

DEUTZ

**NON-FINANCIAL INFORMATION STATEMENT
2025 SUSTAINABILITY REPORT**

MANUFACTURE & RESEARCH DEVELOPMENT SITES

Non-Financial Information Statement. 2025 Sustainability Report

DEUTZ AG LOCATIONS



1.

HEADQUARTER Köln-Porz

Floor area: ca. 276.000 m²

Production: Assembly Plant for BR 2.2-7.8 engines Manufacturing crankshafts, camshafts.

Research and Development: Combustion engines & E_DEUTZ.

DEUTZ Service: Customer service , Trainings Center.

Sequencecenter: Sequencing & picking parts for assemblies.

KÖLN-KALK

Floor area: ca. 61.000 m²

Production: Manufacturing crankcase BR 4-8L.

DEUTZ Service: Global Logistic Center for spare parts.

HERSCHBACH

Floor area: ca. 53.000 m²

Production: Manufacturing & preassemblies for modules e.g.PTO, mass balancers, EGR, rocker arms and service parts.

ALSDORF FUTAVIS

Research and Development: Battery management systems.

ULM

Floor ca. 74.000 m²

Production: Assembly of air-cooled engines 91x & V BR 2011 / BR 12-16L /Manufacturing of crankcases, crankshafts, gears /Xchange Engines and parts.

2.

MARIBOR

Research and Development.

3.

LOMAGNA DEUTZ ITALY

Floor area: ca. 33.000 m²

Employees: ca. 60 Sales & Service

Production: Value add assembly of Power Packs.

4.

ZAFRA

Floor area: ca. 74.000 m²

Production: Manufacturing of crankcases, gears, connecting rods, cylinder heads, bearing caps

5.

SAPINO MAGIDEUTZ

Floor area: ca. 3.500 m²

Production: Gen-Set assemblies.

6.

NORCROSS

Floor area: ca. 12.500m²

Sales & Service
Headquarter of DEUTZ Corp. America.

PENDERGRASS

Floor area: ca. 11.000 m²

Production: Xchange Engines Value add assembly of Power Packs.

7.

TIANJIN

Production: Assembly BR 2.9, 6.1 / Contract Manufacturer BEINEI / DEUTZ parts and supply chain.

CHANGSHA (JV) HUNAN DEUTZ POWER CO., LTD.

Start: 2021/2022

Production: Assembly BR 5.7, D5-D13.

KUNSHAN (JV) HUNAN DEUTZ POWER CO., LTD.

Production: Assembly BR D5-D13.



MESSAGE FROM DEUTZ COUNTRY MANAGER IN SPAIN

Dear stakeholders,

The 2025 financial year has undoubtedly been a decisive one for our organization. In a demanding economic and social context, marked by profound changes in production, regulatory, and social models, we have demonstrated that sustainability is not a secondary axis of our strategy, but rather the foundation on which we build our future.

As the Spanish subsidiary of DEUTZ, we have experienced first-hand the strategic transformation process that our company is undergoing at a global level. The diversification of the traditional business toward new activities and higher value-added solutions responds not only to market demands, but also to the need to evolve toward more resilient, digital, and sustainable models. In this scenario, our subsidiary has aligned itself with agility and pragmatism, adapting to the newly defined structures and organizations and, in some cases, providing undeniable value to the development of the different business units.

One of the most significant milestones of the year has been the implementation of an ambitious social plan aimed at preserving employment and offering responsible solutions in response to adjustments resulting from market conditions. Instead of adopting drastic workforce reduction measures, we chose an approach based on dialogue, shared responsibility, and flexibility.

The plan offered our professionals the opportunity to review their relationship with the company through voluntary leaves of absence, reduced working hours, and other arrangements that promote work-life balance.

The response was extraordinarily positive. The social plan not only made it possible to adapt the organizational structure to the new production needs without resorting to traumatic layoffs, but also strengthened internal trust and the perception of the company as a responsible employer. In a year in which Spain has widely debated the quality of employment, the reduction of working hours, and the need for more humane formulas for business reorganization, our experience demonstrates that it is possible to combine competitiveness and social commitment through constructive dialogue with the legal representatives of employees.

In the environmental sphere, 2025 also marks a turning point. We have completed the construction of our new photo-



voltaic plant, which is scheduled to begin operations in 2026. This project represents a strategic commitment to clean energy and to the progressive reduction of our carbon footprint. The installation will allow us to move significantly toward energy self-consumption, reducing dependence on external sources and strengthening our resilience in the face of volatility in energy markets.

This milestone takes place within a national context of strong momentum toward the energy transition, with regulatory progress and growing social awareness of the need to accelerate decarbonization. As an industrial company, we assume our responsibility to actively contribute to climate objectives by integrating energy efficiency criteria into our investments and into the day-to-day management of our operations.

At the same time, we have made determined progress in our plan to improve industrial competitiveness, with programs such as “Future Fit,” various automation projects for component manufacturing processes, and the integration of a new logistics warehouse into our facilities. The implementation of these projects and the incorporation of advanced technologies is not aimed solely at reducing costs or improving operational indicators; its purpose is to ensure the long-term viability of our plant in Spain as a center that generates stable employment and economic value for its surrounding area.

Automation has been approached from a responsible perspective, accompanied by training and professional reskilling plans for

our teams. We understand that technological transformation must go hand in hand with the development of skills, avoiding internal gaps and promoting the future employability of our professionals. In this way, we strengthen our competitive position and contribute to consolidating a modern and sustainable industrial fabric.

This year, the rollout of our Comprehensive Health Promotion Program has been particularly significant, conceived as a strategic initiative within our commitment to people’s well-being. Beyond regulatory compliance in occupational risk prevention, we sought to move toward a proactive approach to comprehensive care. The program included awareness campaigns on healthy habits, practical workshops such as the Back School, and other initiatives focused on the prevention of chronic illnesses, such as physiotherapy sessions through our medical service.

We have also strengthened healthcare assistance mechanisms for employees who have needed them, facilitating access to specialized medical services and promoting agreements that enable faster and more personalized care. The program has been very well received, and we are convinced that it will contribute to consolidating a corporate culture in which physical and emotional health occupies a central place.

Our social commitment goes beyond the strictly business sphere. Once again, the work of our Foundation has been a fundamental pillar of our contribution to the community, especially

in Extremadura, where we maintain strong territorial roots. During 2025 we intensified our scholarship program, increasing the number of beneficiaries and strengthening academic and professional support for young people and professionals seeking to improve their qualifications.

Likewise, our facilities have been consolidated as a meeting place for initiatives aimed at promoting gender equality and bringing women closer to the industrial sector. In a context in which diversity and inclusion occupy a central place in the public and business agenda, we have sought to move from statements to action by facilitating forums, conferences, and programs that highlight female role models and encourage vocations in traditionally male-dominated sectors.

These advances reflect a vision of corporate social responsibility that integrates quality employment, energy transition, technological innovation, a healthy work environment, and commitment to the community. In line with the evolution of European regulations on sustainability reporting and with the growing expectations of transparency from investors, customers, and society, we continue to strengthen our reporting systems and corporate governance, convinced that accountability is a key tool for building trust.

2025 has been a year of challenges, but also of courageous decisions. We have demonstrated that transformation can be managed with social sensitivity, that industrial competitiveness is compatible with decarbonization, and that strong local roots

can coexist with a global vision. As a subsidiary, we are proud to have actively contributed to the evolution of the group and to have done so while maintaining our values and our responsibility toward people and the environment.

We approach 2026 with the determination to consolidate what has been achieved and to continue advancing toward a more sustainable, innovative, and inclusive business model.

King regards,



A handwritten signature in blue ink, appearing to read 'F. Angulo', with a stylized, circular flourish at the end.

Fernando Angulo Romero
Country Manager DEUTZ España

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The background is an aerial photograph of an industrial park, featuring large warehouse-like buildings, parking lots, and roads. A semi-transparent red filter covers the entire image. A vertical white strip is positioned in the center, containing three small, semi-transparent inset images: a landscape with trees at the top, a building with a 'DEUTZ GLOBAL SERVICE CENTER' sign in the middle, and a street scene at the bottom.

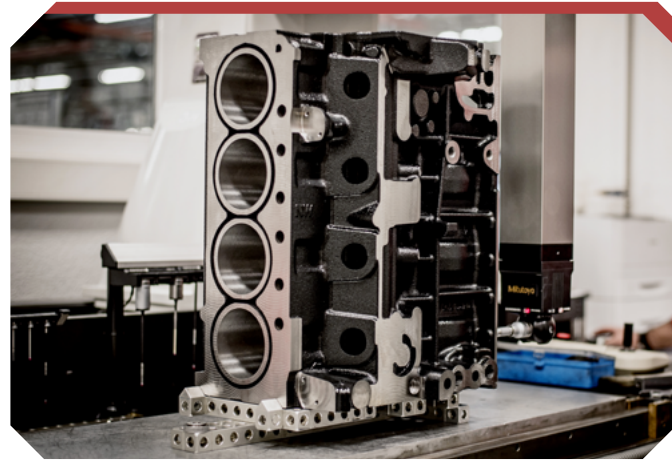
DEUTZ SPAIN



About DEUTZ SPAIN

DEUTZ Spain is the Spanish subsidiary of the international German group DEUTZ AG, a company with more than 150 years of history and a global leader in the development of engines and propulsion solutions for industrial applications. From Spain, DEUTZ Spain plays a strategic role within the group, combining industrial, commercial, and service activities, and actively contributing to the positioning and competitiveness of the brand in the Iberian market.

DEUTZ Spain carries out its activities through three operational centers, enabling it to provide comprehensive coverage across the value chain. The company has a production plant located in the town of Zafra (Badajoz), dedicated to the manufacture of engine components, which constitutes a key element within the DEUTZ Group's production system. This facility operates under demanding standards of quality, efficiency, and environmental control, integrating sustainability as a fundamental pillar of industrial management and promoting resource optimization,



impact prevention, and the continuous improvement of processes.

As part of the multinational DEUTZ AG Group, DEUTZ Spain operates under a common framework of corporate policies, ethical principles, and management systems that ensure regulatory compliance and alignment with global strategic objectives. At the same time, it maintains responsible local management adapted to the legislative, social, and environmental context of the environments in which it operates, integrating environmental, social, and governance criteria into decision-making and daily management.

We make sure the world keeps moving. 



This approach enables DEUTZ Spain to consolidate its position as an organization committed to sustainability, based on relationships of trust and transparency with its stakeholders and oriented toward making a positive contribution to the economic, social, and environmental development of its surroundings, in line with the values and strategy of the DEUTZ Group.

In addition, DEUTZ Spain carries out its commercial and service activities from its center in San Fernando de Henares (Madrid), where engine sales and repair and technical support services are provided. This center acts as a reference point for customers and distributors, ensuring close and specialized service that helps maximize the performance, reliability, and lifespan of equipment.

DEUTZ Spain also operates a center in Lliçà de Vall (Barcelona), specialized in repair services, which strengthens the company's technical and operational capacity and enables it to provide an agile and efficient response across the territory, in line with the service standards of the DEUTZ Group.

Alongside its industrial and service activities, DEUTZ Spain channels its commitment to talent development and knowledge generation through its "DEUTZ Business School" Foundation, a strategic initiative aimed at technical training, strengthening capabilities, and connecting industry with the educational environment.

The Foundation represents a key pillar in the organization's commitment to continuous training, facilitating specialized training programs, professional development initiatives, and learning spaces aimed both at the company's workforce and at professionals and students in the region. In this way, DEUTZ Spain actively contributes to improving employability, transferring technical knowledge, and strengthening the local industrial fabric.

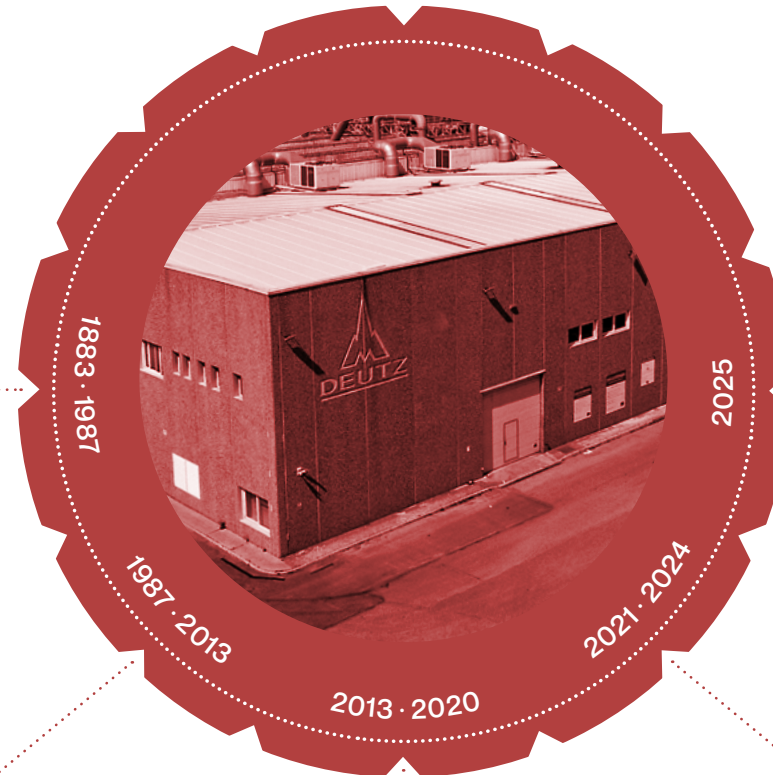




Our History

- Foundation of DÍAZ DE TERÁN (DITER) in Zafra.
- Iron foundry and agricultural machinery manufacturing.
- First DITER engine patent.
- Launch of the first range of single-cylinder engines manufactured in Spain.
- MWM acquires a majority stake in DITER.

- The German group KHD (Köckner-Humboldt-DEUTZ, now DEUTZ AG) acquires MWM.
- Expansion of the organisation and extension of business activities.
- First company in Extremadura to obtain ISO 9001 quality certification.
- DEUTZ embraces the LEAN philosophy.
- First company in Spain to implement Dual Vocational Training.
- Opening of the Madrid Service Center.



- Launch of engine block manufacturing.
- Opening of the Barcelona Service Center.
- Construction of the Business School Foundation building and subsequent start of operations.
- Achievement of energy efficiency certification.
- Creation of DEUTZ Global Service Center.

- Inauguration of the green hydrogen pilot plant.
- Signing of a strategic agreement between JLG and DEUTZ Spain.
- Prever Occupational Risk Prevention Award in the ESG Innovation category.
- Family Day celebrations at the San Fernando and Lliçà de Vall sites.
- Occupational Risk Prevention Award: Excellence in Risk Management.
- National Award for Best Procurement Strategy.
- Launch of self-consumption through photovoltaic energy.
- 100% renewable electricity consumption.
- Completion of the hydrogen plant project.
- Start of series production for John Deere.



Mission and Vision

DEUTZ Spain, aligns its mission and vision with those of the DEUTZ.

OUR VISION

Our Vision is to establish ourselves as a benchmark in Spain in the manufacturing of components and in the provision of comprehensive engine solutions and related services, actively contributing to the transition toward more efficient and sustainable propulsion technologies. We aspire to be an innovative, resilient, and future-oriented organization, capable of anticipating the challenges of the sector and generating value for the DEUTZ Group, our customers, the people who are part of the organization, and society as a whole.

OUR MISSION

Since its founding in 1864, the mission of DEUTZ Spain has been to contribute to the development of efficient, reliable, and sustainable propulsion solutions, delivering value to our customers through the manufacture of components, the commercialization of engines, and the provision of high-quality technical services. As part of the DEUTZ AG Group, we carry out our activities with a strong commitment to technological innovation, operational excellence, and continuous improvement, integrating environmental, social, and governance criteria into our daily management. DEUTZ Spain works to offer products and services that respond to current market needs, promoting the responsible use of resources, ensuring regulatory compliance, and fostering a safe, inclusive work environment focused on professional development.

WE ARE **DRIVEN BY**
PASSION.

WE MAINTAIN OUR
PIONEERING
SPIRIT.

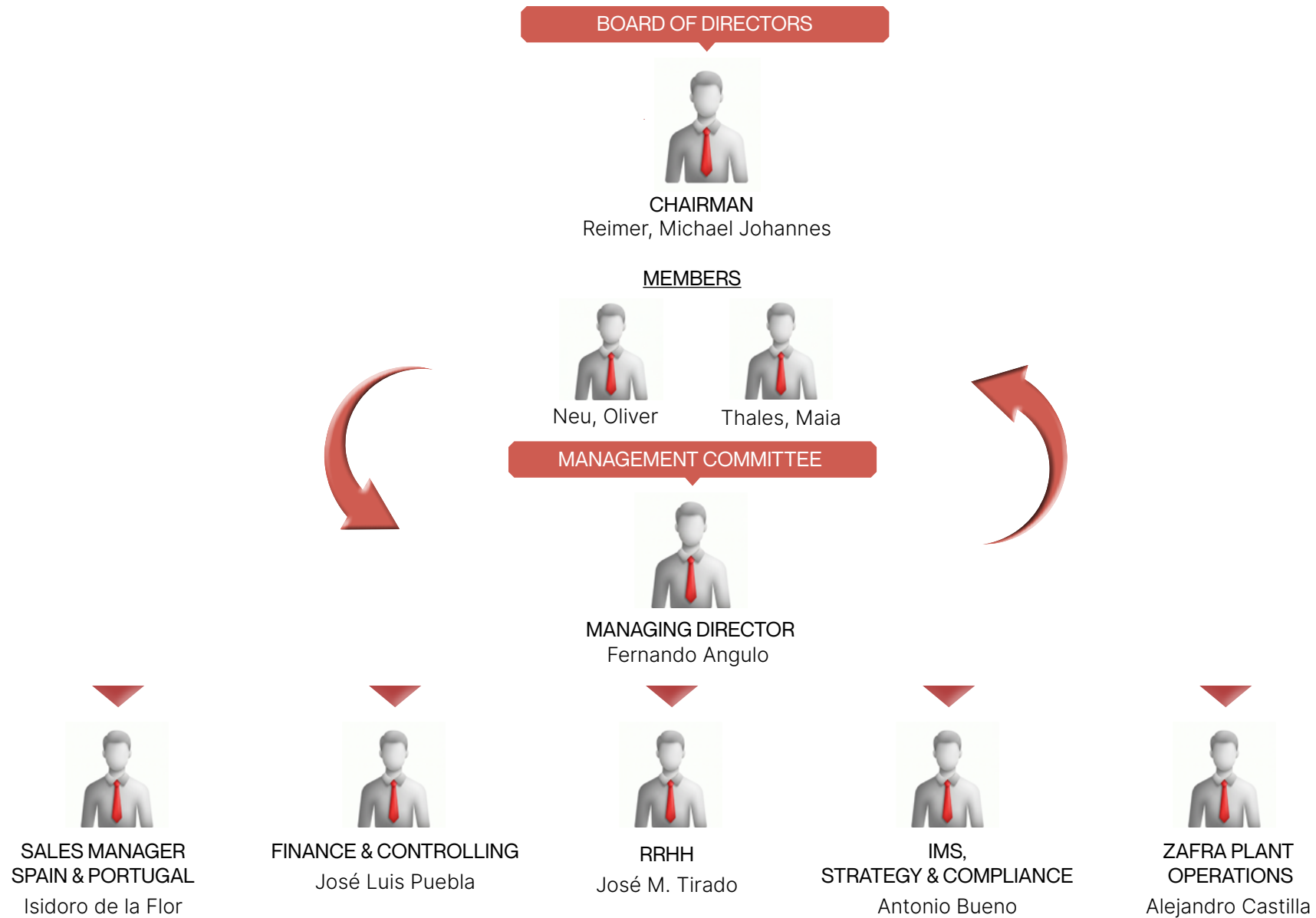
WE **VALUE** OUR
EXPERTISE.

WE ARE **ONE**
TEAM.

WE **ASSUME**
RESPONSIBILITIES.



Governing Bodies



1 VALUES AND STRATEGY

2



The 5 Ts: created by people, for people

DEUTZ Spain continues to advance in the implementation and consolidation of the Group's values, the 5 Ts (Trust, Transparency, Truth, Team, and Tenacity), which form the foundation of our corporate culture and our way of working.

TRUST

We want to work with people we trust. To build trust, do what you say you'll do and align expectations.

TRANSPARENCY

Transparency is sharing knowledge, building healthy relationships, and resolving conflicts. We must be transparent about intentions, feelings, decisions and motives, and live transparency in a bidirectional way.

TRUTH

Truth is based on facts, not opinions. We need open and flexible mindsets that help us find the best solutions.

These principles aim to guide decision-making, strengthen internal and external trust, and reinforce a management model based on responsibility, collaboration, and continuous improvement. During 2025, their active integration within the organization has been maintained, ensuring their application in daily operations and in our relationships with stakeholders.

TEAM

Team is knowing that we can do more together than separately and contribute our part to achieve our goals. We have to support other team members.

TENACITY

Tenacity is being committed, passionate, and determined to achieve goals and get things done. It's about facing obstacles and challenges with openness and acceptance, and not giving up.



Main Challenges Since 2022

2022

Post-COVID recovery and supply chain disruptions:

We had to face with courage and effort to solve all the problems of disruption of the value chain in the midst of post-pandemic growth.

Increases in the cost of energy and materials due to the War in Ukraine and that forced us to be more imaginative (f.e. PV 2)..

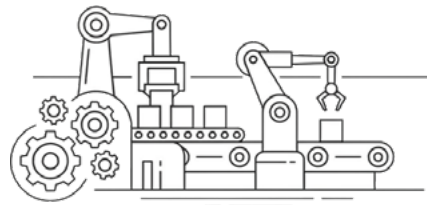


2023

Beginning of the recession:

We are preparing our capabilities to start the 3rd shift in band 5 at the same time as we aspire to reach 140T engines in 2024 and face the challenges of the DS.

The 4Q gave us an indication of the recession that was coming.



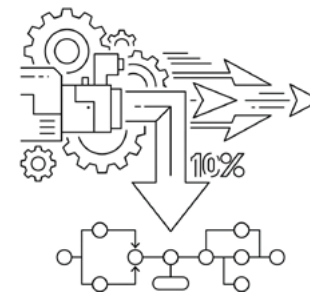
2024

The recession deepens and a 10% cost reduction is pointed to

We started the personnel regulation in the 1st quarter, followed by the ERTE for the entire 2nd semester of the year.

We adjust costs and capacities. We deploy ideas and projects with the ambition of improving our total cost by 10%.

Road Map Vision 2027.



2025

The recession persists:

We deploy the planned projects at the same time as we prepare for the new future challenges: Kalk, 3.9L engine, New Logistics warehouse, PV Plant.

We decided to adjust the workforce and structure to ensure the success of the optimisation measures and launched a Social Plan with the aim of reducing €1.7 Mio.



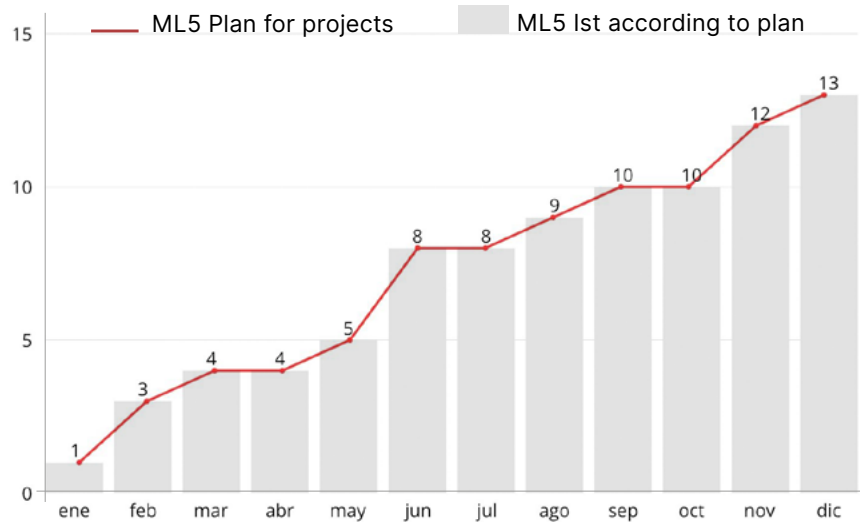


Strategic Performance 2025

During 2025, DEUTZ Spain continued to advance in the implementation of its strategic plan, maintaining clear alignment with the guidelines and priorities defined by the Group. This approach ensures consistency between the local strategy and corporate objectives, reinforcing the creation of sustainable value.

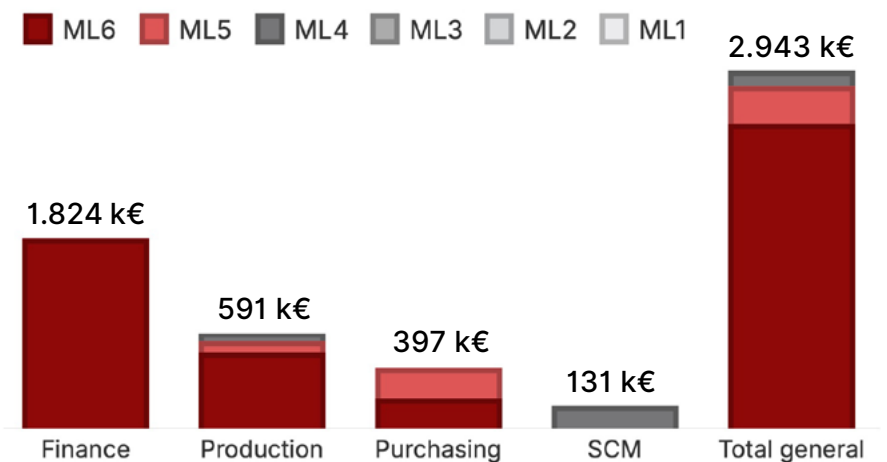
DEUTZ Spain manages its initiatives under a common monitoring and evaluation framework (PMO), which allows for the systematic measurement of the level of execution as well as the quantification of the economic impacts associated with each project. This governance model ensures efficiency in the implementation of initiatives and facilitates results-based decision-making.

Efficiency of implementation (ML5 complete), in nº of projects accumulated



At the end of 2025, the evaluation carried out using the PMO tool reflects 100% completion of the Strategic Plan, achieving an economic impact of €2.5 million in ML6, compared to an initial target of €2.9 million, confirming the effectiveness of the management model and the organization's execution capability.

