

Let us drive you **to a Sustainable Future**

SUSTAINABILITY REPORT 2024

COFICAB

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ABOUT THE REPORT

This report is a comprehensive guide designed to present COFICAB's primary corporate activities and products across all sites from January 1, 2024, to December 31, 2024 (financial year).

This Sustainability Report reflects our goal, as Coficabians, to continue growing as an environmentally responsible and ethically transparent partner for our stakeholders. Accordingly, our efforts to support the United Nations Sustainable Development Goals (SDGs) are also outlined in this report.

This report was prepared by an internal, multidisciplinary team and is aligned with the Global Reporting Initiative (GRI) Standards, alongside the principles of the UN Global Compact.

Tracing our Way to Communicate and Disclose our Sustainability Initiatives

GRI 1

As we advance in our Sustainability Reporting journey, we continue to refine our sustainability metrics, enhance transparency, and reinforce our commitment to Environmental, Social, and Governance (ESG) responsibilities.

Our 2024 Sustainability Report offers a detailed overview of our corporate activities, and our ongoing efforts toward sustainable operations and products.

On top of being a worldwide leader in the automotive megatrends; E-Mobility, Connectivity, and Autonomous Driving, COFICAB has also conquered new markets in the appliance, medical, and distribution sectors, providing clear, accurate, and industry-specific sustainability indicators to all stakeholders.

We have aligned our reporting methodology with the GRI Standards by conducting a materiality analysis to identify the most significant sustainability topics for our organization and stakeholders.

GRI 1

This analysis involved engaging with our key stakeholders, assessing the importance of various sustainability issues, and prioritizing them based on their significance to our business and the interests of our stakeholders.

In addition to the GRI Standards, we have integrated the United Nations Sustainable Development Goals (SDGs) into our sustainability reporting framework.

To align our sustainability efforts with the SDGs, we have linked our key sustainability and CSR initiatives to the corresponding, relevant SDG targets. This mapping exercise helps us identify how our actions support the achievement of specific SDGs and enables us to effectively communicate our impact.

Through continuous improvement and active engagement with our stakeholders, we are committed to achieving our vision in line with industry sustainability standards. We invite you to join us on this journey as we work together to build a sustainable legacy that benefits not only our generation but also those to come.



WE ARE ENGAGED TO ACHIEVE THE 17 U.N. SDGS



SUSTAINABLE DEVELOPMENT GOALS

CEO Message

"THIS IS NOT JUST A LONG-TERM AMBITION. IT IS A PATH WE ARE BUILDING WITH FOCUS, INVESTMENT, AND CLEAR ACCOUNTABILITY."

GRI 2-22

Dear Readers,

At COFICAB, sustainability is not an option. It is a responsibility we take seriously and a core driver of how we innovate and grow.

The automotive industry is facing a fundamental transformation. **Electrification, decarbonization, and digitalization** are redefining the way we design, build, and use vehicles. As a global partner, we understand the essential role we play in supporting a more sustainable future for **our customers, our communities, and generations to come. We carry that same spirit of responsibility and innovation as we expand into new markets, ensuring that growth goes hand in hand with positive impact.**

In 2024, we made meaningful progress in aligning our operations with leading environmental, social, and governance (ESG) standards.

We advanced our electrification roadmap, expanded our use of recycled materials, and reduced greenhouse gas emissions across our manufacturing sites. More than ever, we are investing in circular economy principles, clean energy sourcing, and smarter, more efficient logistics.

This is not just a long-term ambition. It is a path we are building with focus, investment, and clear accountability.

Our commitment goes beyond products and processes. It extends to the **people** who make them possible. In 2024, with over 8000 team members across 14 countries, we strengthened our focus on equity, inclusion, and human development. We prioritized safety and valued diverse perspectives while creating an environment where every individual could grow, contribute, and lead with confidence.

We also supported community resilience through education and entrepreneurship, reinforcing our belief that when people thrive, performance follows.

We made our processes stronger, remained fully compliant with regulations, and ensured that every decision reflects our values and ethics. This Sustainability Report reflects our progress and our promise. We recognize the challenges ahead and remain focused on collaboration, transparency, and continuous improvement.

Thank you for your trust and support.



2024 Highlights

REFLECTING ON A YEAR OF MEANINGFUL SUSTAINABILITY PROGRESS AND IMPACT

SOCIAL RESPONSIBILITY

COFICAB IS A TOP EMPLOYER FOR THE THIRD YEAR IN A ROW!

For the Third year consecutive, COFICAB is a Top Employer in our different sites

READ MORE



No. 1 WORLDWIDE

With more than 23% of the Market Share in the Automotive Wires and Cables Industry

42 MILLION KILOMETERS

of Wires and Cables Sold in 2024

A MAJOR STEP TOWARD A LOW-CARBON FUTURE FOR OUR OPERATION:

COFICAB HITS A NEW CLIMATE MILESTONE WITH SBTI APPROVAL

READ MORE

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

ENVIRONMENTAL PERFORMANCE

PATH TO CARBON NEUTRALITY

$2,4 Million Investment in R&D

$3,7 Million Allocated for Photovoltaic System Projects



85% OF OUR CSR ACTIONS WERE CARRIED OUT IN COLLABORATION WITH THE LOCAL COMMUNITIES WHERE WE OPERATE.

Elloumi Group: 79 Years of Success

Elloumi Group, founded in 1946 by Mr. Taoufik Elloumi in Tunisia, is the country's largest industrial and exporting group. It specializes in diverse sectors, including automotive, power, telecommunications cables, wire harnesses, agribusiness, real estate, urban planning, retail, home appliances, and consulting.

Elloumi Group comprises 30 subsidiary companies worldwide and employs over 10.000 people.

A member of the Elloumi Group, COFICAB is a recognized leader in the design, manufacturing, and sales of automotive wires and cables.

COFICAB has established a strong global presence, achieving consistent growth through its efficient network of operations facilities, R&D centers, and sales offices.



Since 1946 (Foundation)

SOTEE
1946
ELECTRICAL & TELECOM NETWORKS

CHAKIRA DISTRIBUTIONS
1946
DISTRIBUTION OF ELECTRICAL & ELECTRONIC MATERIAL & HOUSEHOLD APPLIANCES

CHAKIRA
1963
TELECOM & ENERGY CABLES

TEM
1982
HOUSEHOLD APPLIANCES

COFAT
1984
AUTOMOTIVE WIRING HARNESSES

COFICAB
1992
AUTOMOTIVE, ENERGY & APPLIANCE CABLES

STIFEN
1996
AGRI-FOOD

CHAKIRA IMMOBILIER
2000
REAL ESTATE

BTK
2021
TUNISIAN-KUWAITI BANK

A Leadership Powered by Passion

COFICAB has grown over the years into a global leader in the automotive cable industry and a trusted partner for the top automotive wire harness makers and the main OEMs.

We are committed to producing state-of-the-art cables that meet the highest standards of the automotive industry, delivering innovative, cutting-edge solutions to consistently ensure customer satisfaction.

While leading global automotive megatrends such as E-Mobility, Connectivity, and Autonomous Driving, we have also expanded into new markets, including the appliance, medical, and distribution sectors.

