

**SUSTAINABILITY
REPORT
FISCAL YEAR 2024**





1.

DEUTZ SPAIN

I.1. DEUTZ SPAIN	
About DEUTZ Spain.....	10
Our History	11
Mission and vision	12
Governing bodies	13
I.2. VALUES AND STRATEGY	
The 5Ts: Created by the People, for the People	14
Our strategy DUAL+	15
Strategic performance 2024	15
Strategic deployment 2025 - 2027	17
I.3. MAIN PRODUCTS AND SERVICES. PERFORMANCE 2024	
Presence and areas of activity	18
Main products and services. Operating figure.....	19
Main Economic Data	23
I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION	
Management systems	24
Risk and Opportunity Management	24
Claims management.....	26
Customer satisfaction.....	27
I.5. OUR ESG PROPOSAL AND CONTRIBUTION TO THE ODS	
Materiality Analysis	30
Stakeholder Engagement	31
Our Contribution to the SDGs	32
Roadmap 2025 and contribution to the SDGs	34

2.

ENVIRONMENT

2.1. ENVIRONMENTAL MANAGEMENT	40
2.2. CONSUMPTION	
Energy	42
Raw materials.....	44
Water Conservation	45
2.3. EMISSIONS	
Carbon Footprint	46
2.4. WASTE MANAGEMENT	47
2.5. DEUTZ DECARBONIZATION STRATEGY. HYDROGEN PROJECT	48
2.6. CLIMATE CHANGE	49

3.

GOVERNANCE

3.1. CORPORATE COMPLIANCE SYSTEM	54
3.2. DEUTZ CODE OF CONDUCT	56
3.3. DEUTZ'S COMMITMENT TO HUMAN RIGHTS	57
3.4. SUPPLY CHAIN DUE DILIGENCE	58

4.

SOCIAL

4.1. COMMITMENT TO QUALITY EMPLOYMENT	64
4.2. WORK-LIFE BALANCE	67
4.3. A SAFE WORKING ENVIRONMENT	68
4.4. EQUALITY, DIVERSITY AND INCLUSION II Equality Plan	70
4.5. TRAINING AND PROFESSIONAL DEVELOPMENT	
Performance evaluation.....	72
Training.....	72
DEUTZ Talent Program	73
4.6. CULTURAL TRANSFORMATION AND COMMUNICATION	
Communication and participation	74
4.7. OUTSTANDING EVENTS AND VISITS	76
4.8. CONTRIBUTIONS TO SOCIETY	78
Collaboration with Special Employment Centers	78
DEUTZ Business School Foundation	79

5.

ABOUT THIS REPORT

5. COVERAGE AND SCOPE	88
ANNEXES	
ANNEX I. Quantitative information	90
ANNEX II. Response to requirements of Law 11/2018	102
ANNEX III. Materiality - GRI	108
ANNEX IV. GRI Content Index	109

Manufacture & research development sites



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 Magi DEUTZ**Floor area:** ca. 3.500 m²**Production:** Gen-Set assemblies.

6

Norcross**Floor area:** ca. 12.500 m²

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 the general manager

As we do every year, we remain dedicated to upholding our commitment to **Transparency**, represented by one of our core 5 T's, by publishing our Non-Financial Information Report. This report adheres to the **Global Reporting Initiative (GRI)** standards and complies with **Law 11/2018**.

Last year, we announced that the **H2 pilot plant** at our **Zafra** location was becoming a reality. Now, at the end of 2024, we can proudly say that the plant is **fully operational**. This milestone marks a significant



achievement in our company's history, demonstrating our leadership in **DEUTZ's global strategic initiative** for **sustainability** and **innovation** in energy solutions.

The Hydrogen Plant in the coming years will allow us to show the world the **reliability of using hydrogen as a sustainable** energy source and the advantages of this gas as an energy storage vector.

In the years to come, our **Hydrogen Plant** will serve as a testament to the **reliability of hydrogen** as a sustainable energy source and an efficient energy storage vector. This project is a vital part of **DEUTZ's transformation**, where we are driving the **development of new technologies** and **energy solutions**, all while enhancing our **traditional product portfolio** and the services that support it.

Achieving these ambitious goals requires the **dedication and leadership** of our employees and managers. This year, we have reinforced our commitment through **various programs and initiatives**, including:

Leadership Dialogues based on our **5 T's values**.

The **Talent Program**, designed to cultivate the next generation of leaders.

But our vision extends beyond our organization. This year, we took a step further by launching the **Alva Awards**, a new initiative aimed at fostering **regional talent development**.

The **Alva Awards**, managed by our **DEUTZ Business School Foundation**, aim to connect the most talented young people in the region with leading companies across various industries in Extremadura. These awards have introduced us to outstanding young professionals with exceptional potential, ensuring a bright and promising future for our community.

At **DEUTZ Spain**, we firmly believe that "Person" and "Equality" must always go hand in hand. This year, as part of our ongoing commitment, we have not only



launched our **second Equality Plan** but also introduced new initiatives like:

- **Coffee Break for Women** – a space for DEUTZ employees to discuss challenges and opportunities within our work environment.

- **Women's Day at DEUTZ Business School** – a special event featuring inspiring testimonies and experiences from women across various professional fields.

Our dedication to social responsibility also extends to maintaining a sustainable and efficient business model while **ensuring stable and dignified working conditions**. This year, we made **significant investments in automation**, improving our manufacturing processes and strengthening our competitive edge. Additionally, we signed a **new collective bargaining agreement**, which enhances our employees' **purchasing power** and supports a **better work-life balance**.

This agreement provides our workforce with greater flexibility and **improved working conditions**, not only in financial terms but also in **health and safety**—a fundamental pillar of our corporate philosophy. In this regard, we are proud to highlight an exceptional achievement: **almost 400 days without reportable accidents**. This milestone reflects our relentless efforts to foster a **preventive culture**, continuously upgrading **our work teams, organizational structure, and infrastructure**.

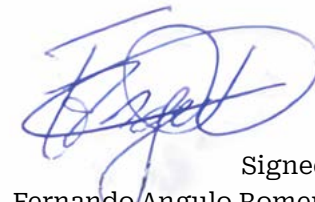
At DEUTZ Spain, we don't just build for today—we invest in a **better, safer, and more inclusive** future.

Robust and well-planned infrastructure is essential for ensuring our long-term viability while minimizing our environmental impact. With this in mind, we have set an ambitious new goal: **the phased elimination of all asbestos from our facilities**.

One of the key steps in this initiative is **the removal of our fiber cement roof**—a significant but necessary investment. This project is already underway, and in 2024, we successfully replaced **more than 50% of the roof** covering our **block manufacturing and cylinder head assembly plant**.

We invest because we **believe in our future**—a future built on the strength and stability of belonging to a company with a **160-year legacy**. This milestone was celebrated at the **DEUTZ Festival in Cologne on September 14**, where employees from around the world came together. Regardless of our location or role, one sentiment resonated among us all: **the deep pride of being part of DEUTZ**.




Signed,
Fernando Angulo Romero
General Manager



**. DEUTZ
SPAIN**





DEUTZ
SPAIN

About DEUTZ Spain

DEUTZ SPAIN's history is one of resilience, adaptation, and continuous growth, rooted in a rich heritage and driven by a commitment to innovation. Shaped by generations of dedicated individuals, the company has evolved alongside the industrial landscape, becoming a cornerstone for both the local and regional economy.

For many in the region, DEUTZ has been a symbol of progress and livelihood, with the hum of machines and the buzz of manufacturing a familiar part of daily life for generations of "segedanos" and neighboring communities.

DEUTZ SPAIN is a key player in the engine component manufacturing industry, specializing in machining and assembly. Originally founded as Díaz de Terán in 1883 to produce agricultural tools and machinery, DEUTZ SPAIN has grown into a leading company in the sector. Its Zafra plant, one of the largest industrial hubs in Extremadura, is home to approximately 500 employees and supports numerous external partners. As a significant local employer, DEUTZ SPAIN contributes greatly to economic growth and job creation.

Headquartered in Zafra, Badajoz, with additional offices in Madrid and Barcelona, DEUTZ SPAIN is integral to the marketing, sales, and servicing of DEUTZ products, including engine sales and repairs.

The Zafra factory is pivotal in producing critical engine components such as blocks, cylinder heads, connecting rods, bearing covers, and gears, serving DEUTZ Group plants in Germany. Additionally, DEUTZ SPAIN functions as the official sales center for Spain and Portugal, continuing a legacy of over a century. Over the years, DEUTZ's presence in Spain has evolved, maintaining an unwavering focus on quality and innovation.

More than just a company, DEUTZ SPAIN represents industrial excellence, innovation, and dedication. Its rich history and strong foundation continue to shape its future as it builds upon the past to create an even stronger, more innovative tomorrow.

The Commercial Division serves as the central hub for engine and spare parts sales, alongside applied engineering support. This division includes the Service Center Madrid, located east of the capital, between San Fernando de Henares and Torrejón de Ardoz, where a team of expert engineers and technical specialists provide sales, after-sales service, repairs, and technical support for DEUTZ engines.

To ensure fast and efficient service, DEUTZ SPAIN operates a robust distribution network that meets customer needs across Spain and Portugal.

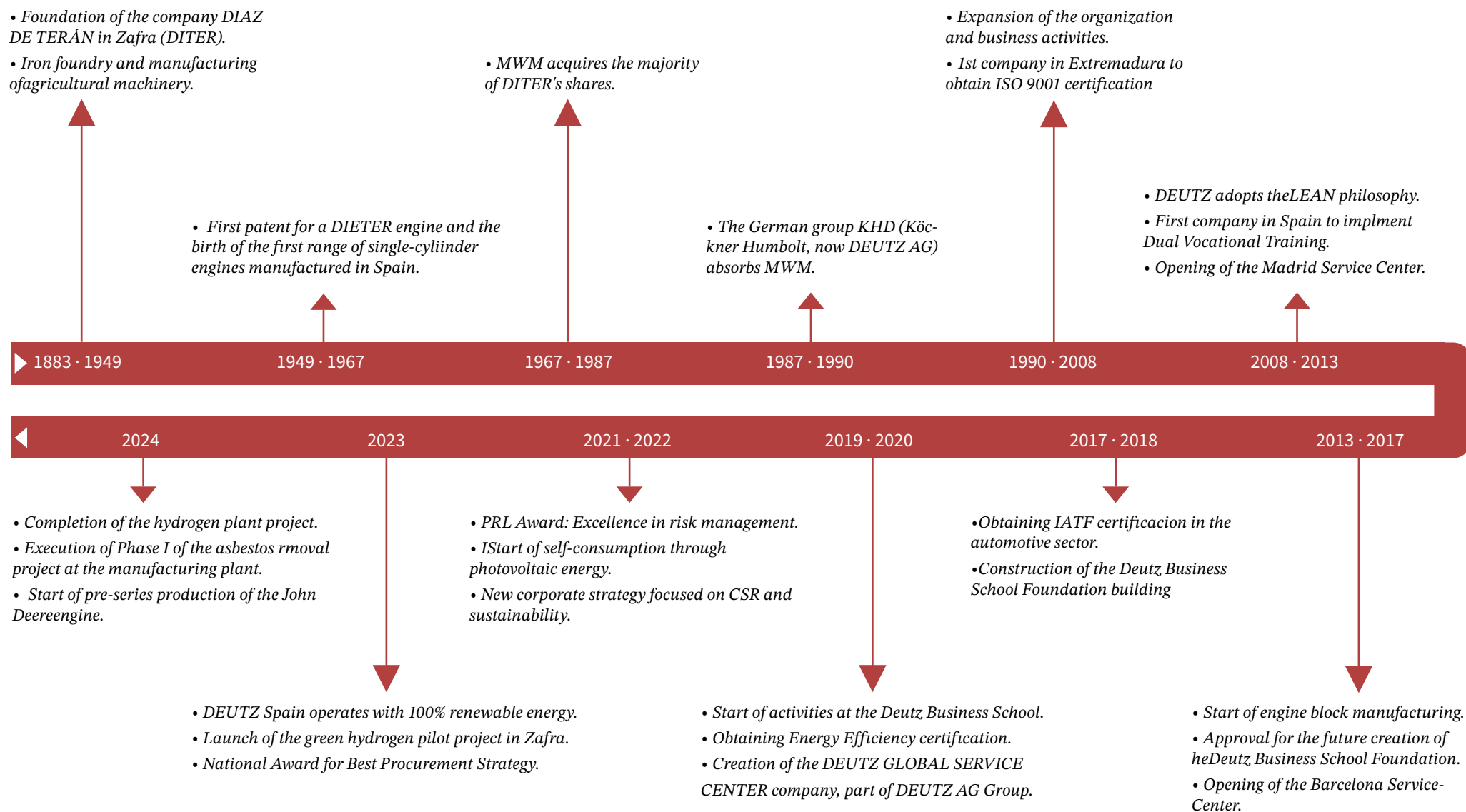
In 2017, DEUTZ SPAIN expanded its service reach with a new Service Center in Lliçà de Vall, Barcelona. This facility, staffed with specialized professionals, provides engine repair services and technical support for DEUTZ engines, further enhancing DEUTZ SPAIN's commitment to customer satisfaction.

With strategically located service centers and a comprehensive distribution network, DEUTZ SPAIN strengthens its reputation for excellence in sales, service, and technical support across the Iberian Peninsula.

*DEUTZ SPAIN is 100% owned by
DEUTZ, one of the leading independent
manufacturers of diesel engines.*



Our History





Mission and Vision

DEUTZ Spain: Aligned with the DEUTZ Group's Mission & Vision

Our Mission

For over **160 years**, DEUTZ has embodied **pioneering spirit, passion, and relentless innovation**. Since inventing the **internal combustion engine**, we have continuously refined and improved it, staying ahead in the development of **efficient and environmentally friendly drive technologies**.

We provide **customer-specific solutions** that combine **long-lasting quality, reliable power, and cost efficiency**. And we don't just focus on today—we are already working alongside our partners to develop the **technologies of the future** that will meet tomorrow's challenges.

At DEUTZ, **innovation never stops**—and neither does our commitment to excellence.

WE ARE **DRIVEN BY**
PASSION.

WE MAINTAIN OUR
PIONEERING SPIRIT.

WE VALUE OUR
EXPERTISE.

WE ARE **ONE**
TEAM.

WE ASSUME
RESPONSIBILITIES.

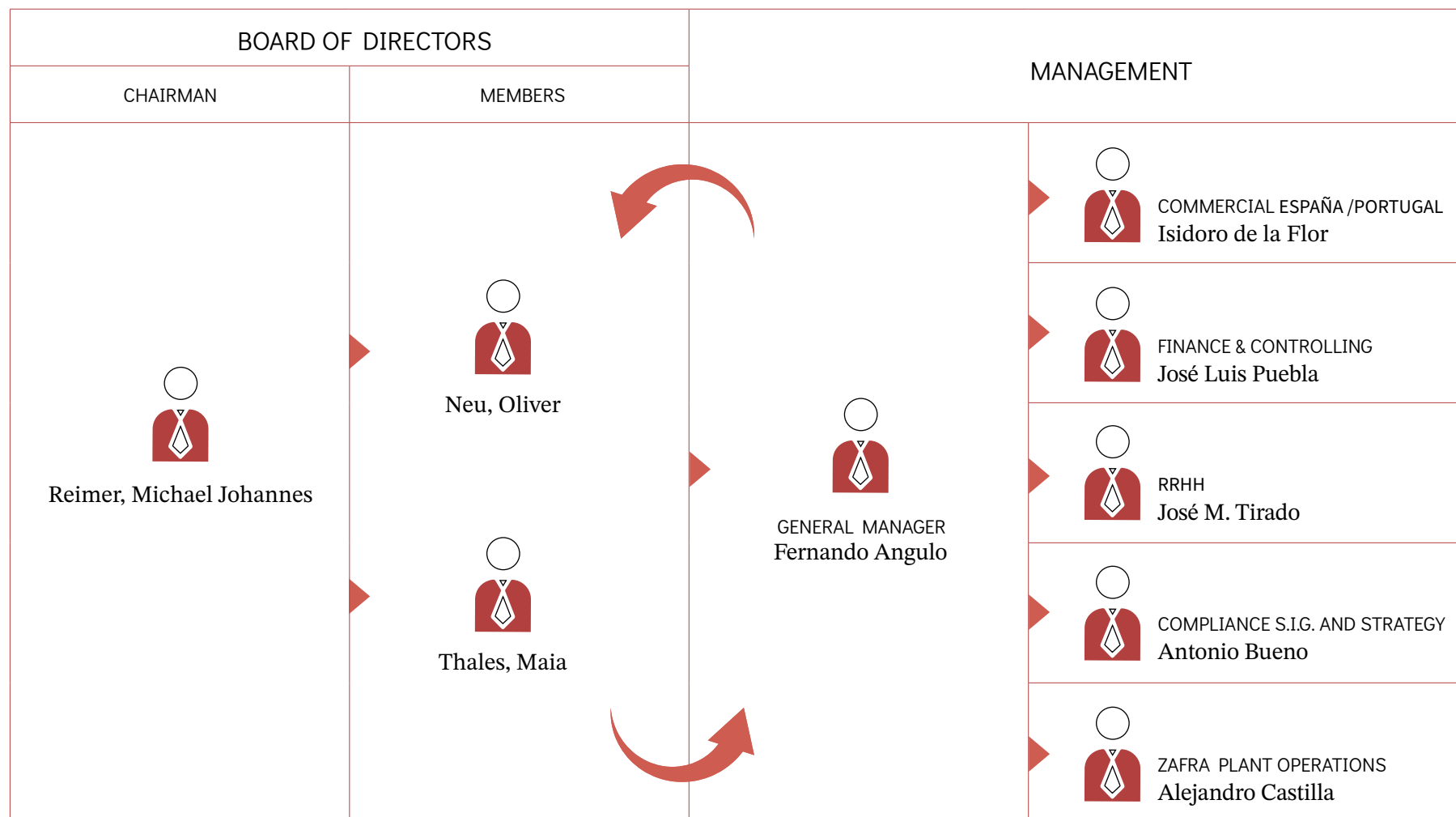
Our Vision

Since **1864**, DEUTZ has been a **pioneer in engine manufacturing**, setting industry standards as the world's first engine producer. Our vision is to maintain our **leadership in customer value, quality, and technology**, while advancing **system solutions and engine services** to stay at the forefront of the market.

As a leading **independent supplier in the premium segment**, we are committed to **technological innovation** driven by market needs. But our ambition goes beyond simply delivering engines—we strive to provide **comprehensive system solutions and outstanding services** that uphold the **DEUTZ legacy of quality**.

Our ultimate goal is to offer our customers the **best cost-benefit ratio** while ensuring **unmatched satisfaction** with our products and services.

■ Governing Bodies



1.2

VALUES AND STRATEGY

■ The 5Ts: created by the People, for the People

For over two years, DEUTZ's core values—The 5Ts—have guided our culture and operations, shaping the way we work, collaborate, and grow together.

TRUST.

At DEUTZ, **trust is a critical success factor**. We believe in working with people we can rely on. Trust is built through **consistency, accountability, and open communication**. It means **keeping our commitments, aligning expectations, and giving people the space to work and grow**—turning challenges into learning opportunities.

TRANSPARENCY.

Transparency fosters **strong relationships, effective collaboration, and conflict resolution**. We value the **timely and accurate sharing of relevant information**, ensuring clarity in intentions, decisions, and motives. Transparency is a **two-way street**, and we encourage openness at every level.

TRUTH.

Truth is **rooted in facts, not opinions**. It means being open, speaking up with **respect and honesty**, and providing **constructive feedback—regardless of hierarchy or function**. An open and flexible mindset allows us to find **the best solutions together**.

By living the 5Ts, we reinforce a **culture of integrity, collaboration, and perseverance**, ensuring a future where DEUTZ and its people **continue to thrive**.

TEAM.

We achieve **more together than we ever could alone**. A strong team is built on **support, shared success, and resilience**. At DEUTZ, we **celebrate victories together, overcome challenges as one, and foster a culture of camaraderie and mutual respect**.

TENACITY.

Success requires **commitment, passion, and determination**. Tenacity means **facing challenges head-on, adapting to change, and pushing forward without giving up**. At DEUTZ, we embrace obstacles as opportunities to grow, innovate, and excel.

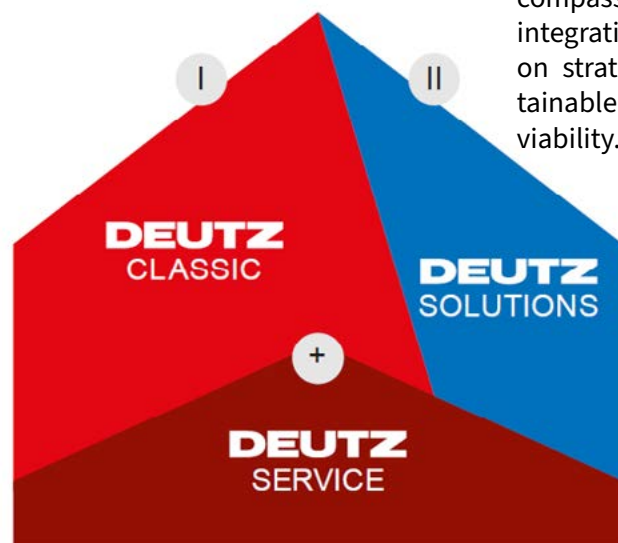


■ Our strategy DUAL+

In 2024, DEUTZ Spain has **realigned its strategic focus** to strengthen its **DUAL+ sustainability approach**. As part of this transformation, the "GREEN" strategic pillar has evolved into "**DEUTZ SOLUTIONS**", reflecting our commitment to **innovative, sustainable, and customer-centric solutions**.

Looking ahead to 2026 – 2030, the **DUAL+ strategy** is defined as follows:

Growth in the traditional business portfolio, driven by high performance and strategic consolidation.

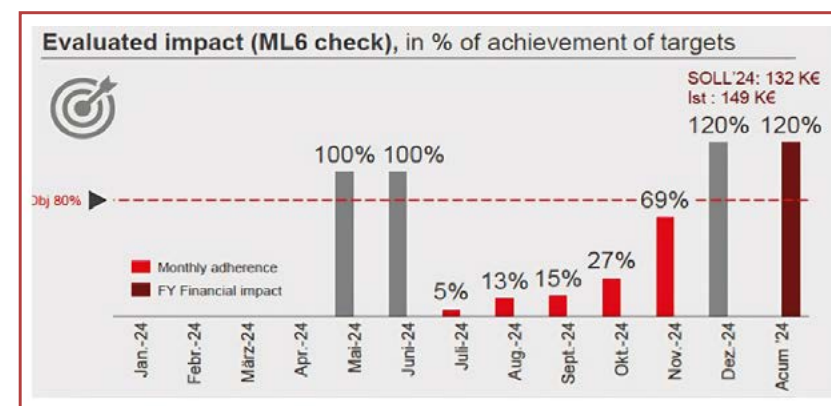


Comprehensive enhancement of energy solutions through the adoption of innovative technologies (formerly labeled 'GREEN'). This expansion encompasses broader value chain integration, with a strong focus on strategic investments, sustainable growth, and long-term viability.

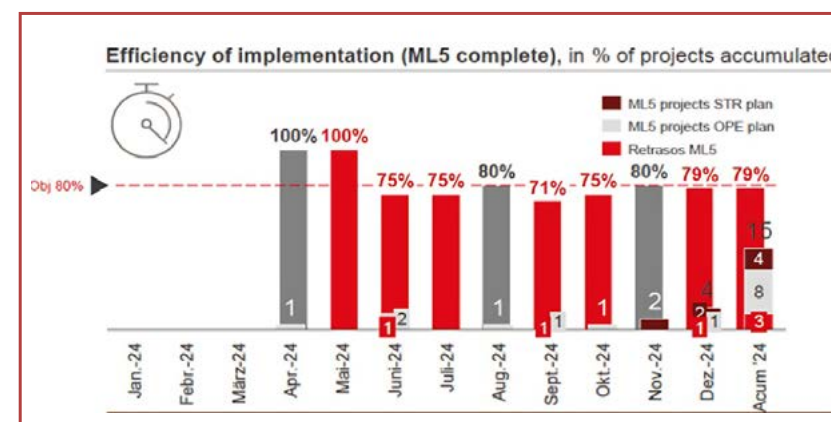
Global expansion of the service business, driven by profitable growth and the development of innovative business models, such as partnerships with third parties and enhanced digitalization strategies.

■ Strategic performance 2024

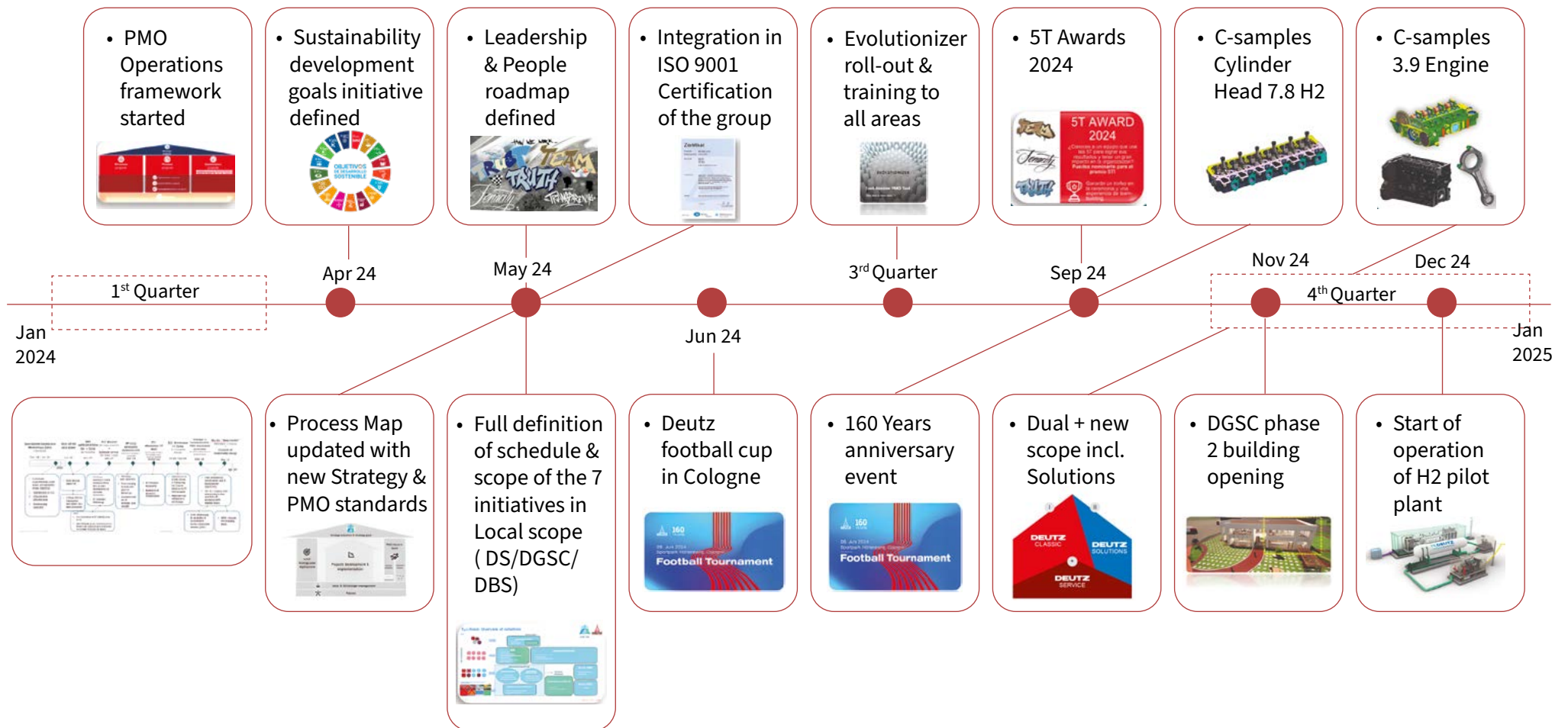
In 2024, DEUTZ Spain has refined its strategic analysis and implementation process, aligning it closely with the Group's overarching objectives. These objectives prioritize the efficiency of strategic initiatives, supported by a unified framework for monitoring and measuring the outcomes of each project through the Project Management Office (PMO).