Evaluated impact per ML status, in k€





KEY Milestones of the 2025 Strategic Deployment

AUTOMATION PROJECTS



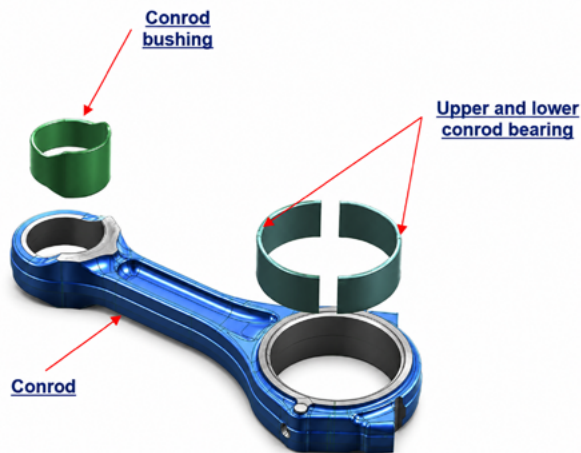
NEW PHOTOVOLTAIC PLANT



NEW LOGISTICS WAREHOUSE

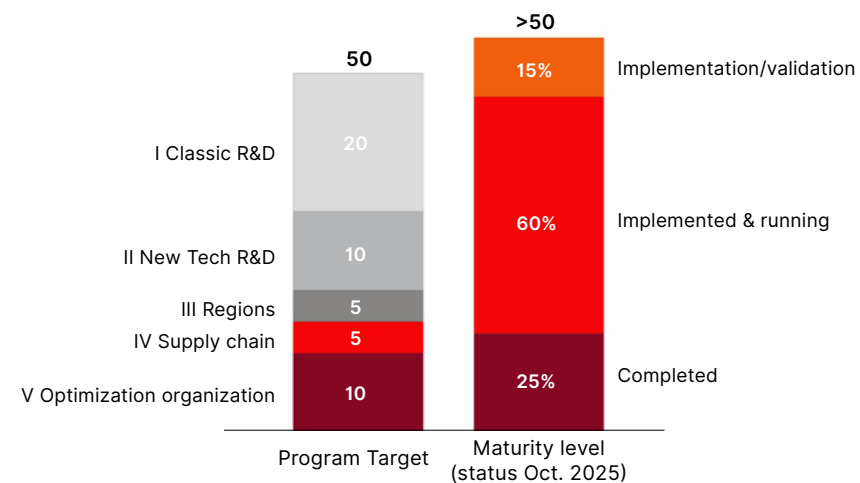


MATERIAL COST IMPROVEMENT



FUTURE FIT

Future Fit cost program (in € million)

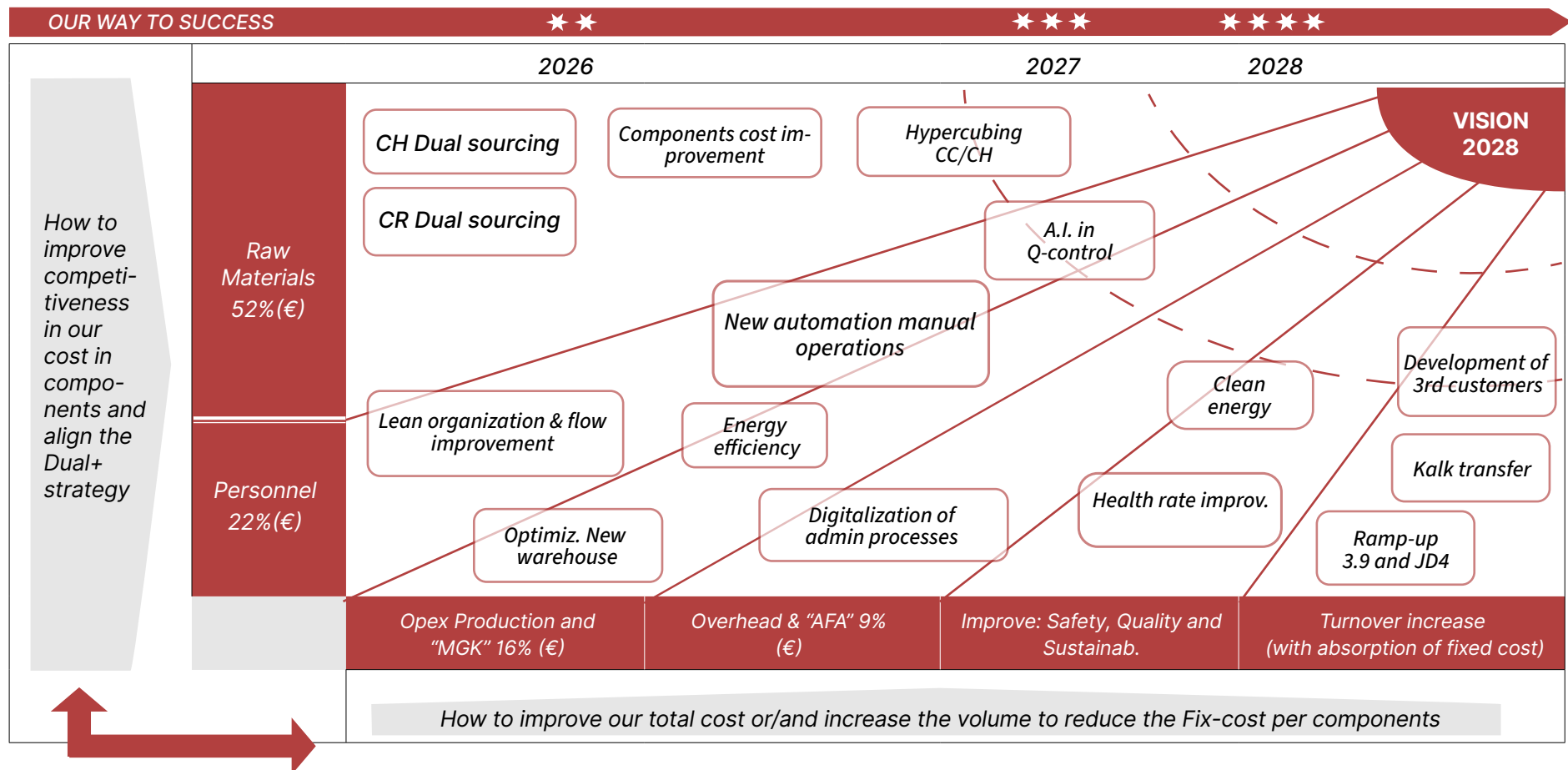




Strategic Deployment 2025-2027

The strategic plan of DEUTZ Spain establishes the main lines of action to strengthen competitiveness and sustainability at DEUTZ Spain in alignment with the DUAL+ strategy. The roadmap integrates initiatives aimed at cost optimization, industrial modernization, process digitalization, and improvements in energy and operational efficiency.

These actions make it possible to systematically manage the main risks and opportunities within the industrial environment, strengthen the plant's resilience, and move toward a more efficient and sustainable production model.





Strategic Evolution Toward 2030

DEUTZ is advancing the transformation of its business model, evolving from a company focused exclusively on engines into a diversified provider of technological systems and solutions. This strategic evolution responds to the need to strengthen business resilience, expand technological scope, and adapt to a constantly changing industrial environment.

Vision 2030 is based on the consolidation and development of multiple business areas: Engines, Service, New Tech, Energy, and Defense, with the aim of diversifying revenue, reducing

risks associated with product concentration, and generating new opportunities for sustainable growth.

This approach broadens the company's value proposition, strengthens its competitive positioning, and lays the foundations for THE NEXT DEUTZ: a robust, technology-driven organization focused on comprehensive solutions.

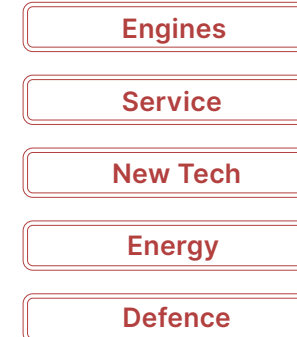
From a one product company today...



DEUTZ = The Engine Company

**Resilience & broader
technology approach**

*...to a multi businesses systems
& solutions provider in 2030*



The Next DEUTZ



New Business Units (BU)

The DEUTZ Group has implemented a more segmented and results-oriented management model, structuring its activities into business units with differentiated objectives and execution challenges.

This approach allows management and KPIs to be adapted to each area—Engines, Service, NewTech, Energy, and Defense—strengthening execution discipline, efficiency in resource allocation, and a focus on business-specific margins. Through this, DEUTZ moves toward more demanding management, focused on sustainable profitability and the creation of long-term value.



- Driving structural cost reduction
- Ensuring execution of key projects: Expanded Product Portfolio



- Growth projects in Americas and EMEA
- Global logistics center in Cologne modernized



- UMS onboarding
- Merging technology portfolio for all application areas



- Continue growth, driven by BSPS
- Restructuring MagiDEUTZ

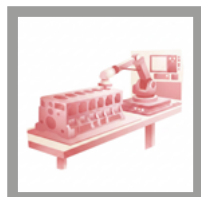


- Ramp-up with profitable growth
- Acquisition of SOBEK Group & Strategic partnership with ARX Robotics

1 3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2025



Presence and Areas of Activity



DEUTZ SPAIN – ZAFRA MANUFACTURING PLANT

Manufacturing and assembly
of engine components.

- Engine block
- Cylinder head
- Connecting rod
- Gear
- Bearing cap



DEUTZ SPAIN – BARCELONA SERVICE CENTER

• Provision of repair, maintenance
and warranty services.



DEUTZ SPAIN – MADRID SALES & SERVICE CENTER

• Supply of engines to major
manufacturers.

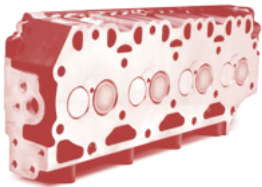




Production plant.

Performance 2025

DEUTZ Spain's extensive experience in the machining and assembly of engine components, built over more than 70 years of industrial activity, has enabled the company to consolidate its position as a strategic supplier within the DEUTZ Group. Thanks to this specialized expertise, DEUTZ Spain supplies key components such as cylinder heads, connecting rods, gears, and diesel engine blocks destined for the Group's plants in Germany.

Manufacturing Data				
 Annual production (Units./year)	154.301	50.248	485.349	364.706
 Production Area	6.669 m²	3.228 m²	1.932 m²	2.235 m²
 Product families	15	8	13	9
 Employees	119	66	29	32



Productivity and Operational Improvement

In 2025, the Zafra production plant recorded a 1% increase in productivity, driven by the progressive deployment of automation projects across different manufacturing lines. These initiatives make it possible to optimize processes, improve operational efficiency, and strengthen industrial competitiveness.

The full integration of the new systems is scheduled for 2026, when their impact in terms of efficiency, quality, and productivity is expected to be fully consolidated.

Strategic Projects

- *Relocation of the Kalk block production line*

During 2025, the project to relocate the block manufacturing line from the Kalk plant was initiated. This relocation includes the redesign of the production process and the planning of new manufacturing equipment.

By the end of 2025, the new CNC machines planned within the project were integrated, and production flows were redefined to incorporate new types of blocks, strengthening the plant's industrial capacity and operational flexibility.

- *Automation of Key Production lines*

Progress has also been made in the automation of the 2.9 cylinder head and 3.6 block manufacturing lines, as well as in

the first phase of the integration of gear turning and grinding operations.

These projects contribute to greater efficiency in the use of resources, the standardization of processes, and the development of a more advanced and adaptable production model, aligned with the Group's industrial strategy.





Customer Service Rate Zafra Production Plant

In 2025, the Zafra production plant achieved a customer service rate of 99.8%, exceeding the annual target set at 99%. This result reflects the plant's high operational reliability and its capacity to guarantee supply.

Maintaining service levels close to 100% in an environment of high logistical demands and international coordination demonstrates the robustness of planning, production, and order management processes.

This performance directly contributes to the economic sustainability of the business, the strengthening of long-term relationships, and the reduction of inefficiencies associated with delays or supply-related incidents.



99%

Target Customer
Service Rate 2025



99,8%

Customer Service
Rate Achieved in 2025



Sales & Service Center. Performance 2025

Within the framework of its strategy to develop and strengthen the service area, DEUTZ Spain has formalized a strategic agreement with JLG EMEA, through which, as of July 1, 2025, DEUTZ Spain assumes a key role in the comprehensive management of JLG's technical service in Spain. This collaboration reinforces the commitment of both organizations to quality, reliability, and customer satisfaction, and makes it possible to offer more agile, close, and specialized technical service throughout the national territory.

For DEUTZ Spain, this alliance represents a significant step forward within its Dual+ strategy, aimed at expanding its value proposition in the field of comprehensive service. It also strengthens its positioning in the lifting equipment sector, making the organization's technical expertise and accumulated experience available to customers.

Among the main benefits arising from this collaboration are reduced

response times, greater availability of original spare parts, and the provision of specialized and consistent technical assistance throughout the country, thereby contributing to the continuous improvement of service and the creation of sustainable value for customers and end users.



Isidoro de la Flor, Head of Sales & Service DEUTZ SPAIN y David Courtin, General Manager JLG Service Operations.





During the period 2022–2025, the Service business has shown positive and sustained growth, driven both by increased sales of spare parts and X-Change engines and by field service activities. This trend reflects the commitment to a customer-focused business model aimed at extending engine life, contributing to greater operational efficiency and a more responsible use of resources. Strengthening the

Service area represents a key pillar in the organization's sustainable growth strategy, generating long-term economic value and fostering lasting relationships with customers.

The progressive increase in the number of repairs carried out at the Madrid and Barcelona Service Centers reflects the consolidation of a model focused on repair, refurbishment, and the extension of equipment lifespan. This approach directly contributes to reducing the consumption of raw materials, minimizing waste, and lowering the environmental footprint associated with the manufacturing of new products.

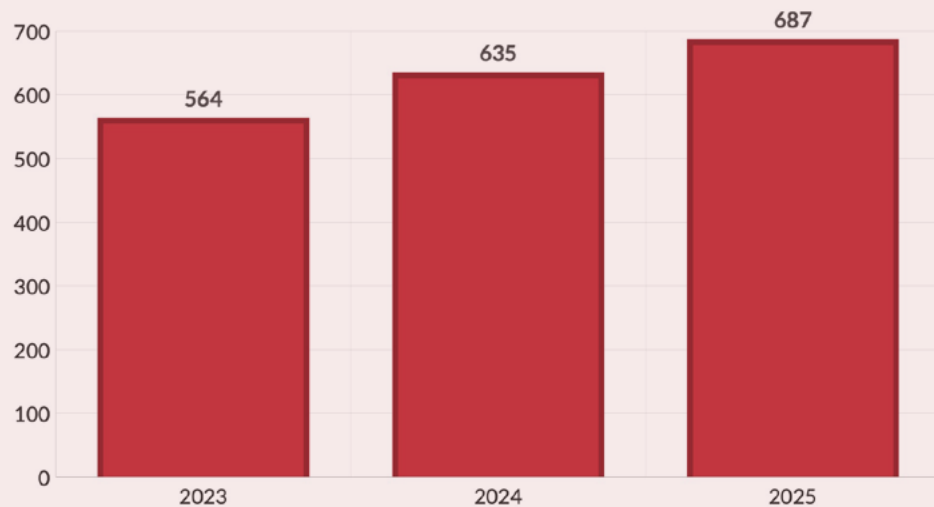
Service Business Evolution (k€)



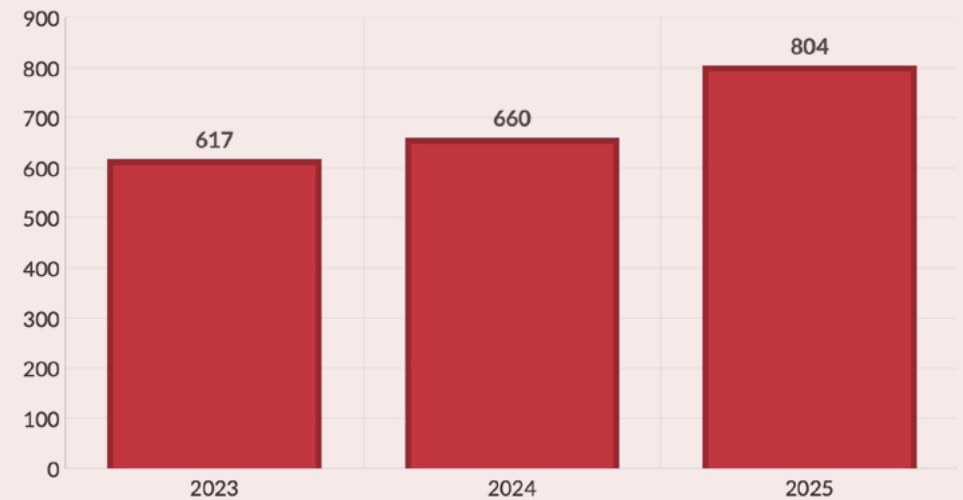
Through its maintenance and repair capabilities, DEUTZ Spain promotes circular economy principles, encouraging more efficient use of resources and offering customers solutions that combine operational reliability with a lower environmental impact.

The sustained growth of Service Center activities therefore represents a key element of the company's environmental strategy.

Evolution of the Number of repairs - Service Center Madrid



Evolution of the Number of Repairs - Service Center Barcelona





Key Financial Figures

DEUTZ Spain develops a sustainable economic management model as part of its business strategy, through which, in addition to maintaining the economic profitability of its productive activities, it considers the risks and opportunities associated with environmental, social, and corporate governance aspects.



Financial Data (€uros)	2022	2023	2024	2025
Revenue	164.804.711	163.173.534	124.456.802	123.667.786,59
Operating Costs	130.246.326	131.164.018	98.844.226	93.441.447,59
Employee Salaries	28.018.741	29.865.336	24.859.808	25.874.256,88
Employee Social Benefits	930.978	940.800	608.718	599.018,95
Payments to Suppliers	110.724.474	110.067.425	71.306.051	78.868.249,16
Payments to Public Administration	144.243	108.673	102.155	111.459,93
Donations to the Community	7.200	7.175	10.727	9.743,26
Infrastructure Investments	4.761.569	8.673.598	11.139.977	10.427.108,41

14

SUSTAINABLE MANAGEMENT OF THE ORGANIZATION

Non-Financial Information Statement. 2025 Sustainability Report



Integrated management system

At DEUTZ Spain, management systems constitute a fundamental pillar to ensure responsible and efficient management aligned with the Group's sustainability principles. Through the implementation and maintenance of certified management systems, the organization ensures compliance with applicable legal and regulatory requirements, the continuous improvement of its processes, and the integration of environmental, social, and corporate governance criteria into its daily activities. The commitment to certifying these systems in accordance with recognized international standards reflects DEUTZ Spain's dedication to transparency, operational excellence, and continuous improvement. These certifications not only validate the effectiveness of the systems in place but also serve as a key tool for evaluating performance, setting improvement objectives, and advancing toward increasingly sustainable and resilient management models.



ISO 9001:2015
Quality management system.



Carboon footprint GHG Protocol.



ISO 14001:2015
Environmental management system.



UNE 19601:2015
Criminal Compliance Management system.



ISO 37001:2016
Antibribery management system.



ISO 50001:2018
Energy management system.



ISO 45001:2018
Health and Safety management system.



GRI Verification
Sustainability Report.



Risks and Opportunity Management

DEUTZ Spain has a structured system for identifying and managing risks and opportunities in the short, medium, and long term, integrated into its management processes. This system enables the early identification of factors that may affect the organization's performance and facilitates the adoption of appropriate preventive and mitigation measures.

Through a standardized process, all DEUTZ Spain employees can report risks and opportunities identified at any level of the organization that may have an impact on processes.

Process owners play a key role in this system by periodically reviewing, together with their teams, the defined monitoring factors, the main operational indicators, ongoing improvement actions, budget control, and the existing organizational context. This first level of analysis enables close and proactive management of the risks and opportunities associated with each process.

The system also establishes clear criteria for communication and escalation to higher levels of the organization when identified

risks cannot be managed at this first level or when their level of impact and probability is significant. In this way, coherent, coordinated, and effective management of risks and opportunities is ensured, aligned with the strategic and sustainability objectives of DEUTZ Spain.





It should be noted that this risk and opportunity management process at DEUTZ Spain is also supported by a clearly defined governance structure, articulated through specific bodies that ensure rigorous analysis and coordinated decision-making according to the nature and impact of the identified risks.

The Operations Committee is the highest body responsible for managing risks and opportunities that impact the organization's operations. Composed of the individuals responsible for the main processes, it provides a cross-functional and coordinated perspective, as well as the escalation to the Group of those risks which, due to their significance—such as those related to supply—require support or specific mitigation measures.

The Economic Committee, for its part, is the body responsible for managing risks and opportunities with an economic impact. Composed of individuals responsible for financial matters and operational managers, it defines the economic policies necessary to manage significant impacts on the income statement, including measures such as provisioning, passing costs on to the customer, or cost reduction.

OPERATIONS COMMITTEE

Operational Risk
Management



ECONOMIC COMMITTEE

Financial Risk
Management



Process owners

Escalation decisions to
the Group

Preventive and mitigation
measures

Financial experts

Provisioning, customer
chargeback or cost reduction
policies

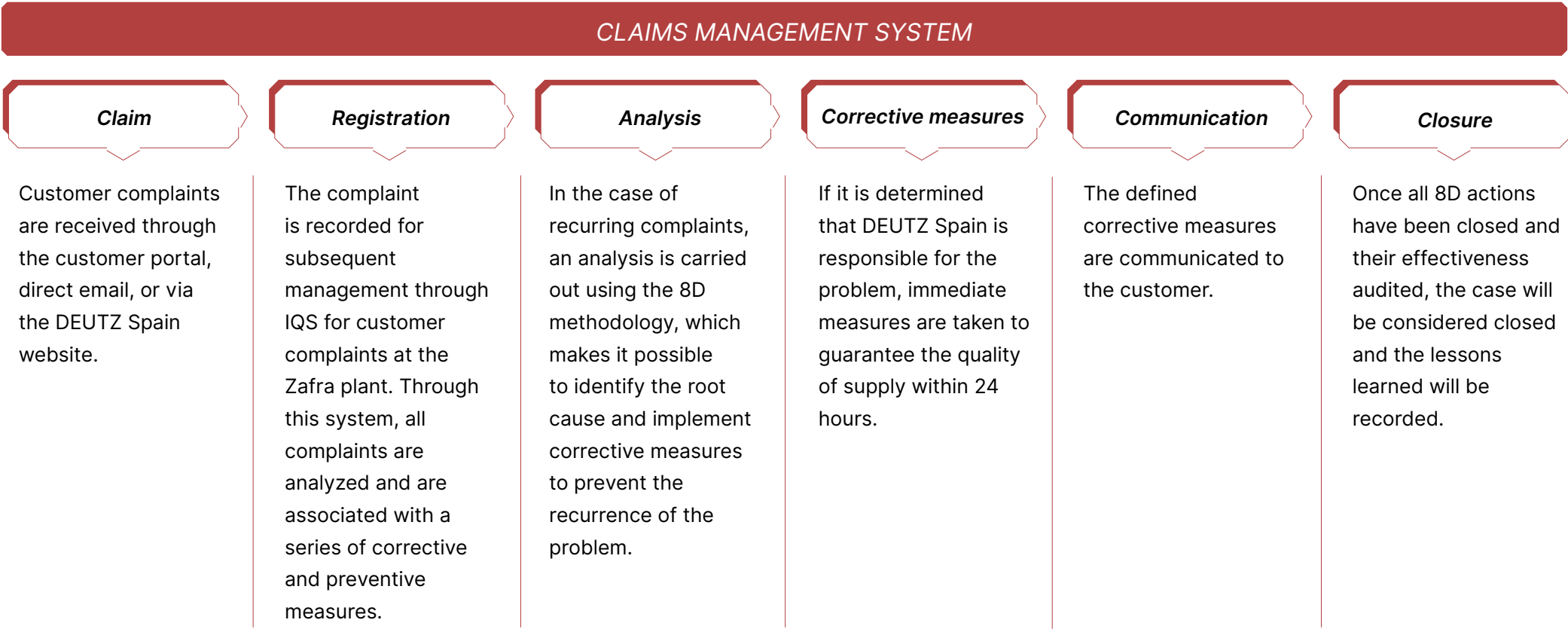
Impact on the profit and loss
statement (P&L)



Claims Management

DEUTZ Spain has a structured claims management system that enables effective and timely responses to customer requests and complaints. This system is based on the analysis of reported incidents and the identification of their root cause, with the aim

of defining and implementing corrective actions that prevent recurrence and contribute to the continuous improvement of processes and the service provided.





Customer Satisfaction

Following DEUTZ Spain's customer satisfaction measurement policy, during the 2025 financial year satisfaction surveys were conducted targeting the commercial areas and the Service Center. These surveys constitute a key tool for understanding customers' perceptions and evaluating their level of satisfaction with the products and services provided.

The objective of this process is to identify opportunities for improvement in relation to the service and products offered,

analyzing both the level of customer satisfaction and the importance customers assign to different relevant aspects of their relationship with DEUTZ Spain. The information obtained helps guide decision-making and define improvement actions aligned with customer expectations, thereby contributing to strengthening service quality and continuous improvement.

PLANNING AND EXECUTION

- Response time for our offers and/or quotations
- Order delivery time / service delivery time
- Agility in resolving incidents

PRODUCT

- Satisfaction with the product range
- Quality of our products
- Product packaging and protection

AFTER-SALES SERVICE

- Satisfaction with the service provided
- Responsiveness
- Resolution time

STAFF

- Needs identification
- Telephone / email support

DOCUMENTATION

- Clarity of the documentation provided

IMAGE AND RELATIONSHIP

- Service Evolution
- Recommendation of DEUTZ services and products



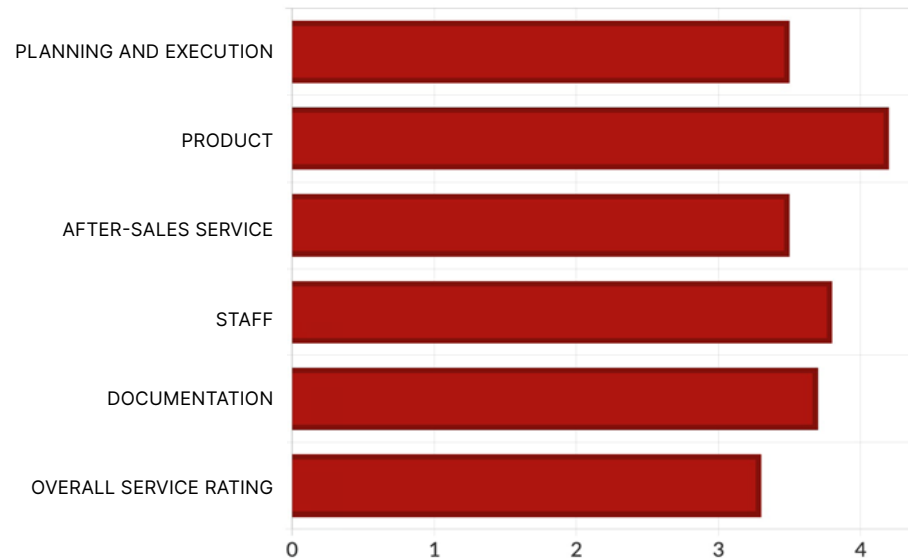
Customer Satisfaction Results 2025

Sales & Service Center

In 2025, satisfaction surveys were once again conducted in the Engines, Service, and Service Center areas, obtaining high and consistent overall ratings in key aspects such as planning and execution, after-sales service, staff professionalism, and the quality of documentation.

These results reflect DEUTZ Spain's commitment to service quality, operational reliability, and continuous improvement, contributing to the creation of long-term, trust-based relationships with customers.

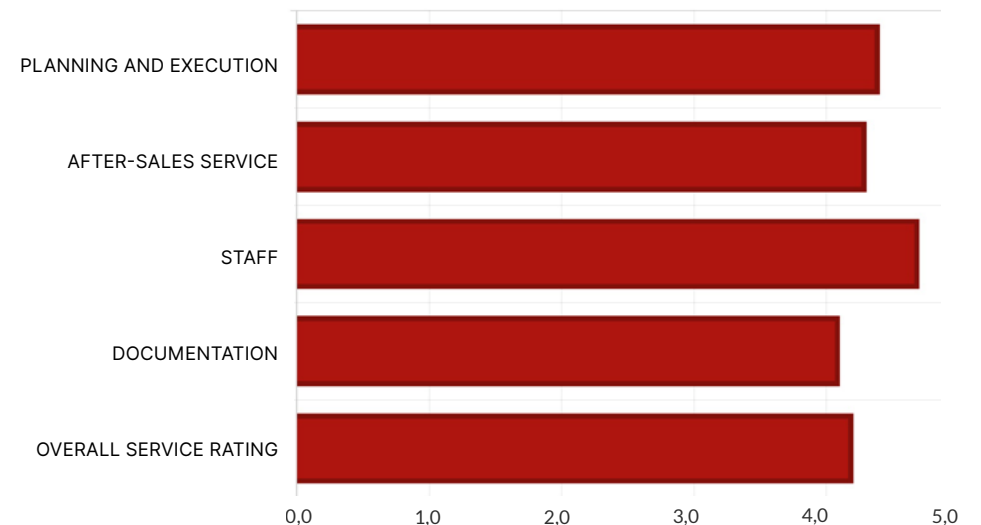
CUSTOMER SATISFACTION SURVEY RESULTS –
ENGINES AREA 2025



100%
of the customers surveyed would
**recommend our products and
services.**

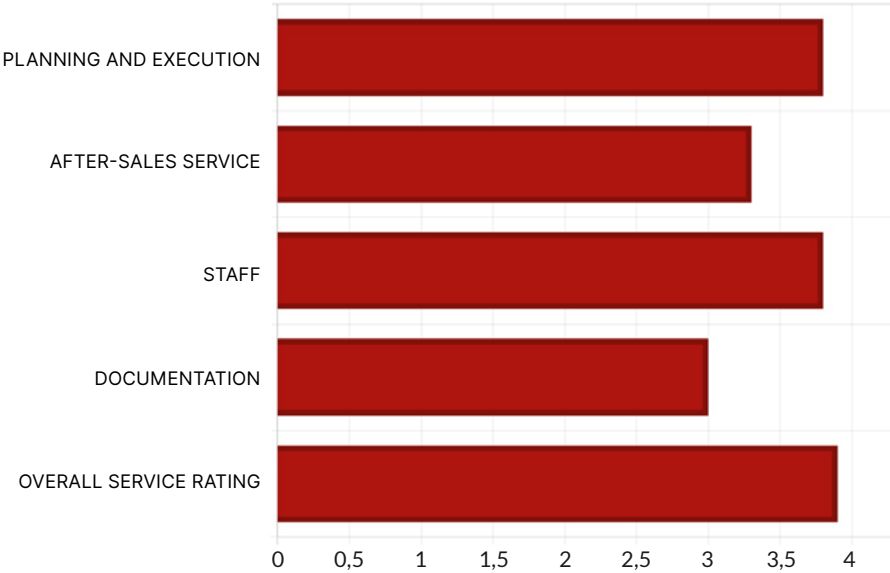


CUSTOMER SATISFACTION SURVEY RESULTS –
SERVICE AREA 2025

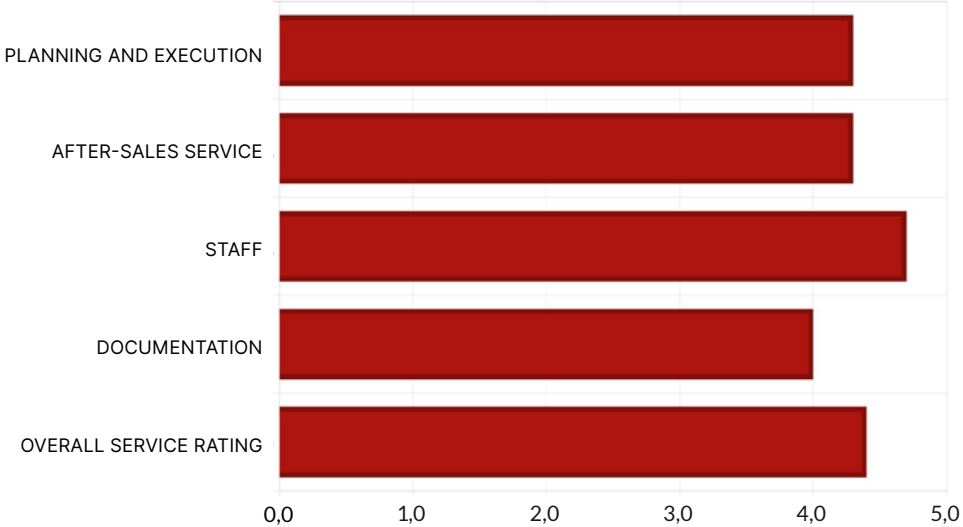




CUSTOMER SATISFACTION SURVEY RESULTS -
SERVICE CENTER MADRID 2025



CUSTOMER SATISFACTION SURVEY RESULTS - SERVICE
CENTER BARCELONA 2025



The periodic evaluation of satisfaction is a key tool for identifying opportunities for improvement and proactively managing impacts related to our products and services, in line with sustainability principles.