Founded in 1992 by Mr. Hichem Elloumi in Tunisia, COFICAB began as a small family-owned enterprise specializing in automotive cables and wires.

A year later, we embarked on our global journey by establishing a plant in Portugal, marking the first milestone in our expansion across the EUROMED region, including Morocco, Romania, and Germany.

Today, COFICAB operates on a global scale, with sites in the United States, Mexico, China, Serbia, and Honduras, solidifying our position as a worldwide innovator in the automotive industry.

For over three decades, our journey has been Powered by Passion, driven by dedicated teams committed to building lasting relationships with our customers.



Our Mission and Values

For COFICAB, sustainability is a key priority as we strive to grow a responsible business that integrates sustainability into our corporate strategy. Through our expanding global presence, innovative products, and corporate culture, we continue to strengthen our economic, environmental, and social commitments. Our team is dedicated to creating value for our collaborators while laying a strong foundation for achieving our sustainability objectives in the communities and regions where we operate.

Our mission is to create cables for tomorrow's automotive technologies and offer the most innovative, competitive, and sustainable cable solutions to our customers. At the same time, we continue to be an employer of choice and a reliable partner to all stakeholders. Everything we commit to do, including our sustainability strategy, is driven by our values of Passion, Ethics, Commitment, and Teamwork.

TEAMWORK



We thrive together as one team toward a common objective:

- Maximizing the success of COFICAB.
- We cooperate with loyalty and trust across all COFICAB locations and departments.
- We respect the personal values and cultures of team members, which may differ from our own.

ETHICS



We aim for the highest standards of ethical behavior in everything we do.

We hold ourselves to the highest level of professionalism in our interactions with each other, customers, stakeholders, communities, and the environment where we operate. We strive to maintain COFICAB image as a fair, professional and responsible company.

We embed COFICAB principles and values in every action and decision we make.

PASSION



We are intensely focused on serving our customers beyond their satisfaction and on helping them achieve their business goals. We set the standards which became the benchmarks for the automotive cable and wire industry. We seek continuous improvement in all areas of our business and never accept being the "second best".

We never compromise quality, cost effectiveness, safety, and environmental impact. We are quick to cope with changes and overcome challenges with confidence. **Our word is our bond.**

COMMITMENT



We believe that what we do makes the difference, and we are proud of the place COFICAB established for itself in the automotive industry. We are powered by an endless determination and self-discipline that give us the courage to embrace new perspectives and achieve long-term goals.

We create an environment of innovation where we inspire each other to thrive. We continuously learn from both our failures and our successes.

COMPANY OVERVIEW

VISION, MISSION, AND VALUES

Our Vision: Best-in-Class Partner

We are committed to being a leading partner in the automotive wires and cables industry, consistently exceeding customer expectations and driving sustainable growth through:

Expanding our
GLOBAL PRESENCE

Striving for
TECHNOLOGY AND EXCELLENCE

Sharing
VALUES AND SUCCESS

COFICAB SMARTSITES

THE REALIZATION OF OUR VISION OF THE FUTURE

COFICAB SMARTSITES reflect our firm commitment to a sustainable path. These next-generation production sites are entirely dedicated to producing wires and cables for the automotive megatrends, shaping the future of mobility: Electromobility, Connectivity, and Autonomous Driving.

ECAD > ELECTRIFICATION + CONNECTIVITY + AUTONOMOUS DRIVING

COFe-cad SmartSites



TECHNOLOGY HUB IN JUÁREZ



THE “NEW TUNISIA” PROJECT



ECAD PROJECT, GUARDA



TECHNOLOGY HUB IN CHINA

COMPANY OVERVIEW
VISION, MISSION, AND VALUES

Sustainable Growth, Powered by Passion

Today, every step we take must prioritize a critical factor for our future: Taking CARE of our planet.

Working without considering our planet means moving against the tide of progress. At COFICAB, we are committed to aligning our products with the global drive to reduce CO_2 footprints.

Our CARE concept emerged from this effort and is closely tied to four key product pillars: **Connecti nomous Driving**, **Weight and Space Reduction**, and **Electromobility**.

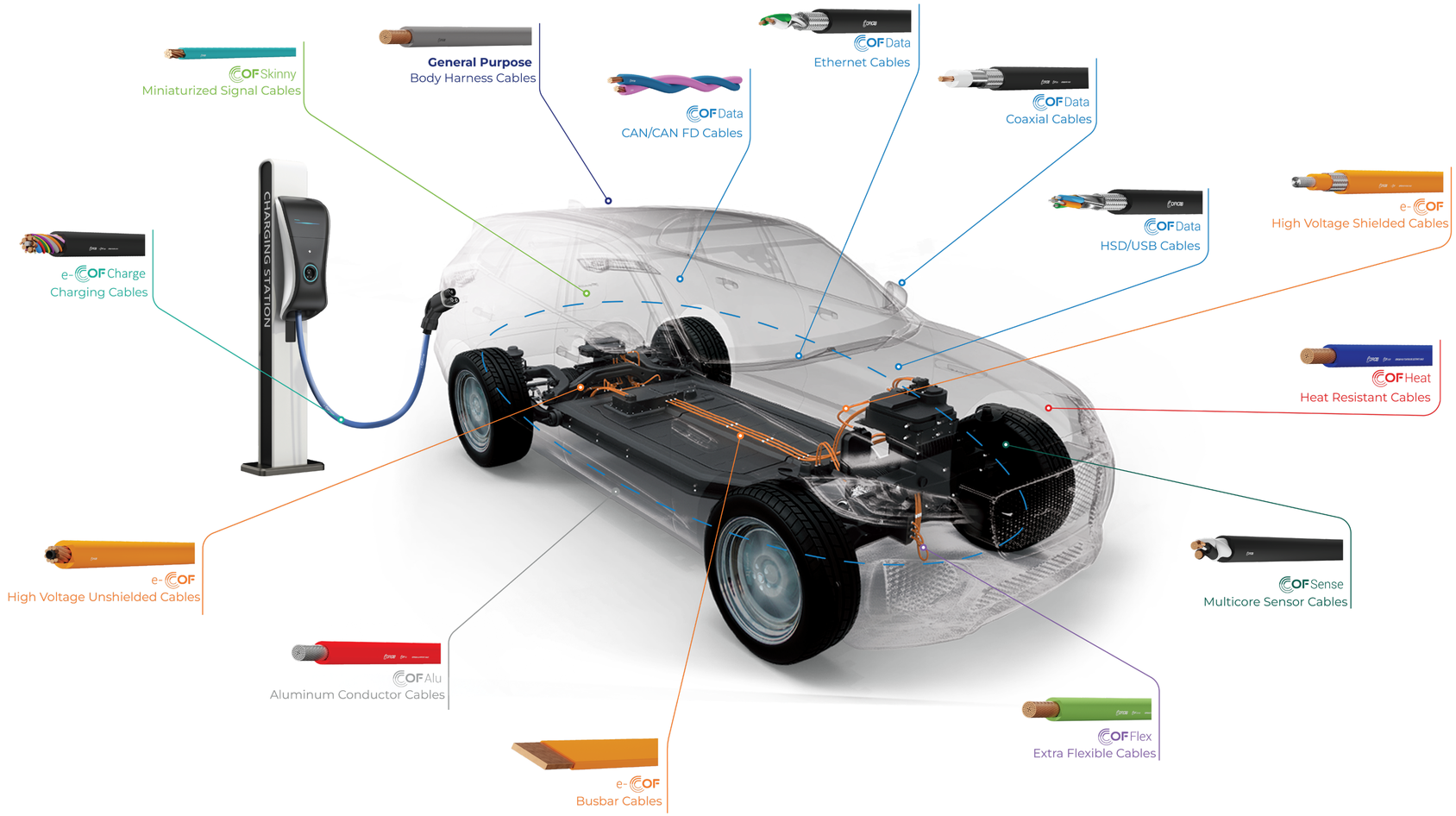
Progressively, all systems are becoming interconnected: vehicles communicating with each other, with infrastructures, and soon, with everything around them.