The year-end evaluation using the PMO tool reveals a **79% alignment** with the Strategic Plan, resulting in an economic impact of **€149k**

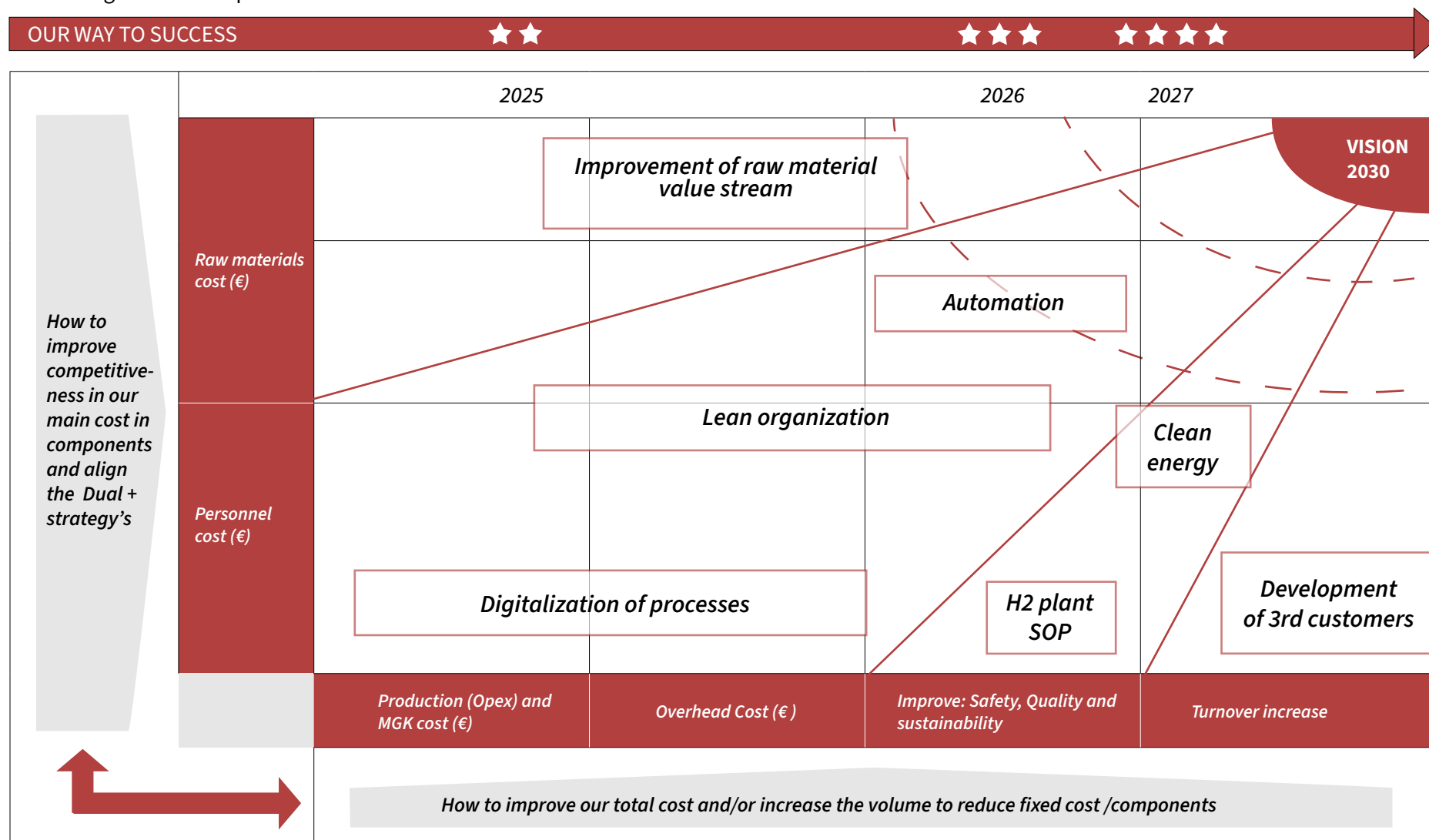


■ Main milestones of the 2024 strategic deployment



■ Strategic deployment 2025 - 2027

The focus for strategic deployment in 2025 is mainly on improving the value stream of raw materials, continuing the development of a Lean Organization and the digitalization of processes.



MAIN PRODUCTS AND SERVICES. PERFORMANCE 2024

■ Presence and areas of activity

DEUTZ SPAIN – ZAFRA MANUFACTURING PLANT

Manufacture and assembly
of engine components.

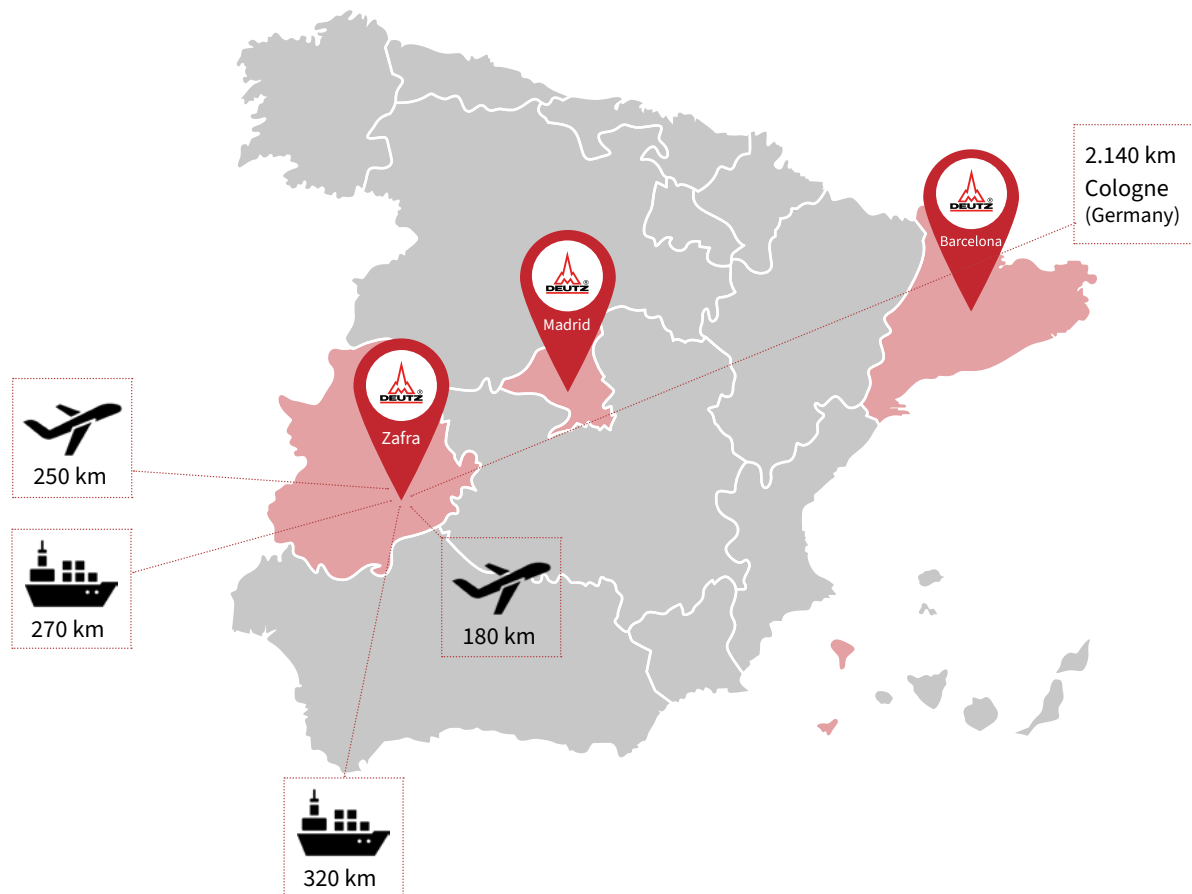
- Engine block
- Cylinder head
- Connecting rod
- Gear
- Bearing cover

DEUTZ SPAIN – MADRID SALES & SERVICE CENTER

- Marketing of diesel engines, their components and consumables
- Provision of after-sales repair, maintenance and warranty services.

DEUTZ SPAIN – BARCELONA SERVICE CENTER

- Provision of repair, maintenance and warranty services.
- Marketing of engine components and consumables.



■ Main products and services. Operating figures

■ Operations in Zafra

With over 70 years of experience in machining and assembling engine components, DEUTZ Spain has become the primary supplier of DEUTZ cylinder heads, connecting rods, gears, and diesel engine blocks produced at its German plants. The highly skilled engineering and production teams at DEUTZ Spain enable rapid adaptation to customer needs, allowing for the efficient manufacture of both prototypes and production series.

Our Performance in 2024:

BLOCKS



43.570 units/year
7 product families
3.649 m² Current productive area
85 employees

CYLINDER HEADS



164.105 units/year
14 product families
6.566 m² Current productive area
128 employees

GEARS



387.145 units/year
11 product families
2.300 m² Current productive area
31 employees

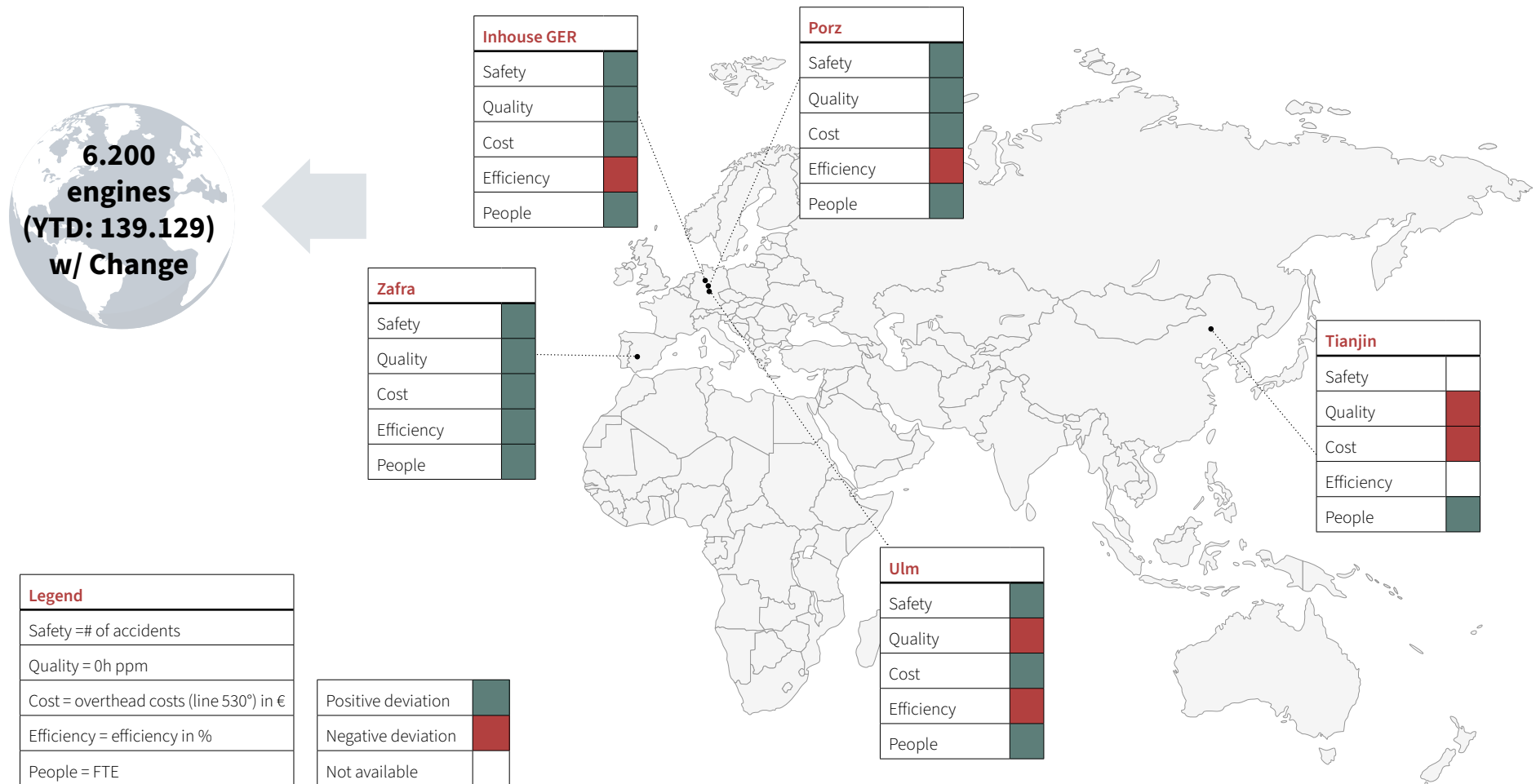
CONNECTING RODS



512.894 units/year
13 product families
1.932 m² Current productive area
28 employees

Throughout 2024, the Zafra production plant has tracked its performance through key indicators and the attainment of set objectives. Notably, the following productivity-focused goals were successfully achieved, resulting in a 3.4% improvement:

- Implementation of the new semi-automatic cylinder head assembly system (2. -2.9).
- Integration of new machining centers for cylinder heads and blocks in the 3.6 engine range.
- Optimization of processes for the 2011 product range.



The effectiveness of actions impacting the 5Ts at the DEUTZ Spain plant in Zafra."

The 5Ts – Zafra Operaciones

● Olas 1 y 2 (Feb 2024)

● Ola 3 (May 2024)



¡Más de 300 personas han participado!

En los Workshops realizados en febrero y mayo y hemos comenzado a poner en marcha algunas de las propuestas de mejora que se identificaron...



Medidas Workshops mayo (ola 3)

• Top Ola 3

Se comienza trabajando en el TOP 2 de puntos en los que focalizarse para mejorar las 5T en nuestra planta, Feedback y Comunicación.

• Feedback:

Se ha implementado un nuevo estándar de feedback donde cada trabajador recibirá feedback **individual** de su responsable directo. De esta manera, **cada trimestre**, los jefes de equipo y supervisores deben de asegurar que se le ha dado una sesión de feedback a todo el personal bajo su responsabilidad.

• Comunicación:

Se ha añadido un sistema de difusión de información en cascada, de manera que, los lunes el equipo de responsables de la gestión de la producción acuerdan los puntos más relevantes a comunicar, y lo trasladan a Supervisores y Jefes de equipo para que, mediante la herramienta del GIC 1, se lo traslade al resto de personal de la empresa.

Medidas Feedback y reconocimiento

- Estándar de feedback
- Mejora y comunicación de **beneficios sociales** (en tiendas, servicios, etc.)

Medidas comunicación

- ✓ Nueva intranet DEUTZ Spain
- ✓ Publicación de ofertas de trabajo de DEUTZ en todo el mundo
- ✓ Aprovechar mejor la APP y comunicar más en ella gracias a la sectorización por áreas (DS Mad, DS Zaf, DGSC)

Eventos y convivencia

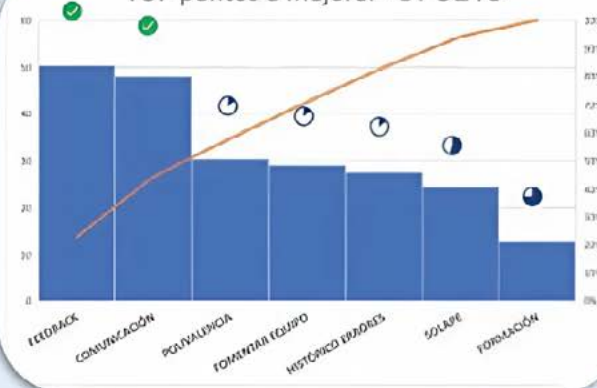
- ✓ Torneo de fútbol DEUTZ en Colonia
- ✓ Participación en festival 160 años DEUTZ
- Actividades 150 años DEUTZ Spain



Y otras ideas que están por llegar...

- Robustecer el plan de comunicación
- Mejorar información de cada persona en sistema
- Y algunas más...

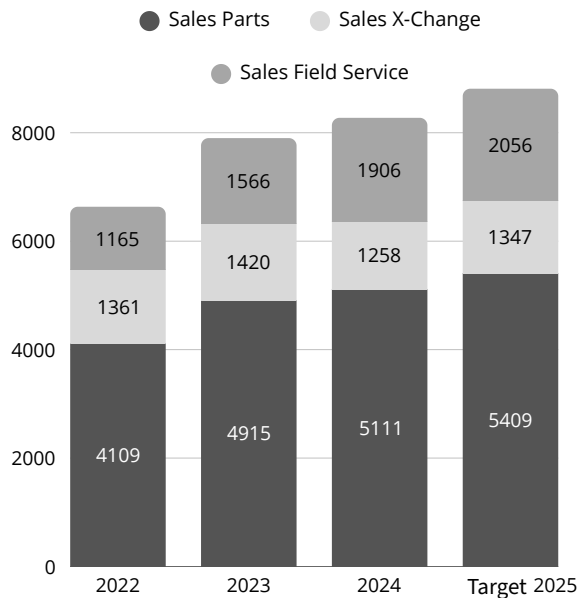
TOP puntos a mejorar - 5T OLA 3



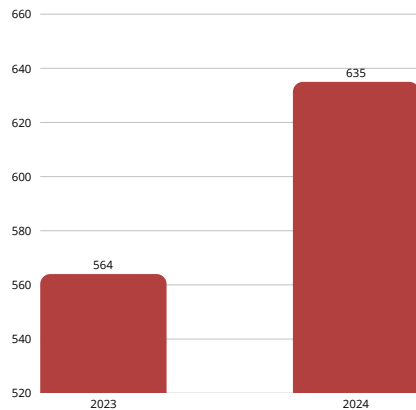
Sales & operating figures



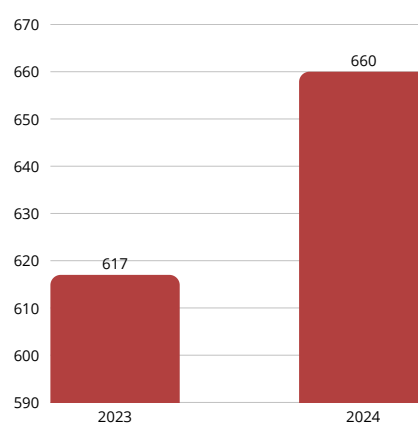
Evolution of Service business (k€)



Nº Repairs Service Center Madrid



Nº Repairs Service Center Barcelona



In August 2024, the DEUTZ Group acquired Rolls-Royce Power Solutions, which includes the service and sales business for engines with a displacement of 5 to 16 liters and up to 480 kW, manufactured by Daimler Truck AG. The acquisition covers the MTU Classic models and the MTU engine series from 1000 to 1500, based on three Daimler Truck engine platforms, widely used in off-road applications, particularly in the agricultural machinery and construction equipment sectors.

As a result, DEUTZ has become the exclusive manager of sales and service for this range of engines and applications. To better serve customers and OEMs in the Iberian market who incorporate these engines, our After Sales team, alongside the Service Centers in Madrid and Barcelona, visited the DEUTZ Training Center in Cologne. There, they received comprehensive training on the T(T)CD5.1L04, T(T)CD7.7L06 (Medium-Duty Engines, MDEG), and TCD10.7L06, TCD12.8L06, TCD15.6L06 (Heavy-Duty Engines, HDEP) to ensure they are fully equipped to maintain and repair these engines in line with the new collaboration with Daimler Truck.

Through this initiative, DEUTZ Spain reaffirms its commitment to service excellence, supported by the high qualifications of its technical staff.



Main economic data

DEUTZ Spain adopts a sustainable economic management model as a core component of its business strategy. This model not only ensures the continued profitability of its operations but also integrates the consideration of environmental, social, and corporate governance (ESG) risks and opportunities, aligning economic performance with long-term sustainability goals.

Financial data (in €uros)	2022	2023	2024
Revenue	164.804.711	163.173.534	124.456.802
Operating costs	130.246.326	131.164.018	98.844.226
Salaries of employees	28.018.741	29.865.336	24.859.808
Social benefits for employees	930.978	940.800	608.718
Payments to suppliers	110.724.474	110.067.425	71.306.051
Payments to the Public Administration	144.243	108.673	102.155
Community Donations	7.200	7.175	10.727
Infrastructure Investments	4.761.569	8.673.598	11.139.977

SUSTAINABLE MANAGEMENT OF THE ORGANIZATION

■ Management systems

DEUTZ Spain shapes its strategies through an integrated management system that encompasses quality, environment, energy, and occupational health and safety. In addition, the company ensures legal and ethical compliance through its criminal and anti-bribery compliance management system.

In 2024, DEUTZ Spain integrated into the DEUTZ AG Group's Quality Management System, aiming to enhance its quality management framework and implement more efficient processes for continuous improvement.



ISO 9001:2015
Quality management systems.



Carbon Footprint
GHG Protocol.



ISO 14001:2015
Environmental management systems.



UNE 19601:2015
Criminal compliance management systems.



ISO 37001:2016
Anti-bribery management systems.



ISO 50001:2018
Energy management systems.



ISO 45001:2018
Occupational Health and Safety Management Systems.



GRI verification of the Sustainability Report.

Risk and Opportunity Management

DEUTZ Spain has established a comprehensive risk and opportunity management system that covers the short, medium, and long term. This standardized process allows all employees to report risks and opportunities identified at any level of the organization, which may impact any process. These reports are analyzed to implement necessary preventive or mitigating actions to avoid or reduce risks if they materialize.

Process owners are responsible for reviewing, in collaboration with their teams, the key monitoring factors for each process, alongside main operational indicators, improvement actions, budget control, and the current organizational context.

Additionally, this system includes defined criteria for communication and escalation to higher levels of the organization if actions cannot be implemented at the first level and the risk is deemed higher than medium.

To address these risks and opportunities, two key forums are in place:

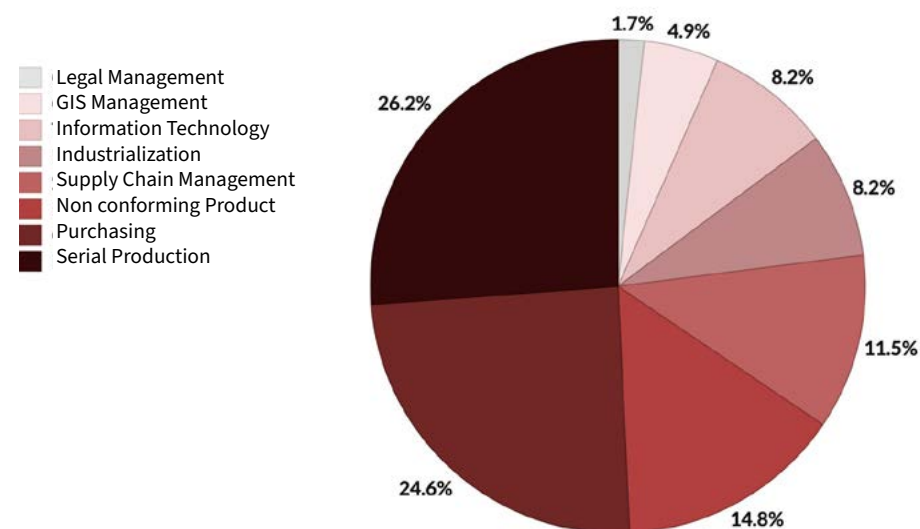
- OPERATING COMMITTEE:** The highest body for managing risks and opportunities that impact operations, with participation from primary process owners. This committee makes decisions on whether escalation to the Group is needed, particularly in cases where the risk could affect operations (e.g., supply shortages) or if additional support is required to prevent it. To this end, two forums are engaged to address these risks and opportunities:



- ECONOMIC COMMITTEE:** The highest body for managing risks and opportunities with an economic impact. Composed of the company's financial experts and operational process owners, this committee defines policies to address risks and opportunities with a significant impact on the organization's financial performance. These policies may include provisioning strategies, customer charge policies, or measures to reduce profit and loss (P&L) impacts.

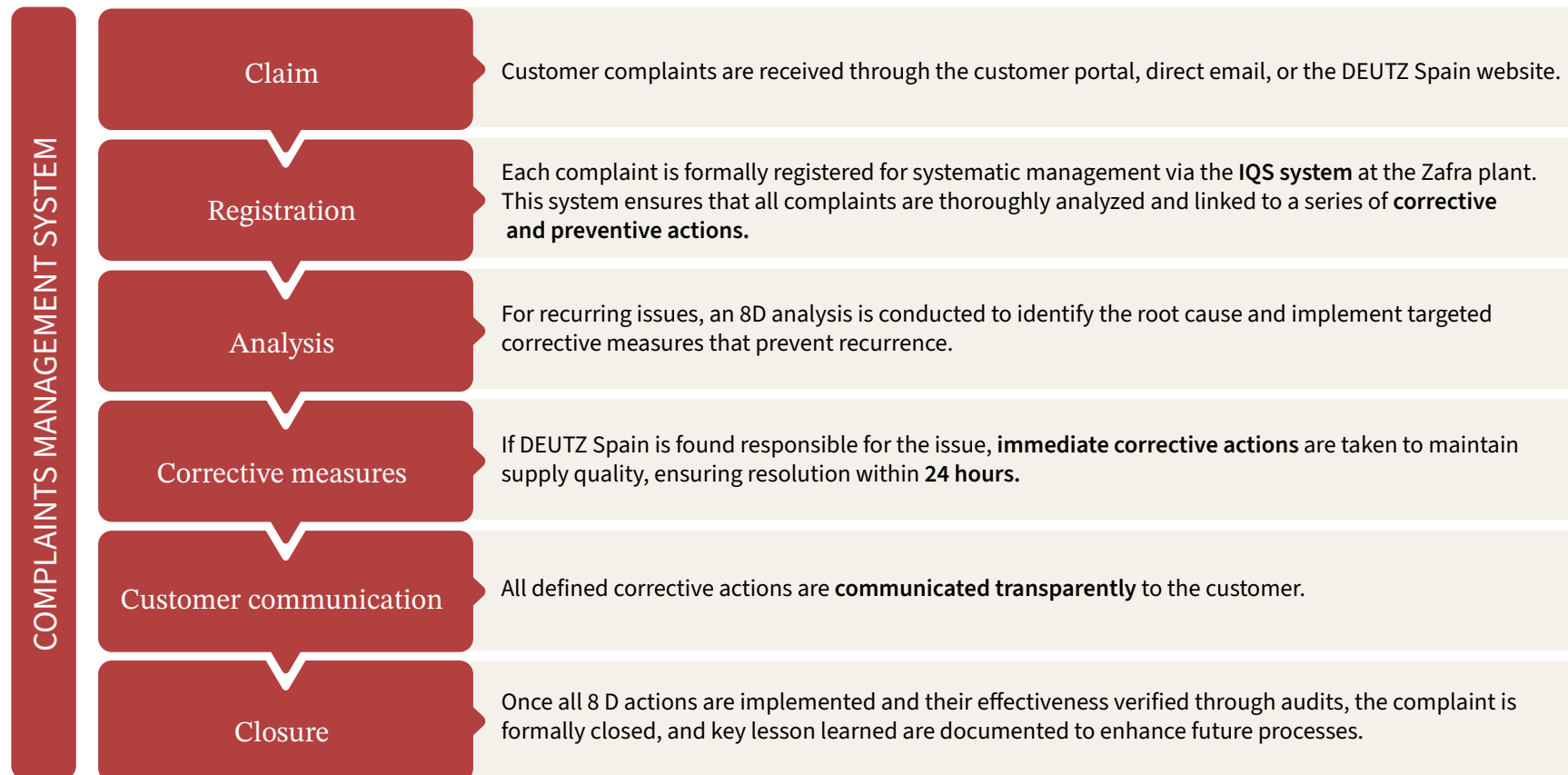
The primary operational risks managed in 2024 were related to the supply of raw materials from suppliers, specifically concerning delivery timelines and supply quality. The major economic risk addressed by the Economic Committee was related to price increases from suppliers.

The distribution of risks and opportunities managed by process is shown below :



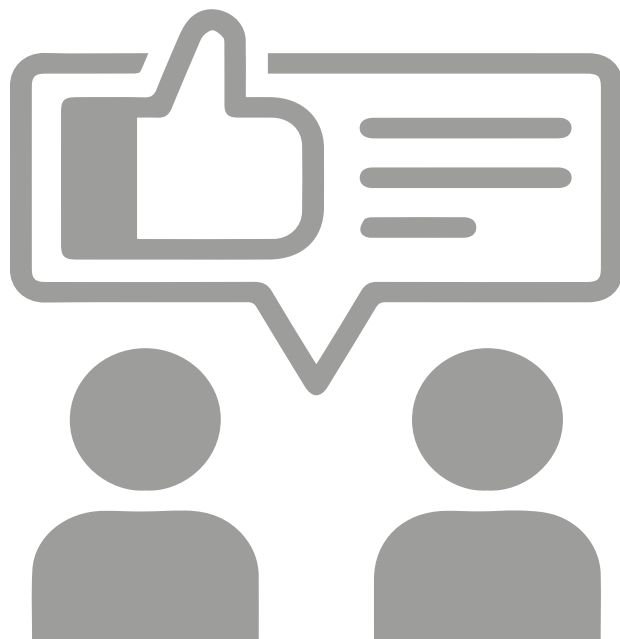
Claims management

DEUTZ Spain has a complaint management system that allows it to provide a quick response solution to its customers and, by identifying the root cause, to establish actions to avoid recurrence.