15

OUR ESG PROPOSAL AND CONTRIBUTION TO THE SDGs

Non-Financial Information Statement. 2025 Sustainability Report



DEUTZ Spain understands Corporate Social Responsibility as a strategic element intrinsic to its business model, fully integrated into the organization and into the development of all its activities and services. The company's commitment to sustainable development is articulated through an ESG policy that guides decision-making, risk management, and the creation of long-term value, taking into account the economic, social, and environmental impacts of its activities.

Taking these principles and corporate philosophy into account, the sustainability topics relevant to the organization are identified as an integral part of a strategic process and the completion of a double materiality assessment.

ETHICAL AND RESPONSIBLE MANAGEMENT



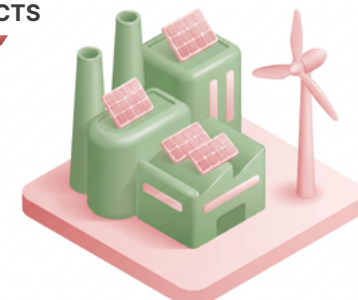
RESPONSIBLE SUPPLIER MANAGEMENT



TALENT DEVELOPMENT



MINIMISATION OF ENVIRONMENTAL IMPACTS



ACCOUNTABILITY AND TRANSPARENCY





Materiality Analysis

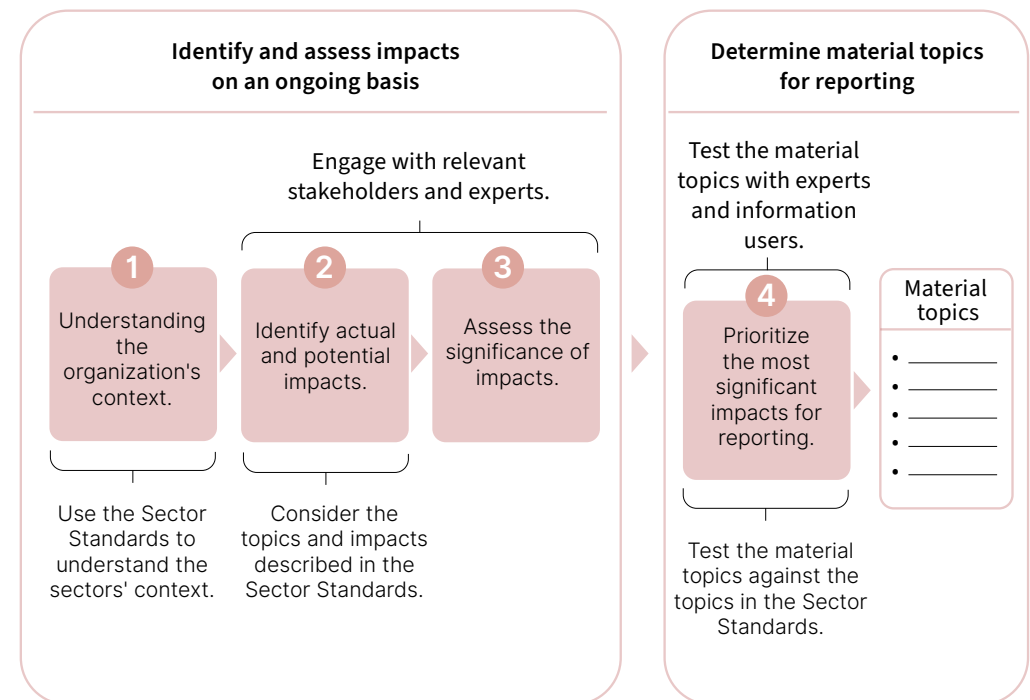
In the present financial year, since no substantial change has occurred in DEUTZ Spain or in its operational, regulatory, or socio-economic context, the results of the double materiality analysis defined in the 2023 financial year remain valid, following the criteria applied for the identification and prioritization of material topics under the GRI Universal Standards 2021.

DEUTZ Spain has determined its material topics following the methodology proposed in GRI 3: Material Topics, as shown below. In an initial phase, DEUTZ Spain carried out the identification of an initial set of sustainability issues potentially relevant to the organization, taking into account its business model, value chain, and sectoral context.

Subsequently, the identification and assessment of the impacts associated with these issues were carried out from a double materiality

perspective, analyzing both the impacts of the company on its environment (impact materiality) and the risks and opportunities

that sustainability issues may generate for the economic and strategic performance of the organization (financial materiality).



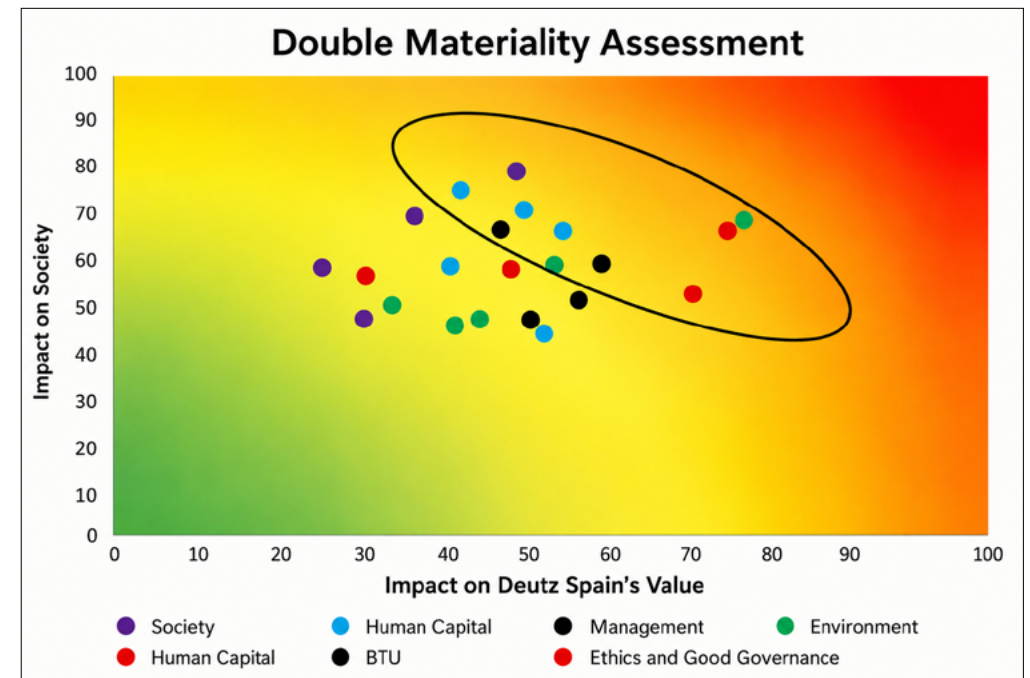


The relevance of each impact was assessed according to the criteria previously defined for both perspectives, allowing the prioritization of those issues with the greatest significance.

As a result of this process, and following the analysis of DEUTZ Spain's sustainability context, an initial catalog of 24 potentially material topics was identified.

This list was reviewed and analyzed by Senior Management and the sustainability team and, together with the results of stakeholder consultation, was reduced to a final catalog of 6 material topics, aligned with sector trends and the strategic objectives of the Group.

The final result was validated by the organization's highest authority and formally approved by the DEUTZ Spain Management Committee.





Stakeholder Dialogue

DEUTZ Spain structurally integrates the expectations and priorities of its stakeholders into its management model and into the process of determining material topics. Through dialogue with employees, customers, suppliers, public administrations, other organizations, and society, the company identifies the most relevant impacts, risks, and opportunities associated with its activities.

The contributions collected during the consultation process were considered in the double materiality assessment carried out in 2023 and made it possible to validate and prioritize the topics initially identified. As a result, the six material topics defined directly reflect the main concerns and expectations expressed by stakeholders, thereby ensuring their alignment with the organizational context and with the corporate strategy of the Group.

This approach ensures traceability between:

- Stakeholders' expectations.
- The assessment of impacts, risks, and opportunities.
- The final definition of the material topics on which DEUTZ Spain acts and reports.

In this way, the company reinforces the coherence between its operational performance, its sustainability strategy, and the demands of its environment, in line with sustainability requirements.

**DEUTZ SPAIN
EMPLOYEES**



ADMINISTRATION



CUSTOMERS



OTHER ORGANIZATIONS



SOCIETY



SUPPLIERS





Strategic Alignment with the SDGs

The completion of the double materiality assessment has enabled DEUTZ Spain to identify and prioritize the most relevant sustainability topics from the perspective of impacts, risks, and opportunities.

Based on its results, the company has defined lines of action aligned with its strategy and the Sustainable Development Goals.

The Sustainable Development Goals that DEUTZ Spain has identified as priorities for its stakeholders are the following:





Recognizing the strategic relevance of the Sustainable Development Goals (SDGs) defined in the United Nations 2030 Agenda, DEUTZ Spain integrates these principles into its ESG strategy as a reference framework for the creation of sustainable value.

Through specific initiatives, measurable objectives, and projects aligned with its industrial activities, the company actively contributes to priority SDGs, promoting sustainable innovation, efficiency in the use of resources, and responsible management across economic, environmental, and social areas.

SDG	SDG TARGET	DEUTZ SPAIN CONTRIBUTION	PERFORMANCE 2025
	3.4 Promote mental health and well-being.	Actions to promote the mental health and well-being of the workforce.	• Carrying out psychosocial risk assessments by personnel specialized in Psychology, with the definition and planning of the corresponding preventive and corrective measures
	3.8 Achieve universal health coverage, access to quality essential health services, and access to safe medicines and vaccines.	One of DEUTZ Spain's principles is to safeguard the health of its employees.	• Flu vaccination campaigns. • Measurement of tumour markers during medical check-ups. • Healthcare agreements with partner medical centres. • Hiring an in-house physician. • Hiring a physiotherapist to help prevent musculoskeletal disorders. Back School programme for employees. • Creation of the DEUTZ Club, offering discounts on various health-related services.
	5.1 End all forms of discrimination against women.	DEUTZ Spain carries out actions to ensure gender equality among its employees through an Equality Plan renewed in 2024.	• Implementation of actions under the II Equality Plan. • DEUTZ Woman coffee break. • Equality training for all employees. • "Women in Industry" conference.
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.		



SDG	SDG TARGET	DEUTZ SPAIN CONTRIBUTION	PERFORMANCE 2025
	7.2 Increase the share of renewable energy in the overall energy mix.	DEUTZ SPAIN has defined a sustainability plan.	• Completion of Phase II of the photovoltaic plant project. • Purchase of energy with GOs (Guarantees of Origin – 100% renewable) at all work centers. • Electric vehicle charging stations.
	8.2 Improve productivity through technological modernization and innovation.	Automation of processes to improve productivity and reduce ergonomic risks.	• Progress in the automation of the 2.9 cylinder head and 3.6 block manufacturing lines. • Automation in the first phase of gear turning and grinding operations.
	8.6 Reduce youth unemployment.	Agreements with the DEUTZ Business School Foundation. Talks at Vocational Training institutes.	Promotion of youth employment. • HP Program. • Training contracts to promote youth employment.
	8.8 Protect labor rights and promote a safe and secure working environment.	Occupational Health and Safety Management System.	• External audit for ISO 45001 certification. • Prever Award for Excellence in Occupational Risk Prevention.
	9.2 Promote inclusive and sustainable industrialization.	Industrial modernization, efficiency, skilled employment, and productive sustainability.	• Industrial automation and modernization. • Investments in industrial capacity.
	9.4 Upgrade infrastructure to make it sustainable, using resources more efficiently and promoting sustainable industrial technologies and processes	Commitment to optimizing energy consumption sustainably through continuous improvement in facilities and processes	• Phase II: replacement of asbestos in the roofing. • Replacement of production assets with more energy-efficient ones. • Replacement of a compressor capable of adapting to air demand, making it more efficient.

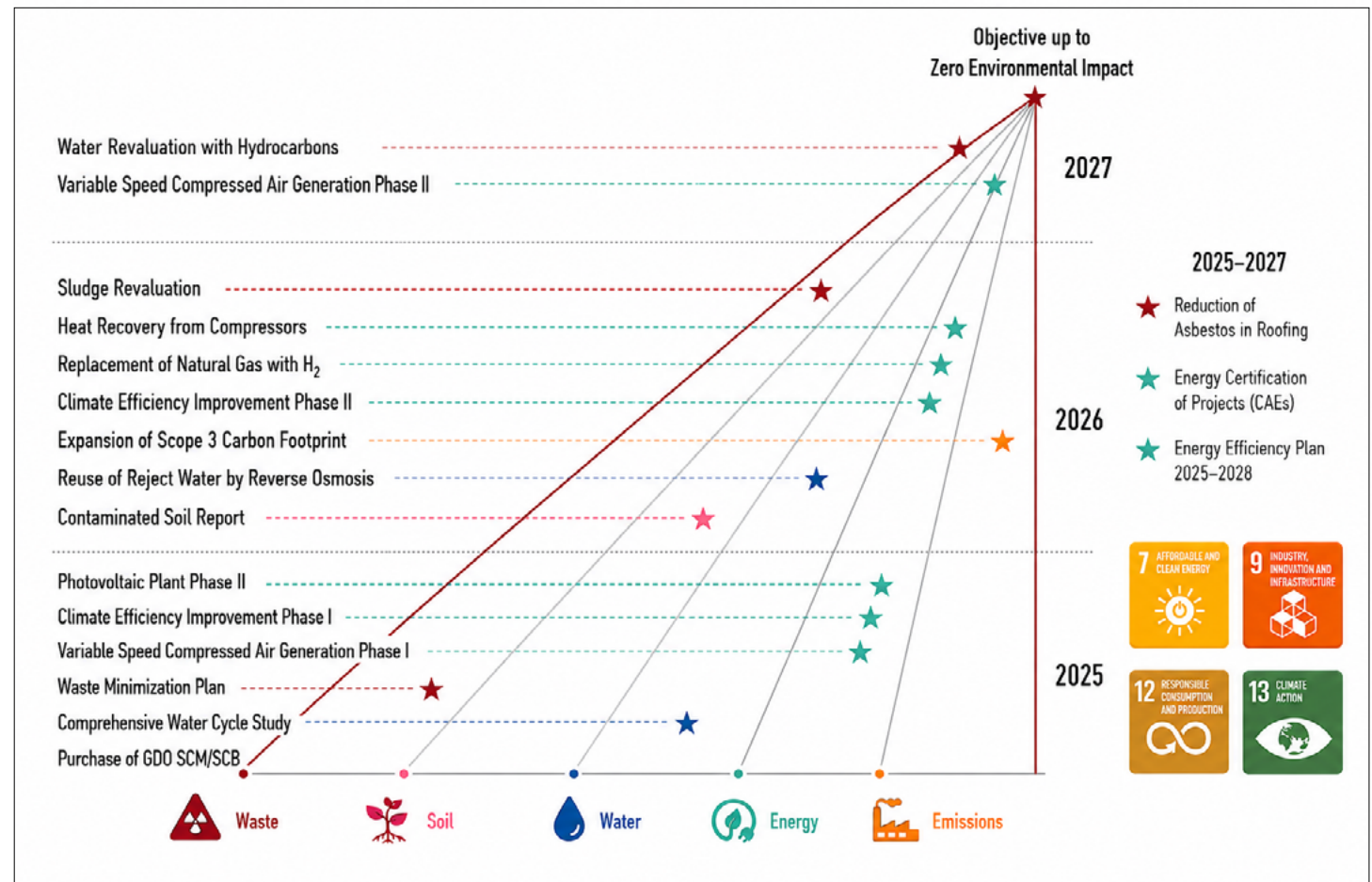


SDG	SDG TARGET	DEUTZ SPAIN CONTRIBUTION	PERFORMANCE 2025
	12.2 Sustainable management and efficient use of natural resources.	Efficiency in consumption.	• Compliance with REACH and RoHS throughout the supply chain. • Waste valorization. 0% of waste sent to landfill. • Energy management system.
	12.5 Reduce waste generation through prevention, reduction, recycling, and reuse activities.	Contribution to the circular economy through waste valorization.	• 100% of the hazardous waste generated is recycled or recovered.
	12.6 Adopt sustainable practices and integrate sustainability information into the reporting cycle.	• In 2025, publication of the seventh Sustainability Report of DEUTZ SPAIN, in accordance with GRI and Law 11/2018. • Calculation and external verification of the Carbon Footprint in accordance with the GHG Protocol. • Registration of the Carbon Footprint with MITECO.	
	13.2 Integrate climate change measures into national policies, strategies, and plans.	Integration of climate action into policies and strategy.	• Greenhouse gas (GHG) emissions reduction plan. • Phase II photovoltaic plant. • Carbon Footprint measurement and extension of Scope 3 to the ground transportation chain. • Identification and analysis of risks arising from climate change.
	13.3 Improve education, awareness, and human and institutional capacity regarding climate change mitigation, adaptation, impact reduction, and early warning.	Information and training for employees.	• Environmental training to raise awareness of energy savings, the consumption of natural resources, and the improvement of recycling practices and responsible consumption.
	16.5 Substantially reduce corruption and bribery in all their forms.	Monitoring and oversight of legal compliance, crime prevention, and the organization's ethical conduct.	• Audit of the Compliance Management System with no non-conformities in 2025. • Training and awareness on the Code of Conduct (human rights, conflict of interest, fair competition, etc.). • Participation in DEUTZ Compliance E- Learning training 2025 > 99%



Roadmap 2026

DEUTZ Spain is advancing toward its objective of progressively reducing environmental impact through a structured plan of initiatives in the areas of waste, soil, water, energy, and emissions, with a 2025–2027 horizon.



JOANA AGUADO VÁZQUEZ

Administrative Assistant,
Madrid Service Center



What has your experience been like since joining the Madrid Service Center, and what has surprised you most positively?

Since joining the company, how would you describe the working environment and the support you have received from both the team and the organization? Which aspects of DEUTZ's management would you highlight as particularly positive in terms of organization, team support, and professional development?

My experience since joining in June of last year has been very positive. From day one, I felt welcomed, supported, and guided, which made my transition into the role much easier.

What has surprised me most positively is the approachability and willingness of the team to help, as well as the organization of the Service Center itself, which reflects professionalism and fosters a very healthy working environment.

From my perspective, the working environment at the Madrid Service Center is very positive. From day one, my colleagues welcomed me naturally and made me feel like part of the team. Whenever I have needed support or faced a new task, I have always found willingness, patience, and collaboration. This kind of support is especially valuable when you are new and still adapting to a new role and environment.

I have also felt a strong sense of support from the organization. From the outset, I was encouraged to reach out to anyone in the team or to my manager whenever I had questions, and I have found this to be genuinely true in practice. My manager has consistently demonstrated availability, approachability, and a highly solution-oriented attitude, which I greatly appreciate.

In terms of DEUTZ's management, I would particularly highlight:

- *Strong internal communication, which facilitates workflow and coordination across departments.*
- *A team-oriented culture, both from a people and organizational perspective.*
- *Support for professional development, providing opportunities to learn, take on new responsibilities, and grow within the company.*



As you know, DEUTZ is guided by its corporate 5T values (Team, Trust, Tenacity, Truth, and Transparency). Based on your experience at the Madrid Service Center, in what ways do you believe these values are genuinely reflected in day-to-day work?

- *I believe that the 5T values are fully embedded in the way we work at the Madrid Service Center. While all of them are reflected in one way or another, two stand out in particular from my experience: **Team and Tenacity**.*
- **Team:** *It is clear that we are a cohesive team. We collaborate, share information, and support one another to achieve our goals. When a question or challenge arises, we tackle it together, looking for the best possible solution and learning from the process along the way.*
- **Tenacity:** *Perseverance is evident in our day-to-day work. Even when we do not find the solution immediately, we continue exploring alternatives and trying different approaches until the issue is resolved. That determination to keep moving forward and not give up is a defining characteristic of how we work.*

*At the same time, the values of **Trust, Truth, and Transparency** are reflected in the confidence we place in one another, the honesty with which we communicate challenges, and the openness with which we share information, always with the aim of improving and moving forward together.*

The Family Day organized in 2025 is one of the most highly valued initiatives within the company. What does this initiative mean to you, and what do you think it contributes to DEUTZ's culture?

The Family Day held last September struck me as a very positive initiative on the part of the company. For me, it was an opportunity to share an important part of my daily life with my family and to allow them to see my work environment and meet the people I work with.

The event created a relaxed, welcoming, and truly special atmosphere where both employees and family members could enjoy themselves, learn, and connect in a different way. Touring the facilities, visiting the various departments, and listening to our colleagues' explanations gave our families a better understanding of our work and an even greater sense of pride in what we do.

I believe this initiative contributes significantly to DEUTZ's culture by:

- **Strengthening the sense of belonging**
- **Bringing families closer to the company and creating stronger, more personal connections.**
- **Fostering transparency and trust by opening the doors to our workplace.**
- **Promoting a more approachable and collaborative environment for everyone.**



2

ENVIRONMENT

2

ENVIRONMENTAL MANAGEMENT

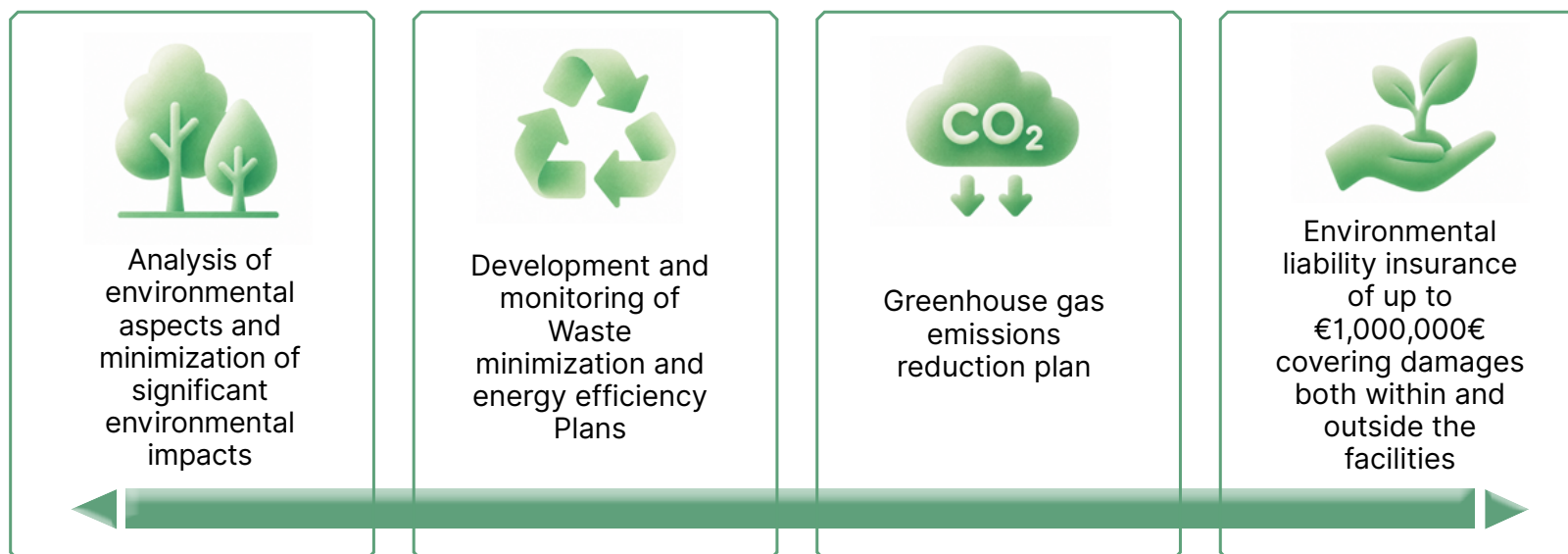


DEUTZ Spain carries out both its industrial and service activities under a structured environmental management framework, supported by certification under the ISO 14001 standard and, additionally, at the production plant, under the ISO 50001 energy standard, while complying with the requirements of its Integrated Environmental Authorization.

This enables the integration of environmental considerations into daily operations, ensuring control of significant aspects and compliance with applicable regulations.

The organization periodically monitors its main environmental indicators—energy, water, waste, and emissions—in accordance with the requirements of its management systems.

These data are subject to both internal and external review and form the basis for identifying improvement opportunities and defining potential lines of action.





Based on all the above information, DEUTZ invests in projects and capital expenditures. The most significant ones to highlight during 2025 have been the following:

PHASE II PROJECT FOR THE
REMOVAL OF ASBESTOS
FROM THE ROOF OF THE
ZAFRA PLANT

67.987 €

FREQUENCY CONVERTER
FOR OPTIMIZING
COMPRESSOR ENERGY
CONSUMPTION

35.000€

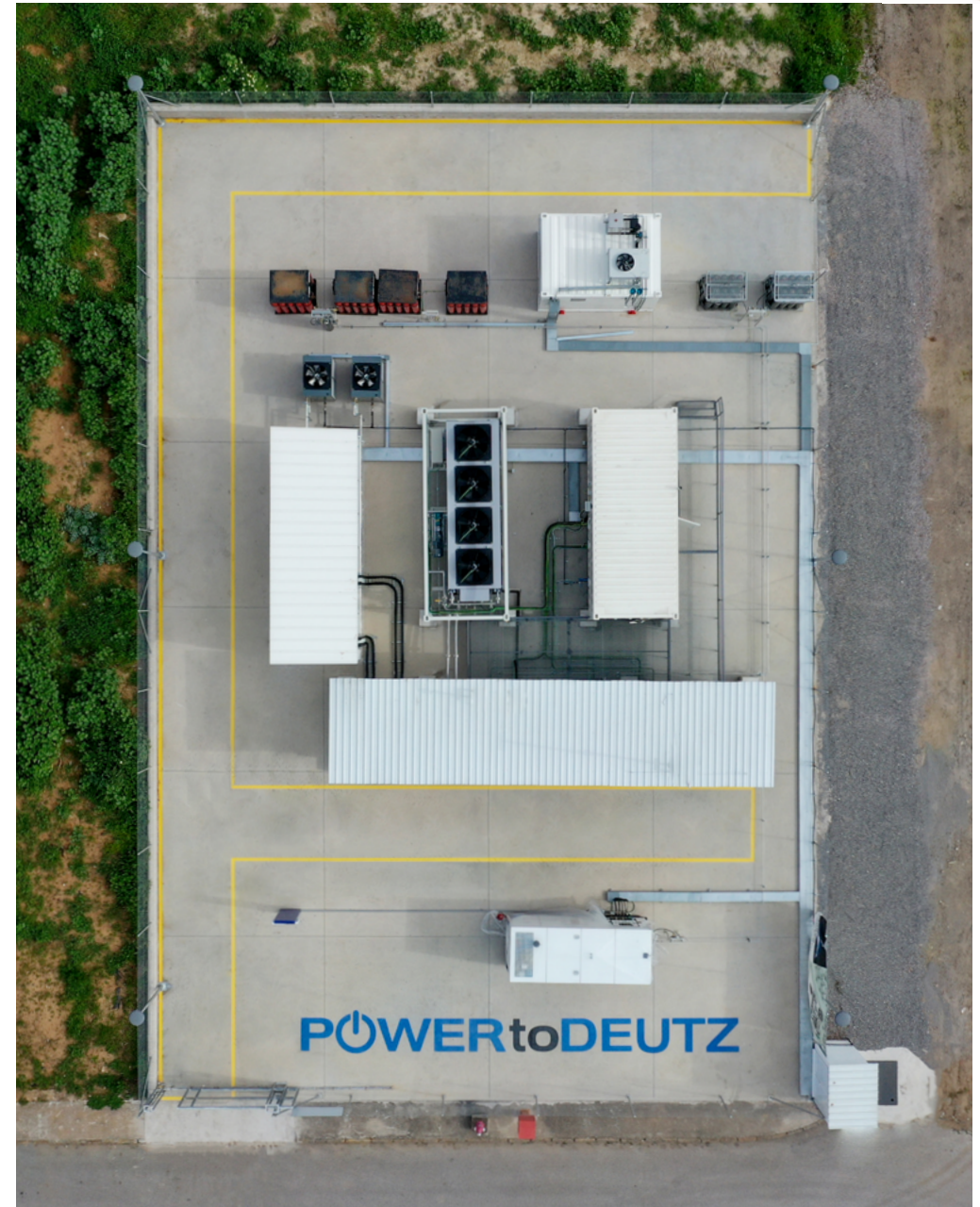
CONSTRUCTION OF PHASE II
OF THE PHOTOVOLTAIC
PLANT AT DEUTZ SPAIN
ZAFRA

-

NEW HYBRID RENTAL VANS
FOR SERVICE CENTERS

120.000€

DEUTZ Spain has continued to strengthen its energy performance by consolidating initiatives launched in previous years. Among the year's key milestones is the completion of Phase II of the photovoltaic plant, which increases self-consumption capacity and contributes to the reduction of emissions associated with electricity consumption.