For **Connectivity**, we developed our **COFData** product range.

For **Autonomous Driving**, we offer cables designed for sensor applications, enhancing safety and driving assistance, through our **COFSense** product range.

To address **Weight and Space Reduction** in vehicles, we provide miniaturized cables within our COFSkinny product range.

Finally, addressing **Electromobility**, a fundamental megatrend for protecting our planet, we offer our e-COF product range. This range provides solutions for both the vehicle's interior and exterior, including our e-COF Charge cables designed specifically for charging systems.



WE CARE ABOUT THE FUTURE

OUR PRODUCTS AIM TO REDUCE CO_2 FOOTPRINT



CONNECTIVITY

DATA CABLES

COFICAB designs and manufactures data cables suitable for multimedia systems applications.

COF Data



AUTONOMOUS DRIVING

SENSOR CABLES

COFICAB designs and manufactures specific sensor cables for safety and security applications on the vehicle.

COF Sense



REDUCTION OF WEIGHT & SPACE

MINIATURIZED CABLES

COFICAB designs and manufactures miniaturized cables in reduced dimensions, for weight and space reduction.

COF Skinny



ELECTROMOBILITY

HIGH VOLTAGE CABLES

COFICAB designs and manufactures high voltage cables for tomorrow's automotive technologies.

e-COF

OUR SUSTAINABILITY APPROACH

Materiality Analysis

GRI 3

One of the most crucial steps for any company in establishing its sustainability roadmap is conducting a materiality analysis. Similarly, at COFICAB, we have followed the **Global Reporting Initiative (GRI)** guidelines to carry out our materiality analysis. This first step was essential in identifying and prioritizing the most significant sustainability issues for our business and our stakeholders.

Our Materiality Analysis was based on our engagement with both our internal and external stakeholders, either from the downstream or the upstream population including employees, customers, suppliers, and communities surrounding us. By using diverse methods, we sought to understand their perspectives on sustainability issues and their expectations of our company, whether concerning our business practices, environmental impact, or contributions to society.

In the beginning, we started by understanding the context of our organization within our industry and identifying what kind of issues could impact our activity and our internal performance.

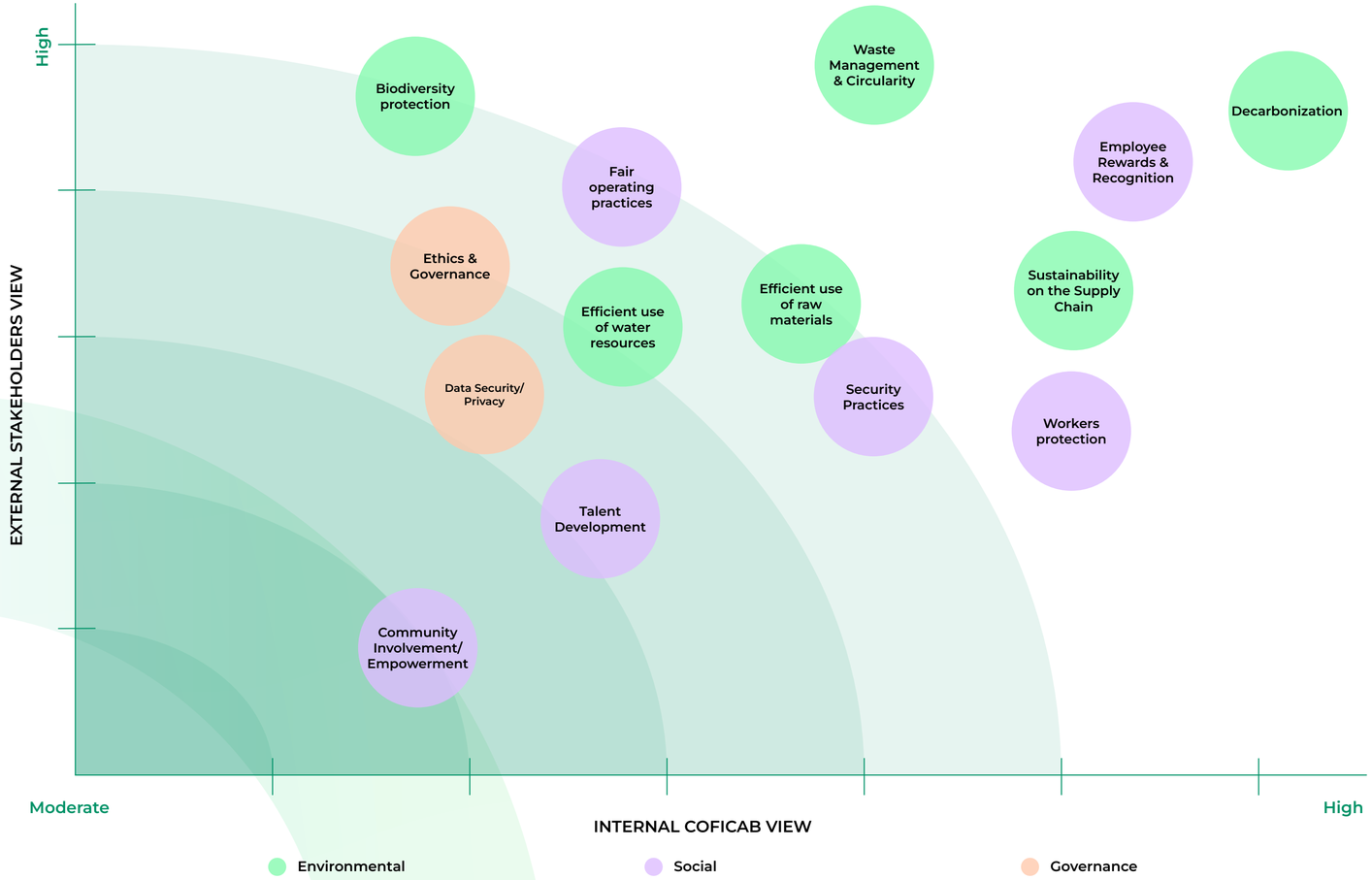
This context analysis is conducted annually at both the plant and Group levels to identify potential opportunities and threats.