■ Customer satisfaction

Following DEUTZ Spain's customer satisfaction measurement policy, satisfaction surveys have been launched during 2024 for the commercial and Service Center areas. The objective of these satisfaction surveys is to identify points for improvement in relation to the service and product, measuring on the one hand customer satisfaction as well as the importance for the customer of the following topics:



PLANNING AND EXECUTION

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

STAFF

- Needs analysis
- Telephone / e-mail support

PRODUCT

- Product range satisfaction
- Quality of our products
- Packaging and product protection

AFTER-SALES SERVICE

- Satisfaction with the service provided
- Agility in response
- Resolution time

DOCUMENTATION

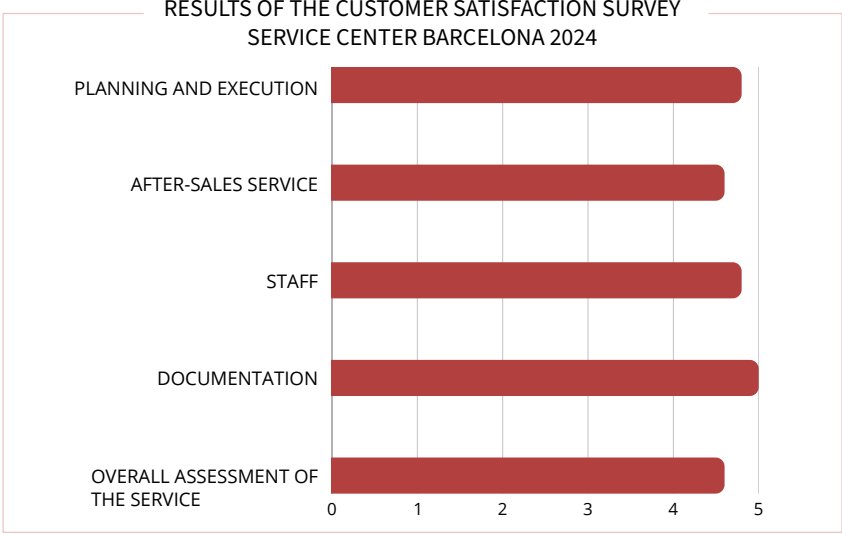
- Clarity of documentation provided

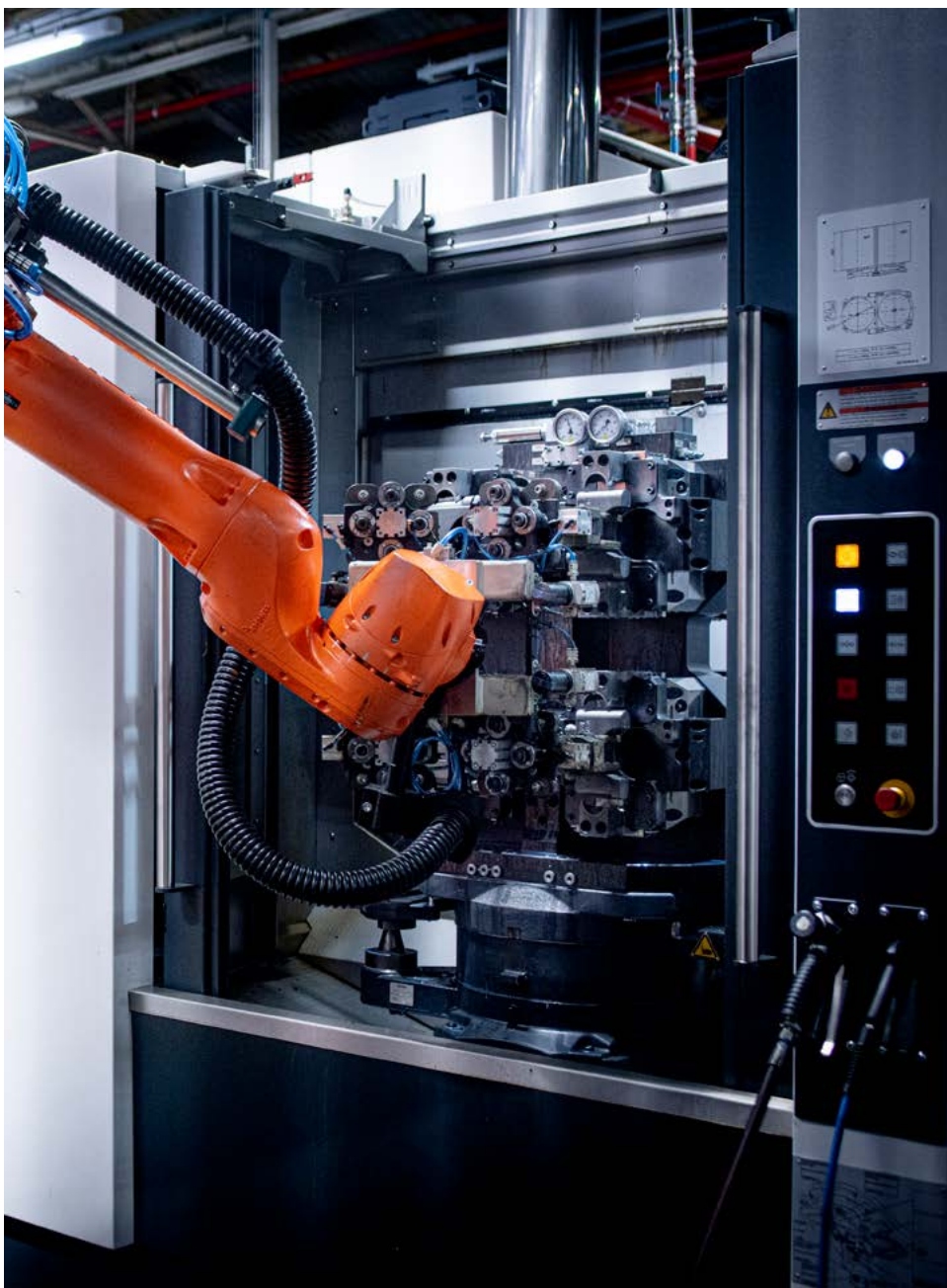
IMAGE AND FUTURE

- Service evolution
- DEUTZ product and service recommendation

■ Customer Satisfaction Results 2024 Sales & Service Center

100% of our surveyed clients would recommend our services.





■ *Zafra production plant customer service rate*



99,1%

Target customer
service rate 2024



99,8%

Achieved customer
service rate 2024

OUR ESG PROPOSAL AND CONTRIBUTION TO THE ODS

DEUTZ SPAIN understands Corporate Social Responsibility (CSR) as an integral and essential part of the organization itself and of each of the services it provides. DEUTZ Spain's commitment to sustainable development is materialized in a Policy based on the following principles:

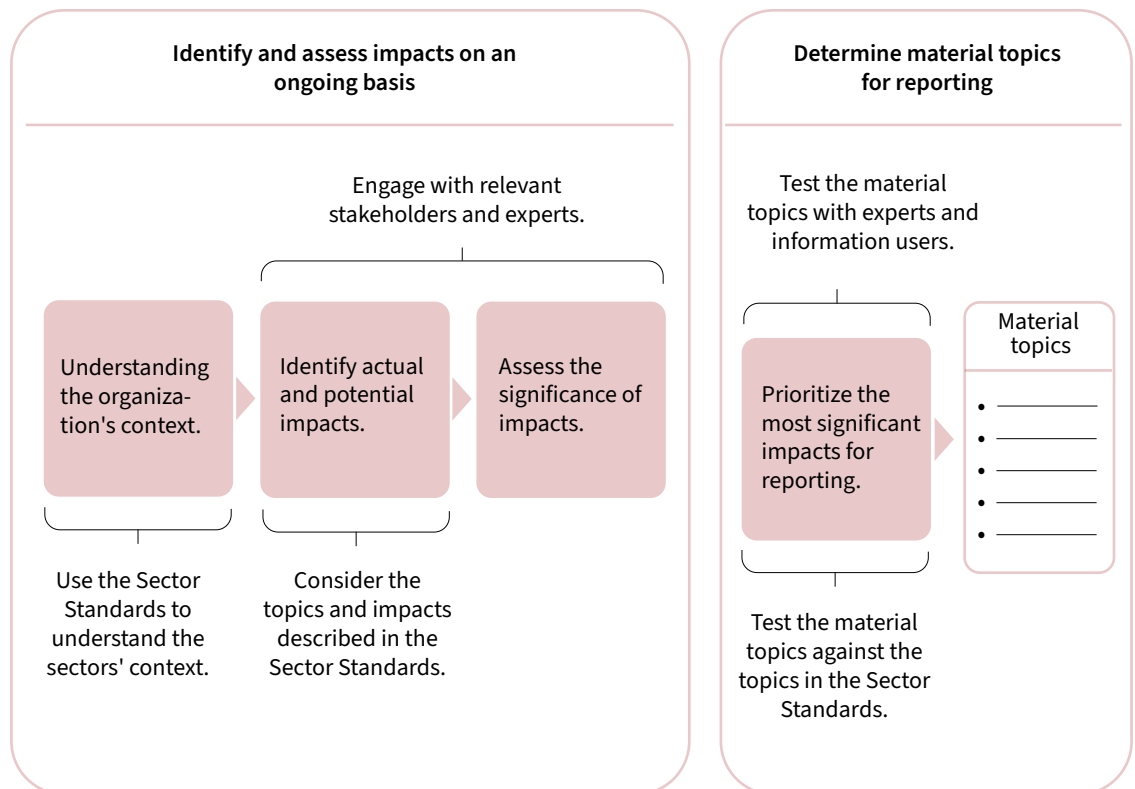


Taking into account these principles and corporate philosophy, the sustainability issues relevant to the organization are identified as an integral part of a strategic process and the performance of a dual materiality study.

Materiality analysis

DEUTZ Spain identifies key material aspects for its stakeholders and the organization itself through a comprehensive materiality study. As there have been no significant changes in DEUTZ Spain's operations, regulatory landscape, or socio-economic environment this year, the results from the dual materiality analysis conducted in the 2023 financial year remain applicable. The methodology for identifying and prioritizing material issues follows the criteria set out in the GRI Universal Standards 2021.

DEUTZ Spain has identified its material topics in accordance with the methodology outlined in GRI 3: Material Topics, as detailed below:

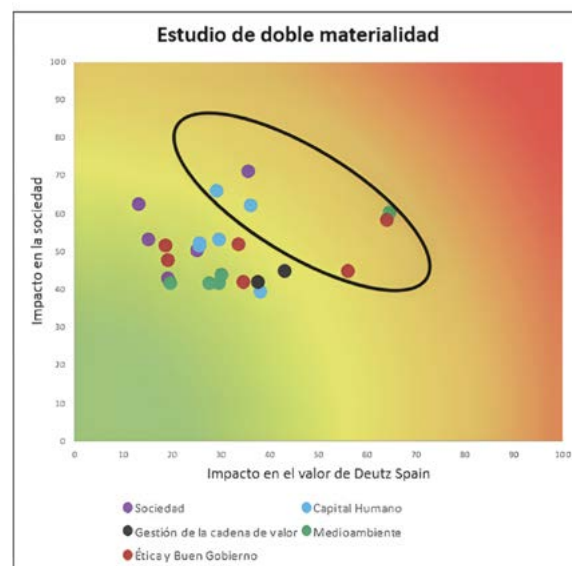


Stakeholder Engagement

Initially, a broad range of relevant sustainability issues were identified. These were then assessed for their potential impacts both externally (outside-in) and internally (inside-out), in line with the principles of double materiality. Following this evaluation, the significance of each issue was assessed based on predefined criteria for both materiality perspectives.

This process allowed DEUTZ Spain to prioritize sustainability issues based on their impacts, ultimately leading to the creation of a catalog of material topics to be addressed and reported on within the company's sustainability framework.

After analyzing DEUTZ Spain's sustainability context, an initial list of 24 material topics was drawn up. These topics were reviewed and discussed by senior management and the sustainability team. This review led to the final selection of six material topics, which are fully aligned with both industry trends and DEUTZ's strategic objectives. The initial catalog was further scrutinized by the organization's top management and ultimately approved by the Management Committee of DEUTZ Spain.

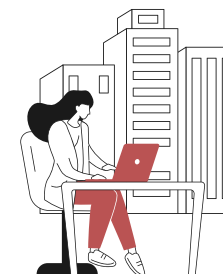


For DEUTZ Spain, understanding the needs and expectations of its stakeholders is crucial for effectively executing its business strategy. Through ongoing communication with various stakeholders, the organisation identifies their needs, expectations, interests, and perspectives regarding DEUTZ's economic, environmental, and social performance. In 2023, DEUTZ Spain conducted a dual materiality study, engaging its priority stakeholders to identify and prioritise the most relevant sustainability issues.

Deutz Spain employees



Public Administration



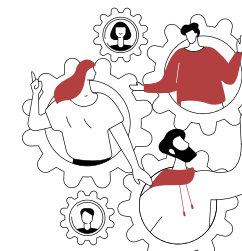
Customers



Other organizations



Society



Suppliers



Our Contribution to the SDGs

Acknowledging the vital role of the Sustainable Development Goals (SDGs) set forth in the 2030 Agenda for driving social, economic, and environmental impact, DEUTZ Spain's ESG strategy is firmly aligned with these objectives. Through targeted and measurable initiatives, the company not only contributes to the achievement of the selected SDGs but also fosters sustainable innovation, enhances energy efficiency, and upholds corporate social responsibility.

DEUTZ focuses on 8 Sustainable Development Goals, based on a thorough analysis of the needs and expectations of its stakeholders.

ODS	SDG TARGET	DEUTZ SPAIN CONTRIBUTION	PERFORMANCE 2024
	3.4 Promoting Mental Health and Well-Being.	Actions to support the mental health and well-being of the workforce.	Initiation of a psychosocial risk assessment for employees.
	3.8 Ensure universal health coverage, equitable access to quality essential services, and the availability of safe medicines and vaccines.	One of the principles of DEUTZ SPAIN is its commitment to employees' health and well-being.	- Flu vaccination campaigns. - Random monitoring of vital signs. - Measurement of tumor indicators. - Health benefits: dental clinic, medical insurance and gym memberships.
	5.1 Ending all forms of discrimination against women.	DEUTZ Spain implements initiatives to promote gender equality among its employees, supported by an updated equality plan for 2024.	- Implementation of actions of the II Equality Plan. - Monthly 'DEUTZ Woman' coffee break. - Gender equality training programs.
	5.5 Ensure women's full and effective participation and equal leadership opportunities at all decision-making levels.		
	7.2 Increasing the share of renewable energy in the energy mix.	DEUTZ SPAIN has a defined sustainability plan.	- Phase I photovoltaic plant in full operation. - Purchase of energy with a guarantee of 100% renewable origin. - Installation of electric car charging stations.
	8.2 Improving Productivity through technological modernization and innovation.	Enhancing productivity through automation and ergonomic improvements.	- Automation of two production lines of Block 3.6. - Replacement of two machining centers with upgraded, modernized technology.
	8.6 Reducing youth unemployment.	Partnership with DEUTZ Business School Foundation to promote youth employment.	- Promotion of youth employment. - I Edition of ALVA Awards.
	8.8 Protecting labor rights and promoting a safe and secure work environment.	Commitment to occupational health and safety.	- Compliance with ISO 45001 occupational health and safety standards. - Satisfactory outcome from the statutory audit of the Prevention Service.

ODS	SDG TARGET	DEUTZ SPAIN CONTRIBUTION	PERFORMANCE 2024
	9.2 Promoting inclusive and sustainable industrialization.	Fostering sustainable industrialization through digital transformation.	Energy saving through efficient energy management systems.
	9.4 Modernizing infrastructures to improve sustainability and resource efficiency.	Optimising energy consumption with sustainable infrastructure upgrades.	- Phase I completion of the asbestos roof replacement. - Execution of phase II of the new LED lighting. - Maximisation of natural light through skylight adjustment. - Replacement of two machining centers with energy-efficient alternatives.
	12.2 Sustainable management and efficient use of natural resources.	Promoting resource efficiency and sustainability.	- Upgrading to intelligent, sustainable lighting systems with improved natural light usage. - Full compliance with REACH and ROH regulations across the supply chain.
	12.5 Reducing waste generation through prevention, reduction, recycling and reuse.	Contributing to the circular economy through waste valorization.	100% recycling or revaluation of hazardous waste.
	12.6 Adopting sustainable practices and reporting in line with global standards.	Publication of the seventh DEUTZ Spain Sustainability Report in 2024, aligned with GRI and Law 11/18.	
	13.2 Incorporating Climate Change Measures into National Policies, Strategies, and Plans.	Integrating climate action into DEUTZ's Spain policies and strategies.	- Implementation of a GHG emissions reduction plan. - Measurement of the carbon footprint, with expanded Scop 3 to include the land transport chain. - Development of a green hydrogen production plant. - Identification and assessment climate change-related risks.
	13.3 Enhance education, awareness, and institutional capacity for climate change mitigation, adaptation, and early warning systems.	Information and training for employees.	Environmental training focused on energy efficiency, natural resource conservation, and recycling best practices.
	16.5 Strengthening Integrity: Reducing Corruption and Bribery.	Enhance systems to ensure legal compliance, ethical behaviour, and prevent corruption.	- Achieve audit compliance without non conformities in 2024. - Provide regular training on the code of conduct, including human rights, conflict of interest, and fair competition. - Ensure > 99% employee participation in DUTZ 2024 e- learning compliance training.

Roadmap 2025 and contribution to the SDGs

DEUTZ Spain is deeply committed to sustainability and social responsibility. As part of this commitment, the company has conducted a comprehensive dual materiality study, enabling it to identify and prioritise the key areas for action in the coming year. This study has provided valuable insights into stakeholder expectations and the impact of DEUTZ's activities on both the environment and society.

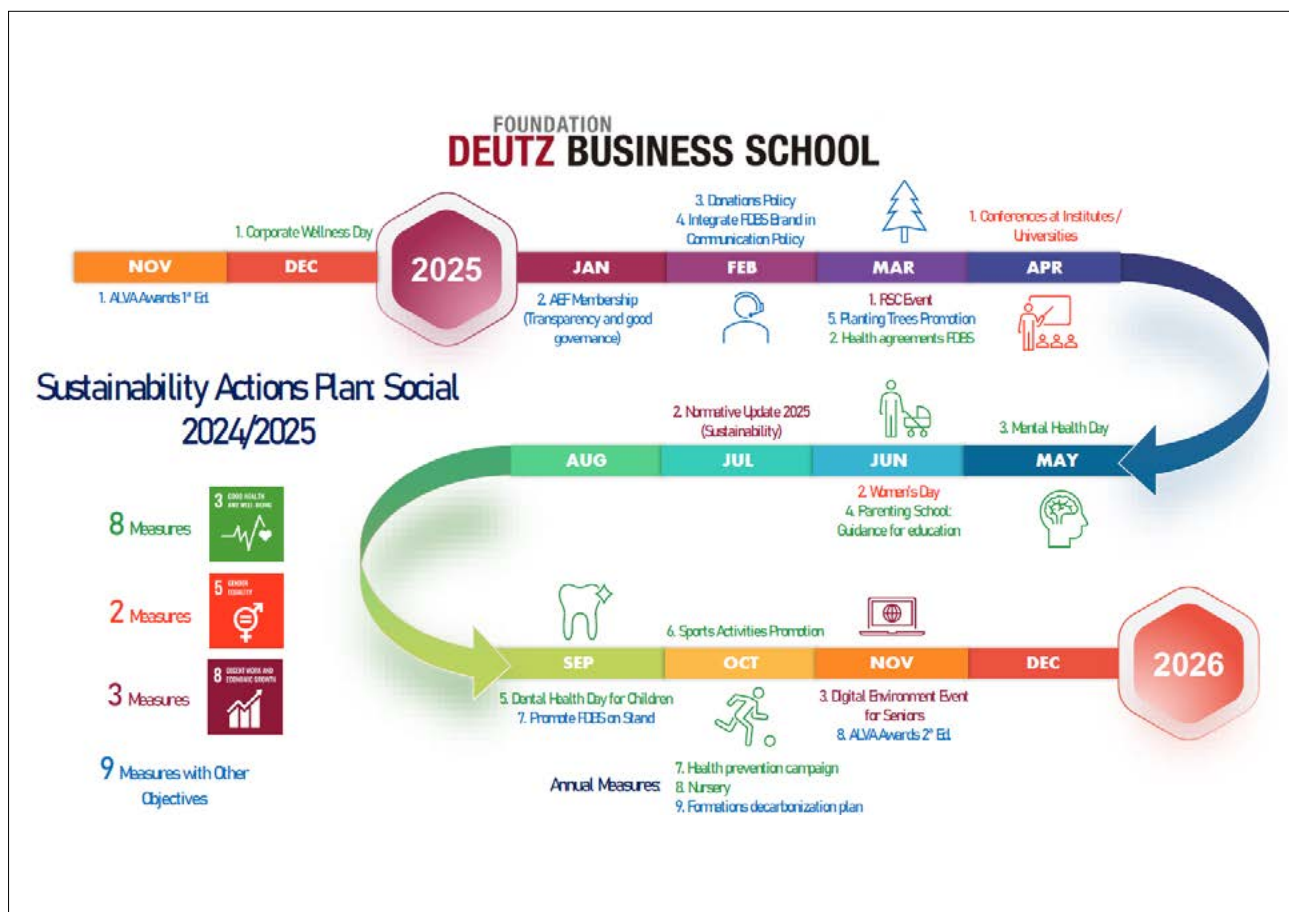
With these findings, DEUTZ Spain has developed a series of strategic initiatives designed not only to comply with current regulations but to go above and beyond in promoting sustainability and corporate social responsibility. These initiatives aim to foster sustainable development that benefits communities and the environment, paving the way for a more prosperous, inclusive, and equitable future for all.

The following Sustainable Development Goals (SDGs) have been prioritized by DEUTZ Spain in alignment with its stakeholders' expectations:



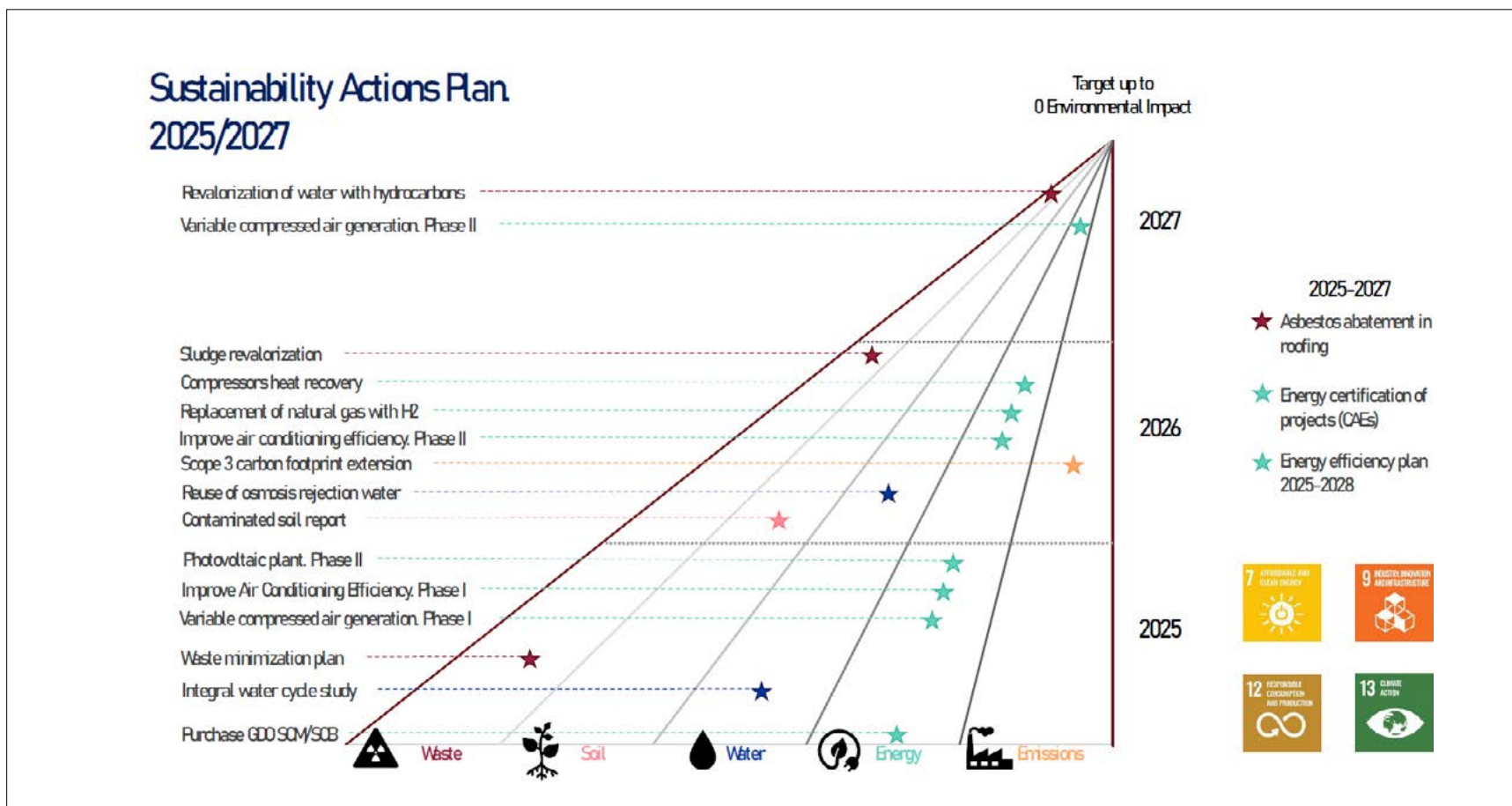
Social Initiatives

DEUTZ Spain, through the DEUTZ Business School Foundation, is dedicated to implementing social initiatives that enhance the well-being of the communities in which it operates. The foundation collaborates closely with local organisations and key stakeholders to ensure these initiatives create a positive and lasting impact, fostering the sustainable development of the communities it serves.



■ Environmental Initiatives

Aligned with its strong commitment to sustainability, DEUTZ Spain has crafted an ambitious environmental protection plan. This plan includes the integration of cutting-edge technologies to enhance energy efficiency, the responsible management and conservation of natural resources, and significant advancements in waste management. Through these actions, DEUTZ Spain aims to minimise its environmental footprint while promoting sustainable practices that help secure a better future for all.





Could you briefly tell us about the hydrogen project your company has been involved in? What was the main objective of the project?

Ariema is the first Spanish company specialized in hydrogen, founded in 2002 as a technological "spin-off" of INTA (National Institute of Aerospace Technology). We have our own technology for electrolyzers, the equipment that allows hydrogen to be produced from water and electricity. We have R&D projects, approved with public funding, in an amount exceeding 20 million euros, and I appreciate the support received from IDAE and CDTI.

For Ariema it has been a very important milestone to collaborate with Deutz, particularly with our friends at Deutz in Madrid and in Zafra, because they have been our coworkers and Zafra has been chosen as the place for the installation of the first half-MW electrolyzer designed and manufactured in Spain by Ariema. For Deutz, it is a larger project that combines an experimental collaboration with environmental objectives (with a photovoltaic solar energy installation that contributes to decarbonizing its factory) in which, apart from our electrolyzer, there are other equipment, notably the hydrogen engine from Deutz integrated into a power generation unit by the company Alternativas Energéticas Murcia. We will all learn together from this experience, the operational data and improvements we will develop will help us advance in hydrogen technologies, which will help in many applications to reduce the pollution generated by using traditional fossil fuels.

How has the experience been collaborating with other companies or entities in the project? What aspects of the collaboration do you consider most valuable?

Green hydrogen technologies are very complex, and it is hardly viable for a single company to provide comprehensive solutions. And this latter is what is needed, complete solutions that include several teams that can work together with reliability, efficiency, and reasonable cost.

The challenge is complex, and during the project we have had to face difficulties; it has not been easy technically, and we have had to collaborate closely to make progress until we have an installation we are proud of. The machines are important, but the most valuable aspect of the collaboration has been the human team;

Rafael Luque



together we have "pushed" with a common goal, and this collaboration will facilitate more successes in the future, both technical and commercial, to bring non-polluting solutions based on green hydrogen to market.

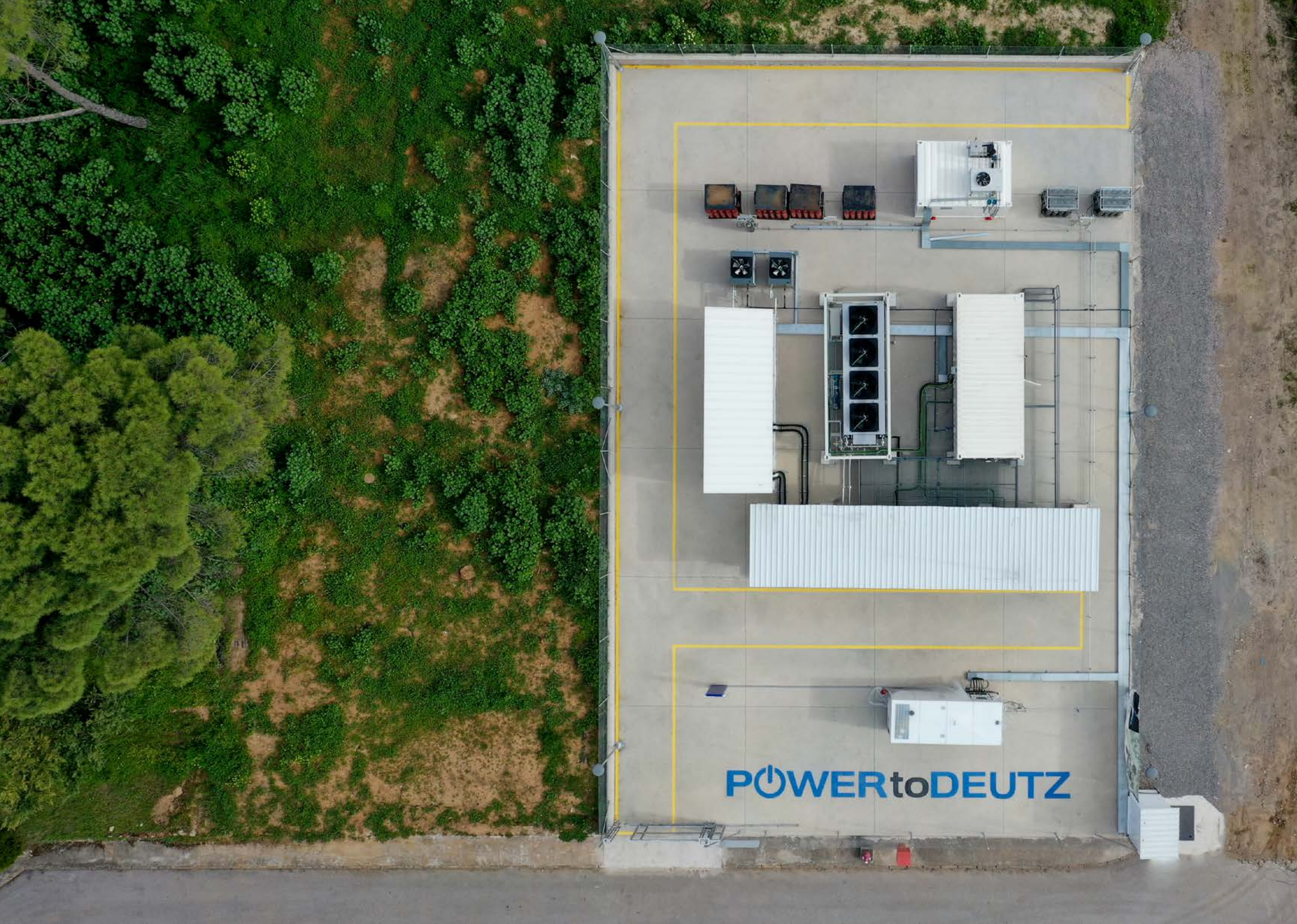
How do you think this project contributes to the corporate social responsibility of your company and DEUTZ?