DEUTZ Spain has defined its environmental strategic plan for the 2026–2027 period, summarized below:

	2026	2027
Waste	• Sludge recovery	• Treatment and recovery of hydrocarbon-contaminated water
Soil	• Contaminated soil report	
Water	• Integrated water cycle study • Reuse of reverse osmosis reject water	
Energy	• Improvement of HVAC efficiency PHASE II • Heat recovery from compressors • Replacement of natural gas with H2 • Improvement of HVAC efficiency PHASE I	• Variable compressed air generation PHASE II
Emissions	• Analysis for the reduction of greenhouse gases	

A continuación, se describe cuál ha sido el desempeño ambiental en la planta de producción de DEUTZ Spain en Zafra en el año 2025. La información ambiental del área comercial junto con los servicios técnicos de Madrid y Barcelona, dada su menor relevancia, se pueden consultar en el Anexo ÍNDICE DE CONTENIDOS LEY DE INFORMACIÓN NO FINANCIERA 11/2018 y CONTENIDOS GRI de la presente memoria.

2

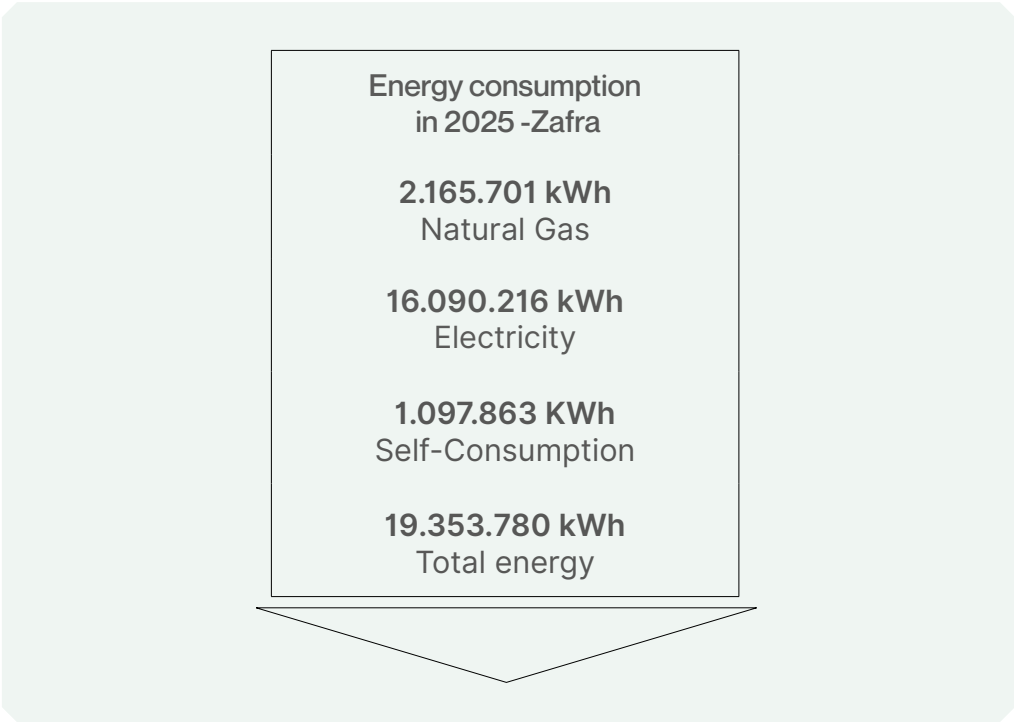
CONSUMPTIONS



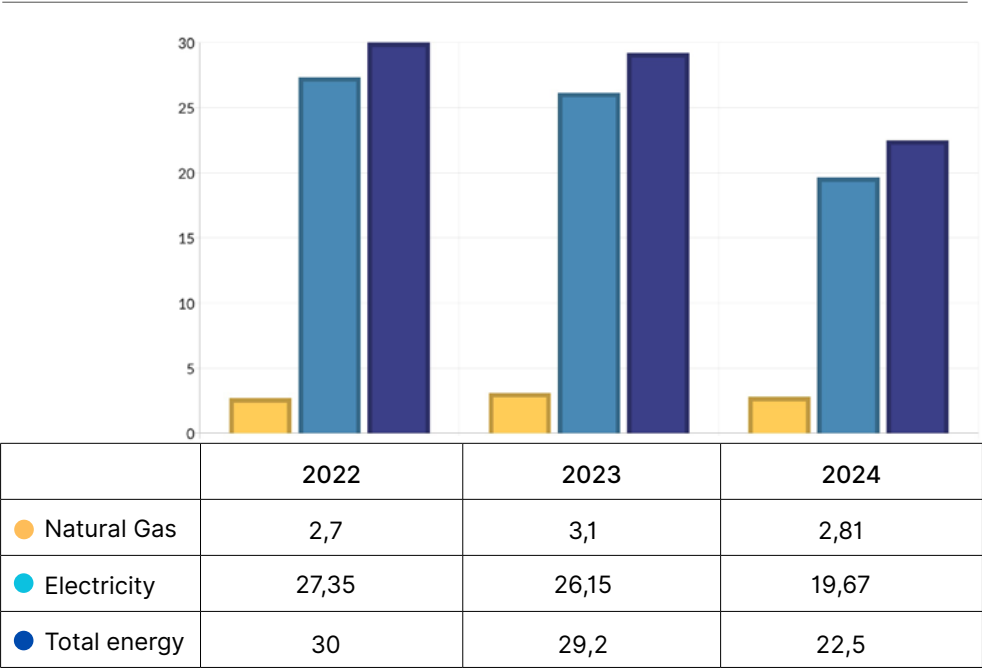
Energy

DEUTZ Spain has implemented and certified an energy management system in accordance with the ISO 50001:2018 standard, which enables the monitoring, control, and continuous improvement of energy consumption associated with

its activities. This system constitutes a key tool for identifying energy efficiency opportunities and reducing environmental impacts, in line with the company's commitment to responsible resource management.



Energy Intensity Trend – Zafra (kWh/h.t.)

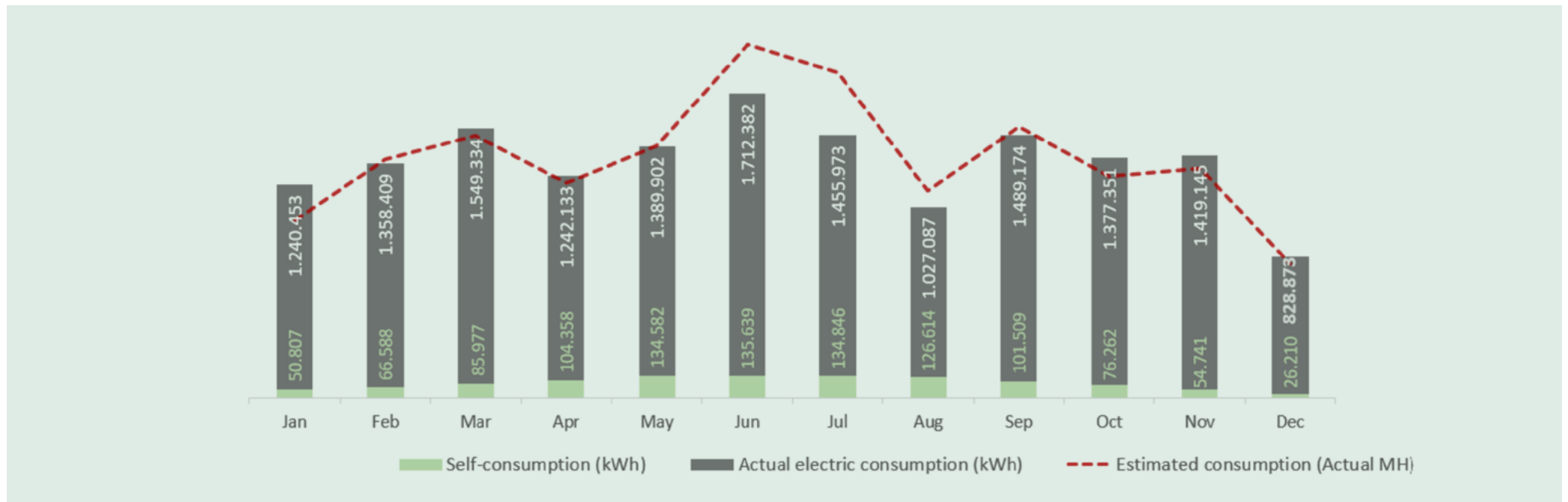




DEUTZ Spain integrates renewable energy as a structural element of its sustainability strategy. Since 2023, it has operated with 100% renewable electricity, a commitment that has been maintained throughout 2025.

The electricity supply comes, on the one hand, from self-consumption generated through photovoltaic installations at the Zafra plant and, on the other, from the purchase of electricity with guarantees of origin (GoO), ensuring the traceability of the renewable origin of the energy consumed.

Furthermore, the organization continuously monitors its energy performance within the framework of its management system in accordance with ISO 50001, verifying compliance with established efficiency targets and promoting continuous improvement in energy use.



During 2024, DEUTZ Spain carried out a new energy audit at the production plant, which enabled the update of the Energy Efficiency Plan with a horizon to 2028.



The actions defined aim to achieve the objective of a 2.5% annual improvement in energy efficiency on a sustainable basis.

The measures defined in the plan are as follows:

Compressors with
heat recovery

Variable frequency
compressor

Monitoring and
control of the
compressor room

Automation of
smoke vent
opening

Installation of
smoke vents in the
block production
building

Installation of LED
lighting

Restructuring of
AHUs/rooftop units
(phase I)

Renewal of thermal
insulation of ducts

Replacement of
chillers



Raw materials

At the Zafra production plant, the main materials consumed, excluding raw materials for the manufacture of the final product, include: industrial oils, cutting fluids, liquid nitrogen, methanol, adhesives, antioxidants, detergents, and VCI paper. In addition, there is the consumption of paper used in support activities, which, although not part of the production process, is necessary for the development of administrative and technical operations.

Within the framework of DEUTZ Spain's integrated management system, the consumption of these materials is periodically monitored with the aim of ensuring controlled use, optimizing

efficiency, and minimizing environmental impact wherever possible. This control forms part of the continuous improvement approach and responsible use of resources that guide the organization's industrial management.

Digitalization and optimization of paper use

In line with its commitment to operational efficiency and the reduction of resource consumption, DEUTZ Spain has continued to make progress in the gradual digitalization of its internal processes. This transformation, initiated in previous years, has made it possible to significantly reduce paper consumption, while simplifying procedures and minimizing the bureaucracy associated with document management.

Digitalization not only contributes to reduced use of material resources, but also improves traceability, agility in decision-making, and administrative efficiency, reinforcing a more sustainable and effective management model.



Reduction of paper consumption > 20%

Oils	Cutting fluids	Liquid nitrogen
Methanol	Adhesives	Antioxidants
Detergents	VCI paper	A3/A4 Paper

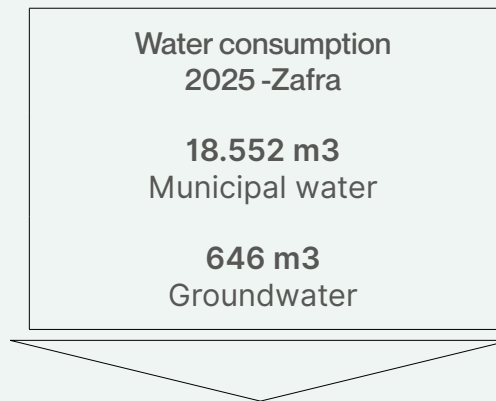


Water

Within the framework of continuous improvement of its production processes, DEUTZ Spain promotes the incorporation of technologies aimed at optimizing the use of natural resources. Among these measures, the implementation as a standard of water-to-water cooling systems using cooling towers in its industrial processes stands out.

This system allows approximately 95% of the water used to be reused, significantly reducing water consumption associa-

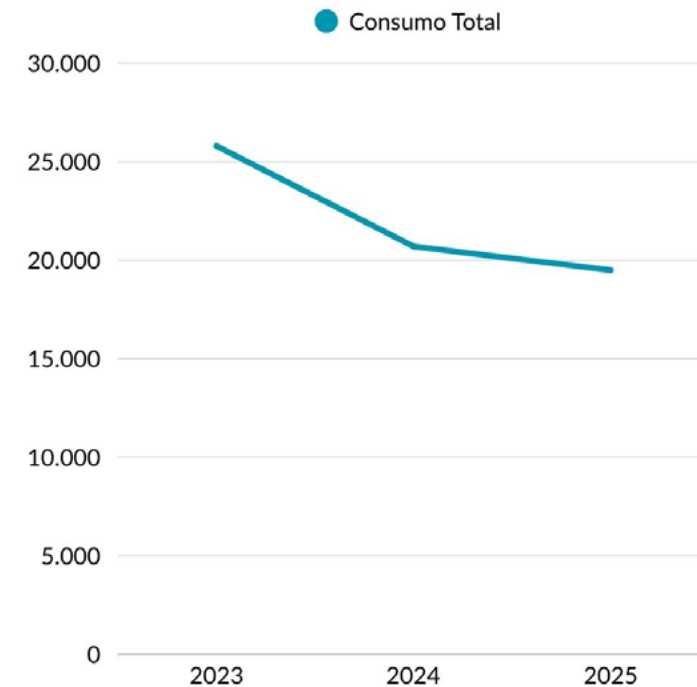
ted with the production activity. Furthermore, this technology offers higher energy efficiency compared to air cooling systems, contributing both to reduced resource consumption and the minimization of environmental impact.



Water from production passes through the **necessary** treatment processes before being **discharged** into the **sewer network**.



Water Consumption Trend – Zafra (m³)



2 EMISSIONS



Carbon footprint

DEUTZ Spain applies a carbon emissions management policy based on prevention and reduction at source, prioritizing the minimization of emissions over subsequent offsetting. This approach focuses on improving energy efficiency and transitioning toward energy sources with a lower climate impact.

As a result of the measures implemented to optimize electricity consumption and the procurement of electricity with Guarantees of Origin from renewable sources since 2023, the company has eliminated 100% of Scope 2 emissions at the Zafra facility.

Furthermore, in 2025 DEUTZ Spain recorded a significant reduction in Scope 1 emissions associated with fuel consumption at the Madrid and Barcelona sites, achieving a 16.1% decrease compared to 2024, despite a 10.7% increase in repair activity during the year.

Regarding Scope 2, the Zafra facility maintains zero emissions, while the Madrid and Barcelona sites have reduced their indirect emissions by 25.38%, considering the level of activity carried out, which demonstrates an improvement in energy efficiency.

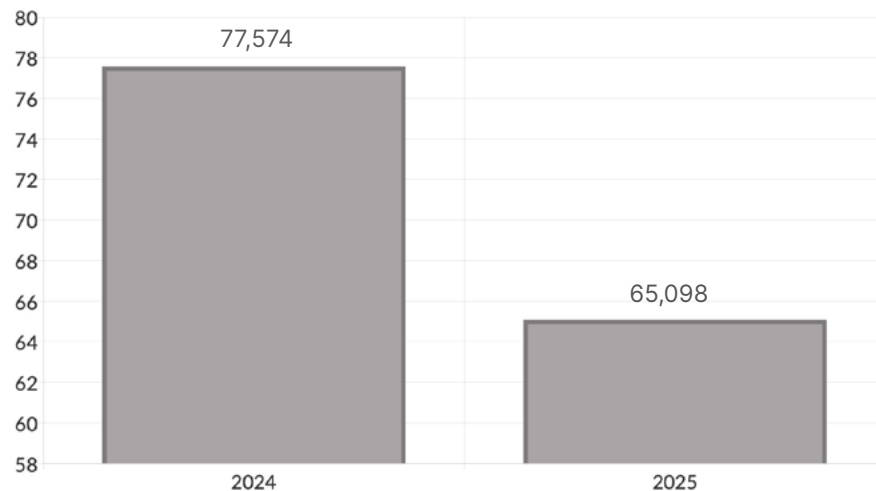
Once again, **DEUTZ Spain** has **verified** the **Carbon Footprint** of all its **activities** under the **GHG Protocol** standard. 





Regarding Scope 3, the observed increase is concentrated at the Zafra facility and is due to a one-off change in the management of metal waste, without reflecting a general trend across the organization.

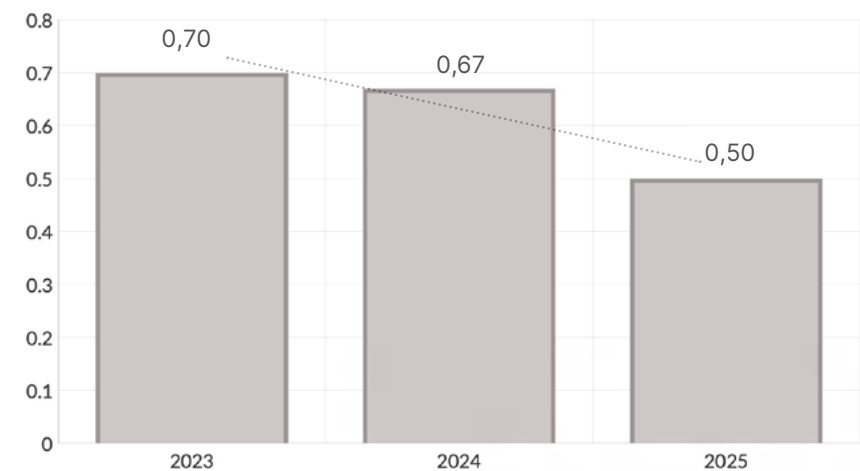
Evolution of emissions from fuel consumption at Service Centers (tCO₂e)



Overall, the results confirm the effectiveness of the measures implemented and reinforce the need to continue advancing in the analysis and control of emissions in accordance with the GHG Protocol methodology, with the aim of identifying new reduction opportunities and consolidating a path of continuous improvement.



Scope 2 Emissions Trend (kg CO₂e/working hour)



2 WASTES



DEUTZ Spain ensures the proper management of 100% of the hazardous waste generated in its activities, guaranteeing its recycling or recovery through authorized waste managers. This result is the outcome of the application of appropriate technologies, the implementation of rigorous segregation and control procedures, and the continuous training and awareness of personnel in responsible waste management.



Waste generation in 2025 at the Zafra production plant

178,485 t

Hazardous wastes

3.419 t

Non-hazardous wastes

100%

Hazardous waste recycled of recovered

25

POWERTODEUTZ: GREEN HYDROGEN PILOT PLANT IN ZAFRA



Within the framework of the Group's DUAL+ strategy, aimed at the development of sustainable and innovative technologies, DEUTZ Spain completed in 2025 in Zafra the POWERtoDEUTZ project, a pilot plant for the production and storage of energy based on green hydrogen.

The project aims to demonstrate, in a real industrial environment, the potential of green hydrogen as an efficient and sustainable energy storage vector. The plant uses surplus generation from the photovoltaic installation to produce hydrogen through electrolysis. To this end, it incorporates a 0.5 MW alkaline electrolyzer developed by ARIEMA, which enables the production of renewable hydrogen from solarbased electricity.

The hydrogen produced is subsequently compressed and stored for use as fuel in a 150 kW generator designed by AEM (Alternativas Energéticas de Murcia), equipped with the DEUTZ TCG 7.8 H2 six-cylinder hydrogen engine. This system makes it possible to generate electricity when solar energy is not available, integrating renewable production, storage, and generation within a single energy cycle.

The initiative represents a significant step in the transition toward decarbonized energy solutions and highlights the Group's technological capability to develop sustainable alternatives in the field of internal combustion.

With POWERtoDEUTZ, the Group advances its commitment to responsible innovation and the energy transition, exploring solutions that contribute to emissions reduction and the development of more sustainable energy models.



26

CLIMATE CHANGE



During 2025, DEUTZ Spain maintained its analysis of climate change-related risks, confirming that the main identified risks continue to be rising air temperature, heat stress, and water stress. No significant changes were observed compared to the previous year in the climate exposure profile of the production plant.

The organization continues to integrate the climate variable into its operational management and the monitoring of environmental indicators, particularly with regard to energy consumption, greenhouse gas emissions, and water management. This approach strengthens the resilience of its industrial activity against potential adverse climate scenarios.





ISABEL FERNÁNDEZ GARCÍA MAROTO

ESG Manager DEUTZ Spain
Participant in the DEUTZ Talent Program



You were selected to participate in the Group's TALENT Program, aimed at emerging leaders at an international level. What does the program consist of, and what has it meant to you to be part of it?

The program brought together participants from different countries and areas of the Group. What value do you see in working in such a diverse environment and building an international network of talent?

The TALENT Program is a strategic initiative of the DEUTZ Group aimed at identifying and developing high-potential professionals within the organization. Through an international nomination and assessment process, the program brings together participants from different countries, business areas, and professional backgrounds with the goal of supporting their development as future leaders of the Group.

Throughout the program, participants engage in a combination of learning activities, including leadership workshops, training sessions focused on transversal competencies, knowledge sharing among participants, and the development of strategic team projects. This approach helps broaden participants' understanding of the business and provides valuable insight into the challenges faced by a global organization such as DEUTZ.

For me, participating in this program has been a highly valuable opportunity to continue my professional development within the Group and to connect my day-to-day work with the company's medium- and long-term strategic vision.

One of the most enriching aspects of the program has been its international dimension. Having the opportunity to work with professionals from different countries, cultures, and business areas greatly broadens one's perspective on how an international organization truly operates.

Each participant brings a unique viewpoint based on their own experience, which leads to highly engaging discussions and continuous learning. This exchange of perspectives is not only valuable on an individual level but also helps foster a deeper understanding of the Group's shared challenges and identify opportunities for collaboration across different areas.



In addition, the program facilitates the creation of an international network of contacts with colleagues that extends well beyond the duration of the program itself. This talent community enables the continued exchange of ideas and experiences in the future, strengthening collaboration across the Group and fostering a stronger sense of belonging to a global organization.

Throughout the program, various leadership workshops and training sessions were conducted. What key lessons would you highlight, and how have they influenced the way you work?

The program placed a strong emphasis on the development of so-called soft skills, which are now essential for leading teams and managing projects in increasingly complex and fast-changing environments.

Among the most valuable lessons, I would highlight the importance of clear and transparent communication, the ability to listen actively, and the need to build trust within teams. Significant attention was also given to decision-making, change management, and fostering collaboration across different areas of the organization.

In my case, these learnings have reinforced the importance of adopting a more cross-functional perspective at work and gaining a better understanding of how our decisions can impact other areas of the organization. In addition, the program consistently encourages participants to reflect on their own leadership style and on how they can continue to grow professionally in order to create a positive impact.

After two years participating in the program, what impact has it had on your professional development, and why do you consider it important for the Group to promote initiatives such as TALENT?

My participation in the program has coincided with a period of professional growth within the company. Over the past few years, I have taken on new responsibilities and expanded the scope of my role, which has also involved beginning to manage a small team. This phase of professional development has made the program particularly valuable, as it provides highly practical tools for addressing these new challenges.

The various workshops and reflection sessions have offered the opportunity to delve deeper into key areas such as team leadership, effective communication, and change management—competencies that are essential when taking on greater responsibilities within an organization. In addition, the exchange of experiences with professionals from different countries and areas of the Group has provided valuable insights into how common challenges can be approached from different perspectives.

In my case, this experience has also helped strengthen the strategic approach I bring to my work, particularly in areas related to sustainability and the organization's transition toward increasingly responsible and efficient business models.

Beyond individual development, I believe that programs such as TALENT clearly demonstrate the Group's commitment to people as one of the fundamental pillars of its growth. Investing in the development of internal talent means recognizing that knowledge, adaptability, and employee commitment are key factors in driving the organization forward.

Investing in people's development is investing in the future of the company. Programs like TALENT enable us to grow as professionals while at the same time strengthening the Group's ability to meet the challenges of tomorrow.



R

GOVERNANCE

3 CORPORATE COMPLIANCE SYSTEM



DEUTZ Spain maintains a strong commitment to integrity, transparency, and regulatory compliance, recognizing that every decision made in the course of its activities may have a direct impact on its reputation and on the trust placed in it by its stakeholders.

The organization has in place at all its workplaces a Criminal Compliance and Anti- Bribery Management System, certified by an external entity in accordance with UNE 19601 and ISO 37001 standards, respectively. The management and oversight of these systems are the responsibility of the Compliance Body, appointed by the Group's Board of Directors, whose function is to ensure the effectiveness of the prevention model, mitigate criminal risks, and guarantee alignment with corporate values

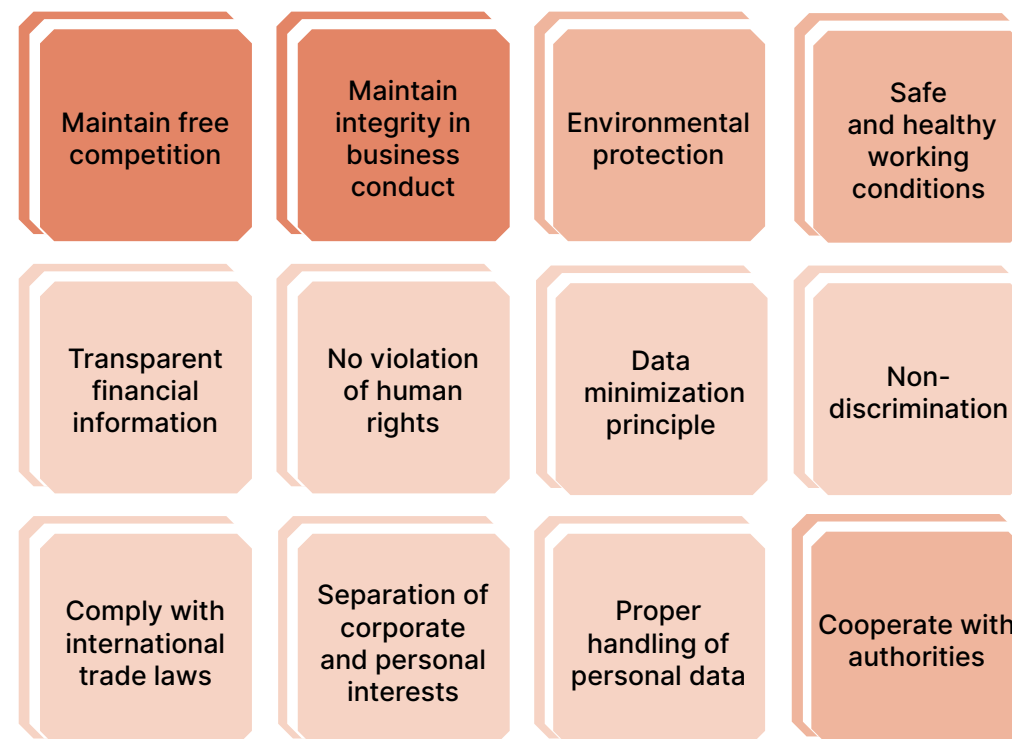


DEUTZ Spain maintains an **operational whistleblowing channel** in accordance with applicable legislation, accessible to both employees and third parties, ensuring **confidentiality** and protection against **retaliation**.



During 2025, no changes were made to the compliance model, consolidating its application in daily operations and reinforcing its integration into the organization's internal processes. The principles governing DEUTZ Spain's corporate Compliance include, among others:

CORPORATE COMPLIANCE PRINCIPLES





The DEUTZ Spain Corporate Compliance System ensures the proper integration of applicable Spanish legislation, as well as adaptation to the operational particularities of its different workplaces, ensuring consistent and effective implementation throughout the organization.

Furthermore, the system incorporates not only the applicable legal regulations, but also the internal regulations of the DEUTZ Group, the contractual commitments assumed with third parties, and those voluntary commitments adopted by the company, consolidating a comprehensive compliance framework aligned with the Group's corporate values and ethical standards.



32

CODE OF CONDUCT



DEUTZ Spain has integrated its Code of Conduct into the organization since 2019 as a reference framework for the ethical and responsible behavior of all individuals within the company. The Code establishes the principles, rules, and guidelines that must guide conduct both internally and in relations with other organizations, public administrations, and society at large. Its objective is to ensure that all decisions and actions are carried out in accordance with corporate values, applicable legislation, and international standards of integrity.

The Code of Conduct addresses, among others, the following areas:

- **HUMAN RIGHTS.** A diverse and inclusive work environment.
- **HEALTH AND SAFETY.** Never compromise on Health and Safety commitments.
- **ENVIRONMENT.** Commitment to contributing to environmental balance and impact reduction.
- **COMPETITIVENESS.** Market economy and fair competition. Antitrust legislation.
- **TRADE CONTROL.** Compliance with national and international trade control regulations.

- **CORRUPTION AND BRIBERY.** Preserve DEUTZ's trust and integrity.
- **MONEY LAUNDERING.** Responsibility of all employees to ensure that DEUTZ is not used for money laundering or other illegal purposes.
- **CONFLICT OF INTEREST.** Employees act in defense of DEUTZ's interests and protect its name.
- **INFORMATION PROTECTION.** Employees must not unlawfully use insider information about DEUTZ or any other company.
- **PROPERTY.** Responsibility for the company's facilities and assets.
- **DATA PROTECTION.** DEUTZ respects the privacy and integrity of its employees, business partners, and other third parties.

3

DEUTZ 'S COMMITMENT TO HUMAN RIGHTS



DEUTZ Spain maintains a strong commitment to respecting and promoting human rights as fundamental principles that guarantee dignity, equality, and respect for all individuals. These rights, which are universal, inalienable, and indivisible, constitute the foundation upon which the organization's responsible conduct is based.

During 2025, no changes were made to the human rights framework, with the DEUTZ Group Human Rights Code remaining in force, applicable both to individuals within the organization and to customers, suppliers, and other stakeholders.