Following the establishment of the company's context, all potential impacts identified in the previous steps were presented to the Sustainability Taskforce. By combining stakeholder feedback with internal assessments, our sustainability team prioritized the most significant ESG issues based on their relevance to stakeholders, their potential impact on our business, and the level of interest and concern expressed.

Based on these findings, we developed our sustainability strategy and prioritized initiatives for the coming years.

The graphic next to showcases the key focus areas within each sustainability pillar: **Environment**, **Social**, and **Governance**.

COFICAB MATERIALITY ANALYSIS



Sustainability as a Way of Thinking

As an organization, we recognize that sustainability is critical to our long-term success and the well-being of our planet. Our commitment to sustainability is rooted in our values and our desire to create a better and more prosperous future for all. We believe that by integrating sustainability into our business practices, we can reduce our environmental impact, create value for our stakeholders, and contribute to a more equitable society.

Our sustainability strategy is developed to guide our actions and decision-making as we work toward achieving our sustainability goals. It outlines our approach to reducing our environmental footprint, promoting social responsibility, and creating economic value for our stakeholders.

Through this strategy, we aim to engage our employees, customers, suppliers, and other stakeholders to drive sustainable practices and innovation. We also seek to collaborate with other organizations, governments, and communities to address shared sustainability challenges and contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

Our strategy represents our commitment to a sustainable future and our contribution to creating a world where people and the planet can thrive.

ESG STRATEGIC AXES

PLANET

- Regularly work on minimizing our environmental impact.
- Continuously improve our processes, products, and services.
- Meet or exceed all compliance obligations.
- Systematically review our environmental objectives to set new targets.
- Ensure information sharing among all personnel.
- Continuously reduce our CO_2 footprint.

PEOPLE

- Act proactively against any potential physical or mental threat that might affect our stakeholders.
- Guarantee quality education to all our relevant stakeholders.
- Promote a culture based on gender equality through women's empowerment.
- Constantly promote decent work practices within the company.

PROSPERITY

- Ensure secure and digitalized IT systems that optimize and improve our operations' efficiency.
- Position COFICAB as a partner of choice by maintaining our strong commitment, and ethical and compliance standards.

PLANET

SUSTAINABLE OPERATIONS AND ENVIRONMENTAL PERFORMANCE

PLANET
ENVIRONMENTAL COMMITMENT

A True Engagement beyond Trends

At COFICAB, we recognize the urgency of protecting our environment and natural resources. Aware of the realities of climate change, we take responsibility for our planet and work toward driving meaningful global change. Our actions grow increasingly impactful, reflecting our commitment to a sustainable future.

COFICAB ENVIRONMENTAL POLICY

COFICAB is firmly committed to achieving neutrality and protecting natural resources; water, air, soil, fauna, and flora, while prioritizing all aspects of human well-being.

IT IS OUR DUTY TO:

- **Minimize the environmental impact** of designing, developing, and producing automotive and energy wires and cables, both **nationally and internationally.**
- **Promote sustainable environmental practices** across the **entire supply chain** by integrating environmental performance criteria into all decision-making processes.
- **Meet the Paris Agreement** and **automotive industry goals** by implementing strategies to **reduce greenhouse gas (GHG)** emissions from our activities and products.



WE ARE COMMITTED TO:

- Improve our processes, **promote energy efficiency**, **use renewable energy**, energy performance and responsible chemical management.
- Optimize our **products**, **and services** to prevent environmental pollution.
- Maximize the **efficient use of natural resources use** and **integrate waste into the circular economy**, contributing to **sustainable resource management** and waste reduction.
- Comply with **all national and international regulations**, contractual obligations, and COFICAB values and commitments, ensuring transparency with all stakeholders in every country where we operate.
- Strengthen the **Environmental Management System** through targeted improvement plans.
- Make sure our roadmap for Environmental Sustainability is a **shared responsibility** within COFICAB. Its success relies heavily on the active involvement and contribution of all team members.



Our Environmental Strategic Plan

At COFICAB, we take pride in our efforts and commitment to transforming our company into a more sustainable enterprise.

Guided by our Environmental Strategy and driven by our expertise, we aim to contribute meaningfully to global sustainable development while preserving our planet.

Our strategy prioritizes waste reduction in all forms, with the ultimate goal of eliminating it through responsible resource management and efficient recycling practices integrated into our production processes.

Additionally, we are dedicated to producing innovative products that support the Paris Agreement's goal of achieving climate neutrality by 2050.

Our R&D teams and product designers are working tirelessly to develop cutting-edge technologies to reduce our carbon footprint every single day.

COFICAB commitment to sustainability is evident in our ethics and actions across all our global plants.

OUR TARGET

- **Near-term targets: Reduce absolute CO_2 emissions**
  - 42% (scope 1 and2) by 2030 vs 2020
  - 51.6% per thousand km cable (scope 3) by 2030 vs 2020



OUR STRATEGIC INTERVENTION AXES

- Promoting **low CO_2 Footprint products**
- **Manufacturing Processes Analysis**:
  - Upstream activities,
  - Internal COFICAB's activities,
  - Downstream activities.



OUR COMMITMENT

- Align our **Actions and Targets** with the ones from the "**Paris Agreement**" and **specific OEM requirement**
- Aim for **Climate Neutrality** by 2050



5 Main Pillars to Achieve our Sustainability Targets



INTERNAL PROCESS

We **develop efficient and more sustainable manufacturing processes** with higher productivity and lower energy consumption.





SUPPLY CHAIN MANAGEMENT

We make sure our production **plants are closer to our customers**.

We **provide the same product portfolio globally** to avoid overseas shipment.

We tend to **select the most sustainable suppliers** who generate fewer emissions from their operations CO_2 and products.

We encourage our **suppliers to be closer to our production sites** and reduce the "Gate-to-Gate" carbon footprint.





ENERGY SOURCES

We work on the implementation of **self-production green energy**.

We are selecting more and more energy suppliers with a **better energetic mix**.





NEW PRODUCT DEVELOPMENT

We strive to **optimize our cables' design** to provide enhanced performance and reduce weight and space to the maximum extent.





CIRCULAR ECONOMY

We are **designing efficient production flows** that improve waste management.

We aim to **achieve a circular economy** by working on recyclability, reduction of non-reusable resources, and minimization of the environmental impact of our products.



Materials

GRI 301

MATERIALS USED:

Materials represent a key component of COFICAB's product architecture and environmental footprint. As a global manufacturer of cable solutions, the company utilizes a broad portfolio of conductive and insulating materials to meet diverse technical, safety, and performance requirements across automotive and industrial applications.

Our products incorporate conductive materials such as copper, copper alloys and aluminum, combined with a range of insulation compounds designed to ensure durability, electrical performance and long-term reliability. This diversified material base enables COFICAB to develop solutions adapted to evolving customer requirements while maintaining high quality and compliance standards.

COFICAB recognizes that the sourcing, processing and use of raw materials have a significant influence on environmental performance across the product lifecycle. For this reason, responsible materials management is integrated into our operational and product development strategies. The company continuously monitors material consumption trends and implements initiatives aimed at improving resource efficiency, optimizing product design and reducing material intensity wherever feasible.

Concerning to raw materials consumption over the past three years has shown variations, reflecting production dynamics and efficiency initiatives in resource usage.