Of course, from an environmental point of view, and also through the promotion of R&D, a project that advances in the use of green hydrogen is a project that contributes to a less polluting way of managing energy. And energy is essential for the development of our society.

Additionally, for me, the social responsibility of a company also involves contributing to economic development in its environment, generating prosperity for employees, suppliers, customers, collaborators, and partners. Despite ups and downs, decarbonization is an unstoppable trend; both individuals and companies that have dedicated many years to fossil fuels have, with green hydrogen, a great ally to turn their work into an activity with more future, and that future is much less polluting.

Rafael Luque. CEO de ARIEMA
company's collaborator

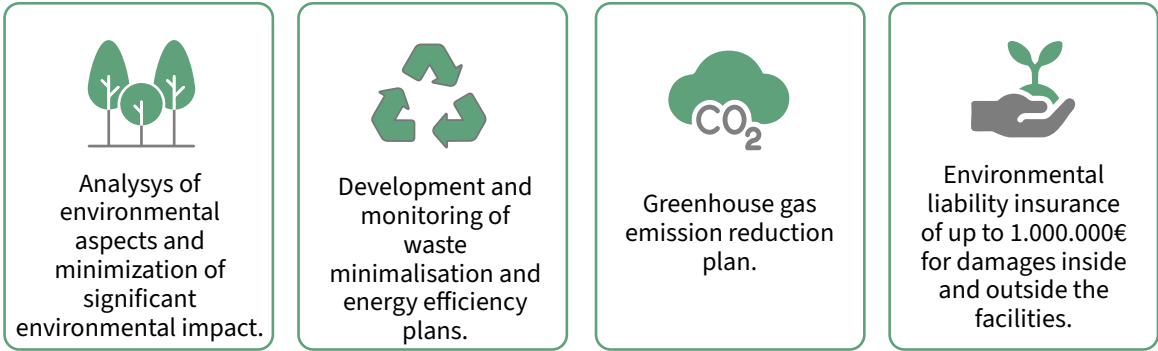




POWERtoDEUTZ

ENVIRONMENTAL MANAGEMENT

DEUTZ Spain demonstrates its commitment to environmental management and sustainable development through concrete actions, with the following initiatives standing out:



Additionally, DEUTZ is making strategic investments in key projects, with the most notable ones for 2024 being

PHASE I. PROJECT TO RE-MOVE ASBESTOS FROM THE ROOF OF THE ZAFRA PLANT.	REPLACEMENT OF LIGHTING	HYDROGEN PLANT PROJECT	NEW ELECTRIC VAN SERVICE BARCELONA
258.109,25 €	10.310,84 €	77.000 €	7163,2 €

The resources allocated to DEUTZ Spain's environmental management are outlined as follows

- Waste management
- Emissions and discharge monitoring
- Energy and environmental management

The following section provides an overview of the environmental performance of the DEUTZ Spain production plant in Zafra for 2024. Environmental data for the commercial areas and technical services in Madrid and Barcelona, due to their lesser impact, can be found in the Annex under the "INDEX OF CONTENTS NON-FINANCIAL REPORTING LAW 11/2018" and "GRI CONTENTS" sections of this report.



DEUTZ Spain has defined its strategic environmental plan for the period 2025 - 2027, which is summarized below:

	2025	2026	2027
Waste	• Waste minimization plan	• Sludge revaluation	• Revaluation of water with hydrocarbons
Soils		• Contaminated Soil Report	
Water	• In-Depth Water Cycle Study	• Reuse of osmosis reject water	
Energy	• Acquisition of GDO Sales & Service work centers • Variable compressed air generation - PHASE I • Improving air conditioning efficiency - PHASE I • Photovoltaic plant installation PHASE II	• Improve air conditioning efficiency - PHASE II • Compressor heat recovery • Transition from natural gas to Hydrogen (H2)	• Variable compressed air generation - PHASE II
Emissions		• Expansion of Scope 3 carbon footprint measurement	



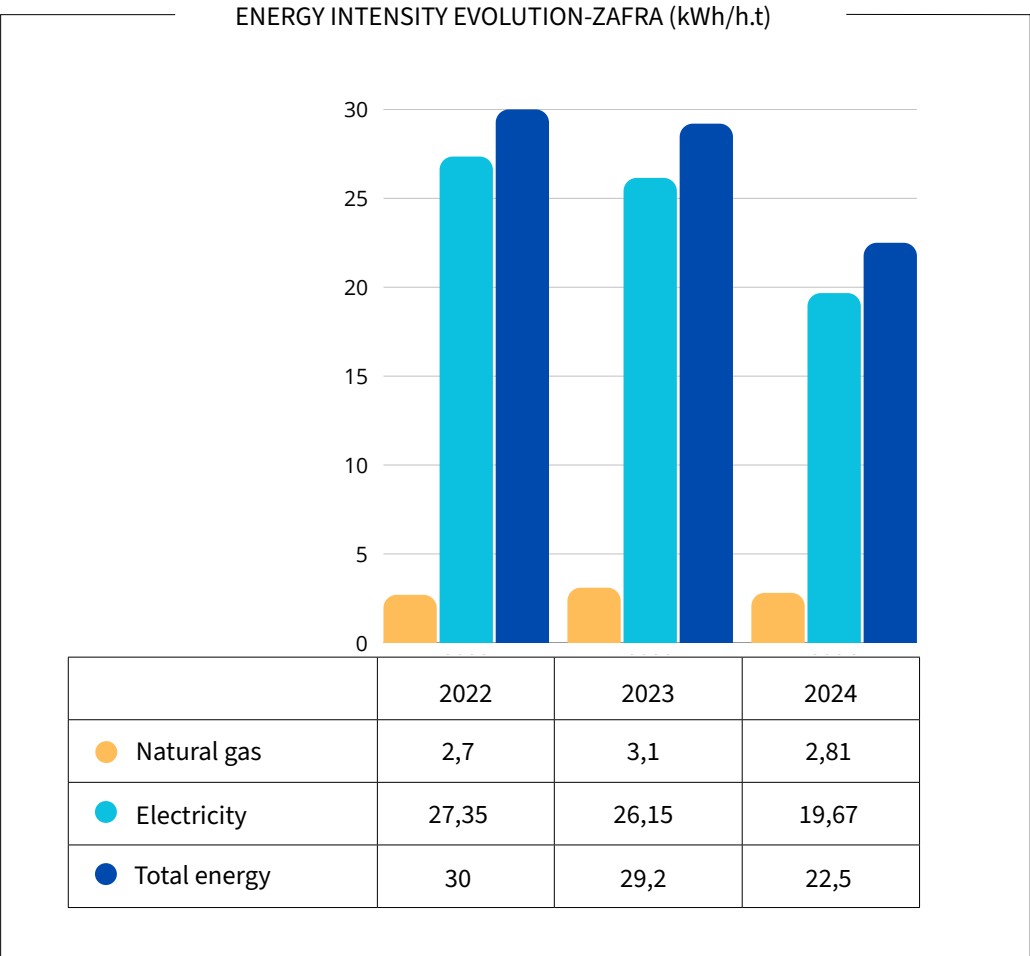
Energy

DEUTZ Spain has established an energy management system certified to ISO 50001:2018, enabling effective monitoring and control of its energy consumption.

Energy consumption in 2024 - Zafra
2.164.862 kWh Natural Gas
15.138.688 kWh Electricity
17.303.550 kWh Total energy

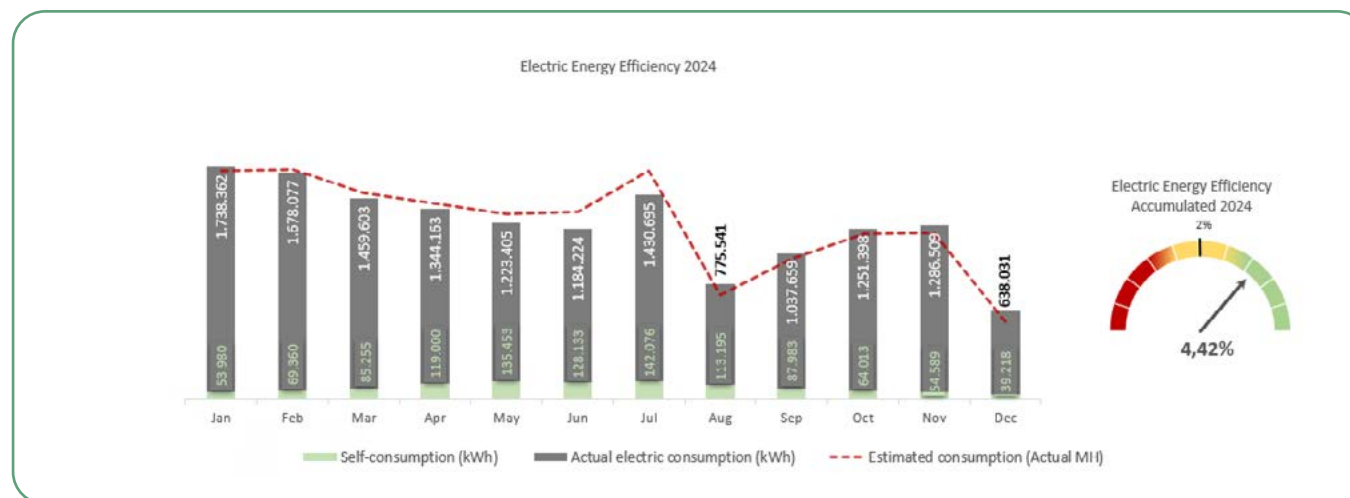
The electrical energy consumed at the DEUTZ Spain production plant in Zafra is sourced entirely from renewable energy.

- 91,021 kWh of self-consumption generated by the photovoltaic plant
- 15,047,667 kWh supplied by the distributor with a GDO certification



DEUTZ Spain recognises that renewable and CO2-neutral energy sources are the future for businesses. Since 2023, DEUTZ Spain has been consuming 100% renewable energy, maintaining this commitment into 2024. This energy is sourced both from self-consumption through solar panels installed at the Zafra plant and from energy purchased with a Guaranteed Renewable Origin (GDO) certification.

Additionally, DEUTZ Spain continuously monitors energy performance throughout the year to ensure that energy efficiency targets are consistently met.



In 2024, a new energy audit was conducted at the DEUTZ Spain production plant, leading to an updated Energy Efficiency Plan with a vision extending to 2028.

The plan outlines strategic actions aimed at achieving a sustainable annual energy efficiency improvement of 2.5%.

The key measures defined in the plan include:

Compressor with heat recovery.

Compressor with variable frequency.

Monitoring and regulation of the compressor room.

Automation of vent openings.

Installation of vents in the block production facility.

Installation of LED lighting.

Restructuration of AHU's/rooftop (Phase I)

Renewal of thermal insulation for ducts.

Raw materials

Oils

Drilling fluids

Liquid nitrogen

Methanol

Adhesives

Antioxidants

Detergents

VCI paper

Letter-size
paper A3/A4

At the Zafra production plant, various essential materials are consumed beyond the raw materials used in manufacturing. These include oils, drilling oils, liquid nitrogen, methanol, adhesives, antioxidants, detergents, and VCI paper. Additionally, paper is used for support activities, though it is not directly involved in production.

To ensure efficient resource management, the **DEUTZ Integrated Management System** monitors the use of these materials, aiming to control and minimise consumption whenever possible.



Less paper, smarter management

Throughout 2024, DEUTZ has continued its commitment to reducing paper usage by advancing the digitalisation of processes—a strategy that has been in place for several years. By streamlining workflows and cutting down on unnecessary bureaucracy, the company is making operations more efficient and environmentally responsible.

Water Conservation



Water consumption 2024-Zafra
20.819 m3 Mains water
279 m3 Well water

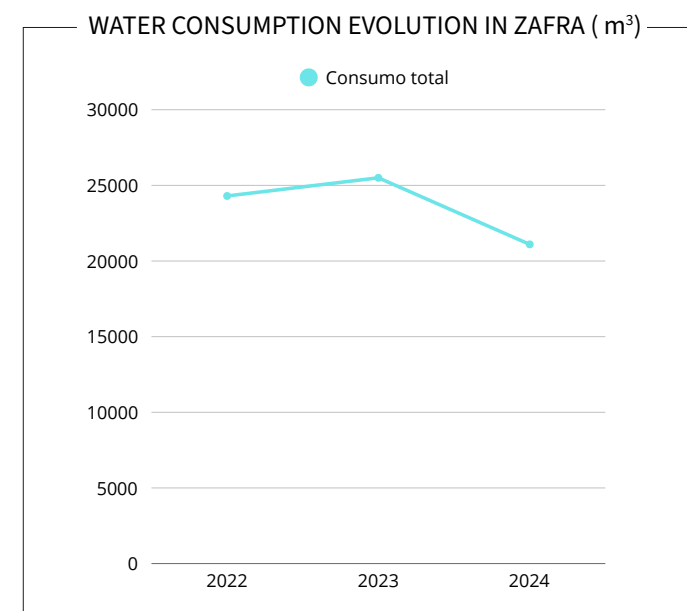
Produced water passes through the various treatment mechanisms necessary before being returned to the network.



At **DEUTZ Spain**, sustainability is a priority. By integrating advanced technologies, the company is committed to reducing water consumption through efficient reuse.

To achieve this, **water-water cooling technology** has become the standard in production processes, utilizing cooling towers to optimize resource management. This system is not only highly efficient but also environmentally responsible—**95% of the water used is recirculated**, significantly minimizing waste. Additionally, it consumes less energy compared to traditional air-cooled equipment, further enhancing sustainability efforts.

Through these innovations, **DEUTZ Spain** continues to improve operational efficiency while reinforcing its commitment to environmental responsibility.



Carbon Footprint

At DEUTZ Spain, the approach to carbon emissions is centered on **prevention and reduction**, prioritizing the avoidance of emissions at the source rather than mitigating their effects afterward.

Through the implementation of **energy efficiency measures**—which have significantly lowered electricity consumption—and the transition to **100% renewable energy** sources since 2023, DEUTZ Spain has successfully **eliminated all Scope 2 emissions** at the Zafra facility.

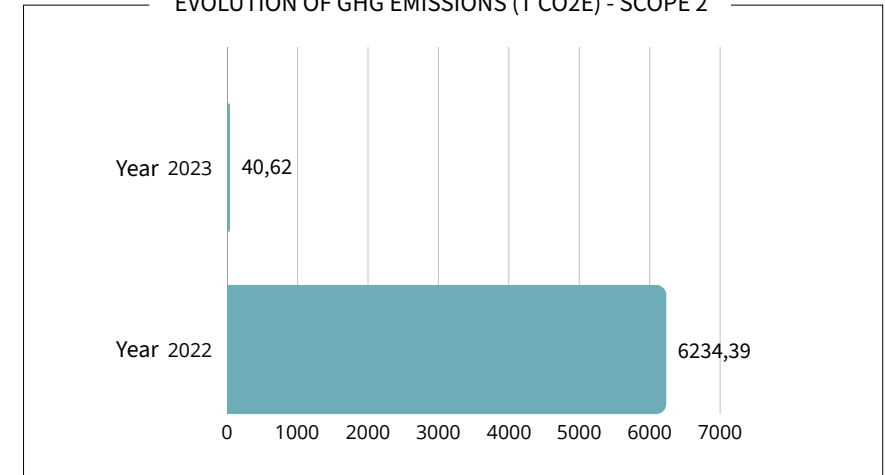
In 2024, the company once again **calculated and verified its Carbon Footprint for 2023**, reinforcing its commitment to transparency and accountability. As part of this process, this sustainability report presents the verified emissions data for **2023**, while **2024 emissions data** will be published in the next report once external verification is complete.

By integrating sustainable practices and continuously monitoring its environmental impact, **DEUTZ Spain** reaffirms its dedication to a cleaner, more responsible future.

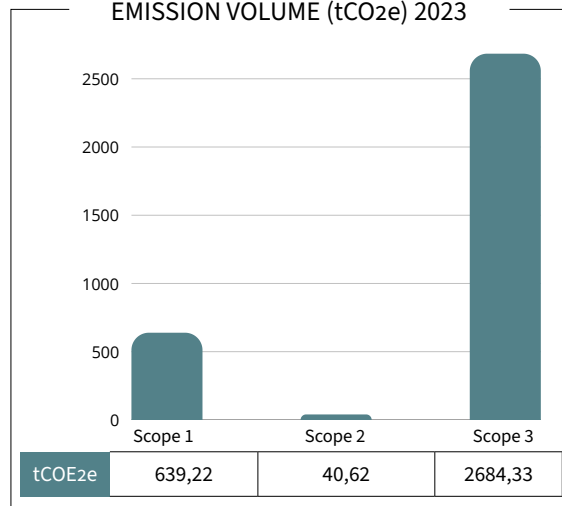
Once again, DEUTZ Spain has verified the Carbon Footprint of all its activities under the GHG standard.

As part of the **2022-2026 Reduction Plan**, DEUTZ Spain has successfully implemented key measures aimed at reducing **Scope 2 greenhouse gas emissions**. In 2023, these efforts led to an impressive **99.35% reduction** compared to 2022, marking a major milestone in the company's sustainability strategy.

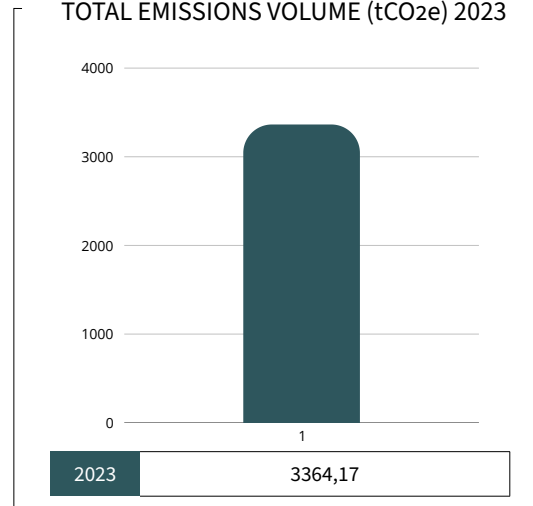
EVOLUTION OF GHG EMISSIONS (T CO₂E) - SCOPE 2



EMISSION VOLUME (tCO₂e) 2023



TOTAL EMISSIONS VOLUME (tCO₂e) 2023



To assess progress over time, DEUTZ uses a specific indicator that measures **Scope 1+2 emissions per machine hour**. In 2022, this value stood at **13.39 kg CO₂e/h**, while in 2023, it dropped dramatically to **1.4 kg CO₂e/h**—representing a **reduction of 11.99 kg CO₂e/h**.

These results confirm the effectiveness of the measures taken.

The most impactful initiative behind this achievement has been the transition to energy sourced with a **Guarantee of Renewable Origin (GDO)** for the Zafra production center. This shift underscores DEUTZ Spain's ongoing commitment to reducing its carbon footprint and driving sustainable industrial practice.



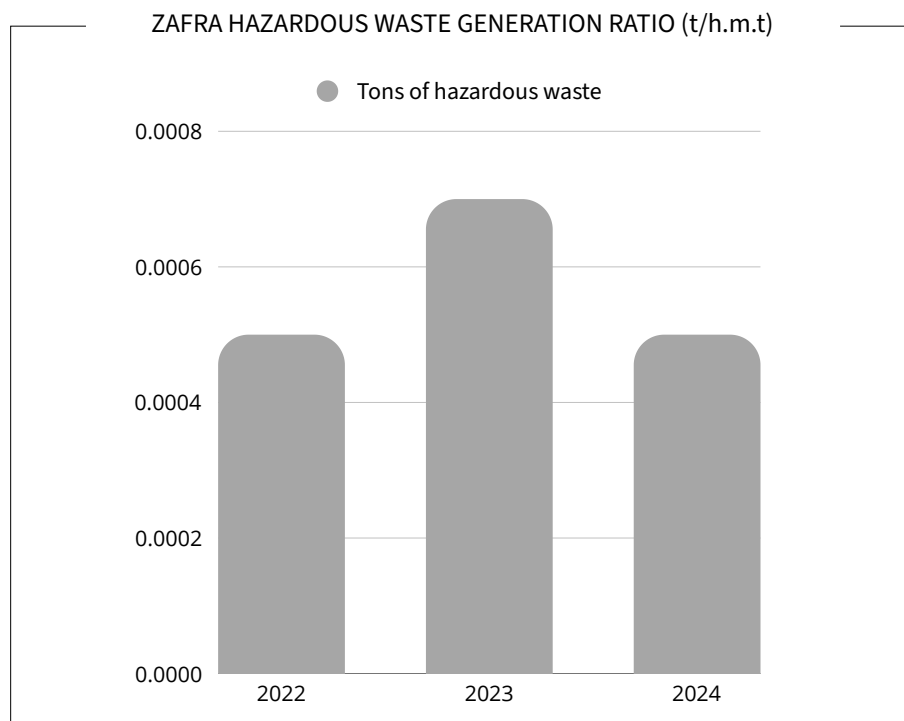
Waste management

Waste generation in 2024 - Zafra
182,4 t Hazardous Waste
3.329,4 t Non-Hazardous Waste
100% Recycled or revalued hazardous waste



At **DEUTZ Spain**, sustainability is a priority, and waste management is no exception. The company has achieved **100% recycling or recovery of hazardous waste**, a milestone made possible through the **implementation of advanced technologies**, as well as the **awareness and training** of all employees.

By continuously improving processes and fostering a culture of environmental responsibility, **DEUTZ Spain** ensures that hazardous waste is managed in the most sustainable and efficient way possible, reinforcing its commitment to a cleaner, greener future.



DEUTZ DECARBONIZATION STRATEGY. HYDROGEN PROJECT

As part of its commitment to decarbonization, **DEUTZ Spain** has designed and constructed an **innovative hydrogen-based pilot plant**, featuring the **DEUTZ TCG 7.8 H2 combustion engine** at its core. This pioneering project integrates the **entire hydrogen value chain**—from **production and compression to storage, transformation, and consumption**—positioning DEUTZ at the forefront of sustainable industrial solutions.

The project was officially launched by **DEUTZ AG** in **February 2024**, with a clear objective: to have all equipment installed at the Zafrá facility by the end of the year, paving the way for **initial commissioning and testing in the first quarter of 2025**.

The success of this ambitious initiative is the result of **countless hours of dedication and collaboration** among key strategic partners: **DEUTZ Spain, DEUTZ AG, ALTERNATIVAS ENERGÉTICAS DE MURCIA, and ARIEMA ENERXIA**. Given the complexity of a multi-company project, **risk management** has been a crucial pillar, ensuring a smooth and secure development process.

A key milestone was achieved on **January 30, 2025**, when **green hydrogen-generated energy was successfully injected into the DEUTZ Spain power grid** for the first time using the **DEUTZ TCG 7.8 H2 engine**—a landmark achievement in the company's sustainability journey. The project reached its official **inauguration on February 26, 2025**, led by **CEO Sebastian Schulte**, who personally participated in this historic event—the **first project of its kind in Spain**.



Climate change

DEUTZ Spain recognizes that **climate change is one of the greatest global challenges of our time**—a crisis that transcends borders, affects all nations regardless of their development, and impacts every individual across the planet. Driven by human activity, climate change is accelerating at an alarming rate, with rising greenhouse gas emissions intensifying **extreme weather events, environmental disruptions, and threats to life as we know it.**

In line with its **commitment to sustainability and the United Nations Sustainable Development Goals (SDGs)**, DEUTZ Spain has conducted a thorough **risk assessment** to evaluate the potential impacts of climate change on its **Zafra production plant.**

The most significant risks identified include: **rising air temperatures, thermal stress, water stress.**

By understanding these risks, **DEUTZ Spain** is taking proactive steps to **adapt, mitigate, and strengthen its resilience** against climate change, reinforcing its role as a leader in sustainable industrial practices.



Climate-related risks				
	Temperature-related	Wind-related	Water-related	Solid matter-related
Chronic climate-related risks	Changing air temperature	Changing wind patterns	Changing precipitation patterns: rain	Coastal erosion
	Changing freshwater and marine water temperature		Changing precipitation patterns: hail	Soil degradation
	Heat stress		Precipitation or hydrological variability	Soil erosion
	Temperature variability		Ocean acidification	Solifluction
	Permafrost thawing		Saline intrusion	
			Sea level rise	
Acute climate-related risks			Water stress	Avalanche
	Heat wave	Windstorm (incl. cyclone, hurricane, and typhoon)	Drought	Landslide
	Cold wave / frost	Blizzards, dust, and sandstorm	Heavy precipitation	Subsidence
	Wildfire	Tornado	Flood (Coastal, fluvial, pluvial, ground water)	
			Glacier lake outburst	
No data No risk Low risk Medium risk High risk Red flag				



This year 2024, DEUTZ Spain has recognized your 25 years in the organization, how has the company's evolution been from your experience over these years?

Throughout all this time, the company has been gradually adapting to the different work needs required by the sector we are in, as it is clear that only through adaptation can one understand and survive in the current market.

When I started, I did so at Deutz Iberia (located in Tres Cantos) in the Treasury department and there were about fifty of us in total in Madrid. In 2007 the commercial division of small engines was acquired by Deutz Diter and the rest of the large engines were sold to MWM. Later, in 2012, the company decided to expand the business and create a Service Center in Madrid, which required having more space for a workshop and warehouse, so we moved to San Fernando de Henares. Subsequently, the company changed its name to Deutz Spain, S.A.U. And a few years later, the Barcelona Service Center began to operate.

Regarding office work, I remember that when I started, having a computer was almost a privilege and nowadays, it is a basic tool for being able to work. For example, we have moved from sending transfers or documentation to the bank using fax to sending all that information via the Internet or email. At the same time, for some time now, we are trying to store and use all these contents digitally, in order to use less paper and adapt to modern times. Also, thanks to certain software programs, task and process execution has been streamlined, which makes us more efficient on a day-to-day basis.

DEUTZ has the values of the 5Ts which are: TEAM (equipo); TRUST (confianza), TENACITY (tenacidad); TRUTH (verdad); TRANSPARENCY (transparencia).

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

I believe that over the years, the values with which I most identify as a member of the company are TEAM (team) and TENACITY (tenacity)

TEAM, because the current company is the result of the decisions and work of all the people who have been through it over all these years; because always, all people, to a greater or lesser extent, leave a mark as they pass.

TENACITY, because at times we have faced complicated situations of poor results, crises, cutbacks ... and despite the difficulties, they have been overcome, not only with the aim of keeping ourselves in the market, but also to be able to continue advancing.

Guadalupe Iraundegui



In relation to the new transformation policies that DEUTZ is implementing and from your experience participating in some of the sessions that have been held in the commercial area of San Fernando in Madrid, how do you assess the organization's involvement in them?

I value the involvement offered to us as something positive, because often in certain areas, it is the worker himself who knows what the shortcomings, difficulties and problems the company has, and I consider that this might be a good opportunity to expose them, in order to bring them to light and try to find solutions for them.

Therefore, I think it's a good initiative because it's not about criticizing, but about correcting everything that doesn't work, that obstructs or bothers, and that ultimately could end up harming and slowing the growth and good functioning of the company.