This framework aims to ensure that respect for human rights is integrated into all the company's operations, both in its direct activities and throughout its value chain, promoting conduct that is consistent, preventive, and aligned with internationally recognized standards.

DEUTZ Spain's commitment continues to be based on the main international frameworks, among which the following stand out:



34 DUE DILIGENCE IN THE SUPPLY CHAIN



In 2023, the DEUTZ Group approved its Policy Statement on due diligence in the supply chain, a framework that remains fully in force during 2025. This statement, aligned with applicable European regulations, sets out the Group's expectations regarding respect for human rights and environmental protection by its employees and business partners.

Compliance with these principles constitutes an essential element in the organization's internal and external relationships, reinforcing responsible management oriented toward sustainability and the long-term success of the business.

DEUTZ analyzes its supply chain from a preventive and risk management approach, minimizing potential impacts through the inclusion of specific contractual clauses, compliance requirements, and, where appropriate, monitoring and auditing mechanisms. Furthermore, DEUTZ Spain continues to procure raw materials identified as conflict minerals and integrates environmental criteria into supplier evaluation and qualification processes.

This model is structured around three fundamental areas:

- **SOCIAL RESPONSIBILITY**, including respect for fundamental rights, fair working conditions, equality and non-discrimination, freedom of association, and occupational health and safety.
- **ENVIRONMENTAL RESPONSIBILITY**, focused on the sustainable use of resources, proper management of waste and hazardous substances, emissions reduction, and responsible sourcing.
- **BUSINESS ETHICS**, based on fair competition, the prevention of corruption and bribery, the management of conflicts of interest, data protection, and the fight against money laundering.

In this way, DEUTZ Spain consolidates a due diligence approach integrated into its management system and aligned with the Group's international commitments.



DEUTZ Spain has integrated into its processes the “Supplier Code of Conduct,” applicable to all Group subsidiaries. This code defines the requirements that our suppliers must implement and respect in their business processes.

PARTS	23.700.000
BUSINESS VOLUME	61,2 Mio€
NUMBER OF PARTS	560
SUPPLIERS	81
COUNTRIES	15

 Spain 14 Suppliers 951.000 parts €24.6 M	 Brazil 1 Suppliers 300 parts 0,009 M	 France 1 Suppliers 4.300 parts 0,007 M
 England 3 Suppliers 470.000 parts 0,86 M	 Italy 3 Suppliers 304.000 parts 1,9 M	 United States 2 Suppliers 3.300.000 parts 0,084 M
 Mexico 1 Suppliers 1.900 parts 0,05 M	 Argentina 1 Suppliers 1.320.000 parts 3,7 M	 Turkey 1 Suppliers 35.700 parts 3,3 M
 Germany 36 Suppliers 13.320.000 parts 16,2 M	 Poland 2 Suppliers 332.000 parts 0,6 M	 India 6 Suppliers 1.412.000 parts 2,7 M
 Slovakia 3 Suppliers 807.000 parts 2,7 M	 China 6 Suppliers 363.000 parts 4,3 M	 Czech Republic 1 Suppliers 1.050.000 parts 0,2 M



RAFAEL GONZÁLEZ GONZÁLEZ

ILUNION Facility Services
en Extremadura



DEUTZ's core values are the 5Ts: TEAM, TRUST, TENACITY, TRUTH, and TRANSPARENCY.

Which of these corporate values do you believe the DEUTZ brand embodies most strongly?

As a collaborating Special Employment Center, what do you believe should be the main challenges for companies in Extremadura in the coming years regarding inclusion and integration in this area?

As a DEUTZ partner, what aspects do you consider most important for maintaining a sustainable and trustworthy long-term client-supplier relationship?

As a DEUTZ partner company since April 1, 2024, we have experienced a strong sense of trust in our work and a relationship built on transparency and teamwork. We have felt listened to and valued for our contribution, which reinforces a stable, results-oriented collaboration.

At ILUNION CEE Outsourcing, we believe that, as a social initiative Special Employment Center, we contribute to an integration model that aligns closely with DEUTZ's vision and values. Looking ahead, the main challenges for companies in Extremadura will be to normalize the inclusion of people with disabilities within diverse teams, promote training and skills development—including digital competencies—adapt jobs and working environments according to accessibility standards, and encourage internal career progression into positions of greater responsibility.

All of this should be supported by social and diversity-focused departments to ensure meaningful, stable, and dignified employment that generates a positive and lasting impact on the community.

At ILUNION CEE Outsourcing, we believe that a sustainable and trustworthy long-term relationship is built on open communication and clear expectations, commitment to delivering on quality, deadlines, and safety standards, transparency when dealing with issues, and the ability to respond effectively when challenges arise. Continuous improvement, supported by performance indicators and regular service reviews, is also essential.

Equally important is sharing common objectives and maintaining a close, respectful relationship between teams, thereby strengthening mutual trust and fostering a lasting partnership.





SOCIAL

41

PLAN SOCIAL 2025: RESPONSIBLE ADAPTATION



In a context of declining industrial activity, DEUTZ Spain faced a particularly challenging scenario in 2025 due to the negative evolution of the engine market. Demand began to slow down from October 2023 onwards, accumulating a significant decline with a major impact, a situation that continued throughout 2024. Although forecasts for 2025 anticipated a slight recovery, especially in the second half of the year, this was limited by additional external factors, including the impact of tariffs in the U.S. market. As a result, demand in 2025 remained at levels similar to those of the previous year.

Following the implementation of a temporary workforce adjustment plan (ERTE) in 2024 and 2025, the internal analysis conducted in 2025 revealed a structural surplus of positions which, if not addressed through specific measures, could have led to compulsory redundancies.

With the primary objective of preserving employment and ensuring the future sustainability of the plant, the company promoted a Social Plan, which was communicated to the entire workforce through information meetings.

The Plan was structured exclusively through non-traumatic and voluntary measures, avoiding compulsory dismissals. The actions implemented included:

- Voluntary and incentivized departures,
- Voluntary reductions in working hours,
- Retirements

Thanks to this model of responsible management and the shared commitment between management and employee representatives, DEUTZ Spain was able to adapt its organizational structure without resorting to compulsory dismissals, demonstrating that business sustainability and social sustainability must progress together, even in adverse market conditions.

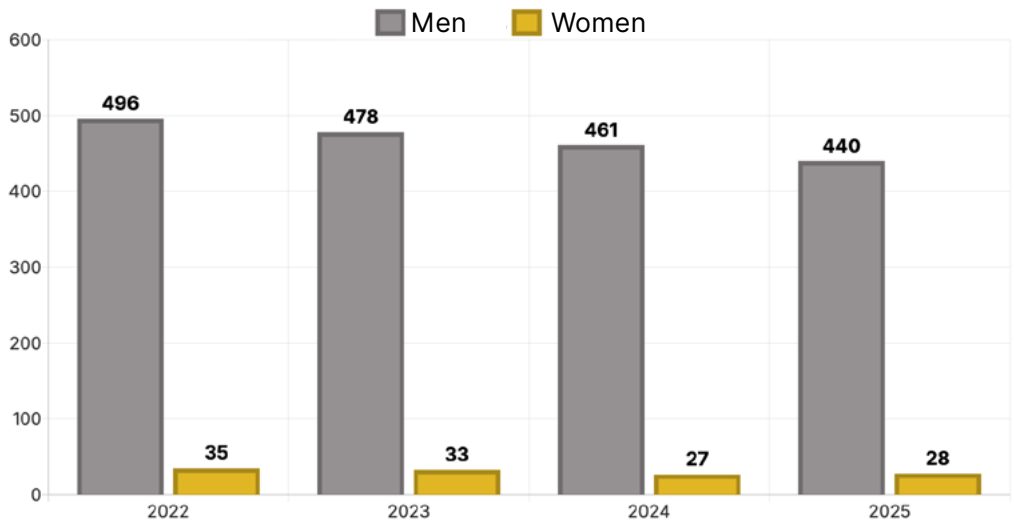
42

COMMITMENT TO QUALITY EMPLOYMENT



People are DEUTZ Spain’s greatest asset; therefore, improving the professional development and qualifications of its employees is a priority for the organization. To this end, policies and measures are established and implemented aimed at improving workplace safety, ensuring equal opportunities and treatment for all women and men, fostering personal development, promoting active listening, and supporting work-life balance.

DEUTZ Spain Employees



DEUTZ Spain’s people in 2025

468
Total number of employees

6 %
Women in the workforce

23
New hires

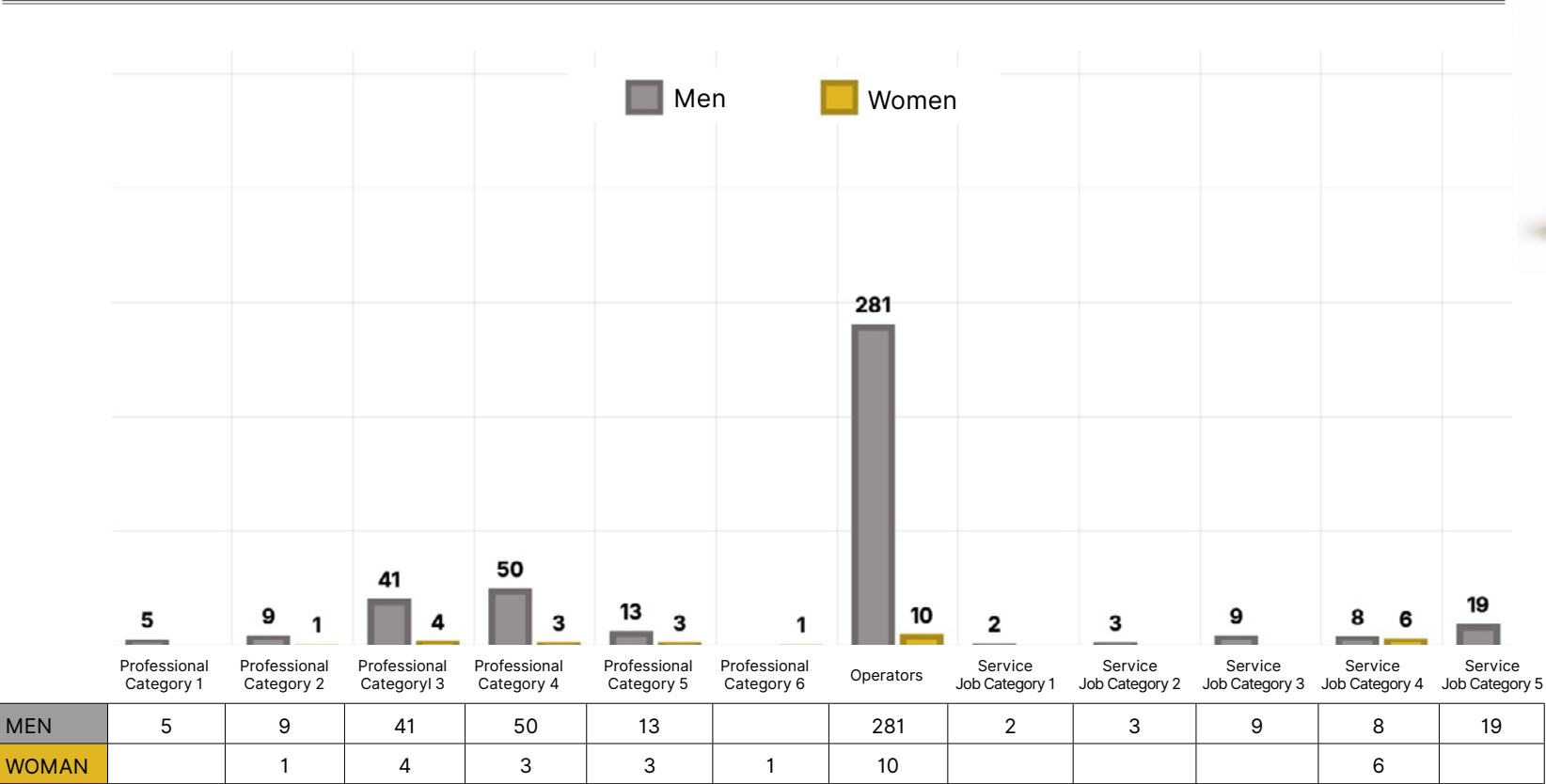
All **DEUTZ Spain employees** are covered by the **Collective Bargaining Agreement** applicable to their respective **workplace.**





Commitment, training, and communication are the pillars on which employee management is based. Thanks to them, DEUTZ SPAIN has a workforce that enables it to look to the future with confidence in its ability to face the major challenges that may arise.

Workforce Distribution by Professional Category and Gender

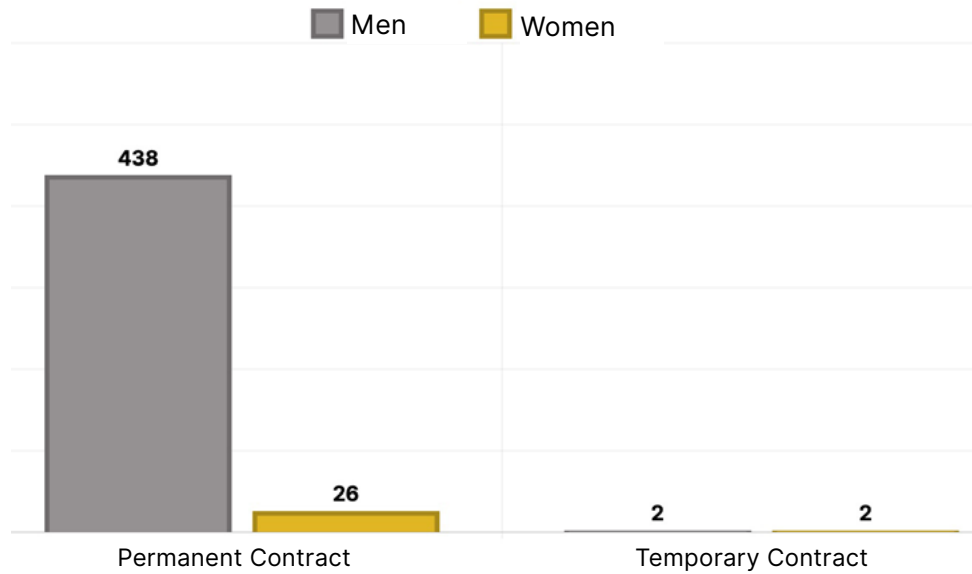


A share of **employees** has more than **10 years** of **service** at **DEUTZ Spain**.

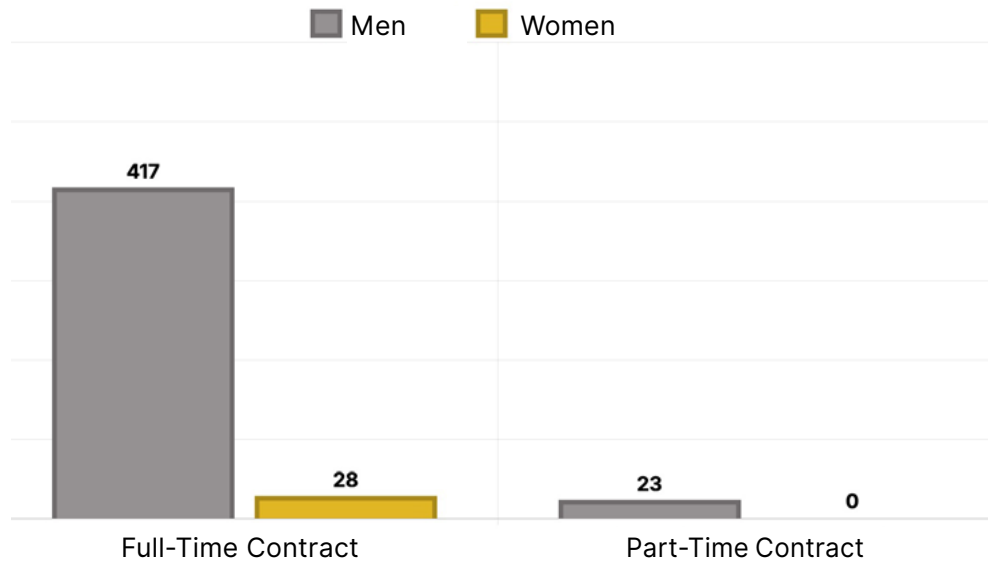




Employee Distribution by Contract Type and Gender

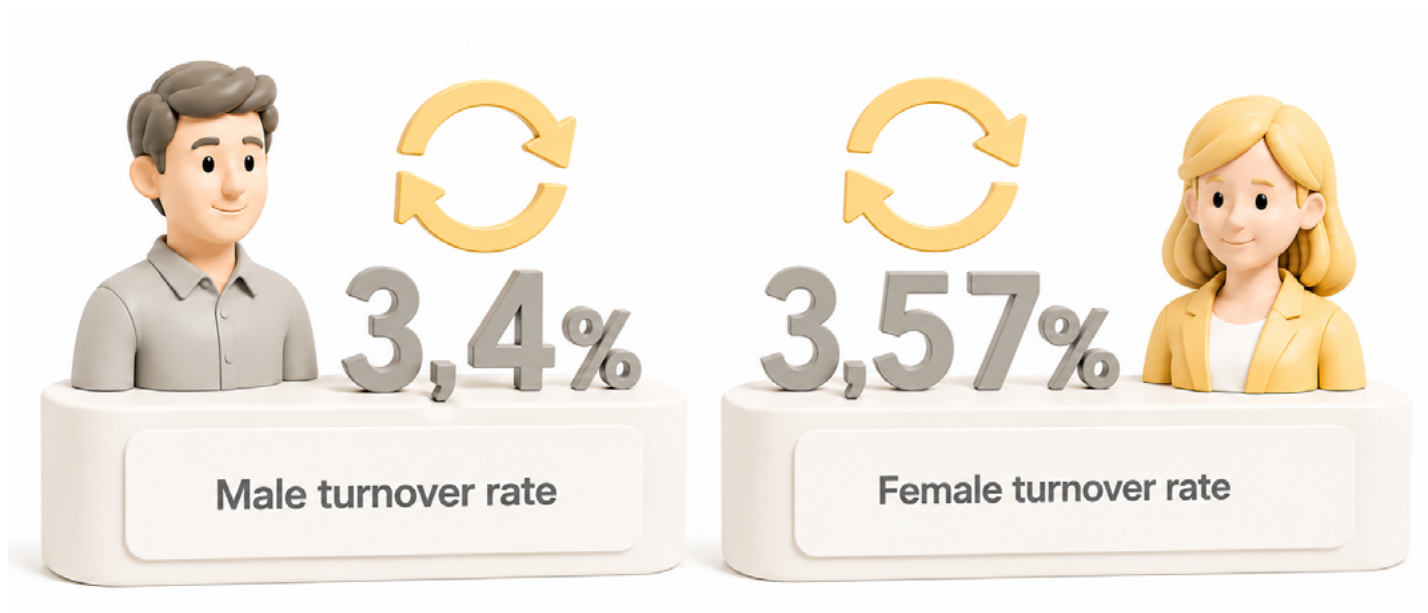


Employee Distribution by Contract Type and Gender





Mutual commitment is the foundation of the relationship between DEUTZ Spain and the people who work in the organization. This is reflected in workforce stability, with 57% of employees having more than 10 years of service in the organization and very low turnover rates.



43

WORK-LIFE BALANCE



In 2024, DEUTZ Spain Zafra signed its Collective Bargaining Agreement applicable to the production plant for the 2024–2025 period, as a result of the agreement reached between management and the Works Council. This representative body is composed of 17 members, including two union delegates and four health and safety representatives, thereby ensuring broad and structured representation of the workforce.

This Collective Bargaining Agreement introduces a series of new measures aimed at promoting work-life balance for employees, highlighting increased flexibility for reconciliation and rest periods. In addition, it includes the regulation of remote work and digital disconnection.



Teleworking
Regulation



Digital
Disconnection



Marriage
Bonus



Collective Transport
for Commuting



Laundry
Service



Christmas
Hamper



Scholarships
for Employees'
Children



Support
for Retirement





At the Madrid and Barcelona sites, the employment relationship is governed by the applicable sectoral collective bargaining agreement in each case, which includes, among other matters, specific measures for work-life balance tailored to each territorial and sectoral context.



The Madrid Metal Industry Collective Agreement (2024–2026) includes a set of measures aimed at promoting work-life balance, equal opportunities, and workplace well-being, expressly including the guarantee of digital disconnection

More than €100,000 allocated to study scholarships for the children of DEUTZ Spain Zafra employees, as set out in its Collective

The Barcelona Collective Agreement (2025–2027) incorporates specific work-life balance measures, notably the accumulation of breastfeeding leave, with a minimum guarantee of 15 days, thereby reinforcing support for shared responsibility and work-life balance



Health
Commission

Savings
Commission

Furthermore, during 2025, DEUTZ Spain Zafra strengthened spaces for dialogue and participation through the establishment, together with the Legal Representation of employees, of the Health Committee and the Savings Committee, aimed at promoting continuous improvement in workplace well-being and organizational efficiency.

4

A SAFE WORKING ENVIRONMENT



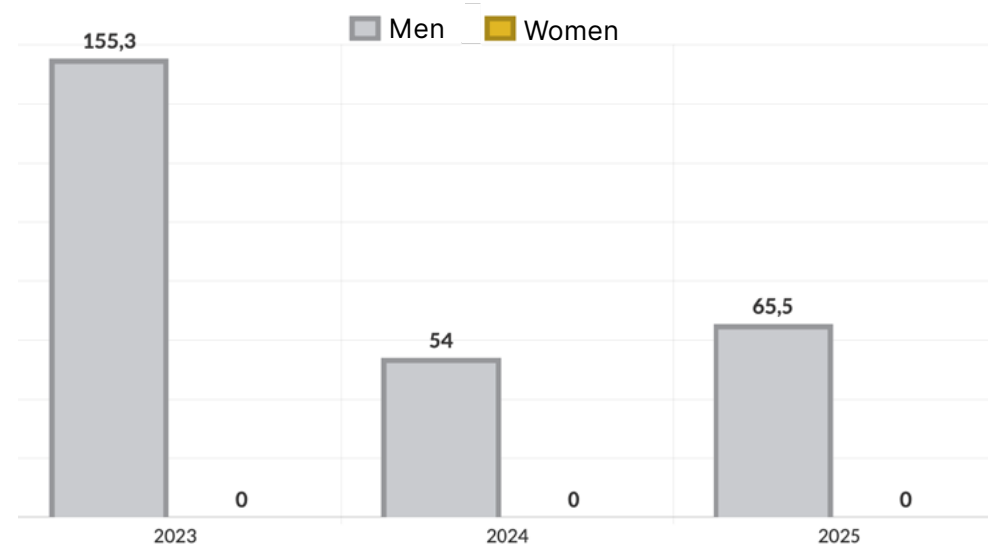
As in previous years, the safety and health of employees continue to be a strategic priority for DEUTZ Spain. Following the milestone achieved in 2024 and part of 2025, with a record of 394 days without accidents, during 2025 the organization

has maintained its strong commitment to the prevention and control of occupational risks, consolidating a culture of prevention across all workplaces.

Accident Frequency Rate



Accident Severity Rate

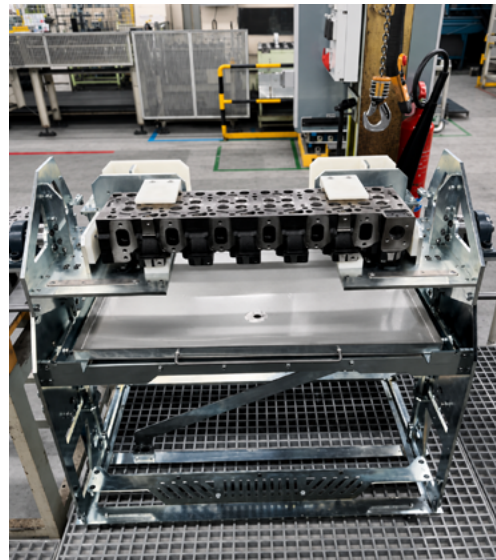




Key actions carried out by the prevention service

Implementation of semi-automatic tilting devices in the cylinder head production area

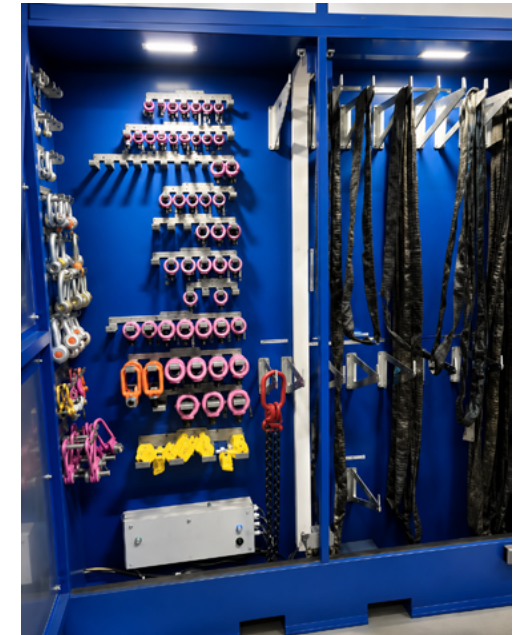
In 2025, risks associated with the manual handling of parts were identified in the machining area, specifically potential trapping hazards due to falling components and situations of overexertion in the turning operations of certain cylinder head product ranges. To eliminate risks at the source, DEUTZ Spain made an investment of €30,000 for the installation of a semi-automatic tilting device, significantly reducing the physical load on employees and minimizing the likelihood of incidents arising from the manual handling of heavy parts.



RFID control system for lifting equipment

In the area of safety in operations involving suspended loads, given the potential risk of load drops due to the possible degradation of lifting equipment, an investment of €60,000 was made to implement a control system using RFID technology.

This solution enables the registration and traceability of equipment, access control, and systematic verification of its condition and maintenance, significantly reducing the risk associated with the use of deteriorated equipment outside specification. With these actions, representing a total investment of €90,000, DEUTZ Spain reinforces its commitment to the safety and health of its employees, prioritizing the elimination and control of risks through advanced technical solutions. The incorporation of ergonomic improvements and traceability systems in production processes demonstrates the organization's commitment to a model based on anticipation, continuous improvement, and the integration of technology as a key lever to reduce accident rates and strengthen operational resilience.





Psychosocial risk management

In 2025, DEUTZ Spain launched a psychosocial risk assessment across all its workplaces. This analysis aims to identify potential organizational, emotional, or relational factors that may affect the psychological and social well-being of employees.

The assessment combines quantitative and qualitative methodologies. On the one hand, surveys based on INSST tools have been conducted, and on the other, confidential individual interviews have been carried out by a psychologist specialized in this field, who is leading the analysis process.

The assessment will continue during 2026, when the study will be completed and the conclusions, as well as potential lines of action, will be presented to the entire workforce, thereby reinforcing the organization's commitment to comprehensive health and well-being in the workplace.





HEALTH AND WELL-BEING PROMOTION 2025

During 2025, DEUTZ Spain has strengthened its commitment to an occupational health model with a preventive, comprehensive, and proactive approach, focused on anticipation and the continuous care of employees.

Comprehensive health

The implementation of the company medical service represents a significant step forward in preventive health management. This service makes it possible to analyze potential conditions on an individual basis, identify risk factors, and anticipate situations that may lead to illnesses or sick leave, as well as to support the swift recovery of employees who are on leave. The objective is to act before issues worsen, promoting close monitoring and early intervention.

Back School

Aware of the impact that production and office tasks can have on the musculoskeletal system, the Back School has been implemented as a training and preventive measure. Throu-

gh practical sessions, employees are provided with tools to improve posture, strengthen muscles, and prevent injuries resulting from daily work.

Physiotherapy Service

The Physiotherapy Service provides specialized care for potential physical ailments related to work activities. Its focus is not only preventive, aiming to reduce discomfort, prevent chronic conditions, and minimize the risk of medical leave, but also corrective for employees with existing conditions and/or those on sick leave.

Through these initiatives, DEUTZ Spain consolidates a healthy company model, integrating health promotion into daily management and reinforcing its commitment to physical well-being and the long-term sustainability of employment.



Comprehensive health



Back care program



Physiotherapy service



Safety observatory

During 2025, the Safety Observatory has been consolidated at the DEUTZ Spain Zafra site, an initiative promoted by DEUTZ Spain with the aim of strengthening the preventive culture and consolidating a management model based on prevention, participation, and continuous improvement. It is a working forum in which, on a weekly basis, representatives of the company and employees participate to analyze, discuss, and propose actions related to occupational health and safety.

This space allows concerns, incidents detected in the production environment, and improvement proposals to be directly raised, fostering structured and transparent dialogue. The Safety Observatory does not operate solely in a reactive manner in response to incidents; rather, it works from a preventive approach, identifying potential risk situations before they can lead to accidents or harm to health.

During 2025, the Observatory has addressed initiatives in various areas, including: technical adaptations of equipment and tools to improve ergonomics, updates and improvements of protocols, and interventions in common areas and workspaces to enhance structural safety and signage.

Each proposal is assessed, prioritized, and followed up until its closure, ensuring that the agreed actions are effectively implemented. This monitoring system enables rigorous control

of the measures adopted and the evaluation of their impact on improving working conditions.

The Safety Observatory also constitutes a key tool for promoting active employee participation in preventive matters. The direct involvement of employees facilitates the early detection of risks, reinforces shared responsibility, and consolidates a safer and more collaborative working environment.





Recognition Prever awards

In March 2025, DEUTZ Spain was awarded the 2024 PREVRE Award in the ESG Innovation category, a recognition granted within the framework of the 26th Technical Conference of the PREVRE Awards, one of the most established distinctions in Spain in the field of occupational risk prevention and corporate social responsibility.