On metal side the consumption increased from 262 868 tons in 2022 to 314 591 tons in 2023 and saw a slight increase in 2024 (320 981 tons).

The use of insulation materials showed steady growth, rising from 86 539 tons in 2022 to 97 286 tons in 2023, reaching 101 661 tons in 2024, indicating a gradual increase in demand. Overall consumption followed an upward trend from 349 406 tons in 2022 to 411 877 tons in 2023 but recorded a slight increase to 422 641 tons in 2024.

	2022	2023	2024
Metal	262 868	314 591	320 981
Insulation	86 539	97 286	101 661
Total	349 406	411 877	422 641

Environmental and safety considerations are embedded throughout our material selection processes. All COFICAB products comply with applicable international regulations, including REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances). These frameworks guide our approach to chemical management and ensure that materials used in our products meet stringent regulatory requirements related to environmental protection and human health.

Beyond regulatory compliance, COFICAB seeks to integrate sustainability considerations at the earliest stages of product design. Environmental criteria such as material efficiency, recyclability and responsible end-of-life management are increasingly considered as part of product development and engineering processes. This approach supports the long-term objective of reducing environmental impacts associated with the use of materials throughout the product lifecycle.

COFICAB also works closely with suppliers and customers to promote responsible practices across the value chain. Through technical collaboration and supplier engagement, the company aims to improve transparency regarding material composition, support regulatory alignment and encourage the adoption of more sustainable materials and processes.



Materials

GRI 301

R&D PROJECTS:

SUSTAINABLE PRODUCT DEVELOPMENT AND INNOVATION

Innovation is a fundamental driver of COFICAB's sustainability strategy. Through continuous research and development activities, the company seeks to improve product performance while contributing to the reduction of environmental impacts associated with cable systems.

Our R&D efforts focus on several priority areas aligned with sustainability objectives, including material efficiency, lightweight design and the evaluation of alternative materials with improved environmental performance.

One of the key areas of development involves the optimization of cable architecture to reduce overall material usage while maintaining electrical and mechanical performance. Lightweight solutions can contribute to lower material consumption and, in certain applications, may support improvements in energy efficiency during the operational life of the product.

In parallel, COFICAB is exploring opportunities to develop and integrate materials with lower environmental footprints. This includes assessing alternative insulation technologies, evaluating new material formulations and exploring conductor technologies that may enable more efficient use of resources.

Another important focus area relates to the identification and gradual adoption of materials with improved environmental and health characteristics. Initiatives include the evaluation of insulation materials with reduced toxicity profiles, the reduction of potentially harmful substances and the promotion of materials that enable improved recyclability.

COFICAB's innovation ecosystem relies on collaboration with external partners, including suppliers, research institutions and specialized technology providers. These partnerships enable the company to explore emerging technologies, develop new materials and accelerate the implementation of solutions aligned with evolving sustainability expectations and regulatory developments.

Through these combined efforts, COFICAB aims to enhance the environmental performance of its products while supporting the broader transition toward more sustainable mobility and industrial solutions.

ADVANCING CIRCULARITY AND RESOURCE EFFICIENCY

COFICAB is progressively integrating circular economy principles into its operations and product development processes. The company recognizes the importance of reducing waste generation, maximizing the recovery of valuable materials and supporting the development of recycling solutions for complex material streams.

Several initiatives are being explored to enhance circularity within manufacturing operations. These include the recovery and reuse of certain internal production materials, the development of recycling pathways for insulation materials and the evaluation of technologies that enable the reintegration of recovered materials into the production cycle where technically feasible.

The company is also working in collaboration with material suppliers and recycling partners to assess opportunities to increase the share of recycled content in selected raw materials. These initiatives are conducted while ensuring that recycled materials meet the technical, quality and safety standards required for cable manufacturing.

In parallel, COFICAB continues to monitor developments in recycling technologies and materials innovation that could further strengthen circularity across the value chain. Particular attention is given to solutions that enable improved separation, recovery and reuse of polymer materials used in cable insulation.

By advancing these initiatives, COFICAB aims to contribute to the transition toward more circular resource flows, reduce dependency on virgin raw materials and minimize the environmental impacts associated with waste generation.

GOVERNANCE, MONITORING AND TRANSPARENCY

COFICAB is committed to strengthening transparency and accountability in relation to its environmental performance. Sustainability-related initiatives, including those related to materials management, product innovation and circular economy development, are monitored through internal management processes and regularly reviewed to ensure alignment with corporate objectives and regulatory expectations.

The company continues to develop its sustainability reporting practices in line with emerging disclosure frameworks, including the Corporate Sustainability Reporting Directive (CSRD). Progress on key initiatives and environmental performance indicators will be communicated through periodic sustainability disclosures.

Through continuous improvement, strategic collaboration and innovation, COFICAB aims to enhance the sustainability profile of its products and operations while supporting customers and partners in their own transition toward more sustainable value chains.

Energy

GRI 302

COFICAB production processes are energy-intensive, requiring significant power to ensure operational efficiency and the high quality of our products. Electricity is the primary energy source across production stages, complemented by natural gas and diesel, which are also widely used in global industries.

Recognizing the critical role of energy in our operations, COFICAB is committed to optimizing consumption and advancing sustainable alternatives to lower our carbon footprint.

We continuously work to improve **efficiency, reduce waste,** and **explore renewable energy sources**. By integrating sustainable energy practices, we not only secure our operational needs but also contribute to the global shift toward a more responsible, low-carbon future.

This commitment is fully aligned with our broader sustainability goals and reinforces our responsibility to the environment and the communities where we operate.

In 2024, COFICAB experienced notable changes in its energy consumption patterns, reflecting both organic growth and efforts to enhance energy efficiency across our operations.

At COFICAB, we acknowledge that energy must be used responsibly, even when sourced from renewables. We are committed to minimizing waste and improving efficiency by optimizing our manufacturing processes and adopting advanced equipment to reduce electricity consumption.

DISCLOSURE 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Purchased Electricity Consumption: Purchased **electricity consumption increased by approximately 6.1% in absolute terms compared to 2023.** This growth was primarily driven by the increased energy demand from four factories that have been undergoing organic growth since 2022. These units expanded their operations, resulting in higher electricity consumption to support their production activities.

In contrast, **factories that had already reached an operational maturity level recorded an average reduction of 5% in electricity consumption compared to 2023**. This decrease can be attributed to the successful implementation of energy efficiency measures, process optimization, and the adoption of new technologies that helped reduce overall energy usage.

	2022	2023	2024
Electricity purchased (MWh)	284.789	329.883	350.081

Renewable Energy Transition and Goals: By 2030, COFICAB aims to transition all its manufacturing sites to 100% renewable electricity, reinforcing its commitment to sustainability and carbon footprint reduction. COFICAB is increasing the proportion of renewable electricity sourced at its manufacturing sites through power purchase agreements (PPAs), renewable energy certificates (RECs), and **on-site production.**

In regions where local renewable energy solutions are not yet available, COFICAB will actively promote and support the development of viable alternatives.

Expansion of On-Site Renewable Energy Production: In 2024, COFICAB made significant strides in expanding its photovoltaic capacity.