Guadalupe Iraundegui. Benches, Spare Parts and Control Technician at DEUTZ Spain



GOVERNANCE



"Time for reflection is time saved"



"El tiempo de reflexión es una economía de tiempo"



SALIDA



CORPORATE COMPLIANCE SYSTEM

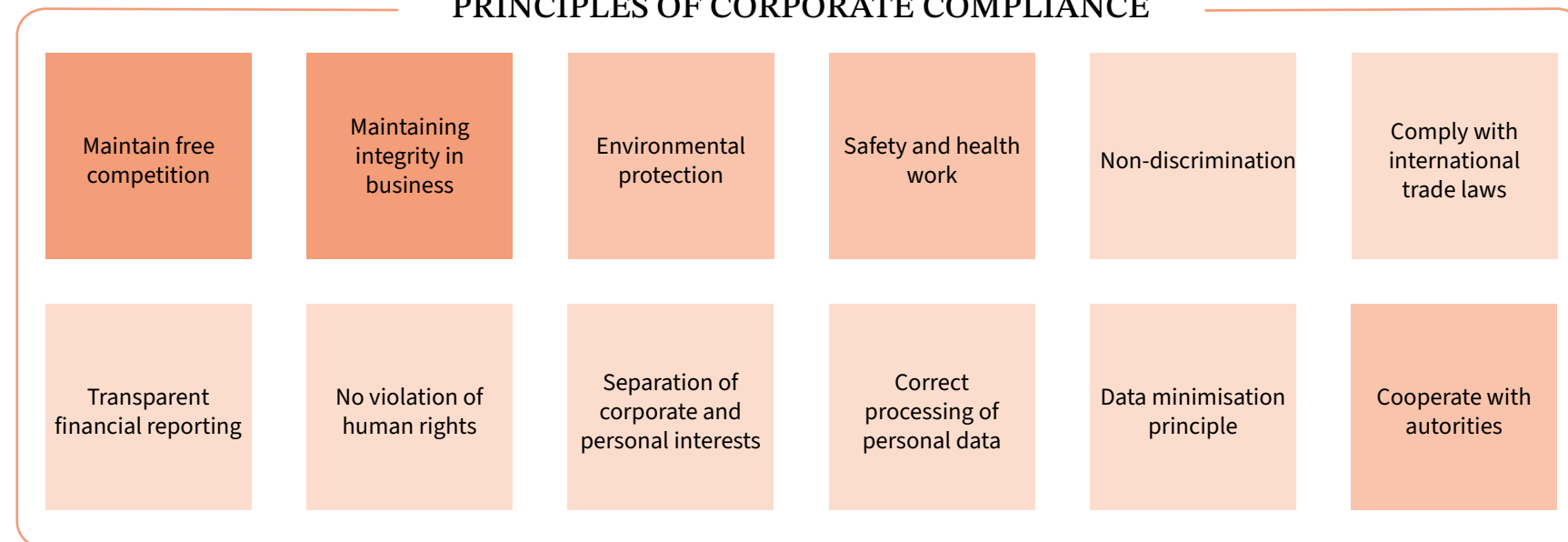
At **DEUTZ Spain**, every action and decision shapes the company's reputation, influencing how it is perceived by society and its stakeholders. Recognizing the importance of ethical business conduct, **DEUTZ Spain** has implemented a **comprehensive Corporate Compliance System** across all its facilities, reinforcing transparency, integrity, and accountability.

To ensure the highest standards of legal and ethical compliance, the company has established a **Criminal Compliance and Anti-Bribery Management System**, certified under **UNE 19601** and **ISO 37001**. The **Compliance Body**, appointed directly by the **Group's Board of Directors**, is responsible for overseeing and managing this system.

The objectives of DEUTZ Spain's **Compliance System** are to: establish a **consistent and robust regulatory compliance framework**, provide a **reasonable level of security** in business operations, **mitigate risks** associated with potential criminal liability, and uphold **corporate values** and ensure ethical decision-making.

By embedding compliance into its corporate culture, **DEUTZ Spain** reaffirms its dedication to responsible business practices, safeguarding its reputation while fostering trust with employees, partners, and society at large. DEUTZ Spain's corporate compliance principles are as follows:

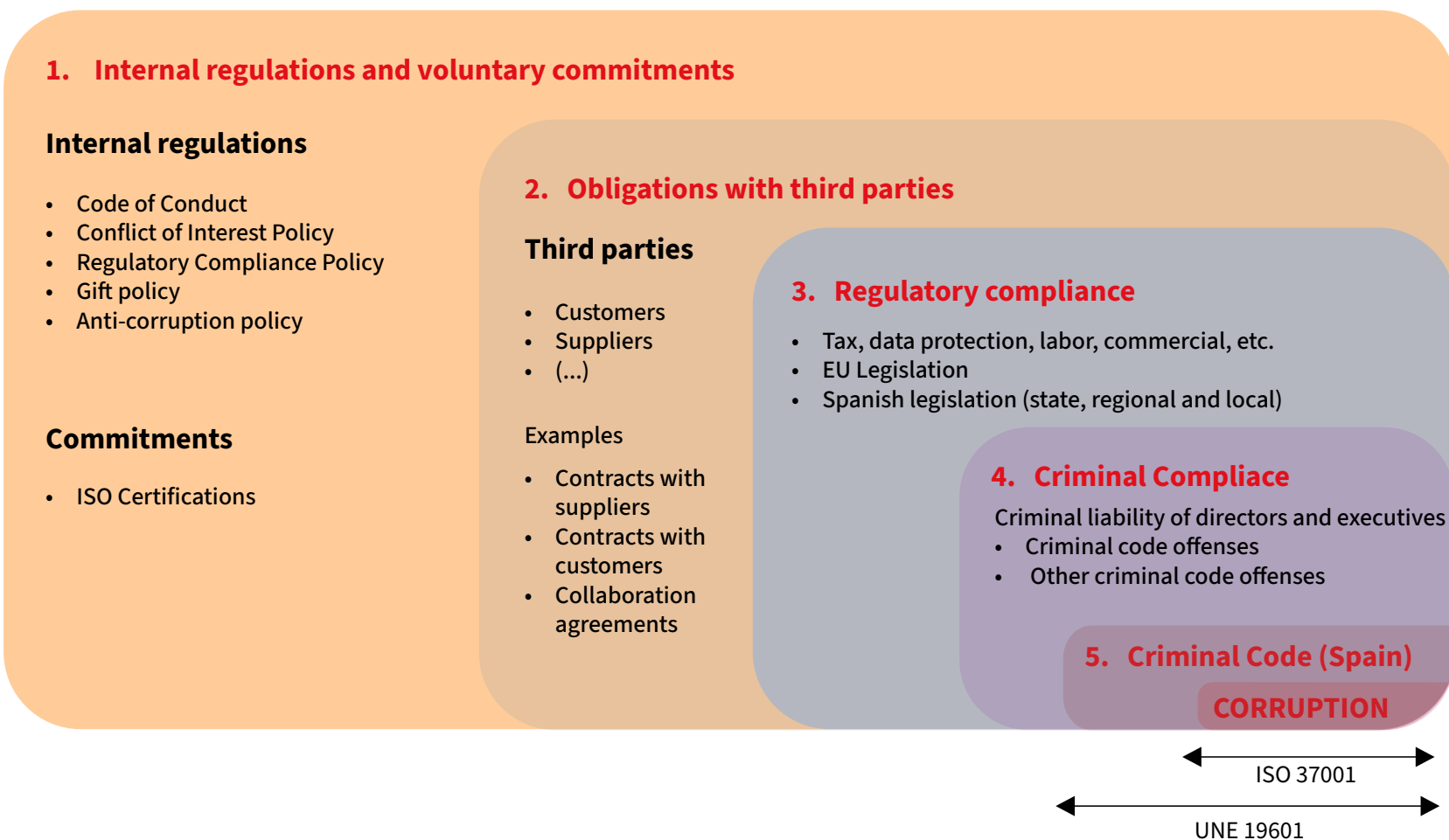
PRINCIPLES OF CORPORATE COMPLIANCE



DEUTZ Spain upholds transparency and ethical responsibility by providing a whistleblower channel in full compliance with applicable legislation. This secure and confidential platform is accessible to all employees and relevant stakeholders, ensuring that any concerns or irregularities can be reported safely and addressed appropriately.

The **Corporate Compliance System** at **DEUTZ Spain** ensures the **effective integration and alignment** of Spanish legislation with the specific needs and operational realities of its various work centers.

Additionally, **DEUTZ Spain** has incorporated into its **compliance management framework** not only legal and regulatory requirements but also: **commitments made to third parties**, **internal regulations of the DEUTZ Group**, **voluntary commitments undertaken by the company**. By embedding these principles into its compliance structure, **DEUTZ Spain** reinforces its dedication to ethical conduct, legal integrity, and corporate responsibility across all levels of the organization.



DEUTZ CODE OF CONDUCT

Since 2019, DEUTZ Spain has embedded the code of conduct into its organization, ensuring adherence to ethical standards. This code outlines the fundamental rules and guidelines that the company and all employees must uphold—both internally and in their interactions with other organizations, public administrations, and society.

CODE OF CONDUCT	
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 reducing impacts.
COMPETITIVENESS	Market economy and fair competition. •Compliance with antitrust legislation.
TRADE CONTROL	Compliance with national and international trade control regulations.
CORRUPTION AND BRIBERY	Maintaining the trust and integrity of DEUTZ.
MONEY LAUNDERING	All employees are responsible for ensuring 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 illegally use privileged information about DEUTZ or any other company.
PROPERTY	Responsibility for the company's facilities and properties.
DATA PROTECTION	DEUTZ respects the privacy and integrity of its employees, partners, and other third parties.

DEUTZ'S COMMITMENT TO HUMAN RIGHTS



Human rights are fundamental international standards designed to guarantee the dignity and equality of all individuals. They are universal, inalienable, and indivisible, ensuring that every person has the right to enjoy them without discrimination.

DEUTZ Spain upholds its Human Rights Code, which applies not only to employees within the organization but also to customers, suppliers, and other stakeholders. This code is designed to ensure the unwavering protection of human rights at all times—both within the company's operations and professional relationships, as well as in the broader impact of its activities.

The DEUTZ Group's Human Rights Code includes the following:

Due diligence in the supply chain.

The United Nations Guiding Principles on Business and Human Rights.

The Universal Declaration of Human Rights of the United Nations.

The ILO Declaration on Fundamental Principles and Rights at Work.

The Ten Principles of the United Nations Global Compact.

The OECD Guidelines for Multinational Enterprises.

SUPPLY CHAIN DUE DILIGENCE

In 2023, the DEUTZ Group introduced a Statement of Principles on due diligence throughout the supply chain. This statement not only aligns with European directives but also outlines our expectations for employees and suppliers regarding human rights and environmental responsibility. Adhering to these principles is a fundamental aspect of our internal and external interactions, playing a crucial role in ensuring the long-term success of our business.

We expect all DEUTZ employees to consistently comply with applicable laws, regulations, and internationally recognized standards for human rights and environmental protection. Likewise, we require the same level of commitment from our suppliers and business partners.

DEUTZ Spain takes a proactive approach to supply chain risk prevention and management, minimizing potential impacts through contractual clauses, strict requirements, and, when necessary, on-site monitoring and audits of suppliers. Specifically, DEUTZ Spain exclusively sources raw materials classified as Conflict-Free Minerals and integrates environmental criteria into its supplier evaluation process.

Social Responsibility Block

- Respect for fundamental and human rights, prohibition of child labour, exclusion of forced labour, fair working conditions, working hours and remuneration, equality at work and prohibition of discrimination, freedom of expression, freedom of association and collective bargaining, workplace health and safety and the preservation of natural resources.

Ecological Responsibility Block

- Sustainable use of raw materials, natural resources, and renewable energy sources; management of hazardous waste and substances; water resources and wastewater management; emission reduction; responsible sourcing; and conflict-free minerals.

Economic Ethics Block

- Fair competition, fight against corruption and bribery, avoidance of conflicts of interest, protection of intellectual property, confidentiality and data protection, anti-money laundering, and accounting integrity.

When awarding contracts and services, DEUTZ Spain prioritizes key factors such as environmental management, energy efficiency, Corporate Social Responsibility, and regulatory compliance.

To ensure ethical and sustainable business practices, DEUTZ Spain has incorporated the Supplier Code of Conduct into its processes, which applies to all Group subsidiaries. This code establishes clear requirements that our suppliers must adhere to and implement within their operations.



PARTS	23.700.000
TURNOVER	61,2 Mio€
PART NUMBERS	560
SUPPLIERS	81
COUNTRIES	15


Spain

14 Suppliers
951.000 parts
24,6 Mio€


Brazil

1 Supplier
300 parts
0,009 Mio€


France

1 Supplier
4.300 parts
0,007 Mio€


England

3 Suppliers
470.000 parts
0,86 Mio€


Italy

3 Suppliers
304.000 parts
1,9 Mio€


United States

2 Suppliers
3.300.000 parts
0,084 Mio€


Mexico

1 Supplier
1.900 parts
0,05 Mio€


Argentina

1 Supplier
1.320.000 parts
3,7 Mio€


Germany

36 Suppliers
13.320.000 parts
16,2 Mio€


Poland

2 Suppliers
332.000 parts
0,6 Mio€


India

6 Suppliers
1.412.000 parts
2,7 Mio€


Slovakia

3 Suppliers
807.000 parts
2,7 Mio€


China

6 Suppliers
363.000 parts
4,3 Mio€


Czech Republic

1 Supplier
1.050.000 parts
0,2 Mio€


Turkey

1 Supplier
35.700 parts
3,3 Mio€



What corporate values do you think the DEUTZ brand best conveys?.

More than two years ago, the 5Ts began to be deployed as DEUTZ's values, which I believe the employees working at the company take into account in our day-to-day and never lose sight of them. I couldn't highlight one over the other, since, to a greater or lesser extent, every employee at some point in their journey at DEUTZ considers one or the other, and that is a true reflection that the company has towards the outside; a company that inspires trust, transparency, truth, is tenacious in achieving its goals, and works as a team.

Thus, when ordinary years like 2024 come, with the ERTE, it was proven that to get out of the situation, the first and most important thing is to provide information to all employees truthfully (TRUTH) and transparently (Transparency); and in this way, we will all succeed as a team (TEAM); with tenacity (Tenacity) in their work and trust in the company (Trust), they will achieve better results for the company and overcome the small hurdles life throws at us.

As a member of the Equality Committee of Deutz Spain and the InDEUTZ program of DEUTZ A.G, what concepts related to diversity and equal opportunities do you consider most relevant to work on in the future?

Both DEUTZ Spain and the DEUTZ group are committed to improving integration, diversity, inclusion, and equality in companies for all currently employed or future employed people. Therefore, DEUTZ Spain was the first company in the Industrial sector to agree with its works council and subsequently register its first Equality plan in 2017 and its second Equality plan in 2023.

Moreover, DEUTZ Spain is participating in the group's global project "InDEUTZ", which seeks to find initiatives among the group's various countries to improve integration, inclusion, diversity, and equality; DEUTZ Spain has worked on the assigned matters of Age, Equality, and Disability through a workshop with employees from different departments.

For all of the above, I believe that DEUTZ Spain is a benchmark in the region for Equality, Inclusion, Diversity, and Integration as it is a company where women are listened to equally in their different roles and have reached positions of responsibility within the company.

But let's not deceive ourselves, there is still a long way to go; not only in DEUTZ but in society in general; and not only in equality between men and women; but also in integration, diversity, and inclusion; as there are many groups with serious difficulties in accessing jobs; therefore, as an employee of DEUTZ, I am proud that both DEUTZ Spain and the DEUTZ Group worldwide are working to try to improve these aspects.

As the Equality Officer, which initiative implemented at DEUTZ Spain do you consider most beneficial for women.

Iria F. Pinto



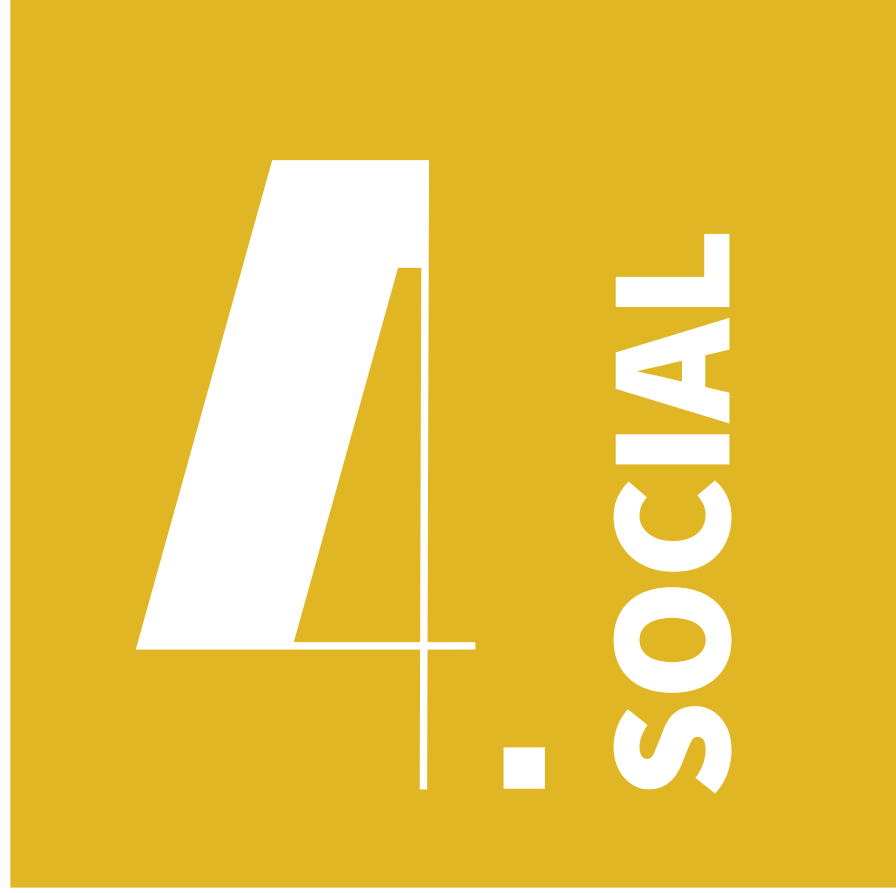
Considering that DEUTZ belongs to a business sector that is completely masculinized, I think it is important for initiatives to emerge to promote equality or improve the quality of work for women in companies in this sector; therefore, I highlight the initiative "Coffee Breaks for Women"

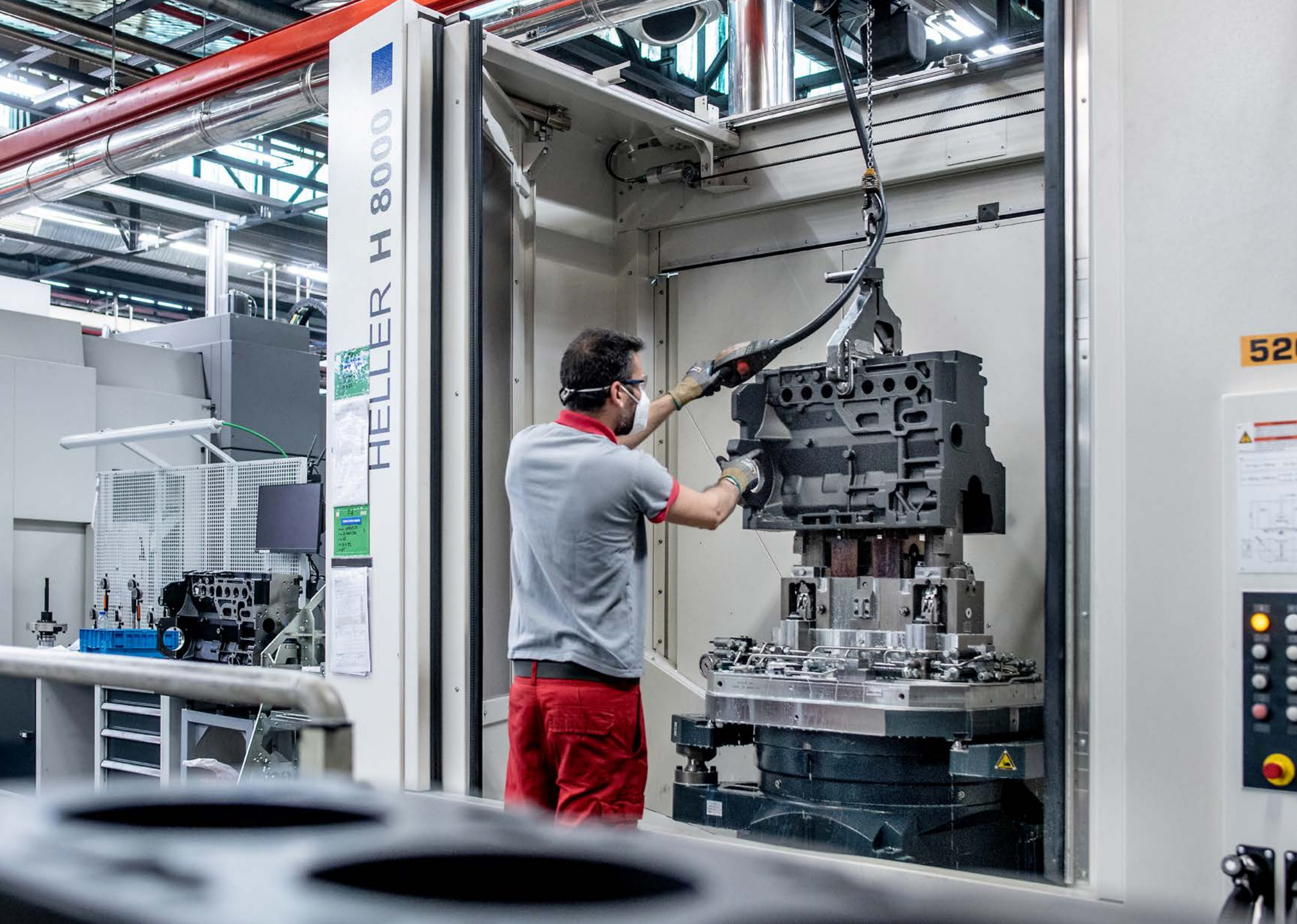
These are spaces where women can talk about the obstacles that might exist for being a woman, support each other in any situation a worker may be going through; resolve situations that other women in the company have previously experienced and can offer advice, understanding, and support.

Moreover, we have the immense pleasure of collaborating with the DEUTZ Business School Foundation, which provides us with a classroom when we have people external to the company who also collaborate with us, completely altruistically, in this initiative and come to give us a technical vision of different aspects. For example, in 2024, a psychologist from FEAFES ZAFRA came to provide us with tools to manage stress and emotional well-being, always considering the female gender and the differentiating factors that exist.

For all this and for the good reception that this initiative has had among the women of the company, I think it is worth mentioning. And above all, thanks to Petra Mayer (Vortstand Operations), who has been the first woman to join the Board of Directors of DEUTZ A.G; for the little push that was needed to carry it out.

Iria Flavia Pinto Álvarez, Equality Officer and Data Protection Officer Deutz Spain





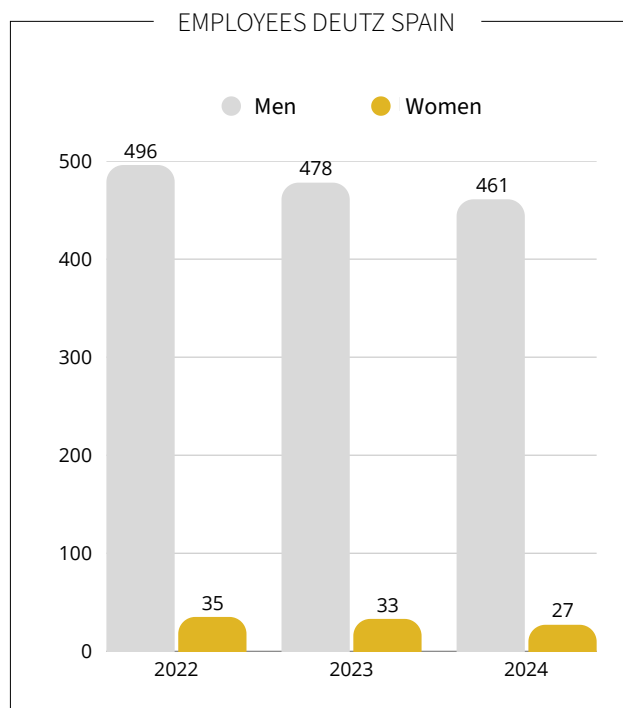
HELLER H 8000

52

COMMITMENT TO QUALITY EMPLOYMENT



100% of DEUTZ Spain's employees are covered by collective bargaining agreements



At DEUTZ Spain, our people are our greatest asset. That's why fostering professional growth and enhancing employee qualifications is a top priority.

To support this commitment, we implement policies and initiatives aimed at improving workplace safety, promoting equal opportunities and fair treatment for all, encouraging personal and professional development, and fostering a culture of active listening. Additionally, we prioritize work-life balance, ensuring that employees can thrive both professionally and personally.

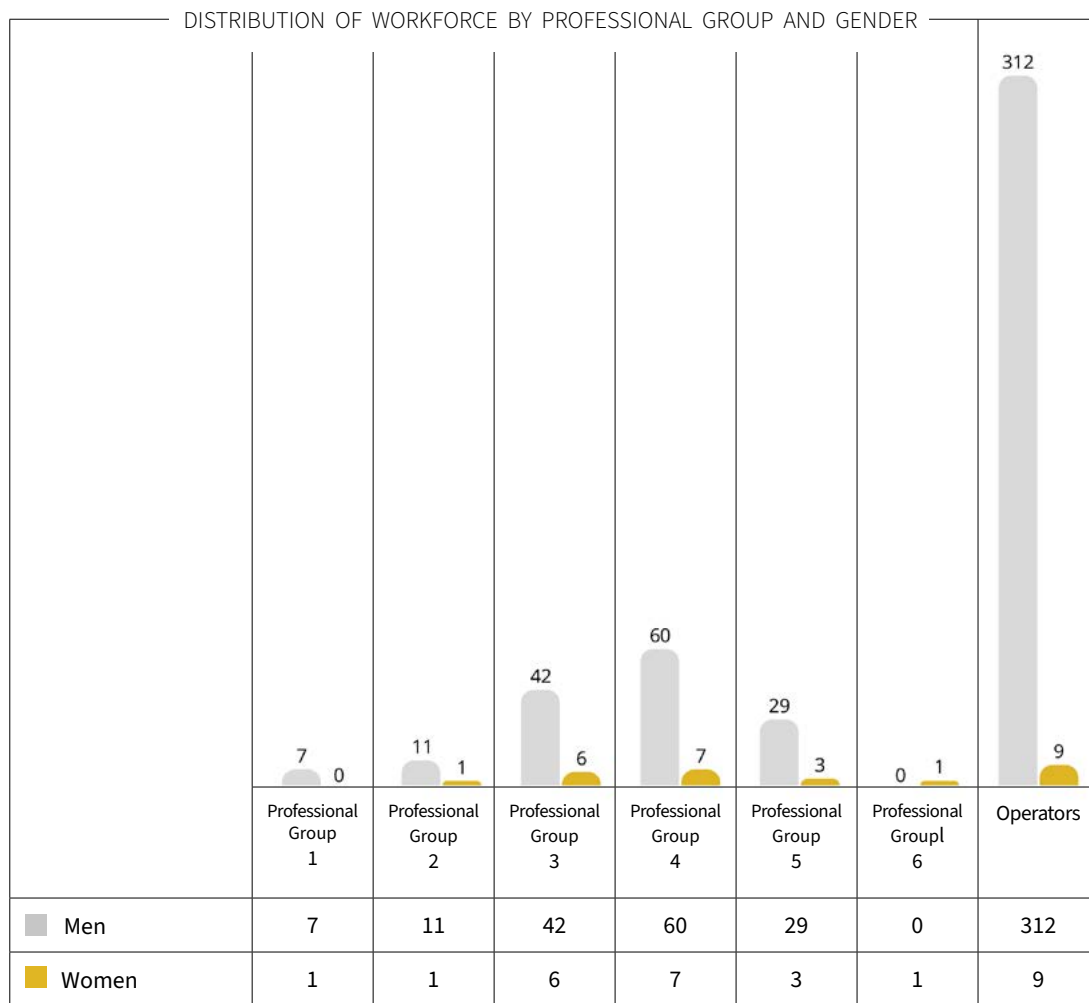
The people of DEUTZ SPAIN in 2024

488
Total number of employees

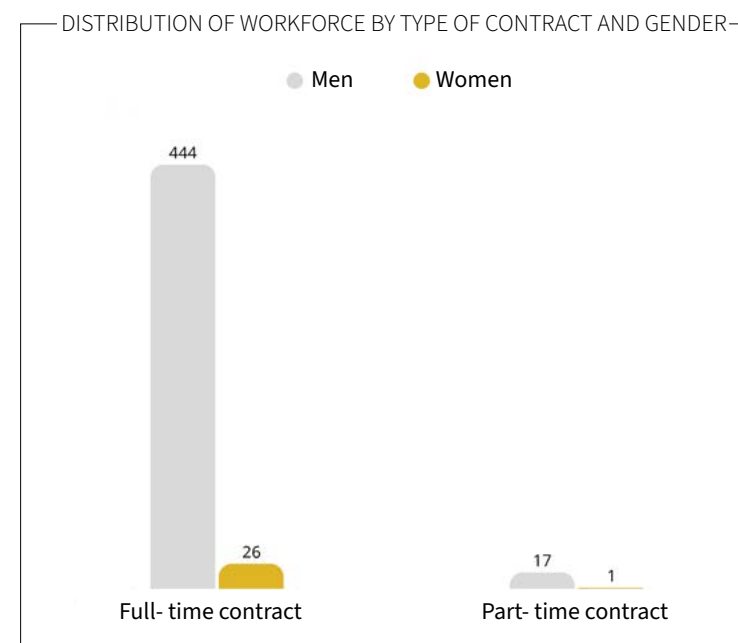
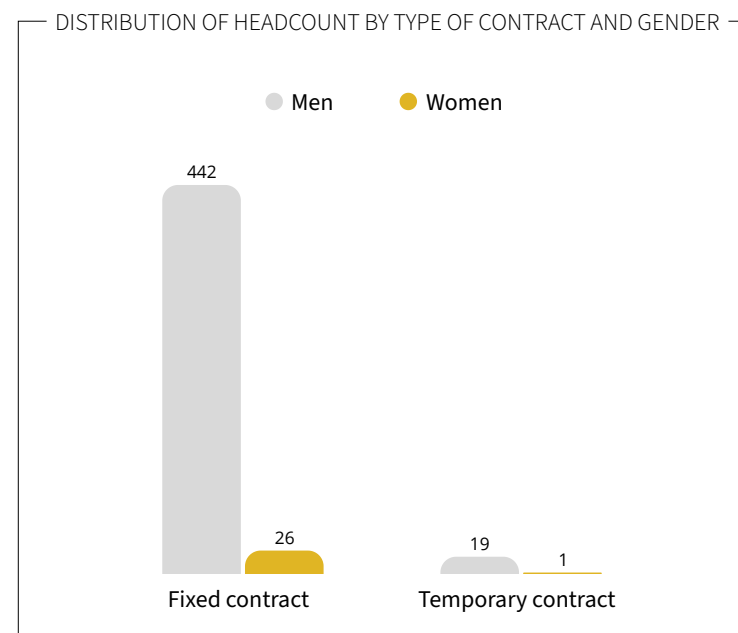
5,5 %
Women in the workforce

19
New hires

Commitment, training, and communication are the foundational pillars that underpin the effective management of employees. Thanks to these core principles, DEUTZ SPAIN boasts a skilled and dedicated workforce, enabling us to confidently face future challenges. With a team built on these values, we are not only prepared for what lies ahead but also equipped to thrive in an ever-evolving landscape.