This award recognizes DEUTZ Spain's ability to integrate advanced technological solutions into occupational risk prevention management, as well as its commitment to the highest standards of occupational health and safety. The ESG Innovation category highlights the company's innovative approach in adopting digital tools within its processes and management systems.

The recognition highlights the safety management model developed at the Zafra plant, which goes beyond regulatory compliance to position prevention as a strategic element embedded in the organizational culture. The jury emphasized the evolution of the company's preventive system, the continuous improvement of working conditions, and the active involvement of employees in the safety culture.

The PREVER Award in the ESG Innovation category represents a milestone for DEUTZ Spain and reaffirms its leadership in occupational safety, innovation, and sustainability.



Antonio Regodón, Health and Safety Manager at DEUTZ Spain, and Isabel Fernández, Integrated-Management System Manager at DEUTZ Spain

45 EQUALITY, DIVERSITY AND INCLUSION



II Equality plan

DEUTZ Spain has signed its Second Equality Plan, which includes 59 initiatives across various areas related to equality, diversity, and inclusion. This Plan was developed and agreed upon by the Equal Opportunities Negotiating Committee, established in 2021 and composed of 7 members of the Works Council and 7 members of DEUTZ Spain, with representation from all DEUTZ Spain workplaces: Zafra, Madrid, and Barcelona, as well as the main trade unions.

The initiatives agreed in this Second Equality Plan are scheduled to be deployed throughout its four-year period of validity. The general principles governing the Equality Plan are:

General principles of DEUTZ Spain´s II Equality Plan		
TRANSVERSALITY. It integrates the principle of equality across the company in a cross-cutting manner.	INCLUSIVE. Aimed at the entire workforce, both women and men.	NEGOTIATED. It considers participation through dialogue and cooperation between the parties as one of its core principles.
SYSTEMATIC. The final objective is achieved through the fulfillment of systematic objectives and standardized procedures	FLEXIBILITY. It is tailored to measure, according to needs and possibilities.	TEMPORALITY. It ends once the period for which it was agreed has been completed (4 years)
ALIGNED. Alignment with the SDGs (Sustainable Development Goals).		



Within the framework of the Second Equality Plan, during 2025 various initiatives have been developed aimed at consolidating an organizational culture based on equal opportunities, respect, and non-discrimination. Among the main actions, the following stand out:

- Training activities aimed at raising awareness and building employee capabilities in equality and the prevention of any type of discrimination across the different workplaces.
- Dissemination of internal communications on key dates, such as March 8 (International Women's Day) and November 25 (International Day for the Elimination of Violence against Women), with the aim of strengthening awareness and the commitment of the entire organization.
- Engagement with the education sector, particularly vocational training centers, promoting the development of the industrial environment and encouraging technical careers free from gender bias.
- Launch of the second internal equality survey, aimed at assessing employees' perception of the measures implemented and their real impact on the organization, thereby enabling the identification of areas for improvement.

Furthermore, on 18 June 2025, the Women in Industry Day was held at the DEUTZ Business School Foundation, an event attended by students aged between 13 and 16 from various

secondary schools in Zafra. During the event, participants were able to learn about female role models in history through the exhibition "Women Who Changed the World" (FUNDECYT-PCTEX), explore collaborative robotics applications with the DEUTZ team, attend demonstrations of exoskeletons with the BioRobotics Group (CSIC), and take part in the design of a model of sustainable construction.

These actions reinforce DEUTZ Spain's commitment to effective equality and the promotion of diverse talent within the industrial sector.





During 2025, the “COFFEE Break for DEUTZ Women” meetings continued to be held, a participation space aimed at DEUTZ women in Spain. This initiative serves as a meeting point where dialogue, mutual support, and the generation of proposals are encouraged, bringing together professionals from different areas.

These meetings, open to all women in the company, address various topics of interest and involve the collaboration of individuals engaged in the project, as well as the support of the DEUTZ FOUNDATION, which facilitates the development of these sessions. The following summarizes the sessions held during the 2025 financial year.



Improve your mental and physical health through nutrition

- Provide tools to manage stress and improve emotional well-being and a healthier personal lifestyle through proper nutrition.



Gender- based violence

- Prevent, raise awareness, and facilitate identification, promoting the recognition of violence and access to support resources.



Disconnect to reconnect: promoting healthy use of technology

- Promote a balanced, mindful, and healthy relationship with technology, highlighting its impact on mental, emotional, and social health.



Group dynamics

- Strengthen bonds and improve the working environment by creating a space for exchange, reflection, and mutual support.



Reduce work-related stress through sports

- Provide tools to manage stress and improve emotional well-being, using sport as a means to achieve it.



Female engineering

- How to understand and optimize a woman's work performance through hormones.

46 TRAINING, TALENT AND DEVELOPMENT



An Exchange that adds talent and experience

In September 2025, DEUTZ SPAIN and DEUTZ GLOBAL SERVICE CENTER launched an international exchange program, involving two dual training students from Zafra, from the Cristo del Rosario Institute, and four apprentices from the DEUTZ school in Cologne.

It was the first exchange of this kind, and its success was made possible thanks to the commitment of our employees, who with courage and dedication trained young apprentices in a different language, overcoming difficulties with professionalism and closeness.

The German students returned very satisfied, particularly highlighting the cleanliness, order, safety and health tools, and the application of Lean philosophy in our production plant.

An enriching experience that reinforces our commitment to training, international collaboration, and social responsibility. A first edition that lays the foundations for future initiatives

and reaffirms our commitment to a more human, collaborative, and responsible industry.





The value of experience

At DEUTZ SPAIN, training and talent development are not limited to formal education. They are built day by day on the shop floor, through accumulated experience, shared learning, and the willingness of people to pass on their knowledge to those who come after them.

The block manufacturing area is a clear reflection of this way of understanding people development. It is a highly complex industrial project, launched in 2015, which has represented a significant technical and organizational challenge for the company. Within this journey, the block honing technique has played a particularly critical role, developed and consolidated over the years by a single expert, Miguel Solera, a leading reference in this field.

Following a long professional trajectory and deep knowledge of the process, in 2025 a knowledge transfer process was initiated, which will continue throughout 2026. This period has been designed as an active mentoring phase, in which not only technical knowledge is shared, but also a way of working, understanding quality, and approaching day-to-day challenges with rigor and commitment.

This journey is not undertaken alone. The process is supported by the backing, respect, and involvement of the entire block manufacturing area, which has understood the importance of preserving this knowledge and transforming it into a collective asset. Collaboration, trust, and mutual recognition have been

key to ensuring that learning flows naturally and remains aligned with the plant's quality standards and continuous improvement approach.



This initiative highlights something essential: the importance of recognizing and valuing those who have dedicated a large part of their professional lives to the company, understanding this moment not as an ending, but as an opportunity to leave a legacy, develop internal talent, and ensure the continuity of know-how.

Committing to knowledge transfer means committing to the future, to sustainability, and to the strength of the organization through its people.



Training

DEUTZ Spain is firmly committed to training and especially to Dual Vocational Education and Training, of which the organization has been a pioneer. Thus, in 2025, the following Dual training pathways have been implemented at DEUTZ Spain:

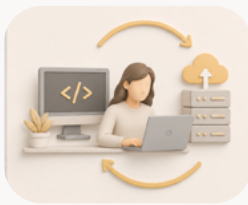
Dual Vocational Training



ADMINISTRATION



MECHANICAL
PRODUCTION
PLANNING

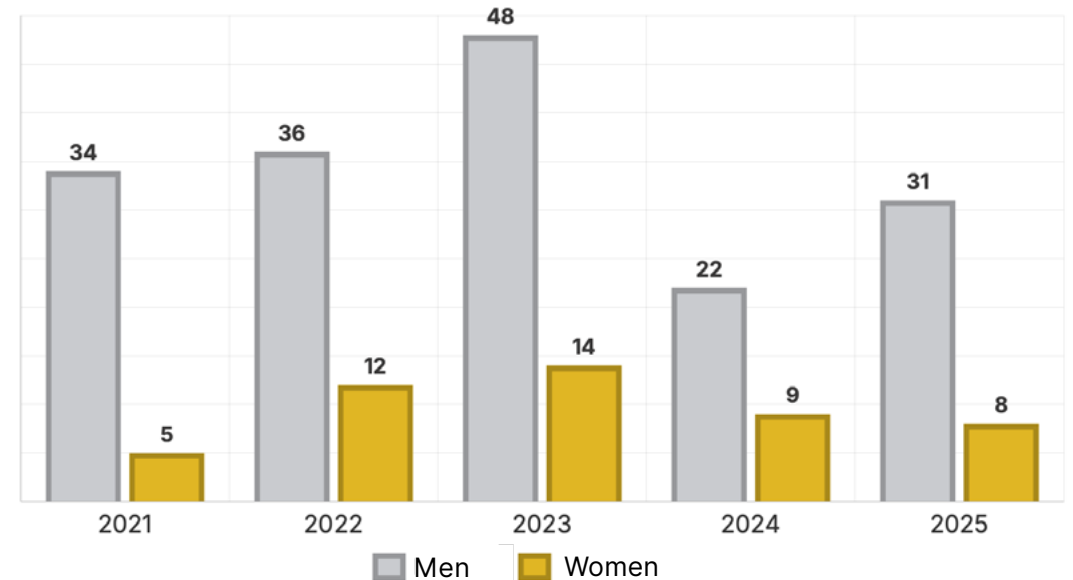


IT.



SEA
(ELECTROMECHANICAL AND
AUTOMATED SYSTEMS)

Dual Vocational Training Participants

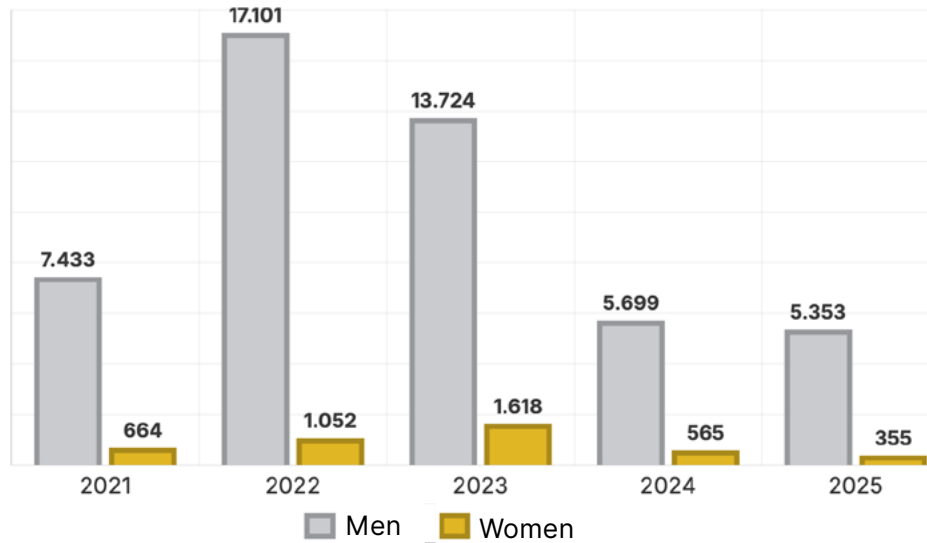


Likewise, the company is committed to promoting awareness of the organization in secondary schools located in the different geographical areas where our facilities are based. Thus, in 2025 DEUTZ Spain participated in the technical sessions at INS Illa dels Banyols, located in El Prat de Llobregat, which is committed to offering intermediate-level training in electromechanics for machinery, something we wish to highlight given the scarcity of training centers that provide it.

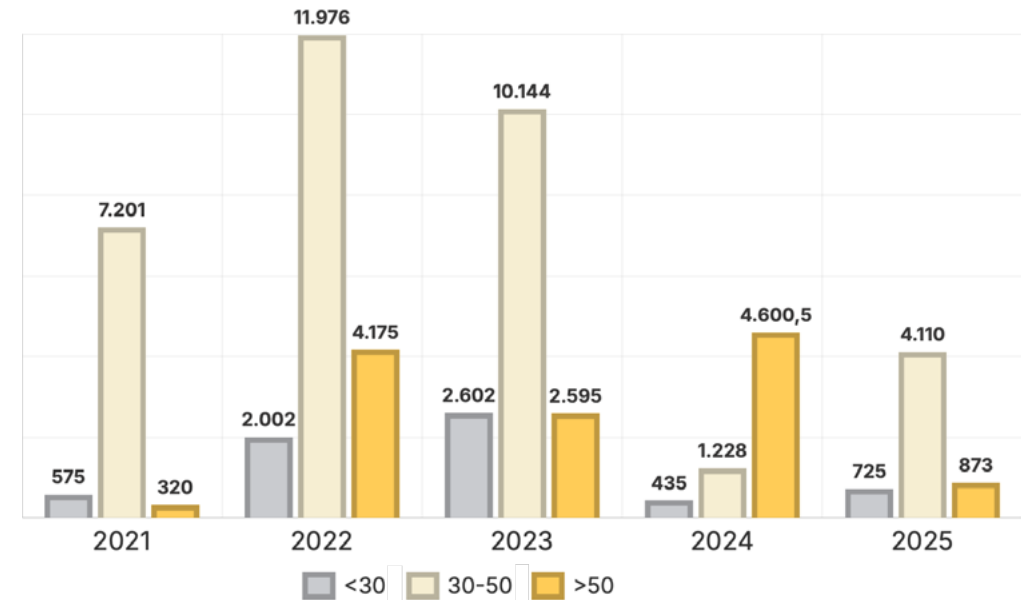


Training Data

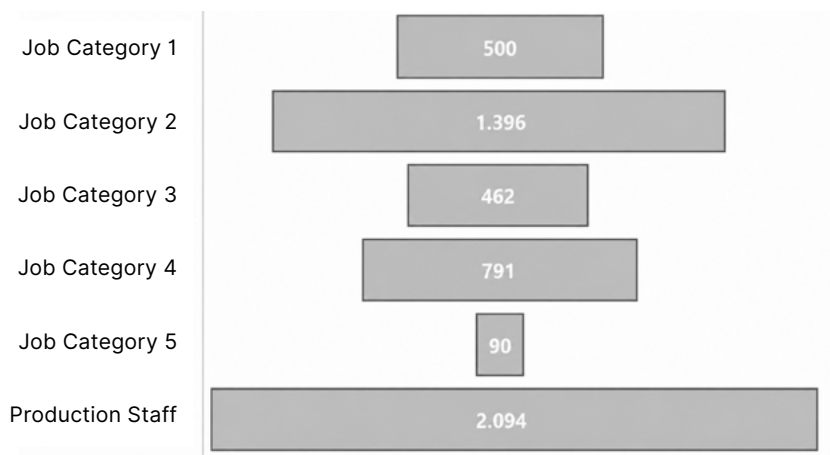
Training Hours by Gender



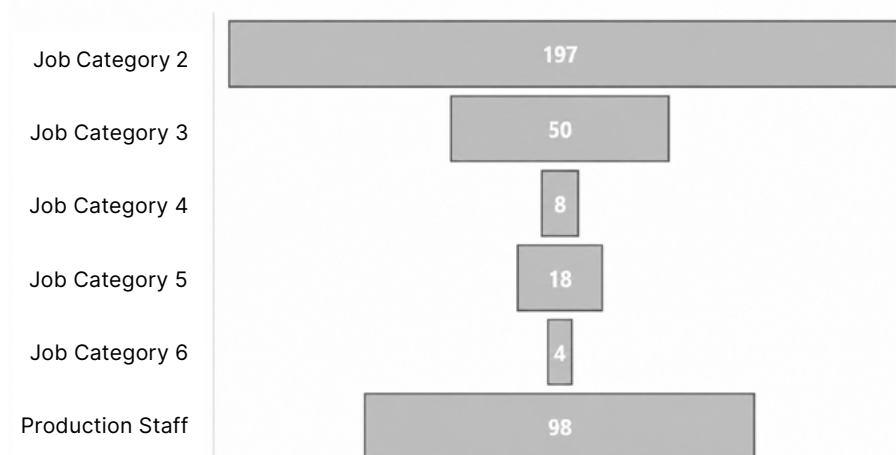
Training Hours by Age Group



Total Training Hours for Men by Job Category



Total Training Hours for Women by Job Category





DEUTZ Talent Program

During 2025, DEUTZ Spain has continued to develop the international TALENT DEUTZ program, a strategic Group initiative aimed at identifying, developing, and supporting the professional growth of high-performing employees with strong potential within the organization.

This program, launched in 2024 through a structured nomination and evaluation process, aims to promote individual growth, strengthen business understanding, foster international exchange of experiences, and reinforce collaboration networks within the Group. Likewise, it seeks to recognize talent, align it with corporate strategy, and consolidate long-term commitment.



In 2025, the development phase has continued through the implementation of new targeted training actions for the different talent groups (Emerging Leaders, Xperts, and Executive Management Leaders), as well as workshops focused on leadership, personal reflection, career vision, and the strengthening of transversal competencies.

Additionally, the interdisciplinary project phase has been launched, in which participants work collaboratively and cross-functionally, applying the knowledge acquired and directly contributing to the Group's strategic objectives.

With the continuation of this program, the DEUTZ Group reinforces its commitment to the development of internal talent, emerging leadership, and the building of a corporate culture based on continuous learning, international collaboration, and professional excellence.



4 CULTURAL TRANSFORMATION AND COMMUNICATION



More than two years have passed since the 5Ts began to be rolled out within the company, and since then DEUTZ Spain has implemented numerous meetings and measures.

In 2025, DEUTZ Spain held its first Family Day at its Madrid and Barcelona facilities, an initiative aimed at strengthening the bond between the organization, its employees, and their families.



The event allowed the company to open the doors of its workplaces and showcase, in a close and transparent manner, the work carried out in the different departments: Service, After-Sales, Administration, Engine Sales, and Workshop. Through a

guided tour led by department managers, families were able to gain first-hand insight into the daily activity, ongoing projects, and the engines currently being worked on, thereby bringing the industrial and service reality closer to the family environment.



After the visit, the event continued with a recreational space designed for all ages, promoting social interaction, exchange, and shared celebration. Music, children's activities, and shared moments helped create an atmosphere of closeness and pride in belonging.

The Family Day is consolidated as an initiative that strengthens corporate culture, transparency, and the sense of belonging, key elements for building a sustainable organization based on employee commitment.





During 2025, the 2nd Edition of the 5Ts Awards was also held, an initiative that highlights the principles that define the way we work and collaborate: Trust, Transparency, Team, Truth, and Tenacity. These values not only guide our daily performance, but also drive our growth and the impact we generate as an organization.

The aim of these awards is to recognize teams and individuals who exemplify the 5Ts in an outstanding way, acting as role models and inspiring the entire workforce to live these values in their professional activities.

In this edition, DEUTZ Spain employees were nominated in the “Transparency” category, highlighting their commitment to open and honest communication aligned with the Group’s principles.





Communication and participation

DEUTZ Spain is committed to a communication model built on transparency and active listening. DEUTZ's communication plan pursues this objective by establishing itself as a fundamental pillar, a management model that is open and people-oriented as a strategic company asset. For this reason, communication at DEUTZ is continuously evolving and seeking methods to efficiently reach employees. Therefore, in 2025, the following communication tools available at DEUTZ Spain can be highlighted:

- **EMPOWERING TEAM COMMUNICATION.** An internal tool created to strengthen communication and transparency at DEUTZ Spain, providing valuable information to roles with managerial responsibilities within the organization in order to improve their relationship and communication with teams. In 2025, its scope has been expanded with increased participation and broader topics, with the aim of continuing to move toward a more open and transparent organization.

- **NEW DEUTZ SPAIN WEBSITE.** The new DEUTZ Spain website has been launched, aligned with the DEUTZ AG Group website. This is a two-way communication channel where various news items from the different areas of the company are published.

- **TOGETHER ON THE PATH TO EXCELLENCE.** During 2025, the "Together on the Path to Excellence" space has been consolidated as a working environment focused on strategic management and the monitoring of key performance indicators through to the 2030 horizon. It is a decision-making space that enables the alignment of priorities, the identification of deviations, and the strengthening of those areas that require support or consolidation within the production plant.

- **COMMUNICATION EVENTS IN OPERATIONS.** Cascade communication to all DEUTZ Spain operators by their line managers regarding the outcomes agreed in their meeting with Operations Management. Once a week, the managers of the different production lines meet with the Head of Operations and the Continuous Improvement Manager to review production KPIs and share general information that may be relevant for all employees.



When change begins with people

During 2025 at DEUTZ SPAIN, training has become a key tool for supporting the organization's evolution, focusing on people and on the way teams face day-to-day challenges.

In the Production area, during 2025 various training and development initiatives were promoted with the aim of supporting an organizational change process, strengthening the way teams communicate, collaborate, and assume responsibilities in their day-to-day activities.

These actions focused on key aspects such as team management, communication, teamwork, understanding different behavioral styles, and feedback culture, understood as tools to strengthen team autonomy, efficiency, and flexibility.

Through these initiatives, Production teams have had the opportunity to reflect on their way of working, improve coordination, and strengthen mutual trust. This process has contributed to consolidating more cohesive teams that are better prepared to face current and future challenges.

Supporting change through people means recognizing that the true driving force of the organization lies in its teams, in their commitment, their ability to adapt, and their willingness to grow together. Investing in their development means investing in a more human, stronger, and more sustainable organization.

DEUTZ Spain encourages the participation of its employees in the implementation of improvements in their own work and

in the organization in general. These proposals are reviewed and may result in implementation and recognition. The best teams receive, on a quarterly basis, recognition for their work from their peers, production managers, and the company's Executive Committee.

429

proposals received
during 2025

293

Proposals
implemented



48 EVENTS AND KEY VISITS



During 2025, DEUTZ Spain has received several significant corporate visits. All of them have been communicated through the internal communication app, accessible to the entire workforce, thereby reinforcing transparency and access to information.

Among the most notable events and visits are:

25-27 February 2025. Visit of Sebastian C. Schulte; Katharina Krüger; and Bert Van Hasselt. Conducted from 10 to 12 March by Dr. Sebastian Schulte, CEO of DEUTZ AG; Katharina Krüger, Head of Strategy, Transformation and Human Resources; and Bert Van Hasselt, **CEO of Sales and Service BU NewTech at DEUTZ AG.**

During their three-day visit to the Zafra facilities, the delegation held meetings with the Works Council, toured the production plant, the DEUTZ Global Service Center, and the DEUTZ Business School Foundation, and shared with employees an update on the DUAL+ strategy.

Additionally, direct communication sessions were held with employees, encouraging the exchange of ideas and open dialogue on the Group's challenges and opportunities.

These communication sessions, entitled “The strategy through your eyes”, took a central place in the visit agenda. For the first time, the Group CEO held a direct meeting with the production staff at the Zafra plant, in two separate sessions for the morning and afternoon shifts.





These meetings allowed the Group's strategic vision to be shared directly and jointly reflect on how daily work at the plant contributes to the development of the DUAL+ strategy. The open format facilitated a close and participatory exchange, in which Dr. Sebastian and his team responded transparently to all questions raised by employees.

These visits reinforce the strategic alignment between the Spanish subsidiary and the Group, as well as the commitment to close and participatory communication.



On 12 March, the inauguration of the green hydrogen pilot plant in Zafra also took place, coinciding with the presence of the CEO of DEUTZ AG and his team. This project constitutes a real demonstrator of the use of green hydrogen as an efficient and sustainable energy storage vector.

The inauguration was presided over by the Regional Minister of Education, Science and Vocational Training of the Regional Government of Extremadura and the CEO of DEUTZ AG, who highlighted the strategic importance of this commitment to green hydrogen and technological innovation.



July 2025. Visit of the SCM Germany management team to Zafra. In July 2025, the Supply Chain Management (SCM) leadership team from Germany visited the Zafra plant as part of the Group's global strategic alignment. The main objective was to assess the status of the ongoing transformation across the different supply chain areas and define future priorities.

During the visit, the global SCM strategy was reviewed in depth and an updated overview of ongoing projects was shared, allowing joint analysis of progress, identification of improvement opportunities, and reinforcement of alignment between teams.

This meeting contributed to strengthening international collaboration, promoting the exchange of best practices, and consolidating a shared vision of the supply chain as a key element for the Group's competitiveness and sustainability.



26 September Annual Distributors Convention in Madrid.

The Annual Distributors Convention was held at the Madrid facilities, a strategic meeting with DEUTZ Spain's official distribution network.



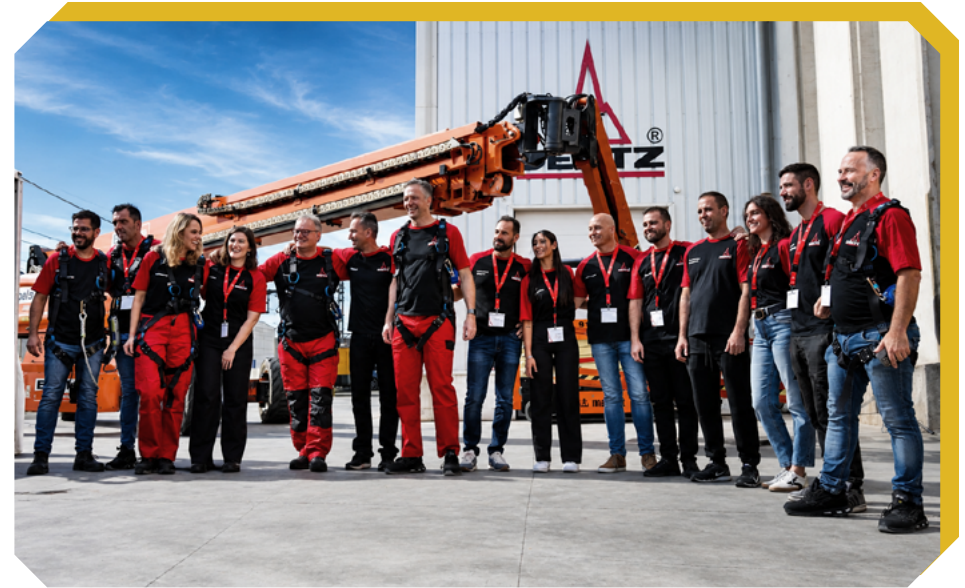
During the event, the main achievements and developments of the previous financial year were shared, framed within the DUAL+ strategy, which continues to guide the Group's positioning towards innovation, efficiency, and sustainability. The event served as a space for collaboration and exchange of ideas, addressing strategic, organizational, product-related matters and new projects aimed at strengthening joint growth.

This convention strengthens the relationship with the distribution network, consolidating a collaboration model based on transparency, strategic alignment, and shared value creation.



30 October 2025. Visit of the CEO and Strategy Manager to the Madrid site. The Dr. Sebastian C. Schulte, CEO of DEUTZ AG, and Katharina Krüger, Head of Strategy, Transformation and Human Resources, visited the DEUTZ Spain facilities in Madrid.

The event was more than a corporate meeting: it represented an exercise in transparency, direct dialogue, and closeness with the teams. During the sessions held, the progress of the Group's transformation process was shared, and the role of people as the central pillar of this change was reinforced. As highlighted by Katharina Krüger, culture not only accompanies transformation, but drives it.



This culture is structured around the 5Ts, which guide the way we work and face strategic challenges.

As a symbolic closing of the visit, the 5Ts flag was raised to a height of 40 meters using a JLG machine powered by one of our engines, reflecting a sense of pride and commitment.



Diciembre Markus Villinger, CEO of the ENGINES Business Unit, visits the Zafra production plant. Markus Villinger, CEO of the ENGINES Business Unit, visited the Zafra production plant to gain first-hand insight into its operational and strategic performance.

During the visit, he highlighted the strong Lean approach that structures the production model, the high level of automation and digitalization of value processes, as well as the efficient cost management, all of which reflect a clear orientation towards competitiveness and industrial excellence. He also emphasized the high technical and language qualifications of the team, as well as the professionalism, passion, and commitment demonstrated in the presentations delivered by employees.

He particularly recognized talent management and the strong commitment to training and corporate social responsibility, highlighting the work carried out by the DEUTZ Business School Foundation and dual training programs as key levers for the organization's sustainable development.

He also highlighted the proactive approach in identifying new opportunities to strengthen the profitability of the ENGINES



business unit. At the end of the visit, he expressed his appreciation for the preparation and the high level demonstrated, and conveyed his commitment to actively support the plant's future initiatives and projects.

49 CONTRIBUTIONS TO SOCIETY



Donations and sponsorships

DEUTZ Spain is aware that its position as a leading company in the business environment of Zafra entails an active responsibility in supporting social and solidarity-based initiatives developed within the community.

With the aim of strengthening transparency, objectivity, and consistency in the management of these collaborations, a new internal procedure for donations and sponsorships was approved and published in 2025. This process defines in a structured manner the criteria, phases, and responsibilities associated with the request, evaluation, and awarding of contributions.

To ensure its proper implementation, a Donations and Sponsorships Committee was established, composed of five members, responsible for analyzing proposals and ensuring decision-making aligned with the organization's corporate values and good governance principles.

During 2025 **DEUTZ Spain donated more than 7.000 €** to different organizations.



DEUTZ SPAIN • Compliance Officer
DEUTZ SPAIN • Criminal Compliance body
DEUTZ GLOBAL SERVICE CENTER • Responsible for HR
DEUTZ SPAIN • HR Director
FOUNDATION DEUTZ BUSINESS SCHOOL •Corporate Social Responsibility Manager



In accordance with the new procedure, requests are submitted through a form available on the DEUTZ Business School Foundation website. Once the documentation is received and validated, the Donations and Sponsorships Committee evaluates the proposals and decides on their allocation in accordance with the established criteria.