The total installed capacity of solar panels increased from 7.1 MW to 11.1 MW, representing a 56% growth.

This expansion resulted in a 51% increase in energy production from renewable sources compared to the previous year. Over the coming years, COFICAB will significantly expand its renewable energy capacity through the installation of photovoltaic panels across multiple plants. This initiative will increase the company's total on-site installed capacity from 11.1 MWp to over 20 MWp, representing a major milestone in advancing COFICAB's sustainability objectives.



Energy

GRI 302

As a result, COFICAB avoided approximately 5,386 tCO_2 emissions, further demonstrating our commitment to the energy transition and reducing our dependence on external electricity sources. The increased generation of renewable energy not only contributed to a lower carbon footprint but also provided economic benefits by reducing our operational costs related to energy purchases and enhancing our resilience to fluctuations in energy market prices.

Transitions to Renewable Energy: In 2024, COFICAB made a significant change by converting five of its production facilities to operate on 100% renewable energy.

	2022	2023	2024
Electricity produced (self-generated) (MWh)	2.333	7.169	10.883
Total renewable energy consumption (MWh)	100.640	124.295	153.751

This initiative was key in reducing CO_2 emissions, avoiding approximately 12,000 tCO_2. One of our factories in Serbia has been operating on 100% renewable energy since 2022, marking a significant milestone in COFICAB sustainability strategy.

Since then, this facility has made a substantial contribution to reducing our carbon footprint by using exclusively clean energy sources, such as solar and wind, for its operations. Thanks to this change, the factory in Serbia has already avoided the emission of approximately 17,840 tCO_2, demonstrating the positive impact that the transition to renewable energy can have on the environment.

Global Renewable Energy Share: In 2024, renewable energy represented around 34% of our total electricity consumption worldwide, up from 32% in 2020.

Electric Vehicle Charging Stations: One of the ongoing initiatives at COFICAB is the expansion of the electric vehicle charging station network, making this infrastructure accessible to all employees who own electric cars.

The company seeks to provide the convenience of charging vehicles during work hours, thereby encouraging the use of more sustainable transportation options. Through this initiative, COFICAB aims to promote eco-friendly mobility.

Fuel Consumption: In 2024, COFICAB recorded an overall increase of 10.7% in total fuel consumption from non-renewable energy sources compared to 2023.

Natural Gas: Natural gas consumption decreased by 6.3%, driven by production process optimization, energy efficiency improvements, and the partial substitution of natural gas with alternative energy sources. This reduction reflects COFICAB's continued efforts to improve energy performance and reduce dependence on fossil fuels.

GPL: GPL consumption increased by 15.8%, primarily due to the Group's organic growth and the expansion of operational activities.

Electricity: Electricity consumption rose by 7.1%, also reflecting the organic growth of the Group and increased production volumes.

Overall, total energy consumption across the organization increased by 6.9%, primarily driven by higher production activity in specific units, the implementation of new technologies, and increased energy requirements in certain industrial processes, reflecting the Group's organic growth.

	2022	2023	2024
Energy consumed (MWh)	304.167	356.292	381.009

Disclosure 302-3 Energy Intensity: In terms of energy Intensity, between 2022-2023 remained constant at 7.6, indicating that energy consumption grew in proportion to production.

In 2024, the rise to 7.94 suggests a higher energy consumption per unit of output, which may be due to changes in production processes, increased energy demand, or lower operational efficiency.

A higher energy intensity in 2024 may indicate reduced efficiency, requiring further investigation. The Raw material consumption levels remained similar; the increase suggests that more energy was required to achieve the same RM consumption. Continuously monitoring this trend is essential to ensure sustainable energy use and reduce environmental impact.

COFICAB needs to conduct an in-depth analysis to identify factors driving the increase in 2024. Optimize production processes to improve energy efficiency and continuously invest in energy-saving technologies to prevent further increases in energy intensity.

	2022	2023	2024
Energy intensity (MWh/Km)	7.56	7.61	7.94

DISCLOSURE 302-4 REDUCTION OF ENERGY CONSUMPTION

In 2024, efforts to improve energy efficiency led to a slower increase in total energy consumption compared to previous years. While overall consumption rose by 6,9% from 2023 to 2024, targeted measures such as process optimization and technology upgrades helped mitigate further increases.

However, energy intensity increased to 7.94, highlighting the need for continued efficiency improvements. Moving forward, the focus will be on enhancing operational sustainability, investing in renewable energy sources, and implementing energy-saving initiatives to reduce overall consumption and environmental impact.

Periodic energy audits conducted in various countries provide valuable insights into opportunities for energy savings and greenhouse gas emission reductions.

ISO 50001 is already fully implemented in two of our plants, reflecting our ongoing commitment to energy efficiency. Additionally, energy audits are performed in all COFICAB plants following legal requirements, ensuring continuous improvement and regulatory compliance.

In 2023, COFICAB implemented the "Energy Guard" Energy Management System at its facilities in Tunis and Medjez El Beb, Tunisia. Developed by Control Energy, Energy Guard integrates three main functions in a single system: energy monitoring combined with production data, alignment with the ISO 50001 energy management standard, and power quality monitoring.

A Story from COFICAB Tunisia

GRI 302

BRINGING SUNLIGHT INDOORS: A SMART SOLUTION FOR BRIGHTER FACTORIES

The **Natural Lighting Project** implemented in both COFICAB TUNISIA plants is an innovative and sustainable lighting solution that captures and channels natural sunlight into indoor areas, particularly those far from traditional openings. Using a daylight conduit composed of a collection zone, a transmission zone, and a diffusion zone, the system transports sunlight from the roof into workspaces without transferring heat and with minimal light loss. The collecting dome, installed on the roof, captures solar rays and directs them into a highly reflective tube that transmits the light to the interior. Finally, the diffusion zone distributes soft, uniform daylight throughout the factory, creating a naturally bright and comfortable environment.

Its installation in the factory has led to **significant environmental and energy gains**, reducing dependence on artificial lighting, cutting electricity consumption, and lowering CO_2 emissions. Beyond energy savings, the system greatly enhances **lighting quality**, ensuring better color perception, reduced visual fatigue, and a more natural light balance.

The project also improves **working conditions** by providing a healthier, more stimulating atmosphere that supports employee well-being, concentration, and mental comfort. Exposure to natural light helps regulate biological rhythms, increases vitamin D production, and contributes to overall health and vitality. With minimal maintenance and a long service life, the solar tube system stands as a durable, efficient, and environmentally responsible solution.

In essence, the Natural Lighting Project is a strong example of **sustainable innovation**, combining **energy efficiency, environmental stewardship, and human-centered design** to create brighter, healthier, and more sustainable workplaces."

DID YOU KNOW ? Did you know that natural lighting systems can reduce electricity consumption for lighting in factories by up to 70%, depending on the design and daylight availability?



Water and Effluents

GRI 303

WATER POLLUTION

Any water discharged into natural water systems must be properly treated to prevent environmental harm. When COFICAB operates outside the industrial zone, it employs various technologies to treat the water before it is released into the environment, ensuring that any water discharged into natural water systems is properly treated to prevent environmental harm.

