	10,4%	GRI 401-1
Employees covered by Living Wage assessment		100%	100%	100%	GRI 202-1 *
Employees paid above Living Wage benchmark		100%	100%	100%	GRI 202-1 *
Workforce covered by collective agreements		100%	100%	100%	GRI 2-30

ESG PERFORMANCE INDICATORS

LAULAGUN EUROPE + INDIA

ESG KPIs	2023	2024	2025	GRI
HEALTH & SAFETY				
TG0 Leave days ratio	0,61	0,16	0,47	GRI 403-9
TF0 Accidents with leave days ratio	27,7	18,5	21,0	GRI 403-9
TF1 Total accidents ratio	63,3	62,3	56,5	GRI 403-9
Number of HSE training hours	1.923	2.420	3.466	GRI 403-5
Number of HSE training hours per worker	6,4	7,6	10,5	GRI 403-5
ENVIRONMENT				
Total electricity consumed (KWh)	7.188.039	9.809.877	10.279.297	GRI 302-1
Renewable electricity (KWh)	4.022.086	5.933.276	8.357.500	GRI 302-1
Renewable electricity share (%)	56,0%	60,5%	81,3%	GRI 302-1
GLP consumed (KWh)	210.027,0	246.551,0	36.524,0	GRI 302-1
Metal scrap waste (metric tons)	2.398,0	3.938,0	2.325,0	GRI 306-3
Hazardous waste (metric tons)	104,0	88,0	118,0	GRI 306-3 / GRI 306-4
Other waste: paper+cardboard+plastic+wood (metric tons)	194,2	190,9	153,0	GRI 306-3
Water withdrawal (m ³)	9.169,0	11.855,0	11.513,0	GRI 303-3
Water intensity (withdrawn m ³ /produced Tn)	0,97	0,82	0,83	GRI 303-3
Scope 1 GHG emissions (TnCO ₂ eq)	246,00	296,00	319,00	GRI 305-1
Scope 2 - market-based GHG emissions (TnCO ₂ eq) **	2.294,66	2.788,83	2.926,00	GRI 305-2
Scope 2 - location-based GHG emissions (TnCO ₂ eq) **	5.318,00	6.808,00	5.087,00	GRI 305-2
Scope 3 GHG emissions (TnCO ₂ eq)	33.472,0	46.194,0	49.131,0	GRI 305-3
Intensity factor - GHG emissions (market-based) (kgCO ₂ eq / k€)	117	119	52	GRI 305-4
Scope 1 & 2				
Intensity factor - GHG emissions (market-based) (kgCO ₂ eq / k€)	821	891	833	GRI 305-4
TOTAL (Scope 1 & 2 & 3)				

ESG PERFORMANCE INDICATORS

LAULAGUN EUROPE + INDIA

ESG KPIs	2023	2024	2025	GRI
INNOVATION				
Research centers	2	2	2	-
R&D (€M)	2,93	2,58	2,4	-
Patents + Blockchain	4 + 2	6 + 4	6 + 8	-
GOVERNANCE				
% of suppliers covered by ESG assessment	60%	60%	80%	GRI 308-1 * / GRI 414-1 *
% of supplier spend covered by ESG assessment	40%	45%	54%	GRI 308-1 * / GRI 414-1 *
% of suppliers who have signed the Supplier Code of Conduct	55%	60%	85%	GRI 308-1 / GRI 414-1
Average CSR risk level of Supply Chain	8,1	7,4	7,3	-
% of procurement employees trained in Sustainable	0%	100%	100%	-
Employees covered by Code of Conduct	100%	100%	100%	GRI 2-23 *
Total workers trained in Business Ethics (Code of Conduct)	-	22%	22%	GRI 205-2
Number of confirmed information security incidents	0	0	0	-
Number of confirmed anti-competitive behaviour incidents	0	0	0	GRI 206-1
Number of confirmed corruption incidents	0	0	0	GRI 205-3
Employees covered by whistleblowing channel	100%	100%	100%	GRI 2-26 *
Number of reports related to whistleblowing procedure	0	0	0	GRI 2-26
EcoVadis assessment	Score 70 Percentile 93th	68 84th	74 89th	GRI 2-5
% women in management team	18%	18%	18%	GRI 405-1
Code of Business Conduct	Updated	-	-	GRI 2-23

Note: The ESG Scorecard includes a complete and consistent mapping of ESG KPIs to the corresponding GRI Standards.