DEUTZ Spain and the DEUTZ Global Service Center, through the DEUTZ Business School Foundation, understand commitment to the community as an essential part of their business model. For this reason, they annually maintain their support for organizations and projects that generate a positive and sustainable social impact in the region.

In 2025, collaborations were focused especially on key areas such as sport—as a tool for inclusion and personal development—support for vulnerable groups, education and talent development, and health, through support for associations such as ADMO, AECC, and APNABA, contributing to awareness, research, and support for patients and their families.





Collaboration with special employment centers

DEUTZ Spain actively collaborates with organizations classified as Special Employment Centers, contributing to the promotion of a fairer and more inclusive business model and fostering the labor integration of people with disabilities.

Through the contracting of services with these centers, the company promotes real employment opportunities across different areas of its activity. Among the collaborations, the following stand out::



• **GRUPO SIFU**, Special Employment Center responsible for DEUTZ Spain's internal logistics and external warehouse management.



• **ILUNION**, company registered in the Special Employment Centers registry of the Autonomous Community of Extremadura, responsible for security and surveillance services.



• **Dalia AIMCOZ**, Special Employment Center registered in Extremadura, responsible for gardening services.



• **MOPADOM**, Special Employment Center specialized in cleaning services.



These partnerships reinforce DEUTZ Spain's commitment to inclusion, equal opportunities, and the sustainable development of the social environment in which it operates.



Our DEUTZ Business School Foundation

A journey through 2025: much more than a Business school

Over its seven years of activity, the DEUTZ Business School Foundation has continued working in permanent alignment with the Group's Corporate Social Responsibility principles and policies, with the aim of generating a positive impact on our partners, students, surrounding companies, and the wider community of Extremadura.

During 2025, the Foundation has strengthened its role as a business meeting point and a space for connection between stakeholders in the region, promoting knowledge exchange, networking, and the development of strategic skills to address the current challenges faced by organizations.

To achieve our objectives and fulfil the foundational purposes that motivated our creation, we have maintained a strong commitment to innovation, applied training, and support for the regional business ecosystem. Continuous engagement with the territory—through our Advisory Board and collaboration with public institutions, companies, and educational entities—has enabled us to continue identifying the real needs of Extremadura-based companies and to design training and advisory solutions aligned with their challenges.

In 2025, we have promoted new initiatives and services aimed at business excellence, regulatory updates, social responsibility,

and talent development, further strengthening scholarship programs and training activities linked to employability and professional growth. In addition, a digital training system has been consolidated thanks to advanced technology that facilitates distance learning without losing any level of engagement or continuous connection with the learner.

It is worth highlighting that the nature of our activity has always been deeply linked to knowledge, innovation, and the transfer of value to the region. The year 2025 has allowed us to consolidate our position as an ecosystem for learning and business collaboration in Extremadura, continue expanding our range of activities, and strengthen our contribution to the economic and social growth of the region, maintaining our founding commitment to being much more than a business school: a driver of development for companies and people.

DBS Team: 11 people

Faculty: 80 national and international experts

Advisory Board member organizations: 32

Sponsors: 8

Strategic alliances: 17



Higher education

The DEUTZ Business School Foundation places knowledge, innovation, and training at its core, forming the basis on which all its activities are structured. Our training offer is organized around three main pillars: open programs, customized corporate training, and language training.

In 2025, a total of 2,652 training hours were delivered, with the participation of 1,117 students from 79 companies. Particularly noteworthy are the tailored training programs designed for both large and small companies across various sectors, addressing key areas such as team management, lean management, artificial intelligence, equality, digitalization, finance, languages, and other strategic competencies.

The development of these programs has been made possible thanks to the collaboration of 80 national and international experts, whose contribution has helped achieve an NPS of 9.47 out of 10, reflecting the high level of satisfaction among companies and participants.

• **OPEN PROGRAMS.** These training initiatives are part of the DEUTZ Business School Foundation's catalogue of in-house programs and are delivered in one or several editions per year. They include the LEAN Black Belt Practitioner Postgraduate Program, the Middle Management Leadership Skills Program (short format), the International Program for Leadership Skills Development, the Advanced Program in Administration and Finance, as well as Artificial Intelligence Workshops.

• **TAILORED PROGRAMS.** Complementing the open training offer, the Foundation provides a wide catalogue of programs specifically designed for companies, with the aim of addressing concrete needs and particular organizational contexts.

Within this customized training offer, in addition to the specific Training Plan designed for the DEUTZ Group, the following training actions have been carried out during 2025:

- 2nd Edition: The Family Business – A 360° Perspective (25 participants)
- International Executive Management Program (PIEM) (10 participants)
- Leadership Development for Middle Management (50 participants)
- Conflict Management (15 participants)
- Gender Equality Awareness (7 editions with a total of 182 participants)
- Intermediate Excel (10 participants)
- Advanced Excel (10 participants)
- Excel Q (8 participants)
- Negotiation and Sales (16 participants)
- Communication Fundamentals (20 participants)



- Written Communication and Meeting Management (13 participants)
- Public Speaking I (9 participants)
- Public Speaking II (9 participants)
- 8th Lean Black Belt Practitioner (16 participants)
- AGILE (28 participants)
- AI Workshop (16 participants)
- Q Communication (33 participants)
- Teamwork 1st Edition (20 participants)
- DISC Feedback JE (16 participants)
- Team Management JE (16 participants)
- Lean Green Belt Leader (14 participants)
- English Language Immersion Program for Avante (20 participants)

• **LANGUAGE TRAINING.** The Foundation's language academy offers a wide range of groups, levels, and specializations, including Cambridge Academy, Business English, one-to-one training, and tailor-made programs designed for companies.

The teaching team, composed of native instructors with a solid professional background, has been key to the successful delivery of the various training projects developed for com-

panies in the region. During the current academic year, more than 95% of enrollments have come from corporate clients, and the practical and participatory nature of the programs has significantly contributed to improving students' language skills and achieving the established objectives.

Alongside business English programs and both intensive and regular preparation for official Cambridge examinations, the language academy maintains a strong commitment to the continuous improvement of its training offer, focusing on flexible, up-to-date solutions aligned with the specific needs of each client.





Highlighted Events

EVENT Corporate Social Responsibility with GRUPO INPREX. "CSR: from theory to practice"

On 6 March 2025, the third edition of the Corporate Social Responsibility event organized in collaboration with Grupo Inprex was held, attended by 86 business leaders. The aim of the event was to invite the business community to reflect on the importance of establishing Corporate Social Responsibility policies with a strongly practical approach, contributing to generating a positive impact in the region.



International Women's Day with DEUTZ.

To commemorate International Women's Day, on 18 June, the Women in Engineering, Science and Technology Day was held together with DEUTZ Spain. We were joined by 44 students from the IES Suárez de Figueroa and IES Cristo del Rosario secondary schools.

The event, which was complemented by a remarkable exhibition on women scientists provided by Fundeyt-Pctex, succeeded

in conveying the importance of understanding from an early age the key role that women must play in STEM environments. To this end, four hands-on workshops were organized on collaborative robotics, AI applied to healthcare, exoskeletons, and sustainable construction.

Thanks to female professionals in these fields who traveled to DEUTZ BS, the young participants enjoyed the event and were inspired by these women who have chosen successful professional careers in the field of science.



Inspirational leadership school

In collaboration with IBERCAJA, the DEUTZ BS Foundation participated in November 2025 as a member of the jury awarding recognition to young students who best demonstrated the acquisition of a values-based management model. This emotional event, attended by more than 700 young people from across the region, was an example of the importance of receiving early education in the competencies that are essential for successfully managing teams and projects.



DEUTZ BUSINESS SCHOOL SCHOLARSHIPS

In summer 2025, the first call for applications for the DeutzBS Scholarships Program was launched. This initiative reflects our commitment to education as a tool for transformation and to the preparation of future generations.

Our objective is clear: to bring practical training to as many people as possible and to connect the business and educational worlds. For this reason, we offer opportunities to young people who wish to continue their education, with little or no professional experience, so that they can grow and develop alongside experienced professionals.



Our programs offer scholarship recipients the opportunity to learn alongside highly experienced professionals, gaining access to knowledge that can only be acquired through time and practice.

The DBS Scholarships will be present in different training programs of the Foundation, thereby contributing to the strengthening of the business ecosystem in Extremadura.

We currently have one DBS Scholarship awarded for our Lean Black Belt Practitioner Postgraduate Program. The program will continue in 2026.



COLLABORATIONS

Foundation sponsors DEUTZ Business School



Advisory board member companies

Collaborating educational and Business institutions:

- DEUTZ Spain
- Extremadura University
- AEC
- ILM
- IES Cristo del Rosario
 - Cambridge English Language Assessment
 - Teacher training and resource Center (CPR)

Other notable strategic collaborations:

- Universal Robots
- San José de Villafranca Alumni Association
- Zafra Business Association
- Extremadura Family Business Association
- Extremadura Energy Cluster
- APYME
- BNI
- Spanish Association of Foundations (AEF)
- Association of Young Entrepreneurs (AJE)

ANA GARCÍA PARDO

A.D.M.O.

Extremadura Bone Marrow Donor Association

DEUTZ Spain is a socially committed company and, throughout the year, carries out various donations and sponsorships. Do you think any other donation or activity should be undertaken in addition to those already carried out?



DEUTZ Spain already demonstrates a strong social commitment through its support of initiatives such as our charity calendar, which helps raise awareness of bone marrow donation and promotes solidarity within Extremadura society.

Beyond financial donations or occasional collaborations, we believe it is highly beneficial to promote internal awareness initiatives among employees. In fact, informational activities have already been organized on some occasions to explain the importance of bone marrow donation and how employees can contribute. The experience was very positive and well received, so we believe it would be very valuable to establish these initiatives on a regular and ongoing basis, making them a permanent part of the company's corporate social responsibility activities.

In addition, there are different ways to support this cause. Employees over the age of 40, who are no longer eligible to register as bone marrow donors, can contribute by becoming members of the association. The annual membership fee is €40 and, thanks to tax deductions, €32 can be recovered through the annual tax return. In this way, a real contribution of only €8 becomes €40 dedicated to supporting patients, developing activities for them, and continuing to promote bone marrow donation.

Nevertheless, we believe that the commitment shown so far is a clear example of corporate social responsibility properly understood, consistent with the company's values and aligned with the real needs of the local community.



Which corporate values do you think the DEUTZ brand best conveys?

From our experience as a social organization, DEUTZ Spain particularly conveys values such as commitment, responsibility, closeness, and consistency.

Its ongoing support for social projects reflects a company that not only seeks economic results but also understands its role within society.

Furthermore, its support for local charitable initiatives projects a very important value: a strong connection to the region and genuine involvement with its community.

We also perceive professionalism and stability, qualities that inspire trust in both the business and social spheres.

What role do you believe DEUTZ plays in a social environment such as southern Extremadura, where it operates?

In an area such as southern Extremadura, where the business community plays a key role in economic and social development, DEUTZ Spain acts as a driving force.

On the one hand, it contributes to employment and industrial development in the region. On the other hand, through its involvement in social, cultural, and charitable initiatives, it strengthens the connection between business and community, generating a positive impact that goes beyond purely economic contributions.

Companies like DEUTZ not only create productive activity but also foster trust, stability, and opportunities. When a company of its size chooses to collaborate with associations such as ours, it sends a powerful message: business development and social commitment can—and should—go hand in hand.

The background of the slide is a photograph of a server rack, showing rows of server units with various ports and cables. A large, semi-transparent number '5' is overlaid in the center of the image. The text 'ABOUT THIS REPORT' is written in a bold, white, sans-serif font across the middle of the slide, partially overlapping the number '5'.

5 ABOUT THIS REPORT



Scope and coverage

For the eighth consecutive year, DEUTZ Spain publishes its Sustainability Report in accordance with Law 11/2018 on non-financial information and in compliance with the requirements of the GRI standards, for the period from 1 January 2025 to 31 December 2025. Furthermore, in compliance with Law 11/2018, this report has been verified by an external and independent entity (AENOR).

With this report, DEUTZ Spain demonstrates an exercise in transparency with its stakeholders, providing accountability for its sustainability commitments under an economic, social, and environmental approach.

The contents of this report refer to data covering the period from 1 January to 31 December 2025 and, where possible, include information on trends compared to 2023 and 2024. All the organization's activities are included..

Materiality

The materiality or relevance of the contents of this report has been determined based on a study conducted with the Management Committee and all Stakeholder Groups, as described in the "materiality analysis" section. Each relevant material aspect has been analyzed to identify its correspondence with the GRI Standards, selecting those that respond to the ex-

pectations of stakeholders and to DEUTZ SPAIN's strategy. In addition, other GRI indicators have been addressed on a voluntary basis, with the aim of increasing transparency and understanding of the company's activities.

Contact information

PContact point for questions related to the content and process of defining this annual sustainability report:

Isabel Fernández García – Maroto. ESG Manager.
E-mail: Isabel.fernandez@DEUTZ.com



DEUTZ SPAIN, S.A.U Ctra. Badajoz – Granada Zafra (Badajoz)



DEUTZ Spain 2025 Corporate Social Responsibility Report

The Board of Directors of DEUTZ Spain S.A.U., at its meeting held on this date, has prepared and approved the 2025 Corporate Social Responsibility Report for the financial year ended 31 December 2025, in compliance with the applicable legal requirements.

Cologne (Germany), 31 March 2026

D. Oliver Neu
Presidente

D. Ángel Manzano Sánchez
Secretario no Consejero

D. Thales Maia
Vocal

Michael Johannes Reimer, member of the Board of Directors of DEUTZ SPAIN, S.A.U., has not signed this document as he ceased to serve as a director of the Company with effect from 31 December 2025, prior to the date on which the annual financial statements were prepared and approved.



AENOR Confia, S.A.U. C/ Génova 6, 28004 MADRID
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AENOR CONFIA S.A.U. C/ GÉNOVA 6, 28004 MADRID
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ANNEXE I. QUANTITATIVE INFORMATION

Non-Financial Information Statement. 2025 Sustainability Report



ENVIRONMENTAL ISSUES

RAW MATERIAL CONSUMPTION

Consumption – DEUTZ Spain Zafra production plant	Consumption 2023	Ratio	Consumption 2024	Ratio	Consumption 2025	Ratio
Oil consumption	1106.242 kg	0,219 kg/machine hours	54.508 kg	0,172 kg/machine hours	59.486 kg	0,189 kg/machine hours
Cutting fluids consumption	113.311 kg	0,234 kg/machine hours	78.647 kg	0,248 kg/machine hours	83.892 kg	0,267 kg/machine hours
Liquid nitrogen consumption	418.679 l	0,864 l/machine hours	308.092 kg	0,973 kg/machine hours	257.161 kg	0,821 kg/machine hours
Adhesives consumption	46.000 gr	0,949 ml/machine hours	347.500 ml	1,098 ml/machine hours	329.250 ml	1,051 ml/machine hours
Antioxidants consumption	2.165 kg	0,004 kg/machine hours	2.122 kg	0,006 kg/machine hours	3.007 kg	0,009 kg/machine hours
Detergents consumption	9.985 kg	0,021 kg/machine hours	10.155 kg	0,032 kg/machine hours	10.150 kg	0,032 kg/machine hours
VCI paper consumption	2.304 kg	4,753 kg/thousand machine hours	3.408 kg	0,032 kg/machine hours	3.408 kg	0,010 kg/machine hours
A4 paper consumption			360.000 uds.A4	0,468Uds. Uds. A4/hours worked	216.000 uds. A4	0,689 Uds. Uds. A4/hours worked
A3 paper consumption			13.500 uds.A3	0,016 Uds. Uds. A3/ hours worked	7.000 uds. A3	0,022Uds. Uds. A3/ hours worked





Consumption in kg by workplace location– Sales & Service	MADRID			BARCELONA		
	2023	2024	2025	2023	2024	2025
Oil consumption	1.166	2.840	2.410	1.294	1.350	2.210
Coolant consumption	504	838	367	318	140	751
Filter consumption	156	205	305	181	131	280

FUEL CONSUMPTION AND EMISSIONS

Site	Fuel type	Volumen (l)		
		2023	2024	2025
Zafra	Diesel fuel A	7.880	2.417	1.770
Zafra	E5 (l)	-	1.539	1.715
Madrid	E5 (l)	19.950	21.556,6	13.631
Barcelona	E5 (l)	8.938	9.408,2	12.351

ENERGY CONSUMPTION

Site	Electricity consumption (kWh)		
	2023	2024	2025
Zafra	20.880.376	15.138.688	16.090.216
Madrid	128.072	119.920	109.757
Barcelona	28.863	30.467	39.759



Site	Natural Gas consumption (kWh)								
	2023			2024		2025			
Zafra	2.475.548			2.164.862		2.165.701			
Site	Total energy consumption (kWh)								
	2023			2024		2025			
Zafra	23.355.924			17.303.550		18.255.917			
Madrid	128.072			119.920		109.757			
Barcelona	28.863			30.467		39.759			
ENERGY INTENSITY									
Site	Energy intensity – fuel consumption (l /nº repairs)				Energy intensity - electricity (kWh/worked hours)				
	2023	2024	2025		2023	2024	2025		
Madrid	408,94	44,36	35,40		2,89	2,5	1,84		
Barcelona	196,38	25,99	21,86		2,08	2,25	1,78		
VERIFIED EMISSIONS 2025									
All sites	Total scope 1 (tCO2) Greenhouse gas emissions – direct emissions			Total scope 2 (tCO2) Greenhouse gas emissions – indirect emissions			Total scope 3 (tCO2) Other indirect greenhouse gas emissions		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
	639,22	573,96	602,32	40,62	41,36	42,31	2684,22	1.627,93	1.776,70



Total emissions by scope		2023			2024			2025		
Scope 1: Direct GHG emissions (tCO ₂ e)	Stationary combustion installations – generator sets	2,1			1,1			3,28		
	Stationary combustion installations – boilers	435,90			394,97			395,12		
	Vehicles (cars and vans)	83,8			87,11			73,41		
	Fugitive emissions from HVAC/ refrigeration equipment	117,3			90,77			130,50		
	Fugitive emissions from fire-fighting equipment	0,03			0,005			0		
Scope 2: Indirect greenhouse gas (GHG) emissions (tCO2e)	Associated with purchased electricity consumption	40,6			41,35			42,13		
Scope 3: Other indirect greenhouse gas (GHG) emissions (tCO2e)	Waste transport	282,3			111,43			191,56		
	Waste management	319,2			207,45			214,39		
	Raw material and finished product transport	2.082,76			1.309,04			1.370,73		
WATER										
Water consumption (m3)		Mains water			Well water			Total consumption		
		2023	2024	2025	2023	2024	2025	2023	2024	2025
Zafra		26.143	20.819	18.552	204	279	646	26.347	21.098	19.198
Madrid		20	11	838,5	-	-	-	20	11	838,5
Barcelona		111	183	225	-	-	-	111	183	225
Wastewater discharge (m3)		2023			2024			2025		
Zafra		1.242,0			1.011,0			912		



WASTE					
Types of hazardous waste generated in Zafra	Waste quantity (kg)			Identification (LER)	Destination
	2023	2024	2025		
Water contaminated with hydrocarbons	140.720	81.940	106.280	130507	R13
Contaminated absorbents	41.828	14.840	34.240	150202	R13
Pressurized gas containers	227	410	30	160504	R13
Electrical and electronic equipment	1.171	70	810	160213	R13
Contaminated metal containers	732	580	550	150110	R4
Contaminated plastic containers	1362	362			R4
Sludges containing hydrocarbons	147.559	84.200	36.320	130502	R13
Types of Non-hazardous waste generated in Zafra	Waster quantity (kg)			Identification (LER)	Destination
	2023	2024	2025		
Paper and cardboard	69.690	59.270	53.940	150101	R13
Plastics	21.360	12.200	10.020	150102	R13
Cast iron and steel chips	4.705.570	2.926.380	2.874.800	120101	R13
Aluminium	25.440	13.780	12.260	170402	R13
Ferrous metals (iron and steel)	556.560	278.260	414.580	170405	R13
Wood	56.660	39.520	43.580	200138	R13



Waste generated by site (t)	Madrid				Barcelona			
	2023	2024	2025	Destination	2023	2024	2025	Destination
Used oil. EWC 130205	1,7	1,7	2,41	R13	1,896	2,21	2,43	R1303
Oil filters. EWC 160107	0,055	0,126	0,305	R13	0,262	0,28	0,32	R1302
Pressure vessels. EWC 160504	0,029	0,016	0,03	R13	0,082	0,13	0,07	R1303
Plastic containers. EWC 150110	0,076	0,296	0,283	R13	0,354	0,395	0,28	R1303
Coolant. EWC 160114	0,03	0,168	0,37	R13	0,3	0,751	0,00	R1303
Batteries. EWC 160601	0	0	0	R13				R1303
Absorbents. EWC 150202	0,146	0	0,68	R13	0,668	0,935	0,523	R1303
Water-hydrocarbons. EWC 130502	1,2	0	0	R13	-	-	-	-
Non-hazardous absorbents and filtration materials. EWC 150203	0,121	0,185	0,253	R13	-	-	-	-
Washing water. EWC (not specified)	-	-	-	-	1,604	1,429	2,791	R1303
Other solvents and mixtures	-	-	-	-	0,105	0,038	0,071	R1303
Oily water from separators	-	-	-	-	3,28	1,22	1,44	R1303
Paper and cardboard	1,9	1,37	2,73	R13	1,050	0,805	0,75	R13
Wood	1,08	0,42	0,96	R13	-	-	-	-
Scrap metal	7,46	3,38	5,80	R13	2,85	0	0	R13
Toner	0	0	0	R13	-	-	-	-
Mixed municipal waste	-	-	-	-	4,2	1,43	1,43	R13
Other solvents	-	-	-	-	0,127	0,038	0,038	R13



PEOPLE

WORKFORCE DISTRIBUTION BY GENDER

Types of contracts		2022		2023		2024		2025	
		Men	Women	Men	Women	Men	Women	Men	Women
By age group	<30 years	35	4	22	3	16	1	17	3
	30-50 years	315	26	306	25	287	21	276	20
	>50 years	146	5	150	5	158	5	147	5
By job category									
Job Category 1						7	0	5	
Job Category 2						11	1	9	1
Job Category 3						42	6	41	4
Job Category 4						60	7	50	3
Job Category 5						29	3	13	3
Job Category 6						0	1		1
Operator						312	9	281	10

TYPES OF EMPLOYMENT CONTRACTS

Types of contracts		2022		2023		2024		2025	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Gender	Men	430	66	449	29	442	19	438	2
	Women	29	6	31	2	26	1	26	2
By age group	<30 years	15	15	16	9	16	1	17	3
	30-50 years	319	319	329	2	306	2	295	1
	>50 years	125	125	135	20	146	17	152	0



By job category									
Job Category 1						7	0	5	0
Job Category 2						12	0	10	0
Job Category 3						47	1	45	0
Job Category 4						64	3	51	2
Job Category 5						27	5	15	1
Job Category 6						1	0	1	0
Operator						310	11	281	10
Contracts by working time (full-time or part time)		2022		2023		2024		2025	
By gender		Full-time	Part-time employment I	Full-time	Part-time employment	Full-time	Part-time employment	Full-time	Part-time employment
	Men	471	25	458	20	444	17	417	23
	Women	34	1	32	1	26	1	28	0
By age group	<30 years	39	0	25	0	17	0	20	0
	30-50 years	340	1	330	1	307	1	296	0
	>50 years	126	25	135	20	146	17	129	23
By job category									
Job Category 1						7	0	5	1
Job Category 2						12	0	9	1
Job Category 3						46	2	44	
Job Category 4						64	3	51	2
Job Category 5						30	2	16	1
Job Category 6						1	0	1	0
Operator						310	11	274	17



RECRUITMENT

Number of recruitment		2022	2023	2024	2025
By gender	Men	54	49	18	17
	Women	8	4	1	6
By age group	<30 years	26	18	6	7
	30-50 years	33	32	8	12
	>50 years	3	3	5	4
By job category					
Job Category 1				0	0
Job Category 2				0	0
Job Category 3				2	0
Job Category 4				6	2
Job Category 5				7	2
Job Category 6				0	0
Operator				4	

STAFF TURNOVER

Tasa de rotación		2022	2023	2024	2025
By gender	Hombres	5,00%	6,20%	7,4%	3,4%
	Mujeres	5,70%	3,00%	3,9%	3,57%
By age group	<30 years	1,80%	1,50%	0,40%	0,3%
	30-50 years	0,70%	1,70%	1,40%	0,5%
	>50 years	2,40%	2,50%	2,3%	0,8%
Voluntary turnover		2,60%	3,70%	1,6%	0,43%



REDUNDANCIES

Number of redundancies		2022	2023	2024	2025
By gender	Men	3	2	4	11
	Women	0	0	1	0
By age	<30 years	0	7	1	0
	30-50 years	3	10	2	10
	>50 years	0	0	2	1
By job category					
Job Category 1				0	0
Job Category 2				0	1
Job Category 3				1	3
Job Category 4				2	1
Job Category 5				1	1
Job Category 6				0	0
Operator				1	5

REMUNERATION

Average salary		2022	2023	2024	2025
By gender	Men	46.117,28 €	50.367,31 €	49.191,38 €	57.842,00 €
	Women	36.970,56 €	39.229,19 €	42.711,51 €	41.025,00 €
By age	<30 years	28.359,09 €	31.826,92 €	35.809,84 €	34.434,00 €
	30-50 years	41.416,76 €	43.304,03 €	43.761,16 €	47.463,00 €
	>50 years	55.088,89 €	63.041,72 €	56.558,37 €	65.719,00 €



By job category and site				
DEUTZ SPAIN – Production Plant				
Job Category 1			86.676,5 €	104.411,00 €
Job Category 2			71.863,20 €	89.552,00 €
Job Category 3			47.606,44 €	52.235,00 €
Job Category 4			41.350,39 €	43.053,00 €
Job Category 5			32.527,73 €	33.503,55€
Job Category 6			31.942,99 €	32.901,26€
DEUTZ SPAIN –Sales & Service Center				
Job Category 1			93.833,49 €	114.033,00 €
Job Category 2			61.153,75 €	58.423,00 €
Job Category 3			51.390,29 €	49.035,00 €
Job Category 4			38.425,99 €	39.386,00 €
Job Category 5			34.721,92 €	34.096,00 €
GENDER PAY GAP				
Gender pay gap 2025				
Job Category 1	Not applicable			
Job Category 2	14,91%			
Job Category 3	23%			
Job Category 4	21,8%			
Job Category 5	Not aplicable according to the collective bargaining agreement			
Job Category 6	Not aplicable according to the collective bargaining agreement			
Operator	Not aplicable according to the collective bargaining agreement			
Service Job Category 01;02;03; 05	Not aplicable according to the collective bargaining agreement			
Service Job Category 04	-0,10%			
Positive values indicate a gap in favour of men and negative values indicate a gap in favour of women. The gap has been calculated by comparing the median salaries between men and women.				



ABSENTEEISM				
Absenteeism hours		Zafra	Madrid	Barcelona
2022		87.300	1.049	96
2023		88.528	566	473
2024		94.020	841	611
2025		85.933	1.414	1.109
PARENTAL LEAVE				
	2022	2023	2024	2025
Number of men entitled to paternity leave	24	25	28	25
Number of men who have taken paternity leave	24	25	28	25
Number of women entitled to maternity leave	0	4	2	1
Number of women who have taken maternity leave	0	4	2	1
HOURS WORKED				
Hours worked		Zafra	Madrid	Barcelona
2023		798.488	44.379	13.865
2024		769.620	47.928	13.555
2025		643.883	59.483	22.305
HEALTH AND SAFETY				
		2023	2024	2025



Recordable workplace accidents ¹	number of accidents involving women	0	0	0
	Number of accidents involving men	5	1	1
	recordable injury rate	6,3	1,7	1,7
Workplace accidents with serious consequences	Number of accidents women	0	0	0
	Number of accidents men	0	0	0
	serious injury rate from workplace accidents	0	0	0
number of days lost due to workplace accidents	Women	0	0	0
	Men	124	31	38
number of workplace accidents with lost working days	Women	0	0	0
	Men	5	1	1
accident frequency rate	Women	0	0	0
	Men	6,3	1,7	1,7
Accident severity rate	Women	0	0	0
	Men	155,3	54	65,5
Occupational diseases:	Women	0	0	0
	Men	6	3	0
Fatal workplace accidents	Women	0	0	0
	Men	0	0	0

¹Recordable workplace accidents are those occurring in the course of the tasks performed, even if they differ from the usual ones, when the employee's recovery time involves more than 3 days of absence and results in traumatic injuries.

ANEXO II.