60% Of the employees have been with DEUTZ Spain for more than 10 years.





MEN

18

HIRED IN 2024



46

YEARS OF AGE
AVERAGE

95,8%

PERMANENT
CONTRACTS

96,3%

FULL-TIME CONTRACT



WOMEN

1

HIRED IN 2024



44

YEARS OF AGE
AVERAGE

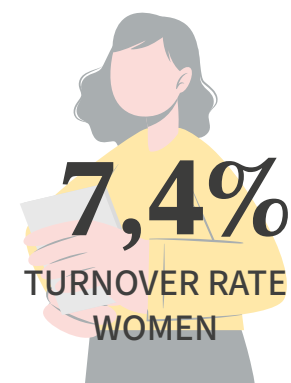
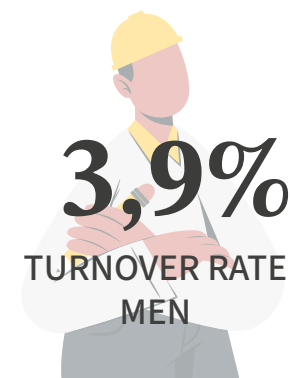
96,3%

PERMANENT
CONTRACTS

96,3%

FULL-TIME CONTRACT

Mutual commitment forms the foundation of the relationship between DEUTZ Spain and its employees. This strong bond is reflected in the stability of our workforce, with 60% of our team having over 10 years of service and exceptionally low turnover rates. Such long-term dedication highlights the enduring trust and loyalty that exist within the organization, underscoring our shared commitment to success and growth.



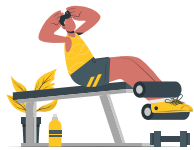
WORK-LIFE BALANCE

In 2024, DEUTZ Spain signed a new Collective Bargaining Agreement for the Zafra production plant, covering the years 2024 and 2025. This agreement was reached through collaboration between the company and the works council, which is made up of 17 members, including two union delegates and four prevention delegates.

As part of this new agreement, DEUTZ Spain has established several commissions in partnership with the Legal Representation of employees, with notable initiatives aimed at fostering a positive work environment. Among the key developments, the agreement introduces measures designed to promote a better work-life balance for employees, including enhanced flexibility for personal and work commitments, as well as improved rest periods. Additionally, the agreement addresses the regulation of teleworking and ensures digital disconnection.

In its commitment to the well-being and health of its workforce, DEUTZ Spain has also signed multiple social agreements with local companies at the Zafra plant, further enhancing employee support and welfare.

A new Collective Bargaining Agreement has been signed, offering enhanced flexibility to support work-life balance and improved rest periods for employees.



Gym discounts for employees



Agreements for discounted dental treatments



Reduced insurance premiums for employees and their families.



Discounts on kindergarten and elementary school fees



Collective transportation for those commuting to the factory



Laundry service



Christmas gift baskets



Scholarships for employees' children.

DEUTZ Spain has invested over €100,000 in scholarships for the children of its employees at the Zafra plant.

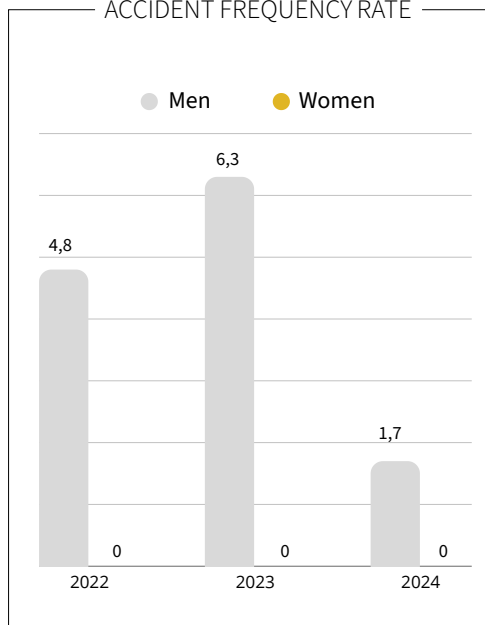


A SAFE WORKING ENVIRONMENT

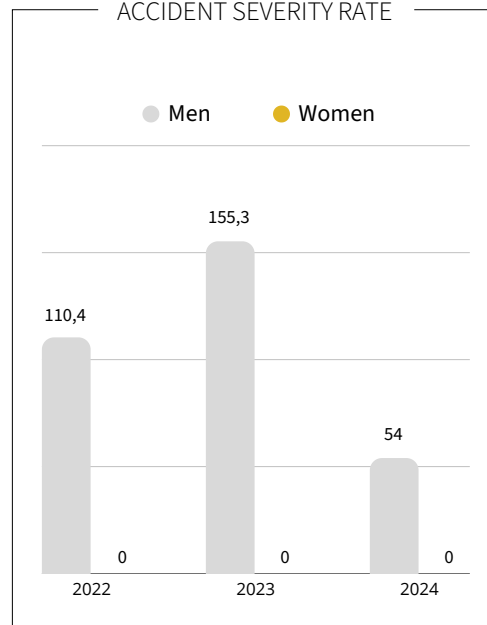
As always, ensuring the safety and health of its employees remains a top priority for DEUTZ Spain. In 2024, this commitment led to a remarkable achievement of 394 accident-free days. This milestone is the result of the outstanding preventive efforts carried out by the DEUTZ Spain Joint Prevention Service, whose proactive approach continues to safeguard the well-being of the workforce.

394
accident-free days

ACCIDENT FREQUENCY RATE



ACCIDENT SEVERITY RATE



Throughout 2024, the Prevention Service at DEUTZ Spain carried out several key activities aimed at safeguarding the health and well-being of its employees:

- **Health campaigns 2024:** These included flu vaccinations, active breaks (stretching and warm-ups at the workplace to prevent musculoskeletal injuries), and promoting healthy habits.
- **Employee Assistance:** Routine health checks such as blood pressure and glucose monitoring, first aid for minor injuries, and immediate assistance for small health concerns.
- **Medical Examinations:** The planning and management of 408 medical examinations were successfully carried out.
- **IT Monitoring by the Medical Service:** Ensuring health and safety through consistent follow-up using IT systems.

In addition, The Joint Prevention Service also actively participated in a variety of DEUTZ Spain processes:

- **Process Improvement Workshops & New Process Releases**
- **Occupational Health & Safety Control:** Developing control plans for production processes, work centers, and overseeing subcontractor work.
- **Validation of Non-Standard Processes:** ensuring compliance with safety protocols in unique scenarios.
- **Workplace Layout Changes:** Managing changes in work center configurations to maintain optimal safety.
- **Working Conditions Control:** Regular monitoring to ensure a safe working environment.
- **Safety Days:** Engaging employees in safety-related activities to promote awareness.
- **Procedure Development:** Systematically reviewing and enhancing the occupational risk prevention management system by modifying operating instructions and procedures to improve safety continuously.

In addition, 2024 saw the successful implementation of a psychosocial risk assessment process. Employees completed anonymous questionnaires, which allowed DEUTZ Spain to identify areas for improvement and take the necessary preventive actions to enhance psychosocial well-being in the workplace.

Regarding training initiatives led by the Prevention Service, the following figures highlight DEUTZ Spain's commitment to employee development:

- 60 Training Sessions on initial Occupational Risk Prevention (ORP) and workplace recycling, with 233 employees participating.
- Specialized PRL Training with 5 participants.
- 17 Training Sessions for FP Dual students.
- Theoretical and Practical Emergency Training for the 2nd intervention team, with 18 participants completing a total of 30 hours.

These comprehensive efforts reflect DEUTZ Spain's unwavering commitment to a safe, healthy, and continuously improving work environment.





EQUALITY, DIVERSITY AND INCLUSION

■ II Equality Plan

DEUTZ Spain has officially signed its second Equality Plan, which includes 59 initiatives aimed at promoting equality, diversity, and inclusion across various areas. This comprehensive plan was developed and agreed upon by the Equality Negotiating Commission, established in 2021. The commission is composed of 7 members from the Works Council and 7 members from DEUTZ Spain, representing all the company’s work centers: Zafra, Madrid, and Barcelona, as well as the major unions.

The initiatives outlined in the II Equality Plan will be rolled out over its four-year term. The guiding principles of the Equality Plan are:

General principles of DEUTZ Spain's II Equality Plan			
TRANSVERSALITY.	INCLUSIVITY.	NEGOCIATION.	SISTEMATIZATION.
Integrates the principles of equality across the company in a transversal manner.	Directed at the entire workforce, both men and women.	It considers participation through dialogue and cooperation between the parties as one of its basic principles.	The ultimate goal is achieved through the fulfillment of systematic objectives and standardized procedures.
FLEXIBILITY.	TEMPORALITY.	ALIGNMENT.	
It is tailored to meet the needs and possibilities.	It ends when real equality between women and men has been achieved.	Alignment with the SDGs (Sustainable Development Goals)	



Among the key initiatives included in DEUTZ Spain's II Equality Plan, deployed in 2024, the following stand out:

- **Appointment of the First Equality Officer:** DEUTZ Spain appointed its first Equality Officer to oversee and drive the company's gender equality efforts.

- **Inclusive Language Guide:** The company published and distributed its first inclusive language guide to all employees through various communication channels. The guide is designed to provide DEUTZ staff with tools and resources to communicate more effectively from a gender equality perspective, ensuring equal treatment within the organization. DEUTZ Spain believes that using inclusive language will help highlight the contributions of both genders in achieving the company's objectives.

- **Protocol for Pregnant Workers:** DEUTZ Spain created and published an action protocol for workers with special needs, specifically for pregnant employees. This protocol sets out the guidelines for pregnant workers and the organization, and it includes information on the location and availability of the company's breastfeeding room.

- **8M DEUTZ - International Women's Day Event:** On March 8, 2024, DEUTZ Spain hosted an event for International Women's Day with the Magistrate of the Superior Court of Justice of Madrid, Ms. Concepción Morales, who delivered a lecture on "Horizontal Leadership."



Additionally, 2024 marked the visit of Petra Mayer, the first female member of the DEUTZ Group's management team, to DEUTZ Spain's Zafra facility. During her visit, Petra took the opportunity to meet with all the women at DEUTZ Spain. This meeting, called the Ladies Lunch, served as the foundation for a new initiative launched in 2024 and continues as: "Coffee Break for DEUTZ Women." This initiative invites all women at DEUTZ Spain to come together, share ideas, and discuss a variety of topics. The sessions held throughout 2024 are summarized below:

Ladies Lunch Presentation and experiences:

- Networking, getting to know each other better, sharing positive experiences, and laying the foundation for future sessions of the initiative.

Inclusion, Diversity, and Equality Initiatives:

- Bringing together needs and ideas for potential initiatives to provide information to the IN-DEUTZ project.

Maternity at DEUTZ

- Building support space, allowing participants to express the challenges they face as mothers at DEUTZ, and identifying best practices.

Tree of Achievements

- Celebrating the impact of women within the organization, promoting gender equality, and building an equitable corporate culture.

Gender Stereotypes in the Industry

- Learning to identify and manage preconceived notions about women and/or men simply based on their gender.

Psychological Talk

- Providing tools to manage stress, improve workplace well-being, and create a healthier work and personal environment.

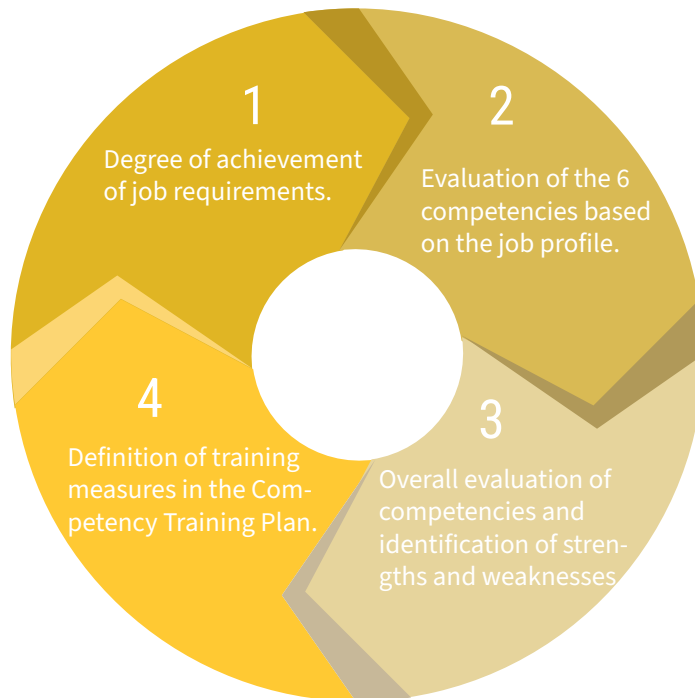
Practical Cases: returning to work after maternity leave, menopause.

- Planning for particular situations that only affect women, to ensure the availability of tools for addressing these challenges.

TRAINING AND PROFESSIONAL DEVELOPMENT

Performance evaluation

At DEUTZ Spain, we place great importance on the contribution and professional growth of our employees. To support this, we have implemented a comprehensive performance evaluation process for all DEUTZ employees. This process is essential for fostering the development of our workforce, as it not only assesses individual performance but also helps identify areas for further development, training needs, and professional aspirations. By aligning these evaluations with both individual and organizational goals, we ensure continuous growth and success for our employees and the company alike.



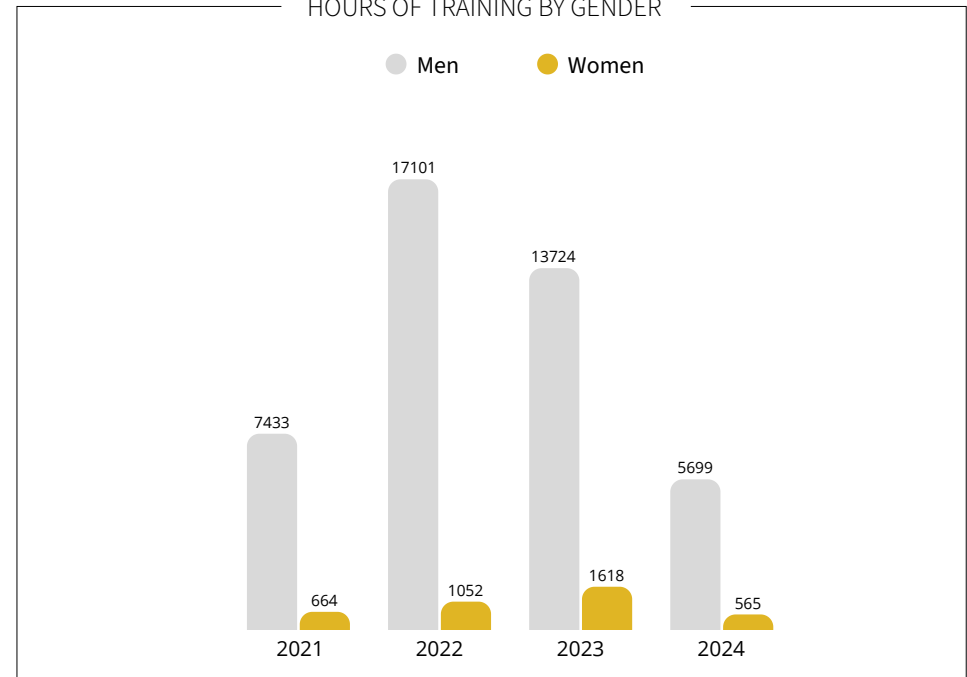
Training

DEUTZ Spain is deeply committed to employee training, with a particular focus on Dual Vocational Training, an area in which the organization was a pioneer.

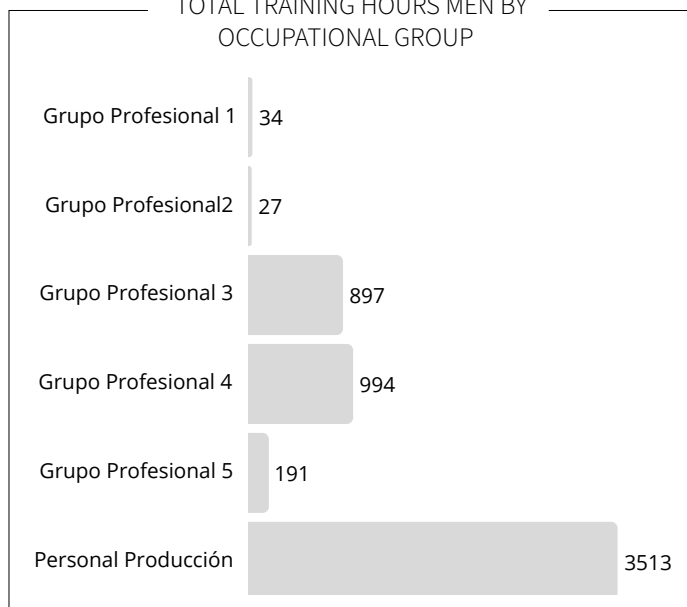
In 2024, over 6,000 hours of training were provided to the entire workforce. While this marks a reduction compared to the previous year, it reflects the cost-cutting measures implemented for production-related reasons.

Notably, courses in LEAN methodologies, Soft Skills, and English were among the most attended, all of which are crucial for fostering personal and professional growth within the organization. These training programs continue to play a key role in empowering employees and supporting the company's long-term success.

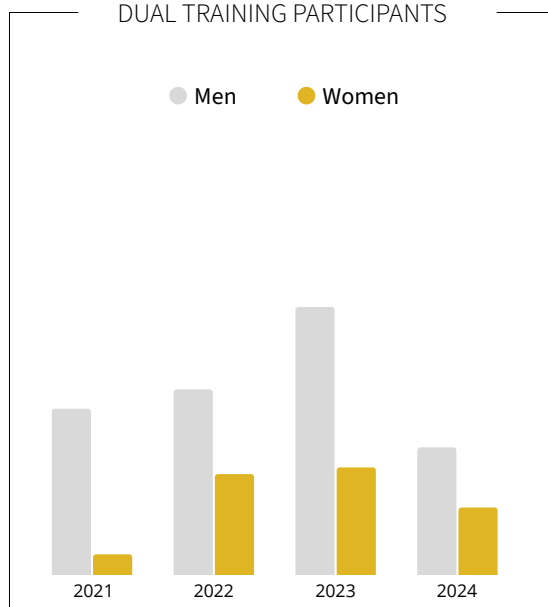
HOURS OF TRAINING BY GENDER



TOTAL TRAINING HOURS MEN BY OCCUPATIONAL GROUP



DUAL TRAINING PARTICIPANTS



DEUTZ Talent Program

In 2024, the DEUTZ Group launched the "TALENTS@DEUTZ" program, designed to provide targeted, individualized support for the professional development of employees worldwide.

This initiative began with a nomination process, followed by an evaluation and selection phase. The individuals chosen, known as "DEUTZTalents," are employees who exhibit a high level of motivation, a strong desire to grow within the company, exceptional performance, and great potential. They align their actions with the Group's strategy by embodying DEUTZ's values and leadership principles (the 5Ts).



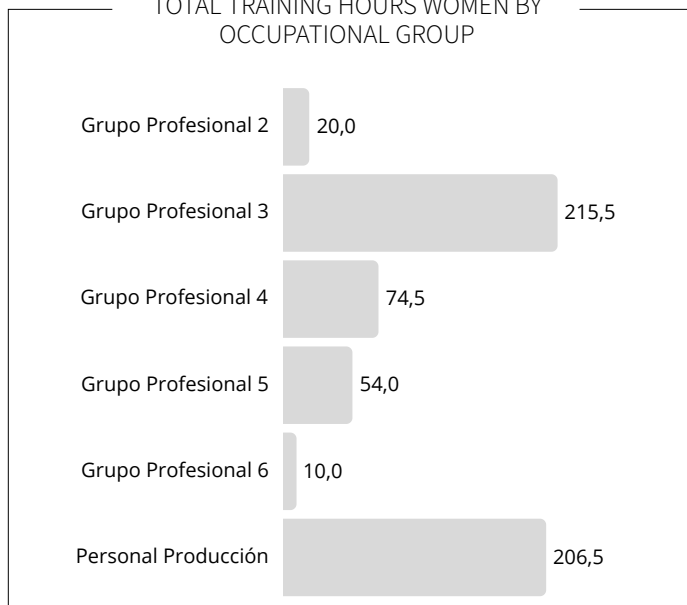
The program offers participants the opportunity to enhance their skills through a tailored training plan and various workshops, aimed at expanding their knowledge and strengthening both internal and external professional networks.

The program is structured into three key groups:

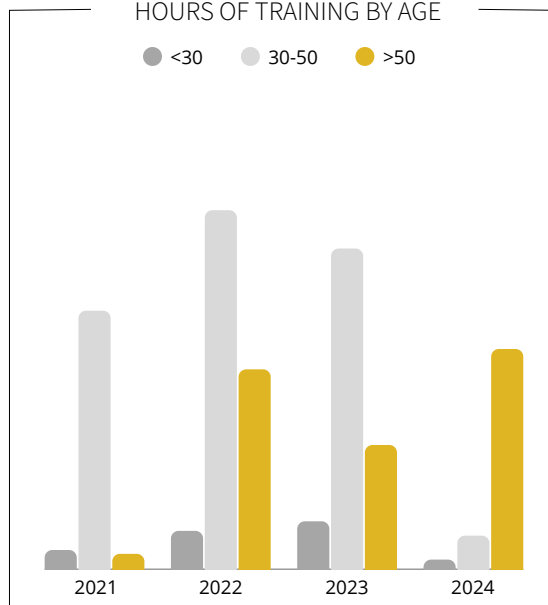
- **Emerging Leaders.** High-potential individuals who aspire to take on leadership roles or greater responsibilities
- **Executive Management.** Experienced leaders aiming to step into long-term executive leadership positions.
- **Experts.** Dedicated employees focused on specialization and seeking opportunities to grow and take on responsibilities within expert roles.

This program provides a unique pathway for employees to advance their careers and make meaningful contributions to DEUTZ's continued success.

TOTAL TRAINING HOURS WOMEN BY OCCUPATIONAL GROUP



HOURS OF TRAINING BY AGE



CULTURAL TRANSFORMATION AND COMMUNICATION

It has been over two years since the 5Ts were introduced at DEUTZ, and during this time, DEUTZ Spain has implemented numerous meetings and initiatives to promote these values across the company.

Among the key events planned for 2024, the DEUTZ Employee Festival in Cologne stands out. On September 14, 2024, this major event brought together DEUTZ employees from around the globe to celebrate the company's 160th anniversary. More than 200 DEUTZ Spain employees attended the festival, marking a significant occasion for the entire DEUTZ community. It was a vibrant celebration of DEUTZ's rich history and a testament to the unity and dedication of its global workforce.

The Festival was held in the birthplace of global motorization, at the location of the group's very first factory, in the district that proudly bears its name, a symbol of pride for all DEUTZ employees.

During this special event, DEUTZ employees from around the world had the opportunity to come together in person, engage in conversations, and enjoy a variety of live performances by talented musical groups. The festival not only celebrated the company's rich history but also strengthened the sense of community and camaraderie among DEUTZ employees from diverse regions.

At the Festival, the 5Ts Awards were also presented, an initiative designed to recognize and celebrate the application of the 5Ts in our everyday work. DEUTZ



Spain was proudly represented at these awards, with the Controlling Department of DEUTZ Spain being nominated and winning the TRUTH award, a significant recognition of their commitment to the company's core values.

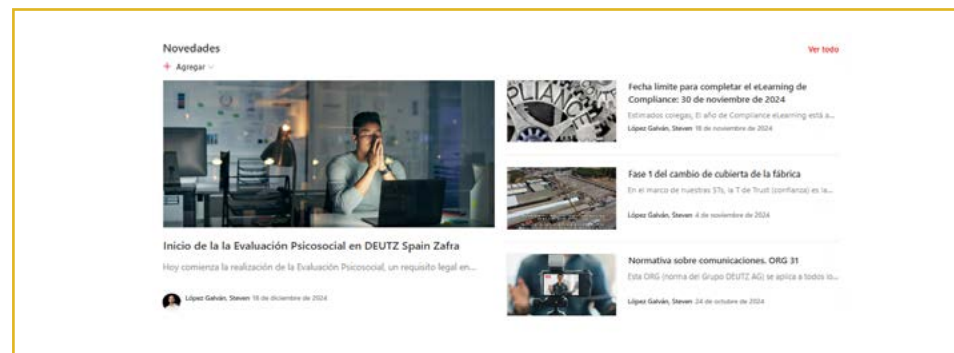
Another notable initiative in 2024 was the Group Soccer Championship held in Cologne. The DEUTZ Spain team participated in this exciting event and triumphed, winning the championship after competing against DEUTZ colleagues from across various countries. This victory not only highlighted the team's sportsmanship but also strengthened the sense of unity and friendly competition within the DEUTZ global community.



Communication and participation

DEUTZ Spain is committed to fostering a communication model based on transparency and active listening. The company's communication plan is a fundamental pillar, aiming to create an open and people-oriented management model as a strategic value. At DEUTZ, communication is continuously evolving to find more effective methods of reaching employees. In 2024, several key communication tools were implemented to support this goal:

- TOWNHALL MEETING.** In 2024, DEUTZ Spain introduced the "Townhall Meeting," a communication platform where the Chairman of the Board of Management of DEUTZ AG directly shares key updates about the organization. These meetings are held via Teams in both English and German, open to all DEUTZ employees worldwide, providing a transparent channel for communication.
- EMPOWERING TEAM COMMUNICATION.** This new tool, launched within DEUTZ Spain, aims to provide essential information to managers and key team members. It enhances communication and transparency by ensuring each manager is well-equipped to connect with their team. In December 2024, DEUTZ launched a survey to gather feedback on this tool, further striving to make the organization more transparent and inclusive for all employees.
- NEW DEUTZ SPAIN INTRANET.** A new, user-friendly intranet platform has been introduced at DEUTZ Spain, aligning with the DEUTZ AG Group's intranet system. This bidirectional communication channel allows employees to access a wide range of news and updates from various company departments, fostering greater internal connectivity.
- COMMUNICATION EVENTS IN OPERATIONS.** DEUTZ Spain has implemented a cascading communication system for all operators in the company. Managers of production lines meet weekly with the Operations Manager and Continuous Improvement Manager to discuss key performance indicators (KPIs) and share essential company-wide information, ensuring that all employees are well-informed and engaged.



DEUTZ Spain also actively encourages employee participation in driving improvements within their work areas and the organization as a whole. Employees are invited to submit improvement proposals, which are reviewed and may lead to implementation and recognition by production managers and the Management Committee. This fosters a culture of continuous improvement and gives employees a direct role in shaping the company's success.



4.1

OUTSTANDING EVENTS AND VISITS

In 2024, DEUTZ Spain had the privilege of hosting numerous high-profile visits, all of which were shared with employees through the company's communication app, ensuring that everyone had access to these significant events.

Among the most outstanding events and visits are:

- On **January 16, 2024, EMEA Sales Workshop** was held at the DEUTZ Business School Foundation. This event brought together sales and service managers from across the EMEA region, providing them the opportunity to reflect on the achievements of 2023 and discuss future business development plans for 2024.

The workshop highlighted the importance of the **DEUTZ Group's leadership principles**, particularly through the 5Ts, which were emphasized throughout the discussions. Additionally, the team, led by **Thales Maia**, CEO EMEA, had the opportunity to tour DEUTZ Spain's production plant, the DEUTZ Global Service Center, and the DEUTZ Business School Foundation. During this visit, the group gained insight into the innovative and talent-driven environment fostered at DEUTZ Spain, showcasing the company's commitment to excellence and its forward-thinking approach to talent development.



- On **January 30, 2024**, **Petra Mayer**, Chief Executive Officer and responsible for the operations area of the entire DEUTZ Group, visited the Zafra facilities, accompanied by top managers from key departments: **Heiko Callies** (Purchasing), **Michael Reimer** (Production), and **Olaf Trebor** (Industrialization) from DEUTZ AG Group. During the two-day visit, Petra Mayer and the leadership team engaged in in-depth discussions on various operational and strategic aspects, with a particular focus on those that would have the most significant impact on DEUTZ Spain. This visit

underscored the company's commitment to aligning global operations and reinforcing strategic priorities, ensuring DEUTZ Spain remains at the forefront of innovation and excellence within the organization.

underscored the company's commitment to aligning global operations and reinforcing strategic priorities, ensuring DEUTZ Spain remains at the forefront of innovation and excellence within the organization.