All indicators are covered by applicable GRI references and are ready to be integrated into the ESG Report.

* GRI references marked with an asterisk indicate related disclosures; the KPI does not represent the exact disclosure requirement.

** Scope 2 emissions are reported using both the location-based and market-based methods in accordance with the GHG Protocol Scope 2 Guidance.

GRI CONTENT INDEX – GENERAL DISCLOSURES

GRI Standard / Disclosed ref.	Description	Location in Report
2-1	Organizational details	2. General Information - Where We Are
2-2	Entities included in reporting	1. Introduction - Reporting Scope
2-3	Reporting period and contact point	1. Introduction - Reporting Scope
2-6	Activities, value chain and business relationships	3. Business Model & Value Chain Relationships
2-7	Employees	8. Social Information - Our People / 10. ESG Performance Indicators
2-9	Governance structure and composition	5. Governance & ESG Management - Management Team & ESG Governance
2-12	Role of the highest governance body in overseeing impacts	5. Governance & ESG Management - Management Team & ESG Governance
2-13	Delegation of responsibility for managing impacts	5. Governance & ESG Management - Management Team & ESG Governance
2-22	Sustainable development strategy	2. General Information - Strategy & Values / CEO Message
2-23	Policy commitments	4. Practices, Policies and Initiatives
2-24	Embedding policy commitments	4. Practices, Policies and Initiatives
2-26	Grievance mechanisms	9. Governance Information - Ethics, Integrity & Compliance
2-27	Compliance with laws and regulations	9. Governance Information - Ethics, Integrity & Compliance
2-28	External initiatives	5. Governance & ESG Management - External Commitments
2-30	Collective bargaining	8. Social Information - Participation, Improvement Teams and People Development

** Note: GRI disclosure referenced for alignment purposes. The information reported does not necessarily address all requirements of the disclosure.*

GRI CONTENT INDEX – MATERIAL TOPICS & ENVIRONMENTAL

GRI Standard / Disclosed ref.	Description	Location in Report
3-1	Process to determine material topics	5. Governance & ESG Management - DMA
3-2	List of material topics	5. Governance & ESG Management - DMA
3-3	Management of material topics	7. Environmental Information - Environmental Approach
301-1	Materials used by weight or volume	7. Environmental Information – Resource Use, Waste Management & Circular Economy
302-1	Energy consumption	7. Environmental Information - Energy Consumption
303-1	Interactions with water as a shared resource	7. Environmental Information – Water Management
303-3	Water withdrawal	7. Environmental Information - Water Management
305-1	Scope 1 emissions	7. Environmental Information - GHG Emissions
305-2	Scope 2 emissions	7. Environmental Information - GHG Emissions
305-3	Scope 3 emissions	7. Environmental Information - Scope 3 Emissions
305-4	Emissions intensity	10. ESG Performance Indicators
305-5	GHG emissions reduction	7. Environmental Information - Decarbonization Roadmap
305-7	Other air emissions	7. Environmental Information - Pollution
306-3	Waste generated	7. Environmental Information - Circular Economy
306-4	Waste diverted from disposal	7. Environmental Information - Circular Economy
306-5	Waste directed to disposal	7. Environmental Information - Circular Economy
201-2	Climate risks and opportunities	7. Environmental Information - Climate Risks