When COFICAB operates within the industrial zone, it must comply with certain limits before the water is sent to the industrial zone's wastewater treatment plant. The key physico-chemical parameters monitored in the effluents include pH with set thresholds, biochemical oxygen demand (BOD), chemical oxygen demand (COD), total suspended solids (TSS), total nitrogen (TN), total phosphorus (TP), oil and grease, and color.

WATER CONSUMPTION

All COFICAB plants need water to operate properly, and water stress may impact the production capacity through potential restriction.

COFICAB is committed to responsible water management, especially in water-stressed regions within its operations and supply chain, by implementing targeted actions adapted to local conditions.

The company continuously works to enhance water efficiency in its facilities through the adoption of advanced technologies.

Compared to 2023, we observed an average increase of 3.7% in water consumption in areas with extremely high-water stress (>80%) and a 8.7% decrease in areas classified as low stress (<10%).

COFICAB continuously enhances water use efficiency across its manufacturing sites by setting annual quantitative targets. This is achieved through the adoption of advanced water-saving technologies, as well as initiatives that promote water recycling and reuse.

COFICAB aims to establish more stringent water consumption targets in areas experiencing very high-water stress. This commitment reflects the company's dedication to responsible water management, ensuring that operations in these regions prioritize efficiency, conservation, and the sustainable use of local water resources.

Between 2020 and 2024, COFICAB's water consumption increased significantly, rising from 344 917 m³ to 572 982 m³.

This increase reflects the expansion of operations and production growth over the years. The most significant jump occurred between 2021 and 2022, with an increase of approximately 22%, followed by stabilization in 2023 and 2024.

In 2024, COFICAB achieved a reduction in water consumption intensity, continuing its efforts to improve resource efficiency. Water consumption per m³/Tkm decreased from 12,2 in 2023 to 11,9 in 2024, reflecting more efficient use of water despite a slight increase in total consumption.

	2022	2023	2024
Water consumption (M³)	503.564	570.963	572.982
Water consumption (M³/TKM)	12.5	12.2	11.9

WATER CONSUMPTION 2022
12.5 M³/TKM

WATER CONSUMPTION 2023
12.2 M³/TKM

WATER CONSUMPTION 2024
11.9 M³/TKM

Water and Effluents

GRI 303

PROJECT: SUSTAINABILITY IN LOGISTICS - INNOVATIVE PROJECTS FOR A GREENER FUTURE

Sustainability has become a key focus in the logistics sector, with companies striving to implement innovative solutions that reduce environmental impact while optimizing efficiency. In this context, three significant projects have been introduced to enhance sustainability within COFICAB logistics operations.

Implementation of a Packaging Washing Machine: After extensive market research, the Corporate Logistics Systems team promoted a Multiwasher from the supplier Somengil, which COF GR acquired. This advanced washing system provides a substantial water-saving solution, reducing consumption by approximately 12 to 14 liters per washing cycle. The machine can clean 24 NPS400 containers simultaneously using an eco-friendly detergent, ensuring a more sustainable approach to packaging maintenance.

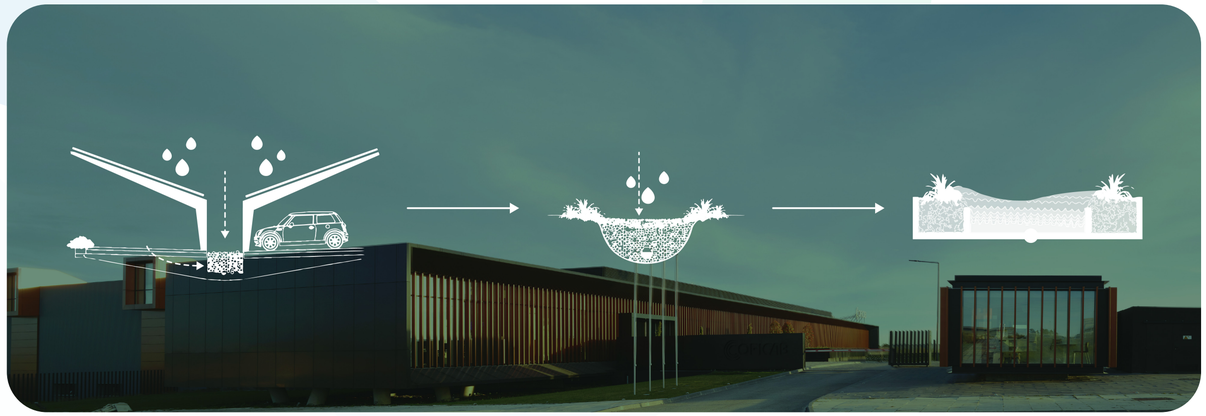
Additionally, the efficiency of this system is remarkable. The washing cycle lasts only about five minutes, making the process both faster and more effective.

This initiative has already been successfully implemented in COFICAB factories in Morocco, demonstrating its scalability and positive environmental impact.



At COFICAB GR, an advanced rainwater recovery system was integrated during the construction phase of the facility. This system captures and reuses rainwater runoff from the rooftops, significantly reducing the consumption of potable water by directing the collected water toward non-potable applications such as irrigation, cleaning, and process needs.

	2022	2023	2024
Water reuse (M^3) in COF GR	50	120	400



PLANET
ENVIRONMENTAL PERFORMANCE

Biodiversity

GRI 304

In 2024, COFICAB continued its commitment to biodiversity protection and ecosystem restoration, reinforcing the integration of environmental preservation into its sustainability strategy.

The initiatives developed throughout the year demonstrate the Group's ongoing efforts to restore natural habitats, reduce environmental degradation, and raise awareness among local communities about the importance of conservation.

PLANTING AND REFORESTATION CAMPAIGNS:

Reforestation and tree planting remained central pillars of COFICAB's environmental action. In COFICAB Portugal and Guarda, more than **1700** trees were planted, including the recovery of areas affected by wildfires in Valhelhas. In COFICAB Mdjez el beb region, **5000** trees were planted in Akerma Forest, in partnership with the Tounes Clean Up Association. In COFICAB Monterrey, **oak trees** equipped with deep **irrigation systems** were planted to **strengthen species resilience and biodiversity.**

In COFICAB Ploeisti, a school-based initiative enabled the planting of fruit and ornamental trees, along with flower installations using recycled tires. In COFICAB Romania, more than three hundred trees and seedlings were planted, involving employees and their families.

In COFICAB Juarez, the restoration of the Mixcalco Linear Park was promoted, while COFICAB China operations contributed with tree planting in Jingbin Park. In COF Serbia, an aromatic garden was created in a local kindergarten, further strengthening community engagement.

ENVIRONMENTAL CLEAN-UP CAMPAIGNS:

At the same time, several sites organized environmental clean-up actions aimed at reducing pollution and protecting riverbank and forest habitats. These included forest cleaning campaigns in COFICAB Ploeisti and bottle and battery collection activities that generated funds used to provide mobility equipment for a person with disabilities. In Serbia, volunteers joined efforts to clean part of the Sava River, collecting approximately **200kg of waste**.