- On **February 19, 2024** **Markus Müller**, a member of the Board of DEUTZ AG responsible for technology and sales (CTO and CSO), and **Bert Van Hasselt**, Sales Manager for the Green Segment, visited DEUTZ Spain's San Fernando de Henares facility. The purpose of the visit was to share insights into the company's **GREEN strategy** with the staff. The Commercial Division of DEUTZ Spain had the opportunity to engage in an exciting moment during the event, as **Markus Müller** led the raising of the flag, prominently displaying the 5Ts (Truth, Trust, Tenacity, Transparency, and Team). These principles serve as key behavioral guidelines for all employees. In a symbolic gesture of unity, the team formed a human representation of the 5Ts, showcasing the passion with which these principles are embraced within the organization. The visit also featured an informative session on the **Green technology** developed by the DEUTZ AG Group, delivered by **Bert Van Hasselt**.



- On **May 7, 2024** **Florian Heller**, Senior Vice President of Global Supply Chain, and **Laura Groh**, Head of Strategic Supply Chain Projects, visited DEUTZ Spain for the first time. During their visit, one of the key highlights was a thorough review of the current supply chain operations, including an in-depth evaluation of order forecasts and inventory management.



Florian and Laura praised the exceptional work done by the DEUTZ Spain team, recognizing their agility and ability to quickly adapt to a significant decline in demand over a short period. Their efforts in maintaining operational efficiency du-

ring challenging times were commended. The visit also included a comprehensive discussion on the company's supply chain strategy, where DEUTZ Spain's objectives were closely aligned with those of the parent company, DEUTZ AG. This alignment reinforces the ongoing collaboration and ensures a unified approach to driving strategic initiatives across the global organization.

• On **May 22, 2024** Bert Van Hasselt, CEO of the Green Segment at DEUTZ AG, visited DEUTZ Spain's Zafra facility. During his visit, Bert engaged with the team to discuss potential **Green strategies** and the company's ongoing commitment to sustainability. Bert shared insights into **DEUTZ's latest sustainable drive technologies**, explaining how these innovations can be applied in various market sectors to ensure a sustainable future. His presentation highlighted the company's vision for driving environmental progress while maintaining high-performance standards, ensuring that DEUTZ continues to meet the growing demand for sustainable solutions in the industry.



made on the **7.8 hydrogen engine cylinder head**, now being machined in series at the Zafra plant since July. During her visit, Petra also took time to participate in a special recognition ceremony for four employees in the **connecting rod production area**. She personally awarded them a token of appreciation for their valuable improvement proposals within their work team. Petra took the opportunity to emphasize the exceptional **teamwork (TEAM)** demonstrated by the entire production team, noting how their

• On **July 17, 2024**, Petra May visited the DEUTZ Spain facilities in Zafra, marking a significant moment in the company's commitment to innovation and employee recognition. Mrs. Mayer began her visit by touring the plant, where she had the opportunity to observe firsthand the latest automation projects and the impressive progress

collaborative spirit had been evident not only in daily operations but also during the recent soccer **championship** in Cologne last May, which further exemplified their unity and shared dedication to excellence. Finally, Petra Mayer, alongside Fernando Angulo (General Manager of DEUTZ Spain), Antonio Bueno (Director of Integrated Management Systems and Strategy), and Desiree Bragado (Green Manager), took part in the foundation stone ceremony for our new hydrogen pilot plant. Set to become operational in early 2025, the facility will utilize our advanced 7.8 H2 engine for energy production. This groundbreaking project will harness surplus energy from our new photovoltaic plant to produce green hydrogen, demonstrating its role as an efficient storage solution for renewable energy. By integrating hydrogen into our production processes, we are taking a significant step toward more sustainable energy solutions and a cleaner future.



Throughout 2024, DEUTZ Spain has hosted multiple events, with a particular highlight being our flagship event under the Equality Plan: **International Women's Day (8M)**. This special occasion featured a keynote lecture on "**Horizontal Leadership**" by Concepción Morales, Magistrate of the Superior Court of Justice of Madrid. The event continued with an engaging roundtable discussion, "**Lights and Shadows in the Development of Corporate Equality Plans**," where a representative from DEUTZ Spain's Equality Plan Monitoring Committee shared insights on our ongoing commitment to workplace equality.

In 2024, DEUTZ launched its **first-ever Christmas Card Contest**, inviting children aged **3 to 16** from the families of all DEUTZ employees to take part. This initiative aimed to **inspire creativity** and encourage artistic expression across generations while celebrating the **joy and spirit of the holiday season**. It was a wonderful opportunity for young talents to showcase their imagination and bring the magic of Christmas to life through art.



CONTRIBUTIONS TO SOCIETY

■ Donations and sponsorships

DEUTZ SPAIN is aware that being a leader in the business fabric of Zafra makes it in turn a fundamental lever for solidarity. DEUTZ Spain recognizes that its leadership within the Zafra business community positions it as a key player in driving solidarity initiatives that benefit the local area. As a result, every year, the company actively supports various humanitarian organizations based in Zafra, reinforcing its commitment to the community. Furthermore, DEUTZ Spain collaborates with numerous organizations to promote a more equitable and inclusive society.

During 2024 DEUTZ Spain has donated more than 7.000 € to different organizations.

In **2024**, DEUTZ continued to contribute to humanitarian efforts by supporting the victims of the devastating storm in **Valencia** caused by the DANA (Drought and Storm Phenomenon). The company made a donation to **Action Against Hunger**, an organization that has been on the ground from the outset, providing essential relief to those affected by the disaster.

In addition, DEUTZ has undertaken various sponsorships during 2024, including :

•DEUTZ as the Official Sponsor of the 1st Edition of the ALVA Awards

These awards aim to promote the retention of skilled individuals within the region, celebrating and cultivating local talent while simultaneously recognizing the importance of Extremadura's dynamic business ecosystem. By supporting this initiative, DEUTZ strengthens its commitment to nurturing the future of the region and its continued economic development.



■ Collaboration with Special Employment Centers

DEUTZ is deeply committed to fostering a more inclusive and equitable model through its partnerships with Special Employment Centers. These collaborations are key to supporting the integration of individuals with disabilities into the workforce, ensuring equal opportunities for all.

• **GRUPO SIFU:** DEUTZ collaborates with GRUPO SIFU, a Special Employment Center, to handle internal logistics, manage the external warehouse, and maintain facility cleanliness. This partnership plays a vital role in providing meaningful employment opportunities for people with disabilities, empowering them to thrive in the workplace.

• **ILUNION:** In 2024, DEUTZ Spain extended its commitment to inclusivity by integrating ILUNION, a Special Employment Center registered with the Autonomous Community of Extremadura. ILUNION now provides essential surveillance and security services and facilitates the annual Christmas basket order, further reinforcing DEUTZ's role in supporting local businesses with a strong social responsibility focus.

• **Dalia Aimcoz:** DEUTZ has also partnered with Dalia Aimcoz for the provision of gardening services, continuing to prioritize inclusive hiring practices that provide valuable job opportunities for individuals in the community.



■ DEUTZ Business School Foundation

A Walk Through 2024: Much More Than a Business School

In its six years of operation, the Deutz Business School Foundation (DBS) has remained steadfast in its alignment with the Corporate Social Responsibility (CSR) principles and policies set by the Deutz Group. Our mission has always been to create a positive impact not only for our employees, students, and customers but also for the environment and the society of Extremadura as a whole.

To achieve this, we focus on constant innovation, entrepreneurship, and a deep commitment to local needs. By staying closely connected with the region through our Advisory Board, we gain invaluable insights into the challenges faced by businesses in Extremadura. This direct input enables us to design and implement solutions that are specifically tailored to meet the region's demands.



The essence of our work is rooted in knowledge, innovation, and the continuous pursuit of excellence. As we reflect on 2024, we are proud to have continued our growth and advancement in these areas. We also introduced new initiatives and activities that have allowed us to further our mission of contributing to the economic and social development of Extremadura in even more impactful ways.

■ *The Foundation in Figures*

Number of people trained in 2024: **954**

Number of training actions: **25 programs**

Training hours provided: **1536 hours**

DBS Team: **14 people**

Faculty: **67 national and international experts**

Companies that trust us for their training needs: **79**

Advisory Council member organizations: **32**

Sponsors: **7**

Strategic alliances: **14**

■ *DUAL vocational training*

In 2024, we continue our strong commitment to enhancing the skills of young people in the region through the ongoing implementation of the Dual Vocational Training (FP Dual) program. This initiative, which has a successful 13-year history, is the result of a close and effective collaboration between Deutz Spain, IES Cristo del Rosario, and Deutz Business School.

These dual vocational training programs, at both intermediate and advanced levels, offer an educational pathway that is closely linked to the business network. By doing so, they significantly contribute to developing and retaining young talent in Extremadura, creating a dynamic workforce that is better equipped for the challenges of the future. Through this partnership, we continue to play a pivotal role in strengthening the region's educational and professional landscape while providing valuable opportunities for the next generation of talent.



■ Higher education

The core of our foundation is built on knowledge, innovation, and training, and our educational offerings are structured around three key pillars: open programs, customized training for companies, and language training.

In 2024, we delivered a total of 1,536 training hours to 845 participants from 79 diverse companies, with a strong emphasis on customized training initiatives tailored to both large and small businesses across various industries. These programs focused on essential areas such as team management, Lean methodologies, finance, languages, and other critical competencies.

To ensure the highest quality and relevance of our training, 67 national and international experts were involved in the delivery of these programs. Their expertise and insights were instrumental in achieving an impressive Net Promoter Score (NPS) of 9.47 out of 10 for the Deutz Business School Foundation, reflecting the significant value and satisfaction generated by our training initiatives. This exceptional feedback reaffirms our commitment to providing top-tier learning experiences that empower both individuals and organizations to thrive.

• **Open programs.** These training experiences are part of the Deutz Business School Foundation's exclusive degree offerings, with one or more editions held annually. Notable examples include the LEAN Black Belt Practitioner Postgraduate Program, the Leadership Skills Program for middle management (offered in both standard and condensed formats), and the International Program for the Development of Management Skills. Each program is designed to provide in-depth, specialized knowledge and to foster the professional growth of participants, equipping them with the skills needed to excel in today's dynamic business environment.

• **Tailor-made programs.** In addition to our open programs, we offer an extensive range of customized training solutions tailored to meet the unique needs of companies. These specialized programs are designed to address specific challenges and help organizations achieve their strategic objectives. In 2024, we provided the following customized training initiatives:

Development of **Management Skills** for the cooperative sector, in partnership with Cooperativas Agroalimentarias de Extremadura and UCETA (17 participants).

Growing companies" Training Program, delivered in collaboration with the Directorate General for Enterprise of the Regional Government of Extremadura (13 participants).

"Family Business: A 360° Vision" in partnership with the Extremadura Family Business Association (27 participants).

Conflict Management and Effective Communication for DEUTZ Global Service Centre (20 participants).

Teamwork Training for DEUTZ Global Service Centre.

Women's Leadership Development Program for DEUTZ Spain (25 participants).

Monitoring and Evaluation of Equality Plan Indicators for DEUTZ Spain (14 participants).

Gender Equality Awareness Training for DEUTZ Spain (four editions with a total of 155 participants).

Hydrogen (H₂) Training for DEUTZ Spain (13 participants).

Leadership & Talent Development in collaboration with APYME (40 participants).

Legal, Tax, and Accounting Consultancy Program for Cooperativas Agroalimentarias de Extremadura (7 participants).

Internal Communication: How to Convey and Persuade for Agri-food Cooperatives of Extremadura (40 participants).

Development Talks with CL Industrial Group (8 participants).

English Language Immersion Program for Avante (15 participants).

• **Language training.** Our **Language Academy** continues to grow, offering a diverse range of programs tailored to different needs and proficiency levels. Whether through **Cambridge Academy**, **Business English**, **One-to-One lessons**, **English Kid's Camp**, or **customized corporate training**, we provide flexible and practical language learning experiences.

Our faculty, composed of native-speaking professionals from **Scotland, England,**

■ Outstanding events

Belgium, Germany, and the United States, has been instrumental in delivering high-quality training. Their expertise has contributed to the success of our language programs, ensuring that participants achieve their learning objectives effectively.

A key highlight of 2024 was the **English Kid's Camp**, held in July, where 12 local children engaged in a fun and immersive learning experience. Additionally, our **Business English courses, intensive language programs, and official Cambridge exam preparations** continued to be highly sought-after.

With more than **95% of our enrollments coming from companies**, our language training has become a fundamental resource for professionals seeking to enhance their communication skills. The academy remains committed to innovation, continuously refining its offerings to provide tailored solutions that meet the evolving needs of businesses and individuals alike.

*Language academy
enrollment in 2024*

362 people



On **January 29, 2024**, we hosted the **second edition** of the **Corporate Social Responsibility (CSR)** event in collaboration with **Grupo INPREX**, reinforcing our shared commitment to fostering responsible business practices.

This event served as a platform for engaging discussions, encouraging the local business community to reflect on the **critical role of CSR policies** in driving **positive social and economic impact** across the region.

With **123 representatives** from various companies and institutions in attendance, the event facilitated valuable exchanges of ideas and best practices, further strengthening the collective effort toward **sustainable and ethical business growth**.

International Women's Day with DEUTZ. On **March 8, 2024**, in collaboration with **DEUTZ Spain**, we commemorated International Women's Day with a special event dedicated to **female leadership**.

During the event, we had the privilege of hearing **firsthand testimonies** from **women who have excelled in traditionally male-dominated sectors**, sharing their experiences, challenges, and triumphs.

Additionally, we invited companies to reflect on the **crucial role of Equality Plans** in fostering **inclusive work environments**, supporting the **professional growth of women**, and actively working to eliminate **gender discrimination** in the workplace. This initiative reinforced our commitment to **gender equality**, inspiring organizations to take meaningful steps toward a **more diverse and equitable future**.



Conference on AI in Business. Recognizing the **transformative impact** of **Artificial Intelligence** in today's business landscape, we partnered with Abel Paz to host an AI in Business Conference on **July 11, 2024**.

This event aimed to **inspire and guide organizations** on how to leverage **AI-driven solutions** to enhance **productivity and efficiency**. Through **real-world case studies**, we demonstrated how companies are successfully integrating **AI tools** into their daily operations, optimizing decision-making, and driving innovation. The conference attracted **116 professionals** from various industries, fostering valuable discussions on the **future of AI** and its role in shaping **smarter, more agile businesses**.

New services

DEUTZ BUSINESS EXCELLENCE. A NEW CONSULTING SERVICE IN OPERATIONAL EXCELLENCE

In order to continue advancing in the promotion of LEAN Culture in the territory, we launched DEUTZ Business Excellence, a new Operational Excellence Consulting service in collaboration with ARN Consulting, whose objective is to offer Extremadura companies personalized support for the implementation of partial or integral solutions that contribute to promote their competitiveness and advance in continuous improvement.



Collaborations

Sponsors DEUTZ Business School Foundation

■ Member companies of the advisory board

Collaborating educational and business entities:

- DEUTZ Spain
- University of Extremadura
- AEC
- ILM
- Cristo del Rosario High School
- Cambridge English Language Assessment

Other strategic partnerships:

- Universal Robots
- A&S Group
- San José de Villafranca Alumni Association
- Zafra Businessmen's Association
- Extremadura Family Business Association
- Extremadura Energy Cluster.
- APYME
- BNI



DEUTZ has as its values the 5Ts which are: TEAM (team); TRUST (trust), TENACITY (tenacity); TRUTH (truth); TRANSPARENCY (transparency).

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

From my experience as an advisor for many years with DEUTZ, I believe the corporate values that stand out the most are TEAM, TRUST, and TENACITY, because I think that DEUTZ SPAIN has been able to demonstrate, at the Group level, that it has a human team capable of conveying trust regarding its high level of performance and efficiency and is perseverant in terms of the objectives of providing value both in production and the services that can be provided centrally for the rest of the Group's companies.

As a collaborator in the Legal area, what do you consider should be the challenges for Extremaduran companies in this field in the coming years?

From my point of view, the challenges for Extremadura companies in the legal area over the coming years should focus on obtaining adequate legal advice in order to (i) formalize secure and balanced contracts with clients and suppliers, (ii) strengthen stability among company partners through partner agreements, and (iii) prepare legally for potential offers from new investors entering the capital that are necessary to support business growth.

As a DEUTZ collaborator, what aspects do you consider most relevant to maintain a sustainable and reliable relationship over time between client and supplier?

Among the most relevant aspects for maintaining a sustainable and reliable relationship over time between supplier and client, I would highlight the proper closing of expectations with the client before the start of services, the pursuit of excellence in service delivery, and the supplier's transparency with the client regarding possible unforeseen events that may affect the commitments undertaken by the supplier.

Alejandro Vázquez



Alejandro Vázquez.
Director at PWC Tax & Legal Services.



■ ABOUT THIS REPORT



ABOUT THIS REPORT

Coverage and scope

For the seventh consecutive year, DEUTZ Spain publishes its Sustainability Report, aligning with Law 11/2018 on non-financial information and adhering to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024. In full compliance with this legislation, the report has been independently verified by AENOR, ensuring accuracy and credibility. This report serves as a testament to DEUTZ Spain's commitment to transparency, providing stakeholders with a comprehensive overview of its sustainability initiatives across economic, social, and environmental dimensions. While the primary focus is on 2024, the report also incorporates key developments from 2022 and 2023, offering a broader perspective on the company's progress. It covers all areas of the organization's operations.

Materiality

The relevance of the report's content has been determined through a materiality analysis conducted in collaboration with the Management Committee and key stakeholders. This analysis ensures alignment between DEUTZ Spain's strategic objectives and the expectations of its stakeholders, following the framework outlined in the "Materiality Analysis" section.SPAIN.

Each material aspect has been carefully examined to identify its correspondence with GRI Standards, selecting those indicators that are most relevant to stakeholders and the company's sustainability strategy. Additionally, DEUTZ Spain has voluntarily reported on other GRI indicators to enhance transparency and provide deeper insight into the company's operations.

Contact

Contact point for questions regarding the content and definition process of this annual sustainability report:



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



Antonio Bueno Rodriguez. Director S.I.G. E-mail: antonio.bueno@deutz.com



Isabel Fernández García – Maroto. S.I.G & ESG Management. E-mail: Isabel.fernandez@deutz.com

AENOR



Non-Financial Information Verification Disclosure

AENOR verification Disclosure for

DEUTZ SPAIN S.A.

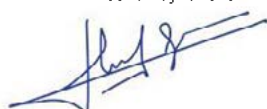
concerning the individual disclosure of non financial information

SUSTAINABILITY REPORT FISCAL YEAR 2024

according to law 11/2018

for the period ending on December 31, 2024

In Madrid May 7, 2025



Rafael García Meiro
CFO



AENOR CONFIA S.A.U. C/ GÉNOVA 6, 28004 MADRID
Página 1 de 4

SOCIAL RESPONSIBILITY REPORT 2024 DEUTZ SPAIN

The Board of Directors of Deutz Spain S.A.U, in meeting held today, formulates, and approves the corporate Social Responsibility Report for the year ended 31 December 2024, in compliance with current legislation.

In Cologne (Germany), 31 march 2025



Mr. Michael Johannes Reimer
President



Mr. Oliver Neu
Secretary



Mr. Thales Maia
Spokesman

ANNEX I : QUANTITATIVE INFORMATION



ENVIRONMENT

CONSUMPTION OF RAW MATERIALS

DEUTZ Spain Consumption - Zafra Production Plant	Consumption 2022	Ratio	Consumption 2023	Ratio	Consumption 2024	Ratio
Oil Consumption	100.043 kg	0,197 kg/machine hours	1106.242 kg	0,219 kg/machine hours	54.508 kg	0,172 kg/machine hours
Consumption of Taladrines.	118.825 kg	0,234 kg/machine hours	113.311 kg	0,234 kg/machine hours	78.647 kg	0,248 kg/machine hours
Liquid Nitrogen Consumption.	480.000 l	0,944 l/h machine	418.679 l	0,864 l/h machine	308.092 kg	0,973 kl/h machine
Adhesive Consumption.	498.000 gr	0,979 ml/machine hours	46.000 gr	0,949 ml/machine hours	347.500 ml	1,098 ml/machine hours
Antioxidant Consumption.	1.990 kg	3,912 kg/thousand machine hours	2.165 kg	0,004 kg/thousand machine hours	2.122 kg	0,006 kg/thousand machine hours
Detergent Consumption.	13.535 kg	0,027 kg/machine hours	9.985 kg	0,021 kg/machine hours	10.155 kg	0,032 kg/machine hours
VCI Paper Consumption.	1.712 kg	3,366 kg/thousand machine hours	2.304 kg	4,753 kg/thousand machine hours	3.408 kg	0,032 kg/thousand machine hours
Consumption of A4 sheet type paper.					360.000 pcs. a4	0,468 a4 units/hours worked
Paper consumption A3 sheet type					13.500 pcs. a3	0,016 a3 units/hours worked

Consumption in (kg) per plant - Sales & Service		MADRID			BARCELONA		
		2022	2023	2024	2022	2023	2024
Oil consumption		1.020	1.166	2840	1.330	1.294	1.350
Refrigerant consumption		550	504	838	615	318	140
Filter consumption		156	205	274	181	131	247
FUEL CONSUMPTION AND EMISSIONS							
Center	Fuel Type	Volumen (l)					
		2022	2023	2024			
Zafra	Diesel A	7.920	7.880	2350,9			
Madrid	E5 (l)	13.487	19.950	21.556,6			
Barcelona	E5 (l)	6.494	8.938	9.408,2			
Factores emisión MITECO: E5=2,244							
ENERGY CONSUMPTION							
Center	Electricity consumption (kWh)						
	2022	2023	2024				
Zafra	22.788.336	20.880.376	15.138.688				
Madrid	133.502	128.072	119.920				
Barcelona	25.600	28.863	30.467				
Center	Natural Gas Consumption (kWh)						
	2022	2023	2024				
Zafra	2.236.452	2.475.548	2.164.862				

Center	Total Energy Consumption (kWh)					
	2022		2023		2024	
Zafra	25.024.788		23.355.924		17.303.550	
Madrid	133.502		128.072		119.920	
Barcelona	25.600		28.863		30.467	
ENERGY INTENSITY						
Center	Energy intensity - fuel (l /no. repairs)			Energy intensity - electricity (kWh/hours worked)		
	2022	2023	2024	2022	2023	2024
Madrid	359,88	408,94	44,36	2,84	2,89	2,5
Barcelona	209,93	196,38	25,99	1,94	2,08	2,25
EMISSIONS - VERIFIED BY 2023						
Todos los centros	Total Scope 1 (tCO2) Direct GHG emissions		Total Scope 2 (tCO2) Indirect GHG emissions		Total Scope 3 (tCO2) Other indirect GHG emissions	
	2022	2023	2022	2023	2022	2023
	573,79	639,22	6.234,39	40,62	671,98	2684,22
Total emissions by scope					2022	2023
Scope 1: Direct GHG emissions (tCO2e)	Fixed combustion installations-generator sets				1,09	2,1
	Fixed combustion installations - boilers				401,59	435,90
	Vehicles (passenger cars and vans)				59,68	83,8
	Fugitive emissions from air conditioning/cooling equipment				111,42	117,3
	Fugitive emissions from firefighting equipment				0,02	0,03

Scope 2: Indirect GHG emissions (tCO2e)	Associated with the consumption of purchased electrical energy	6.234,39	40,6
Scope 3: Other indirect GHG emissions (tCO2e)	Waste transportation	338,51	282,3
	Waste management	333,47	319,2
	Transport of raw material and finished product	-	2082,76

WATER

Water consumption (m3)	Mains water			Well Water			Total consumption		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Zafra	22.724	26.143	20.819	1.028	204	279	23.752	26.347	21.098
Madrid	56	20	11	-	-	-	56	20	11
Barcelona	300	111	183	-	-	-	300	111	183
Wastewater discharge (m3)	2022			2023			2024		
Zafra	1.079,39			1.242,00			1.011,0		

WASTE

Type of Hazardous Waste generated in Zafra	Amount of waste (kg)			Identification (LER)	Method of final waste treatment
	2022	2023	2024		
Waters with hydrocarbons	140.780	140.720	81.940	130507	R13
Contaminated absorbents	57.992	41.828	14.840	150202	R13
Gases in pressure vessels	270	227	410	160504	R13
Electrical and electronic equipment	1.963	1.171	411	160213	R13
Contaminated metal containers	860	732	580	150110	R4
Contaminated plastic containers	1.740	362		150110	R4
Sludge with HC's	66.716	147.559	84.200	130502	R13

Type of Non-Hazardous Waste generated in Zafra	Amount of waste (kg)			Identification (LER)	Method of final waste treatment			
	2022	2023	2024					
Paper and cardboard	93.460	69.690	59.270	150101	R13			
Plastics	23.300	21.360	12.200	150102	R13			
Cast iron and steel chips	4.997.440	4.705.570	2.926.380	120101	R13			
Aluminum	25.100	25.440	13.780	170402	R13			
Ferrous metals (iron and steel)	658.890	556.560	278.260	170405	R13			
Wood	139.110	56.660	39.520	200138	R13			
Waste generated per center (t)	Madrid				Barcelona			
	2022	2023	2024	Destination	2022	2023	2024	Destination
Used oil	1,720	1,7	1,7	R13	1,491	1,896	2,21	R1303
Oil filters	0,369	0,055	0,126	R13	0,216	0,262	0,28	R1302
Pressure vessels	0,040	0,029	0,016	R13	0,033	0,082	0,13	R1303
Plastic containers	0,364	0,076	0,296	R13	0,248	0,354	0,395	R1303
Coolant	0,042	0,03	0,168		1,055	0,3	0,751	R1303
Batteries	0,289	0	0	R13	-	-	-	R1303
Absorbents	0,114	0,146	0	R13	0,77	0,668	0,935	R1303
Water-hydrocarbons	1,920	1,2	0	R13	-	-	-	
Absorbents and filtration materials	0,0896	0,121	0,185	R13	-	-	-	
Washing water	-	-	-	-	1,128	1,604	1,429	R1303
Other solvents and mixtures	-	-	-	-	1,039	0,105	0,038	R1303
Oily water from separators	-	-	-	-		3,28	1,22	R1303
Paper and cardboard	1,475	1,9	1,37	R13	0,7	1,050	0,805	R13
Wood	0,24	1,08	0,42	R13	-	-	-	-

Scrap	4,38	7,46	3,38	R13	3,24	2,85	0	R13
Toner	0,015	0	0	R13	-	-	-	-
Mixing of municipal waste	-	-	-	-	3,6	4,2	1,43	R13
Other solvents	-	-	-	-	0,06	0,127	0,038	-

PERSONS

DISTRIBUTION OF WORKFORCE BY GENDER

Types of contracts		2022		2023		2024	
		Men	Women	Men	Women	Men	Women
By age	<30 years	35	4	22	3	16	1
	30-50 years	315	26	306	25	287	21
	>50 years	146	5	150	5	158	5

By Professional Group	Professional Group 1					7	0
	Professional Group 2					11	1
	Professional Group 3					42	6
	Professional Group 4					60	7
	Professional Group 5					29	3
	Professional Group 6					0	1
	Operators					312	9

TYPES OF CONTRACTS

Types of contracts		2022		2023		2024	
By gender		Fixed	Temporary	Fixed	Temporary	Fixed	Temporary
	Men	430	66	449	29	442	19
	Women	29	6	31	2	26	1

By age	<30 years	15	15	16	9	16	1
	30-50 years	319	319	329	2	306	2
	>50 years	125	125	135	20	146	17
By Professional Group	Professional Group 1					7	0
	Professional Group 2					12	0
	Professional Group 3					47	1
	Professional Group 4					64	3
	Professional Group 5					27	5
	Professional Group 6					1	0
	Operators					310	11
Working time contracts		2021		2022		2023	
By gender		Full Day	Part-time	Full Day	Part-time	Full Day	Part-time
	Men	471	25	458	20	444	17
	Women	34	1	32	1	26	1
By age	<30 years	39	0	25	0	17	0
	30-50 years	340	1	330	1	307	1
	>50 years	126	25	135	20	146	17
By Professional Group	Professional Group 1					7	0
	Professional Group 2					12	0
	Professional Group 3					47	1
	Professional Group 4					64	3
	Professional Group 5					27	5
	Professional Group 6					1	0
	Operators					310	11

HIRING

HIRING				
No. of new hires		2022	2023	2024
By gender				
	Men	54	49	18
	Women	8	4	1
By age	<30 years	26	18	6
	30-50 years	33	32	8
	>50 years	3	3	5
By Professional Group	Professional Group 1			0
	Professional Group 2			0
	Professional Group 3			2
	Professional Group 4			6
	Professional Group 5			7
	Professional Group 6			0
	Operators			4
ROTATION				
Rotation Turnover rate		2022	2023	2024
By gender	Men	5,00%	6,20%	7,4%
	Women	5,70%	3,00%	3,9%
By age	<30 years	1,80%	1,50%	0,40%
	30-50 years	0,70%	1,70%	1,40%
	>50 years	2,40%	2,50%	2,3%
Voluntary rotation		2,60%	3,70%	1,6%

LAYOFFS				
No. of layoffs		2022	2023	2024
By gender	Men	3	2	4
	Women	0	0	1
By Age Range	<30 years	0	7	1
	30-50 years	3	10	2
	>50 years	0	0	2
By Professional Group	Professional Group 1			0
	Professional Group 2			0
	Professional Group 3			1
	Professional Group 4			2
	Professional Group 5			1
	Professional Group 6			0
	Operators			1
REMUNERATIONS				
Average salaries		2022	2023	2024
By gender	Men	46.117,28 €	50.367,31 €	49.191,38 €
	Women	36.970,56 €	39.229,19 €	42.711,51 €
PBy Age Range	<30 years	28.359,09 €	31.826,92 €	35.809,84 €
	30-50 years	41.416,76 €	43.304,03 €	43.761,16 €
	>50 years	55.088,89 €	63.041,72 €	56.558,37 €



By profes- sional group and work center	DEUTZ SPAIN – Production plant			
	Professional Group 1			86.676,5 €
	Professional Group 2			71.863,20 €
	Professional Group 3			47.606,44 €
	Professional Group 4			41.350,39 €
	Professional Group 5			32.527,73 €
	Professional Group6			31.942,99 €
By profes- sional group and work center	DEUTZ SPAIN – Sales & Service Center			
	Professional Group 1			93.833,49 €
	Professional Group 2			61.153,75 €
	Professional Group 3			51.390,29 €
	Professional Group 4			38.425,99 €
	Professional Group 5			34.721,92 €
WAGE GAP				
	Wage gap 2024			
	Professional Group 1	Not applicable		
	Professional Group 2	10,43%		
	Professional Group 3	19,85%		
	Professional Group 4	8,38%		
	Professional Group 5	Not applicable. According to collective bargaining agreement		
	Professional Group6	Not applicable. According to collective bargaining agreement		
	Operators	Not applicable. According to collective bargaining agreement		
Positive values in favor of men and negative values in favor of women. The gap calculation was performed by comparing median salaries between men and women.				