GRI CONTENT INDEX – SOCIAL & GOVERNANCE

GRI Standard / Disclosed ref.	Description	Location in Report
401-1	Employee turnover	10. ESG Performance Indicators
403-1	OHS management system	8. Social Information - Health, Safety & Wellbeing
403-5	H&S training	4. Practices, Policies and Initiatives – Sustainability in Action / 10. ESG Performance Indicators
403-9	Work-related injuries	8. Social Information - Health, Safety & Wellbeing
404-1	Training hours	8. Social Information - People Development
404-3	Performance reviews	10. ESG Performance Indicators
405-1	Diversity	8. Social Information - Our People / Participation, Improvement Teams and People Development
406-1	Discrimination incidents	8. Social Information - Human Rights
408-1*	Child labour risks	8. Social Information - Human Rights Commitment
409-1*	Forced labour risks	8. Social Information - Human Rights Commitment
413-1*	Community engagement	4. Practices, Policies and Initiatives – Sustainability in Action / 8. Social Information - Community Engagement
308-1	Supplier environmental screening	5. Governance & ESG Management - Supply Chain
414-1	Supplier social screening	5. Governance & ESG Management - Supply Chain
202-1*	Ratio of entry-level wage to local minimum wage	8. Social Information - Human Rights, Diversity & Inclusion
205-2	Anti-corruption training	10. ESG Performance Indicators
205-3	Confirmed corruption incidents	9. Governance Information - Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	10. ESG Performance Indicators

VSME DISCLOSURE INDEX – BASIC & COMPREHENSIVE MODULES

Disclosure	Disclosure Name	Report Section / Slide
BASIC MODULE DISCLOSURES		
B1	Basis for Preparation	1. Introduction - Reporting scope
B2	Policies, Practices and Initiatives for the Transition towards a More Sustainable Economy	4. Practices, Policies and Initiatives / 11. Looking Ahead
B3	Energy and Greenhouse Gas Emissions	7. Environmental Information - Energy Consumption & GHG Emissions / Climate Change & GHG Emissions
B4	Air, Water and Soil Pollution	7. Environmental Information - Pollution
B5	Biodiversity	10. Parameters Not Included - Biodiversity
B6	Water	7. Environmental Information - Water Management
B7	Resource Use, Circular Economy and Waste Management	7. Environmental Information - Resource Use, Waste Management & Circular Economy
B8	Workforce: General Characteristics	8. Social Information - Our People / ESG Performance Indicators
B9	Workforce: Health and Safety	8. Social Information - Health, Safety & Wellbeing
B10	Workforce: Remuneration, Collective Bargaining and Training	8. Social Information - Participation, Improvement Teams and People Development / ESG Performance Indicators
B11	Convictions and Fines for Corruption and Bribery	9. Governance Information - Ethics, Integrity & Compliance

VSME DISCLOSURE INDEX – BASIC & COMPREHENSIVE MODULES

Disclosure	Disclosure Name	Report Section / Slide
COMPREHENSIVE MODULE DISCLOSURES		
C1	Strategy: Business Model and Sustainability-Related Initiatives	2. General Information - Strategy & Values / 3. Business Model & Value Chain
C2	Description of Policies, Practices and Future Initiatives for the Transition towards a More Sustainable Economy	4. Practices, Policies and Initiatives / 11. Looking Ahead
C3	GHG Reduction Targets and Climate Transition	7. Environmental Information - Decarbonization Roadmap / Decarbonization Actions
C4	Climate Risks	7. Environmental Information - Climate Risks & Transition Risks
C5	Additional Workforce Characteristics	8. Social Information - Our People / ESG Performance Indicators
C6	Additional Information on Own Workforce: Human Rights Policies and Processes	8. Social Information - Human Rights Commitment
C7	Severe Negative Human Rights Incidents	8. Social Information - Human Rights Commitment
C8	Revenue from Certain Activities and Exclusion from EU Reference Benchmarks	10. Parameters Not Included - Revenue from certain activities
C9	Gender Diversity Ratio in the Governing Body	8. Social Information - Our People (Management Board Diversity) / ESG Performance Indicators