Response to the requirements of Law 11/2018

Contents of Law 11/2018		Response within the report	
Response within the report	Description of the Group's business model	Brief description of the Group's business model, including its business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	SECTION I.1. DEUTZ SPAIN
INFORMATION ON ENVIRONMENTAL MATTERS	Policies	Policies applied by the Group, including due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control measures, and the actions adopted.	SECTION I.5. OUR ESG PROPOSAL AND CONTRIBUTION TO THE SDGs SECTION II. ENVIRONMENT SECTION III. GOVERNANCE
	Main risk	Main risks related to these matters associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative impacts in these areas, and how the Group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European, or international reference frameworks for each subject. It must include information on the impacts identified, providing a breakdown of them, particularly regarding the main short-, medium-, and long-term risks.	I.4. SUSTAINABLE ORGANIZATION MANAGEMENT. RISK MANAGEMENT II.6 CLIMATE CHANGE
	General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety.	II. ENVIRONMENT IV.4. A SAFE WORKING ENVIRONMENT



INFORMATION ON ENVIRONMENTAL MATTERS	General	Environmental assessment or certification procedures.	I.4. SUSTAINABLE ORGANIZATION MANAGEMENT. Management systems II.2. CONSUMPTION. Energy
		Resources dedicated to environmental risk prevention.	SECTION II. ENVIRONMENT
		Application of the precautionary principle.	II. ENVIRONMENTAL MANAGEMENT III.2. DEUTZ CODE OF CONDUCT IV.4. A SAFE WORKING ENVIRONMENT
		Provisions and guarantees for environmental risks.	II. ENVIRONMENT
	Pollution	Measures to prevent, reduce or remediate carbon emissions that severely affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution.	II.3. EMISSIONS Carbon footprint ANNEX I. Environment
	Circular economy and waste prevention and management	Waste prevention, recycling, reuse, other forms of recovery and disposal. Actions to combat food waste.	II.4. WASTE II.3.EMISSIONS ANNEX I. Environment
	Sustainable Use of Resources	Water consumption and water supply in accordance with local limitations.	II.2. CONSUMPTION. Water Annex I. Environment
		Consumption of raw materials and the measures adopted to improve the efficiency of their use.	II.2. CONSUMPTION. Raw Materials Annex I. Environment
		Energy: direct and indirect consumption; measures taken to improve energy efficiency; use of renewable energy.	II. CONSUMPTION. Energy II.3. EMISSIONS. Carbon Footprint



	Climate Change	Greenhouse Gas Emissions.	II.3. EMISSIONS. Carbon Footprint Annex I. Environment
		Measures adopted to adapt to the consequences of climate change.	II. ENVIRONMENT II.1. ENVIRONMENTAL MANAGEMENT II.5. PowerToDETUZ II.6. CLIMATE CHANGE
		Voluntarily established medium- and long-term reduction targets to reduce GHG emissions and the means implemented to achieve them.	II.2. CONSUMPTION. Energy II.3. EMISSIONS. Carbon Footprint
	Biodiversity Protection	Measures taken to preserve or restore biodiversity.	Given the nature of the organization's activities and the location of its facilities, it has not been considered necessary to adopt additional measures for the preservation or restoration of biodiversity beyond the environmental impact reduction measures already implemented and planned.
		Impacts caused by activities or operations in protected areas.	
INFORMATION ON SOCIAL AND EMPLOYEE-RELATED MATTERS	Policies	Policies applied by the Group, including due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control, and the measures adopted	III.1 CORPORATE COMPLIANCE SYSTEM III.2 DEUTZ CODE OF CONDUCT III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS III.4 DUE DILIGENCE IN THE SUPPLY CHAIN



INFORMATION ON SOCIAL AND EMPLOYEE-RELATED MATTERS	Main Risks	Main risks related to these matters linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have adverse effects in these areas, and how the Group manages such risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. Information on identified impacts must be included, providing a breakdown thereof, in particular regarding the main short-, medium- and long-term risks.	I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and Opportunity Management. III.1 CORPORATE COMPLIANCE SYSTEM
	Employment	Total number and distribution of employees by gender, age, country, and professional classification.	IV.2. COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. People
		Total number and distribution of types of employment contracts.	IV.2. COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. People
		Annual average of permanent, temporary, and part-time contracts by gender, age, and professional classification.	IV.2. COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. People
		Number of dismissals by gender, age, and professional classification.	ANNEX I. People. Dismissals
		Average remuneration and its evolution, broken down by gender, age, and professional classification or work of equal value.	ANNEX I. People. Remuneration
		Pay Gap	ANEXO I. Personas. Pay Gap
		Remuneration for positions of equal value or the company average.	ANNEX I. People. Remuneration



INFORMATION ON SOCIAL AND EMPLOYEE-RELATED MATTERS	Employment	The average remuneration of directors and senior executives, including variable compensation, attendance fees, severance payments, contributions to long-term savings plans, and any other remuneration, broken down by gender.	ANNEX I. People. Remuneration		
		Implementation of measures for the right to disconnect from work	IV.2. WORK-LIFE BALANCE		
		Employees with disabilities	2023	2024	2025
			3	3	2,25
			DEUTZ Spain has been granted an exemption from compliance with the mandatory quota for the employment of persons with disabilities.		
	Work Organization	Working Time Organization	IV.2 COMMITMENT TO QUALITY EMPLOYMENT IV.3 WORK-LIFE BALANCE		
		Number of hours of absenteeism	ANNEX I. People. Absenteeism		
		Measures aimed at facilitating work-life balance and promoting its shared responsibility by both parents.	IV. WORK-LIFE BALANCE		
	Health and safety	Occupational health and safety conditions.	IIV.4 A SAFE WORKING ENVIRONMENT		
		Workplace accidents (frequency and severity) broken down by gender.	IV.4 A SAFE WORKING ENVIRONMENT ANNEX I. Occupational Health and Safety		
		Occupational diseases (frequency and severity) broken down by gender.	ANNEX I. Occupational Health and Safety		



INFORMATION ON SOCIAL AND EMPLOYEE-RELATED MATTERS	Social Relations	Organization of social dialogue, including procedures for informing and consulting employees and negotiating with them.	IV.7. CULTURAL TRANSFORMATION AND COMMUNICATION GRI 2-30
		Percentage of employees covered by collective bargaining agreements by country.	IV.2 COMMITMENT TO QUALITY EMPLOYMENT GRI 2-30
		Overview of collective bargaining agreements, particularly in the field of occupational health and safety.	100% of employees are covered by a collective bargaining agreement. A Works Council has been established at the Zafra work center, along with one union representative at the Madrid center and another at the Barcelona center, with whom dialogue, communication, information, and consultation with employees are carried out. The following negotiation and social dialogue committees are in place: • Shift and Scheduling Committee • Social Fund, Scholarships, Training and Recruitment Committee • Equality Committee • Occupational Health and Safety Committee • Absenteeism Committee • Flexibility or Hours Bank Committee • Collective Agreement Interpretation Committee • Payroll Committee • Donations and Sponsorships Committee During 2024, the Collective Bargaining Agreement for the Zafra work center was signed, affecting 90% of the DEUTZ SPAIN workforce, with a duration of two years covering 2024 and 2025.



INFORMACIÓN SOBRE CUESTIONES SOCIALES Y RELATIVAS AL PERSONAL	Training	Policies implemented in the field of training	IV.6 TRAINING, TALENT AND DEVELOPMENT Training Annex I
		Total number of training hours by professional categories.	IV.6. TRAINING, TALENT AND DEVELOPMENT
	Accessibility	Universal accessibility for persons with disabilities.	DEUTZ SPAIN's facilities provide full accessibility for persons with disabilities.
	Equality	Measures adopted to promote equal treatment and equal opportunities between men and women.	IV.5. EQUALITY, DIVERSITY AND INCLUSION.
		Equality Plans	IV.5. EQUALITY, DIVERSITY AND INCLUSION
		Measures adopted to promote employment.	IV.5 TRAINING, TALENT AND DEVELOPMENT IV.9. CONTRIBUTIONS TO SOCIETY. DEUTZ BUSINESS SCHOOL FOUNDATION
		Protocols against sexual harassment and harassment based on sex.	IIV.2. COMMITMENT TO QUALITY EMPLOYMENT III.1 CORPORATE COMPLIANCE SYSTEM III.2 CODE OF CONDUCT



	Equality	The integration and universal accessibility of persons with disabilities.	DEUTZ SPAIN's alternative measures include contracting various Special Employment Centers (CEEs) for intralogistics services, security services, and garden maintenance and cleaning. IV.8 CONTRIBUTIONS TO SOCIETY. Collaboration with Special Employment Centers
		Policy against all forms of discrimination and, where applicable, diversity management.	IV.5 EQUALITY, DIVERSITY AND INCLUSION III.2 DEUTZ CODE OF CONDUCT III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS
INFORMATION ON RESPECT FOR HUMAN RIGHTS	Policies	Policies applied by the Group, including due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control, and the measures adopted.	DEUTZ Spain maintains within its integrated policy principles and measures that ensure compliance with human rights. This is ensured through due diligence processes such as those related to conflicts of interest, due diligence in hiring personnel, and due diligence of business partners. III. GOVERNANCE



II INFORMATION ON RESPECT FOR HUMAN RIGHTS	Main risks	Main risks related to these matters linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have adverse effects in these areas, and how the Group manages such risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. Information on identified impacts must be included, providing a breakdown thereof, in particular regarding the main short-, medium- and long-term risks..	III.1. CORPORATE COMPLIANCE SYSTEM III.4 DUE DILIGENCE IN THE SUPPLY CHAIN I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and Opportunity Management
	Human Rights	Application of due diligence procedures in human rights.	III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS III.4 DUE DILIGENCE IN THE SUPPLY CHAIN
		Prevention of risks of human rights violations and, where applicable, measures to mitigate, manage and remedy potential abuses committed.	III.2 DEUTZ CODE OF CONDUCT III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS
		Reports of human rights violations	There have been no reports of human rights violations. DEUTZ Spain has a whistleblowing channel available.
		Promotion and compliance with the provisions of the ILO fundamental conventions related to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor, and the effective abolition of child labor.	III.1 CORPORATE COMPLIANCE SYSTEM IV.2 COMMITMENT TO QUALITY EMPLOYMENT IV.2 WORK-LIFE BALANCE



INFORMATION ON THE FIGHT AGAINST CORRUPTION AND BRIBERY	Policies	Policies applied by the Group, including due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control, and the measures adopted.	III.1 CORPORATE COMPLIANCE SYSTEM III.2 DEUTZ CODE OF CONDUCT I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and Opportunity Management
	Main risks	Main risks related to these matters linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have adverse effects in these areas, and how the Group manages such risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. Information on identified impacts must be included, providing a breakdown thereof, in particular regarding the main short-, medium- and long-term risks.	
	Corruption and bribery	Measures adopted to prevent corruption and bribery.	These measures are set out in the Criminal Compliance Operational Control Plan, in which criminal risks are analyzed and control mechanisms are established for their prevention and/or mitigation.
		Measures to combat money laundering.	
		Contributions to foundations and non-profit entities.	DEUTZ Spain Donations 2025 = €9,743 I.3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2025. Key Economic Data



INFORMATION ON SOCIETY	Policies	Policies applied by the Group, including due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control, and the measures adopted.	III.1 CORPORATE COMPLIANCE SYSTEM I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and Opportunity Management IV.9 CONTRIBUTIONS TO SOCIETY
	Main risks	Main risks related to these matters linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have adverse effects in these areas, and how the Group manages such risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each area. Information on identified impacts must be included, providing a breakdown thereof, in particular regarding the main short- , medium- and long-term risks.	
	Company commitments to sustainable development	Impact of the company's activities on employment and local development.	I.3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2025 I.5 OUR ESG PROPOSITION AND CONTRIBUTION TO THE SDGs IV.9 CONTRIBUTIONS TO SOCIETY
		Impact of the company's activities on local communities and the territory.	I.5 OUR ESG PROPOSITION AND CONTRIBUTION TO THE SDGs IV.9 CONTRIBUTIONS TO SOCIETY
		Relationships maintained with local community stakeholders and the methods of engagement with them.	
		Partnership or sponsorship actions.	



	Subcontracting and Suppliers	Inclusion of social, gender equality, and environmental considerations in the procurement policy.	III.4 DUE DILIGENCE IN THE SUPPLY CHAIN
		Consideration of suppliers' and subcontractors' social and environmental responsibility in business relationships.	
		Monitoring and audit systems and their results.	
	Consumers	Measures for consumer health and safety	DEUTZ SPAIN complies with the established legal, regulatory, and customer requirements regarding the safety characteristics applicable to the products it manufactures. DEUTZ SPAIN has a quality system in place whereby all manufactured elements that have significant impact on end-user safety are subject to specific control plans. All chemical products used in processes that may accompany the final product are regulated under the European REACH framework. Specifically, the products manufactured by DEUTZ SPAIN include safety-critical characteristics subject to rigorous control. This classification of product and process safety characteristics is used to prioritize the development of more robust control plans in



INFORMATION ON SOCIETY			accordance with regulatory specifications. In all cases, safety characteristics, identified by the letter “S,” entail specific handling and are clearly identified in all process documentation and across all roles within the organization, ensuring that their relevance to safe functionality is recognized both in the use of the final product and in subsequent process stages.
		Complaint systems, complaints received, and their resolution.	I. 4 SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Complaint Management
	Tax information	Profits obtained by country	I.3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2025. Key Economic Data
		Income taxes paid.	
		Public subsidies received.	

ANEXO III. Materialidad - GRI



CSR AXIS		ENVIRONMENTAL ASPECTS		GRI INDICATOR
	GOOD GOVERNANCE, ETHICS AN INTEGRITY	Technology and Digitalization		
		Communication		2-29
	ENVIRONMENT	Responsible and Sustainable Products and Services		301-1, 302-1 302-1 a 302-5 305-1, 305-2
	SOCIAL PERFORMANCE	HUMAN CAPITAL	Equality	405-1
		SOCIETY	Responsible Supply Chain Management and Human Rights	2-6, 308-1, 308-2, 406-1, 407-1, 408-1, 409-1, 414-1, 414-2
			Training and development	404-1

ANEXO IV. GRI Content Index



GRI Content Index
DEUTZ SPAIN has prepared the report in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.

GRI Standard	Version	Summary description	Comment	Omission	Page
GENERAL DISCLOSURES					
The organization and its reporting practices					
2-1	2021	Organizational Details.	DEUTZ SPAIN, S.A.U. Ctra. Badajoz-Granada ZAFRA (Badajoz)		9-4
2-2	2021	Entities included in the sustainability reporting.			9-10,21-22,25-27
2-3	2021	Reporting period, frequency, and point of contact.	Reporting period covered by this report: 01/01/2025 to 31/12/2025 Publication frequency: annual Contact: Badajoz-Granada Road, ZAFRA (Badajoz)) Email: isabel.fernandez@DEUTZ.com		
2-4	2021	Information update.	The information relating to professional categories has been updated, now referred to as professional groups with different characteristics but unified across the entire organization.		
2-5	2021	External Verification.	This report has been verified by an external and independent entity (AENOR).		
Activities and workforce					
2-6	2021	Activities, value chain, and other business relationships.			21,24-27, 34-35,68-69
2-7	2021	Employees			73-76,123-126
2-8	2021	Non-employee workers	The percentage of non-employee workers carrying out their activities at DEUTZ SPAIN is low, and their performance and activities are not controlled by the organization.		



Gobernanza					
2-9	2021	Governance structure and composition.	The functioning of the governing bodies is regulated by the Internal Regulations for the Management of Subsidiaries of DEUTZ AG. The Board of Directors is the highest decision-making body of the company.		13
2-10	2021	Appointment and selection of the highest governing body.	The members of the Board of Directors are appointed by the Sole Shareholder (ownership). The members of the Management Committee are selected based on their capability and merit within the organization.		
2-11	2021	Chair of the highest governance body.			13
2-12	2021	Role of the highest governance body in overseeing the sustainability report.	Role of the highest governance body in overseeing the sustainability report. The Internal Regulations for the Management of Subsidiaries of DEUTZ AG establish the functions and responsibilities of the Management Committee and define the situations in which prior approval by DEUTZ AG and its Board of Directors is required. DEUTZ SPAIN operates in accordance with the guidelines set out in the Group's Strategic Plan, which is implemented through objectives and actions.		13
2-13	2021	Delegation of responsibility for managing impacts.	The Board of Directors authorizes the General Manager to represent the Company. The General Manager is also part of the Management Committee as Manager. The Internal Regulations for the Management of Subsidiaries of DEUTZ AG establish the functions and responsibilities of the Management Committee and define the situations in which prior approval by DEUTZ AG and its Board of Directors is required. The Board of Directors is responsible for the governance of the company, while management is the responsibility of the executives.		13



2-14	2021	Role of the highest governance body in the presentation of the sustainability report.	The General Manager is responsible for regularly informing the Board of Directors on the most relevant matters for the operation of the company. The Board of Directors is informed through quarterly meetings and monthly reports by the General Manager, who in turn is informed on each matter by the different area or department directors within the Management Committee through periodic meetings and dedicated sessions to analyze specific projects. The Board of Directors is responsible for strategic decisions arising from any deviation from the Plan approved for the year, while executives are responsible for management.		3-5
2-15	2021	Conflict of interest.	This is established by the Spanish Companies Act in Article 229 (LSC); there is an annual declaration by each director regarding Article 229. In addition, the Internal Regulations for the Management of Subsidiaries of DEUTZ AG regulate potential conflicts of interest that may arise in procurement, contracting, etc.		66,68
2-16	2021	Communication of critical concerns.			30-31,64-65
2-17	2021	Collective knowledge of the highest governance body.	The members of the Management Committee are selected based on their capability and merit within the organization and represent the different areas and departments of the company (General Management, Human Resources, Finance, Sales, Production), all of them having extensive knowledge in their respective fields.		13
2-18	2021	Performance evaluation of the highest governance body.	The Board of Directors supervises and monitors the proper functioning of the organization and, consequently, the performance of its General Manager.		13
2-19	2021	Remuneration policies.	Members of the Board of Directors do not receive any additional remuneration.		
2-20	2021	Process for determining remuneration.	Salary reviews are determined in accordance with the provisions established in the relevant collective bargaining agreements.		



2-21	2021	Annual total compensation ratio.	22,52%		
Strategy, policies and practices					
2-22	2021	Statement on the sustainable development strategy.			16-20,40-44
2-23	2021	Commitments and policies.			12,14,29,36,40 64-68,73,77-79 85-87
2-24	2021	Integration of commitments and policies.			12,14,29,36,40 64-68,73,77-79 85-87
2-25	2021	Processes for remediating negative impacts.			30-32,60,66-68
2-26	2021	Mechanisms for seeking advice and raising concerns.			30-31,64,85-86
2-27	2021	Compliance with laws and regulations.			64-68
2-28	2021	Membership in associations.	Spanish association for Quality (AEC)		
Stakeholder engagement					
2-29	2021	Approach to stakeholder engagement.			39,64
2-30	2021	Collective bargaining agreements.	The Zafra plant has its own collective agreement (signed in 2024 for the 2024-2025 period), while the Madrid and Barcelona sites are governed by the regional metal industry collective agreement. These agreements cover 100% of employees.		
MATERIAL TOPICS					
3.1	2021	Process for determining material topics.			37-39
3-2	2021	List of material topics.			38,143



3-3	2021	Management of material topics.			3-5,16-18,41-44,48,60,69,88-96
ECONOMIC PERFORMANCE					
201-1	2016	Direct economic value generated and distributed.			28
201-2		Financial implications and other risks and opportunities for the organization's activities arising from climate change.			30-31,60
201-3		Defined benefit plan obligations and other retirement plans.	The organization does not have any planned savings allocated to a pension plan.		
201-4		Financial assistance granted by government entities.			28
MARKET PRESENCE					
202-1	2016	Ratio of the standard entry-level wage by gender compared to the local minimum wage.			126
202-2	2016	Proportion of senior executives hired from the local community.	66,7%		
INDIRECT ECONOMIC IMPACTS					
203-1	2016	Investment in infrastructure and supported services.			28,49
203-2	2016	Significant indirect economic impacts.	Indicator GRI 2-25		
PROCUREMENT PRACTICES					
204-1	2016	Proportion of spending on local suppliers.			28
ANTIBRIBERY EFFORTS					
205-1	2016	Operations assessed for corruption-related risks			29,64-66



205-2	2016	Communication and training on anti-corruption policies and procedures.			63-68
205-3	2016	Confirmed cases of corruption and actions taken.	No cases of corruption were recorded in 2025.		
ANTI-COMPETITIVE PRACTICES					
206-1	2016	Legal actions related to unfair competition, monopolistic practices, and anti-competitive behavior	In 2025, no legal actions related to unfair competition were required.		
TAXATION					
207-1	2019	Tax approach	Not disclosed, as it is not a material topic.		
207-2	2019	Tax governance, control, and risk management.	Not disclosed, as it is not a material topic.		
207-3	2019	Stakeholder engagement and management of tax-related concerns.	Not disclosed, as it is not a material topic.		
207-4	2019	Country-by-country reporting.	Not disclosed, as it is not a material topic.		
ENVIRONMENTAL PERFORMANCE					
MATERIALS					
301-1	2016	Materials used by weight or volume.			53-54,117-118
301-2	2016	Recycled input materials used.			58,121-122
PRODUCTS AND SERVICES					
301-3	2016	Reused products and packaging materials.			58,121-122
ENERGY					
302-1	2016	Energy consumption within the organization			51-52, 118-119
302-2	2016	Energy consumption outside the organization.	Information not available.		



302-3	2016	Energy intensity.			51, 119
302-4	2016	Reduction of energy consumption.			52, 56-57
302-5	2016	Reductions in the energy requirements of products and services.			51-53, 56-57
WATER					
303-1	2018	Interaction with water as a shared resource.			55, 120
303-2	2018	Management of impacts related to water discharges.			55, 120
303-3	2018	Water withdrawal by source.			55, 120
303-4	2018	Waster discharge.			55, 120
303-5	2018	Recycled and reused water.			55, 120
BIODIVERSITY					
304-1	2016	Owned, leased, or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas.	Given the nature of the organization's activities and the location of its facilities, it has not been considered necessary to adopt additional measures for the preservation or restoration of biodiversity beyond the environmental impact reduction measures already implemented.		
304-2	2016	Significant impacts of activities, products, and services on biodiversity.	None exist.		
304-3	2016	Protected or restored habitats.	None exist.		
304-4	2016	Species listed on the IUCN Red List and national conservation lists whose habitats are located in areas affected by operations.	None exist.		
EMISSIONS					
305-1	2016	Direct and indirect greenhouse gas (GHG) emissions.			56-57, 119
305-2	2016	Indirect GHG emissions from energy generation.			56-57, 119



305-3	2016	Other indirect GHG emissions (Scope 3).			56-57, 119
305-4	2016	GHG emission intensity.			119
305-5	2016	Reducción de las emisiones de GEI.			56-57
305-6	2016	Reduction of GHG emissions.			56-57
305-7	2016	Nitrogen oxides, sulfur oxides, and other significant air emissions.			56-57
EFFLUENTS AND WASTE					
306-1	2020	Waste generation and significant impacts related to waste.			58, 121-122
306-2	2020	Management of significant impacts related to waste.			41-44, 58
306-3	2020	Waste generated.			58, 121-122
306-4	2020	Waste not destined for disposal.			58, 121-122
306-5	2020	Waste destined for disposal.	At DEUTZ Spain, none of our waste is sent to landfill.		
ENVIRONMENTAL ASSESSMENT OF SUPPLIERS					
308-1	2016	New suppliers that have passed screening and selection processes in accordance with environmental criteria.	100%		



308-2	2016	Negative environmental impacts in the supply chain and actions taken.	Within the procurement policy, the purchasing and services award matrix assesses suppliers' commitment to environmental management. Potential impacts arising from the supply chain are mitigated through the application of contractual clauses, requirements, and, where necessary, on-site monitoring and audits of suppliers. Specifically, DEUTZ SPAIN only procures raw materials identified as conflict-free minerals and includes environmental requirements in its supplier assessment process. Raw material suppliers are subject to approval and/or follow-up audits throughout the year. When awarding contracts and services, DEUTZ SPAIN considers aspects related to energy efficiency, CSR, and compliance standards. On an annual basis, suppliers are encouraged to provide electricity from renewable energy sources, and this information is included in their invoices.		68-69
SOCIAL PERFORMANCE					
EMPLOYMENT					
401-1	2016	New employee hires and staff turnover.			73-76, 123-126
401-2	2016	Employee benefits.			77-78, 82
401-3	2016	Parental leave			128
EMPLOYEE-MANAGEMENT RELATIONS					
402-1	2016	Minimum notice periods for operational changes.	15 days		
OCCUPATIONAL HEALTH AND SAFETY					
403-1	2018	Occupational Health and Safety Management System.			29, 79-83
403-2	2018	Hazard identification, risk assessment, and incident investigation.			29, 79, 129
403-3	2018	Occupational health services			78, 81-83



403-4	2018	Worker participation, consultation, and communication on occupational health and safety.	Employee representatives (the Health and Safety Committee and the Prevention Delegates) are informed of any matters affecting employees' working conditions. In addition, as a new initiative in 2025, the Health and Safety Observatory was established.		83
403-5	2018	Formación de trabajadores sobre salud y seguridad en el trabajo.	DEUTZ Spain has a Joint Occupational Health and Safety Service. Through this service, employees receive both initial and refresher training, in addition to the training required under the applicable Metal Industry Collective Agreement.		29
403-6	2018	Promotion of workers' health.			41-44, 78, 81-83
403-7	2018	Prevention and mitigation of impacts on workers' health and safety directly linked to business relationships.			29
403-8	2018	Coverage of the occupational health and safety management system	100% of employees are covered by the occupational health and safety management system		
403-9	2018	Occupational accident injuries.			129-130
403-10	2018	Work-related illnesses and diseases.			129-130
TRAINING AND EDUCATION					
404-1	2016	Average training hours per employee per year.			90-91
404-2	2016	Programs to enhance employees' skills and transition assistance programs.			41-44, 82-83, 87, 92-98
404-3	2016	Percentage of employees receiving regular performance and career development reviews.	100%		90
DIVERSITY AND EQUAL OPPORTUNITY					
405-1	2016	Diversity in governance bodies and employees.			74-76
405-2	2016	Ratio of base salary and remuneration of women to men			126-128



NON-DISCRIMINACIÓN					
406-1	2016	Cases of discrimination and corrective actions taken.	There have been none		
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
407-1	2016	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	There have been none		
CHILD LABOR					
408-1	2016	Operations and suppliers with a significant risk of child labor cases.	Conflict-free mineral sourcing. For the rest of the operations, due to the nature of activities and the location of suppliers, no risk of human rights violations is considered to exist. In addition, DEUTZ Spain upholds principles and measures within its integrated policy to ensure compliance with human rights. This is ensured through due diligence processes such as conflict of interest, due diligence in hiring, and business partner due diligence.		
FORCED LABOR					
409-1	2016	Operations and suppliers with a significant risk of forced or compulsory labor	Conflict-free mineral sourcing. For the rest of the operations, due to the nature of activities and the location of suppliers, no risk of human rights violations is considered to exist. In addition, DEUTZ Spain upholds principles and measures within its integrated policy to ensure compliance with human rights. This is ensured through due diligence processes such as conflict of interest, due diligence in hiring, and business partner due diligence.		
SECURITY MEASURES					
410-1	2016	Security personnel trained in human rights policies or procedures	No security personnel are employed.		
INDIGENOUS PEOPLES' RIGHTS					
411-1	2016	Cases of violations of the rights of Indigenous peoples	No such cases have occurred.		



LOCAL COMMUNITIES					
413-1	2016	Operations with local community engagement, impact assessments, and development programs.	Conflict-free mineral sourcing. For the rest of the operations, due to the nature of activities and the location of suppliers, no risk of human rights violations is considered to exist. In addition, DEUTZ Spain upholds principles and measures within its integrated policy to ensure compliance with human rights. This is ensured through due diligence processes such as conflict of interest, due diligence in hiring, and business partner due diligence..		
413-2	2016	Operations with significant negative impacts—actual or potential—on local communities	No negative impacts on the local community have been identified.		
SUPPLIER ASSESSMENT IN TERMS OF HUMAN RIGHTS, LABOR PRACTICES, AND SOCIAL IMPACT					
414-1	2016	New suppliers that have passed selection screening in accordance with social criteria.	100% See Indicator 412-1		
414-2	2016	Negative social impacts in the supply chain and measures taken.	See Indicator 412-1		
PUBLIC POLICY					
415-1	2016	Value of political contributions by country and recipient	None are made.		



CUSTOMER HEALTH AND SAFETY

416-1	2016	Assessment of the impacts on the health and safety of product or service categories	DEUTZ SPAIN complies with all applicable legal, regulatory, and customer requirements regarding the safety characteristics of the products it manufactures. DEUTZ SPAIN has implemented standards establishing that all manufactured elements with a significant impact on end-user safety or on workers are subject to specific control plans. All chemicals used in processes that may accompany the final product are regulated under the European REACH framework. Specifically, the products manufactured by DEUTZ SPAIN include safety-critical characteristics subject to rigorous control. This classification of product and process safety characteristics enables prioritization in the development of more robust control plans in accordance with regulatory specifications. In all cases, Safety characteristics, identified by the letter "S," are subject to specific handling and are clearly identified in all process documentation and across all roles within the organization, ensuring visibility of their importance for functionality under safe conditions, both in the use of the final product and in subsequent process stages.		
416-2	2016	Cases of non-compliance related to the impacts on the health and safety of product and service categories	No cases of non-compliance of this type have occurred.		

PRODUCT AND SERVICE LABELING

417-1	2016	Requirements for product and service information and labeling	DEUTZ SPAIN complies with all applicable legal, regulatory, and customer requirements regarding the information and labeling characteristics of the products it manufactures and markets.		
417-2	2016	Cases of non-compliance related to product and service information and labeling	No cases of non-compliance of this type have occurred.		



417-3	2016	Cases of non-compliance related to marketing communications	No cases of non-compliance of this type have occurred.		
CUSTOMER PRIVACY					
418-1	2016	Substantiated complaints concerning breaches of customer privacy and loss of customer data	No cases of non-compliance of this type have occurred.		