ABSENTEEISM			
Absence hours	ZAFRA	MADRID	BARCELONA
2022	87.300	1.049	96
2023	88.528	566	473
2024	94.020	841	611

PPARENTAL LEAVE			
	2022	2023	2024
No. of men who have been entitled to paternity leave	24	25	28
Number of men who have taken paternity leave	24	25	28
No. of women who have been entitled to maternity leave	0	4	2
No. of women on maternity leave	0	4	2

HOURS WORKED			
Hours worked	ZAFRA	MADRID	BARCELONA
2022	833.151	43.311	13.128
2023	798.488	44.379	13.865
2024	769.620	47.928	13.555

OCCUPATIONAL HEALTH AND SAFETY			
Recordable occupational accidents ¹	2022	2023	2024
NNo. accidents Women	0	0	0
No. accidents Men	0	5	1
Recordable accident injury rate	4	6,3	1,7
Occupational accidents with major consequences			

	No. accidents Women	0	0	0
	No. accidents Men	0	0	0
	Index of accident injuries with major consequences	0	0	0
No. of days lost due to occupational accidents				
	Women	0	0	0
	Men	92	124	31
Number of occupational accidents with lost days:				
	Women	0	0	0
	Men	4	5	1
Accident frequency rate:				
	Women	0	0	0
	Men	4,8	6,3	1,7
Accident severity rate:				
	Women	0	0	0
	Men	110,4	155,3	54
Occupational diseases:				
	Women	0	0	0
	Men	6	3	4
Deaths due to occupational accidents:				
	Women	0	0	0
	Men	0	0	0

¹At-work accidents are considered recordable accidents that occur during the work performed, even if they are different from the usual ones, when the time off work for the worker's recovery is more than 3 days and the injuries are traumatic in nature.

ANNEX II. Response to requirements of Law 11/2018

Contents of Law 11/2018		Response within the report	
BUSINESS MODEL	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.	BLOCK I.1.DEUTZ SPAIN
INFORMATION ON ENVIRONMENTAL ISSUES	Policies	Policies applied by the Group, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	BLOCK I.5. OUR ESG PROPOSAL BLOCK.II. ENVIRONMENT BLOCK III. SUPPLY CHAIN DUE DILIGENCE
	Main risks	Key risks related to these issues associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse impact on 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 frameworks of reference for each subject matter. Informations-should be included on the impacts that have been detected, providing a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	I.4.SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. RISK MANAGEMENT II.6 CHANGE
	General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety.	II. ENVIRONMENT IV.3. A SAFE WORKING ENVIRONMENT
		Environmental assessment or certification procedures.	I.4. SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Management systems II.2.Energy Consumption
		Resources dedicated to environmental risk prevention.	II. Environmental management
		Application of the precautionary principle.	II.ENVIRONMENTAL MANAGEMENT III.2.CODE OF CONDUCT IV.3. A SAFE WORKING ENVIRONMENT
		Provisions and guarantees for environmental risks.	II.ENVIRONMENTAL MANAGEMENT
	Contamination	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	II.3.EMISSIONS Carbon footprint ANNEX I. Environment
	Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste. 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 measures adopted to improve the efficiency of their use..	II.2 CONSUMPTION. Raw materials Annex I. Environment
		Energy: consumption, direct and indirect; measures taken to improve energy efficiency; use of renewable energies.	II.CONSUMPTION. Energy II.3.EMISSIONS. Carbon footprint

	Climate Change	Greenhouse Gas Emissions.	II.3.EMISSIONS. footprint Annex I. Environment			
		Measures adopted to adapt to the consequences of climate change.	II.ENVIRONMENT /II.1.ENVIRONMENTAL MANAGEMENT II.5 DECARBONIZATION STRATEGY / II.6.CLIMATE CHANGE			
		Voluntary reduction targets established in the medium and long term to reduce GHG emissions and the means implemented to this end.	II.CONSUMPTION. Energy II.3.EMISSIONS. footprint			
	Biodiversity protection	Measures taken to preserve or restore biodiversity.	Given the type of activity of the organization and the location of its facilities, it has not been considered necessary to take measures for the preservation or restoration of biodiversity in addition to the measures for the reduction of environmental impacts already implemented and planned.			
		Impacts caused by activities or operations in protected areas.				

INFORMATION ON SOCIAL AND PERSONNEL ISSUES	Policies	Policies applied by the Group, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	III.1 CORPORATE COMPLIANCE SYSTEM III.2 DEUTZ CODE OF CONDUCT III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS			
	Main risks	Key risks related to these issues associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse impact on 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 frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, providing a breakdown of the same, in particular on the main risks in the short, medium and long term.	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 occupational classification.	I.V1 COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. Persons			
		Total number and distribution of employment contracts.	I.V1 COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. Persons			
		Average annual number of permanent, temporary and part-time contracts by gender, age and occupational classification.	I.V1 COMMITMENT TO QUALITY EMPLOYMENT ANNEX I. Persons			
		Number of layoffs by gender, age and occupational classification.	ANNEX I. Individuals. Dismissals			
		Average salaries and their evolution broken down by gender, age and professional classification or equal value.	AANNEX I. Individuals. Remunerations			
		Wage Gap.	ANNEX I. Individuals. Wage gap			
		Remuneration of equal or average jobs in the company.	ANNEX I. Individuals. Remunerations			
		The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings systems and any other payments broken down by gender.	ANNEX I. Individuals. Remunerations			
		Implementation of work disconnection measures.	IV.2.WORK/LIFE BALANCE			
		Working people with disabilities				
	2022		2023	2024		
	3		3	3		
	DEUTZ Spain has authorized the declaration of exceptionality to the compliance with the reserve quota in favor of workers with disabilities.					

INFORMATION ON SOCIAL AND PERSONNEL ISSUES	Organization of the work	Organization of working time.	IV.1 COMMITMENT TO QUALITY EMPLOYMENT IV.2 Work/life balance
		Number of hours of absenteeism.	ANNEX I. Individuals. Absenteeism
		Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	IV.WORK LIFE BALANCE
	Health and safety	Occupational health and safety conditions.	IIV.3 A SAFE WORKING ENVIRONMENT
		Occupational accidents (frequency and severity) disaggregated by sex.	IV.3 A SAFE WORKING ENVIRONMENT ANNEX I. Occupational Health and Safety
		Occupational diseases (frequency and severity) disaggregated by sex.	ANNEX I. Occupational Health and Safety
	Social Relationships	Organization of social dialogue, including procedures for informing, consulting and negotiating with personnel.	IV.CULTURAL TRANSFORMATION AND COMMUNICATION GRI 2-30
		Percentage of employees covered by collective bargaining agreements by country.	IV.1 COMMITMENT TO QUALITY EMPLOYMENT GRI 2-30
		Review of collective bargaining agreements, particularly in the field of occupational health and safety.	100% of employees are covered by the collective bargaining agreement. There is a Works Committee at the Zafra work center, a union delegate at the Madrid center and another at the Barcelona center, with whom dialogue, communication, information and consultation of the workers is carried out. There are the following negotiation and social dialogue committees: • Quadrant and shift committee • Social Fund, Scholarships, Training and Recruitment Committee • Equality Commission • Occupational Health and Safety Committee • Absenteeism Committee • Flexibility Commission or Hour Pool • Commission for the Interpretation of the Convention • Payroll commission During the year 2024, a new Collective Bargaining Agreement has been renegotiated for the Zafra work center, which affects 90% of the DEUTZ SPAIN workforce, with a two-year term covering the years 2024 and 2025.
	Training	Policies implemented in the field of training.	IV.5 TRAINING AND PROFESSIONAL DEVELOPMENT Training and employability Annex I
		Total number of training hours by professional category	IV.5.TRAINING AND PROFESSIONAL DEVELOPMENT
	Accessibility	Universal accessibility for people with disabilities.	DEUTZ SPAIN facilities allow full accessibility for people with disabilities.
	Equality	Measures adopted to promote equal treatment and opportunities between men and women.	IV.4 EQUALITY, DIVERSITY AND INCLUSION.
		Equality plans.	IV.4 EQUALITY, DIVERSITY AND INCLUSION.
		Measures adopted to promote employment.	IV.5 TRAINING AND PROFESSIONAL DEVELOPMENT IV.8. CONTRIBUTIONS TO SOCIETY. DEUTZ BUSINESS SCHOOL FOUNDATION

		Protocols against sexual and gender-based harassment..	IV.1. COMMITMENT TO QUALITY EMPLOYMENT III.1 CORPORATE COMPLIANCE SYSTEM III.2 CODE OF CONDUCT
		The integration and universal accessibility of people with disabilities.	DEUTZ SPAIN's alternative measures include contracting with various CEE (Special Employment Centers) for intralogistics services, security services and garden maintenance. IV.8 CONTRIBUTIONS TO SOCIETY. Collaboration with special employment centers
		Policy against all types of discrimination and, where appropriate, diversity management.	IV.4 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 the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	DEUTZ Spain maintains in its integrated policy ideals and means that ensure compliance with human rights. This is ensured with due diligence processes such as: conflict of interest, due diligence for the hiring of persons or due diligence of business partners. III.GOVERNANCE
	Main risks	Key risks related to these issues associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse impact on 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 frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, providing a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	III.1. CORPORATE COMPLIANCE SYSTEM III.4 SUPPLY CHAIN DUE DILIGENCE I.4.SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and opportunity management
	Human Rights	Application of human rights due diligence procedures.	III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS III.4. SUPPLY CHAIN DUE DILIGENCE
		Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses..	III. DEUTZ CODE OF CONDUCT III.3 DEUTZ'S COMMITMENT TO HUMAN RIGHTS
		Complaints of human rights violations.	There have been no reports of human rights violations. DEUTZ Spain has a Non-Financial Information Overview Sustainability Report 2024 whistleblower channel available.
		Promotion and enforcement of the provisions of ILO core conventions related to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in respect of employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor.	III.1 CORPORATE COMPLIANCE SYSTEM IV.1. COMMITMENT TO QUALITY EMPLOYMENT IV.2 RECONCILIATION OF WORK AND PERSONAL LIFE

	Policies	Policies applied by the Group, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	
INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	Main risks	Key risks related to these issues associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse impact on 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 frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, providing a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	III.1 CORPORATE COMPLIANCE SYSTEM III.DEUTZ CODE OF CONDUCT I.4.SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and opportunity management
	Corruption and bribery	Measures adopted to prevent corruption and bribery. .	These measures are included in the Criminal Compliance Operational Control Plan, which analyzes criminal risks and establishes control mechanisms to prevent and/or mitigate them.
		Measures to combat money laundering.	
		Contributions to foundations and non-profit entities.	Donations 2024 = 10.726,78€. I.3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2024. Main economic data
INFORMATION ABOUT THE COMPANY	Policies	Policies applied by the Group, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	
	Main risks	Key risks related to these issues associated with the Group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse impact on 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 frameworks of reference for each subject matter. Informations could be included on the impacts that have been detected, providing a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	III.1 CORPORATE COMPLIANCE SYSTEM I.4.SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Risk and opportunity management IV.8. CONTRIBUTIONS TO SOCIETY
	Company commitments to sustainable development	Impact of the company's activities on employment and local development.	I.5.OUR ESG PROPOSAL AND CONTRIBUTION TO THE ODS IV.8. CONTRIBUTIONS TO SOCIETY
		Impact of the company's activities on local populations and the territory.	
		Relationships maintained with local community stakeholders and the modalities of dialogue with them.	
		Partnership or sponsorship actions.	
	Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy.	III.DUE DILIGENCE IN THE SUPPLY CHAIN
		Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	
		Monitoring and auditing systems and audit results.	

	Consumers	Consumer health and safety measures.	DEUTZ SPAIN complies with the established requirements, both legal, regulatory and those of its customers, with regard to the safety characteristics applicable to the products it manufactures. DEUTZ SPAIN has a quality system where all manufactured elements that have a significant impact on the safety of the end user are under specific control plans. All chemical products used in the processes and that may accompany the final product are under the European REACH regulation. Consumer health and safety measures Complaint systems, complaints received and their resolution. Specifically, the products manufactured by DEUTZ SPAIN have safety levels on which an exhaustive control is carried out. This classification of product and process safety characteristics is used to prioritize the development of more robust control plans for them, following the regulatory specifications. In any case, the safety features, identified by the acronym "S", carry a specific treatment that identifies them in the eyes of any process document and for any role in the organization, so that anyone is able to visualize that such control is relevant to the functionality under safe conditions, both in the use of the final product and in its subsequent processing phases.
		Complaint systems, complaints received and their resolution. .	I.4 SUSTAINABLE MANAGEMENT OF THE ORGANIZATION. Complaints management
	Tax information	Benefits obtained by country	I.3 MAIN PRODUCTS AND SERVICES. PERFORMANCE 2024. Main economic data
		Taxes on benefits paid.	
		Public subsidies received	

ANNEX III Materiality - GRI

CSR AXIS		MATERIAL ASPECT		GRI INDICATOR
	GOOD GOVERNANCE, ETHICS AND INTEGRITY	Technology and digitization		
		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

ANNEX IV. GRI Content Index

TABLE OF CONTENTS GRI

DEUTZ SPAIN has prepared the report in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024.

GRI Standard	Version	Summary Description	Comment	Omission	Page
GENERAL CONTENTS					
The organization and its reporting practices					
2-1	2021	Organizational details	DEUTZ SPAIN, S.A.U.Ctra, Badajoz-Granada ZAFRA (Badajoz)		10-13
2-2	2021	Entities included in sustainability reporting.			10-18
2-3	2021	Reporting period, frequency and contact point.	Reporting period: 01/01/2024 to 12/31/2024 Reporting period, frequency and contact point. Frequency of publication: annual Contact: Ctra. Badajoz-Granada ZAFRA (Badajoz) Email: antonio.bueno@deutz.com Isabel.fernandez@deutz.com		
2-4	2021	Updating of information.	The information on professional categories has been updated and is now called Professional Groups with different characteristics but unified for the entire organization.		
2-5	2021	External verification.	This report has been verified by an external and independent entity (AENOR).		
Activities and employees					
2-6	2021	Activities, value chain and other business relationships .			18,23,28-29,59
2-7	2021	People			64-66,68-71
2-8	2021	Working people who are not employees.	The percentage of non-employee employees working at DEUTZ SPAIN is low and their performance and activity is not controlled by the organization.		
Governance					
2-9	2021	Governance structure and composition.	The functioning of the governing bodies is governed by the Internal Regulations for the Management of Subsidiaries of DEUTZ AG. The Board of Directors is the company's highest decision-making body.		13

2-10	2021	Appointment and selection of the highest governance body.	The members of the Board of Directors are selected by the Sole Shareholder (ownership). The members of the Steering Committee are selected for their ability and worth within the organization.		
2-11	2021	Chairman of the highest governing body.			13
2-12	2021	Role of the highest governance body in oversight of the sustainability report.	The Internal Regulations for the Management of Subsidiaries of DEUTZ AG set out the functions and responsibilities of the Management Committee, and in which situations prior approval by 17 DEUTZ AG and its Board of Directors is required.		13
2-13	2021	Delegation of responsibility for impact management.	The Board of Directors empowers the Chief Executive Officer to represent the Company. The Chief Executive Officer is also a member of the Management Committee as Manager. The Internal Regulations for the Management of Subsidiaries of DEUTZ AG set out the functions and responsibilities of the Management Committee, and in which situations prior approval by DEUTZ AG and its Board of Directors is required. The Board of Directors is responsible for the governance of the company, and the Management is the responsibility of the Directors.		13
2-14	2021	The highest governance body's role in the presentation of the sustainability report.	The Chief Executive Officer is in charge of informing the Board of Directors on a timely basis of the most relevant issues for the operation of the company. The Board of Directors is informed through quarterly meetings and monthly reports by the Chief Executive Officer, who in turn is informed of each matter by the different area or department directors in the Management Committee through periodic meetings and monographic sessions to analyze specific projects. The Board of Directors is responsible for strategic decisions resulting from a deviation from the approved Plan for the year; the managers are in charge of Management.		5-6
2-15	2021	Conflicts of interest .	In addition, the Internal Regulations for the Management of Subsidiaries of DEUTZ AG regulate the possible conflicts of interest that may arise in the purchase, contracting, etc. of DEUTZ AG subsidiaries.		33,56,58
2-16	2021	Communication of critical concerns.			25-27,54-56

2-17	2021	Collective knowledge of the highest governance body.	The members of the Management Committee are selected on the basis of their ability and worth within the organization and represent the different areas and departments of the company (Management, Human Resources, Finance, Sales, Production), all of whom have extensive knowledge in their specialties.		13
2-18	2021	Performance evaluation of the highest governance body.	The Board of Directors supervises and controls the proper functioning of the organization and consequently the performance of its Chief Executive Officer.		13
2-19	2021	Compensation policies.	Board members do not receive any additional compensation		
2-20	2021	Process for determining compensation.	Salary revisions are determined in accordance with the provisions of the corresponding agreements.		
2-21	2021	Total annual compensation ratio.	22,52%		
Strategy, policies and practices					
2-22	2021	Sustainable Development Strategy Statement			14-15,16,32-35
2-23	2021	Commitments and policies.			12,14,40,48,54-58,64,67,70
2-24	2021	Incorporation of commitments and policies.			12,14,40,48,54-58,64,67,70
2-25	2021	Processes to remediate negative impacts.			25,26-28,49,56
2-26	2021	Mechanisms for seeking advice and raising concerns.			25,54,71
2-27	2021	Compliance with laws and regulations .			54-59
2-28	2021	Membership in associations.	Spanish Association for Quality (AEC). SERNAUTO- Spanish Association of Automotive Suppliers.		
Stakeholder engagement					
2-29	2021	Approach to stakeholder engagement .			31-54
2-30	2021	Collective bargaining agreements.	The Zafra plant has its own agreement (signed in 2024 for the period 2024-2025), while the Madrid and Barcelona plants are governed by the regional metal agreement. These agreements cover 100% of the people employed by the company.		
MATERIAL ISSUES					
3.1	2021	Process for determining the material issues.			30-31
3-2	2021	List of material items.			103

3-3	2021	Management of material issues.			14-15,16-17,32-35,40-41,48,54-59,65,67,70-75
FINANCIAL PERFORMANCE					
201-1	2016	Direct economic value generated and distributed.			23
201-2	201-2	Financial implications and other risks and 31-32, 60 opportunities for the organization's activities due to climate change.			24-49
201-3		Defined benefit and other retirement plan obligations.	The organization does not plan to save for a pension plan.		
201-4		Ayudas económicas otorgadas por entes del gobierno.			23
MARKET PRESENCE					
202-1	2016	Ratio of standard entry level wage by gender to local minimum wage.			98
202-2	2016	Proportion of senior management hired from the local community.	66,7%		
INDIRECT ECONOMIC CONSEQUENCES					
203-1	2016	Investment in infrastructure and services supported.			23
203-2	2016	Significant indirect economic impacts.	GRI Indicator 2-25		
PROCUREMENT PRACTICES					
204-1	2016	Proporción de gasto en proveedores locales.			23
FIGHT AGAINST CORRUPTION					
205-1	2016	Operations assessed for risks related to corruption.			24,51-56
205-2	2016	Communication and training on anti-corruption policies and procedures.			
205-3	2016	Confirmed cases of corruption and actions taken.	No corruption cases have occurred in 2024		
UNFAIR COMPETITION PRACTICES					
206-1	2016	Legal actions related to unfair competition, monopolistic practices and anti-competitive practices.	No legal actions related to unfair competition have had to be taken in 2024		

TAXATION					
207-1	2019	Fiscal approach.	Not answered since it is not a material issue.		
207-2	2019	Fiscal governance, control and risk management	Not answered since it is not a material issue.		
207-3	2019	Stakeholder engagement and management of tax concerns.	Not answered since it is not material.		
207-4	2019	Country-by-country reporting.	Not answered since it is not material.		
ENVIRONMENTAL PERFORMANCE					
MATERIALS					
301-1	2016	Materials used by weight or volume.			18-19
301-2	2016	Recycled inputs used.			42-43
PRODUCTS AND SERVICES					
301-3	2016	Reused products and packaging materials.			47
ENERGY					
302-1	2016	Energy consumption within the organization.			42-43
302-2	2016	Energy consumption outside the organization.	Information not available.		
302-3	2016	Energy intensity.			42,92
302-4	2016	Reduction of energy consumption.			42-43
302-5	2016	Reductions in energy requirements of products and services.			42-43,92
WATER					
303-1	2018	Interaction with water as a shared resource.			45,93
303-2	2018	Management of impacts related to water discharges.			45,93
303-3	2018	Water extraction by source.			93
303-4	2018	Water discharge.			93
303-5	2018	Recycled and reused water.			93

BIODIVERSITY					
304-1	2016	Operations centers owned, leased or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas.	Given the type of activity of the organization and the location of its facilities, it has not been considered necessary to take measures for the preservation or restoration of biodiversity in addition to the measures for the reduction of environmental impacts already in place.		
304-2	2016	Significant impacts of activities, products, and services on biodiversity.	There are no.		
304-3	2016	Protected or restored habitats.	There are no.		
304-4	2016	Species on the IUCN Red List and national conservation lists whose habitats occur in areas affected by the operations.	There are no.		
EMISSIONS					
305-1	2016	Direct and indirect GHG emissions.			46,92
305-2	2016	Indirect GHG emissions when generating energy.			46,92
305-3	2016	Other indirect GHG emissions (Scope 3).			46,92
305-4	2016	Intensity of GHG emissions.			92
305-5	2016	Reduction of GHG emissions.			46
305-6	2016	Emissions of ozone-depleting substances.			45
305-7	2016	Nitrogen oxides, sulfur oxides and other significant air emissions.			46
EFFLUENTS AND WASTE					
306-1	2020	Generation of waste and significant waste-related impacts.			47-93-94
306-2	2020	Management of significant waste-related impacts.			24-25,47
306-3	2020	Waste generated.			47,93-94
306-4	2020	Waste not destined for disposal.			47,93-94
306-5	2020	Waste for disposal .			47,93-94
ENVIRONMENTAL ASSESSMENT OF SUPPLIERS					
308-1	2016	New suppliers that have passed evaluation and selection filters in accordance with environmental criteria.	100%		

308-2	2016	Negative environmental impacts in the supply chain and actions taken.	Within the purchasing policy, in the matrix for the awarding of purchases and services, suppliers' commitment to environmental and environmental management is valued. The possible impacts derived from the supply chain are minimized through the application of clauses, requirements and even on-site supervision/audits of suppliers. Specifically, DEUTZ SPAIN only purchases raw materials identified as Conflict Free Minerals, and includes environmental requirements in the evaluation of its suppliers. Suppliers of DS raw materials are subject to approval and/or monitoring audits throughout the year. When awarding contracts and services, Deutz Spain assesses aspects related to energy efficiency, CSR and compliance standards. The supply of electricity from renewable sources is promoted annually with the supplier, and this information is included in their invoices.		40-41,57-59
SOCIAL PERFORMANCE					
EMPLOYMENT					
401-1	2016	New employee hires and staff turnover.			60-66,95-98
401-2	2016	Employee benefits.			67
401-3	2016	Parental leave.			100
LABOR-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.			23-68-69
403-2	2018	Hazard identification, risk assessment and incident.			23,68-69
403-3	2018	Occupational health services.			67-69
403-4	2018	Worker involvement, consultation and communication on occupational health and safety.	Workers' representatives (Health and Safety Committee and Prevention Delegates) are informed of any aspect affecting the working conditions of the workforce.		
403-5	2018	Training of workers on occupational health and safety.			68-69
403-6	2018	Occupational diseases and illnesses.			67,68-69

403-7	2018	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships.			67-68
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	Work-related injuries.			100-101
403-10	2018	Occupational diseases and illnesses.			100-101
TRAINING AND EDUCATION					
404-1	2016	Average hours of training per year per employee.			72-73
404-2	2016	Programs to improve employee skills and transition assistance programs.			32-33,67,68-69,72-73
404-3	2016	Percentage of employees receiving regular performance and career development reviews.	100%		72
DIVERSITY AND EQUAL OPPORTUNITIES					
405-1	2016	Diversity in governing bodies and employees.			64-66
405-2	2016	Ratio of basic salary and remuneration of women versus men.			95-100
NON-DISCRIMINATION					
406-1	2016	Cases of discrimination and corrective actions taken.	No ha habido.		
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.	No ha habido.		
CHILD LABOR					
408-1	2016	Operations and suppliers with significant risk of child labor cases.	Procurement of conflict-free minerals. For the rest of the operations, due to their typology and location of suppliers, it is not considered that there is a risk of human rights violation. In addition, Deutz Spain maintains in its integrated policy ideals and means to ensure compliance with human rights. This is ensured through due diligence processes such as: conflict of interest, due diligence for hiring people or due diligence of business partners.		

FORCED LABOR					
409-1	2016	Operations and suppliers with significant risk of cases of forced or compulsory labor.	Procurement of conflict-free minerals. For the rest of the operations, due to their typology and location of suppliers, it is not considered that there is a risk of human rights violation. In addition, Deutz Spain maintains in its integrated policy ideals and means to ensure compliance with human rights. This is ensured through due diligence processes such as: conflict of interest, due diligence for hiring people or due diligence of business partners.		
SECURITY MEASURES					
410-1	2016	Security personnel trained in human rights policies or procedures.	No security personnel are available.		
RIGHTS OF THE INDIGENOUS POPULATION					
411-1	2016	Cases of violations of the rights of indigenous peoples.	No such cases have occurred.		
COMUNIDADES LOCALES					
413-1	2016	Operations with local community participation, impact assessments and development programs.	Procurement of conflict-free minerals. For the rest of the operations, due to their typology and location of suppliers, it is not considered that there is a risk of human rights violation. In addition, Deutz Spain maintains in its integrated policy ideals and means to ensure compliance with human rights. This is ensured through due diligence processes such as: conflict of interest, due diligence for hiring people or due diligence of business partners.		
413-2	2016	Operations with significant negative impacts - actual or potential - on local communities.	No negative impacts on the local community have been identified.		
EVALUATION OF SUPPLIERS IN TERMS OF HUMAN RIGHTS, LABOR PRACTICES AND SOCIAL IMPACT					
414-1	2016	New suppliers that have passed selection filters according to the social criteria.	100% See indicator 412-1		
414-2	2016	Negative social impacts on the supply chain and actions taken.	See indicator 412-1		

PUBLIC POLICY					
415-1	2016	Value of political contributions by country and recipient.	They are not performed.		
CUSTOMER HEALTH AND SAFETY					
416-1	2016	Health and safety impact assessment of product or service categories.	DEUTZ SPAIN complies with the established requirements, both legal and regulatory, as well as those of its customers, with regard to the safety characteristics applicable to the products it manufactures. DEUTZ SPAIN has a quality system based on IATF standards where all manufactured elements that have a significant impact on the safety of the end user are under specific control plans. All chemical products used in the processes and that may accompany the final product are under the European REACH regulations. Specifically, the products manufactured by DEUTZ SPAIN have safety levels on which an exhaustive control is carried out. This classification of product and process safety characteristics is used to prioritize the development of more robust control plans for them, following the regulatory specifications. In any case, the safety features, identified by the acronym "S", carry a specific treatment that identifies them in the eyes of any process document and for any role in the organization, so that anyone is able to visualize that such control is relevant to the functionality under safe conditions, both in the use of the final product and in its subsequent processing stages.		
416-2	2016	Non-compliance cases related to health and safety impacts of product and service categories.	There have been no non-compliances of this type.		
LABELING OF PRODUCTS AND SERVICES					
417-1	2016	Requirements for information and labeling of products and services	DEUTZ SPAIN complies with the established requirements, both legal, regulatory and those of its customers, regarding the information characteristics and labeling applicable to the products it products and services manufactures.		
417-2	2016	Non-compliance cases related to product and service information and labeling.	There have been no non-compliances of this type.		
417-3	2016	Non-compliance cases related to marketing communications.	There have been no non-compliances of this type.		
CUSTOMER PRIVACY					
418-1	2016	Substantiated complaints regarding breaches of customer privacy and loss of customer data.	There have been no non-compliances of this type.		