In COFICAB Romania, employees and their families cleaned **2,3km of the Mureș riverbank**, and in Morocco, a forest clean-up combined with an environmental awareness cycling activity was carried out.

Together, these initiatives reinforce COFICAB's commitment to biodiversity conservation and the promotion of environmentally responsible practices. By involving the local community, employees, NGO's and institutional partners, the company actively contributes to **ecological regeneration, ecosystem protection** and the construction of a more sustainable future.



+12K

TREES PLANTED IN 2024

PLANET
ENVIRONMENTAL PERFORMANCE

Emissions

GRI 305

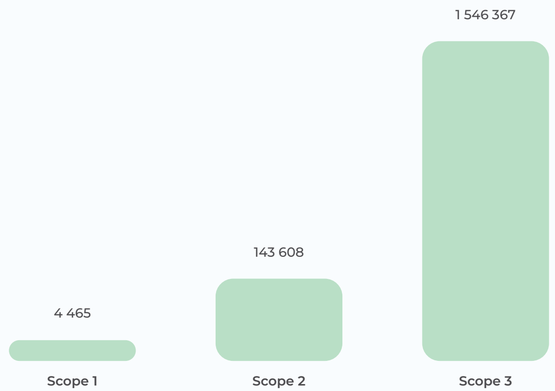
METHODOLOGY, CALCULATION, AND DATA COLLECTION

COFICAB calculates its annual greenhouse gas (GHG) emissions for Scope 1, Scope 2 (market-based), and Scope 3 following the latest GHG Protocol Corporate Standard and the guidance provided by the Science Based Targets Initiative (SBTi). GHG emissions are tracked using COFICAB internal GHG accounting tool, which was developed in-house to align with the GHG Protocol methodology. This tool ensures accurate and consistent emissions tracking across the organization.

As part of its Corporate Environmental Strategy and in alignment with the Paris Agreement, COFICAB has committed to progressively reducing its carbon footprint. Following the GHG Protocol guidelines, the company has begun calculating its carbon footprint with clear differentiation between Scope 1, Scope 2, and Scope 3 emissions. This approach allows the organization to improve its GHG emissions, identify the main contributors, and define strategic actions to achieve the objectives.

COFICAB establishes 2020 as the baseline year and a reference for determining the intermediate goals to be achieved. The final goal is to be neutral in 2050, as requested by the Paris Agreement. In 2020, COFICAB Group considered emissions from energy consumption in production processes across all global production sites.

2024 EMISSIONS OF TCO_2



Since 2022, with the opening of three additional facilities that increased production and operations, the company's commitment to sustainability and carbon reduction has remained strong. The implementation of various environmental initiatives continued to play a crucial role in mitigating the impact of this expansion on CO_2 emissions.

While the new facilities introduced since 2022 may have initially increased emissions due to heightened production activities, ongoing efforts to optimize operations and integrate sustainable practices are essential. As these facilities continue to grow and production stabilizes, the company remains committed to balancing growth with environmental responsibility.

Scope 1 & 2 Emissions	2022	2023	2024
Scope 1 (tCO_2)	4.142	4.441	4.465
Scope 1 (tCO_2 /Tkm)	0.103	0.095	0.091
Scope 2 (tCO_2)	125.569	143.327	143.608
Scope 2 (tCO_2 /Tkm)	3.1	3.1	3.0

Emissions

GRI 305

The increase in **Scope 1 and Scope 2 emissions** from 2022 to 2024 reflects the challenges posed **by business growth**. However, **even with this expansion, there was a notable reduction of approximately 4.3% in CO_2 emissions per thousand km** produced at the group level compared to the previous years (2022). Compared to the base year, COFICAB reduced by around **17% CO_2 emissions per thousand km** produced. This reduction underscores the effectiveness of the ongoing sustainability measures across the company's operations.

The implementation of photovoltaic projects, such as solar panel installations, has likely contributed significantly to the reduction in carbon emissions. By harnessing renewable energy sources, the company is not only reducing its environmental footprint but also promoting a more sustainable energy mix

Furthermore, the decision to switch to energy suppliers offering a better energy mix aligns with the company's sustainability goals.

Choosing suppliers that prioritize renewable energy sources over fossil fuels directly supports efforts to reduce greenhouse gas emissions associated with electricity consumption.

Additionally, the adoption of energy efficiency measures across various sites is instrumental in optimizing energy use and minimizing waste. Actions like upgrading equipment, optimizing processes, and promoting energy-conscious practices among employees contribute to overall emissions reductions.

Scope 1 & 2 Emissions	2022	2023	2024
Scope 1 & 2 (tCO_2)	129.712	147.768	148.073
Scope 1 & 2 (tCO_2 /Tkm)	3.2	3.2	3.1

After conducting a thorough quantification of **Scope 3** emissions, it has become evident that more than **90%** of the total emissions generated across the value chain can be attributed to Category 1, which is “Purchased goods and services”.

The remaining emissions are predominantly associated with the transportation of purchased products and then with the waste generated in operations.

The increase in **Scope 3 emissions** from 2022 to 2024 reflects the challenges posed **by business growth**. However, **even with this expansion, there was a notable reduction of approximately 14.5% in CO_2 emissions per thousand km** produced at the group level compared to the previous year (2022). Compared to the base year, COFICAB reduced by around 17% **CO_2 emissions per thousand km** produced.

Since 2022, COFICAB has implemented a sustainability inquiry aimed at understanding what kind of actions our main suppliers are taking to achieve carbon neutrality, to reduce their carbon footprint, recycled materials, verify third-party methods verification and determine if they are following the SBTi.

Additionally, the questionnaire seeks detailed information regarding the primary data for all the products that COFICAB uses in the process.



PLANET
ENVIRONMENTAL PERFORMANCE

Emissions

GRI 305

This initiative aims to promote transparency in the value chain and reduce indirect emissions associated with COFICAB key products.

Through collaboration with suppliers and the identification of concrete actions to mitigate emissions, we expect to achieve a significant reduction in Scope 3 emissions over the coming years. The effective implementation of measures identified in the sustainability questionnaire will be crucial in achieving our environmental objectives and promoting a more sustainable value chain.

Scope 3 Emissions	2022	2023	2024
Scope 3 (tCO_2)	1.532.748	1.504.454	1.546.367
Scope 3 (tCO_2 /Tkm) *excluding category 11	38.1	32.1	32.2

Scope 3 Emissions	2022	2023	2024
Scope 3 upstream (tCO_2)	1.441.440	1.413.664	1.477.124
Scope 3 downstream (tCO_2) *excluding category 11	38.1	32.1	32.2

Total Emissions (tCO_2)	2022	2023	2024
Total emissions (tCO_2)*	1.662.459	1.652.222	1.694.440
Total emissions (tCO_2 /Tkm)* *excluding category 11	41.3	35.3	35.3

Additionally, in 2022, COFICAB subjected its internal calculation method to verification by an independent third party.

Throughout 2023, following thorough analysis and evaluation by the third party, COFICAB obtained official certification confirming the compliance of our internal method with the requirements established in GHG standards and ISO 14067.

This certification represents a significant achievement for COFICAB, highlighting our commitment to responsible environmental management and the reduction of greenhouse gas emissions throughout our operations.



A Major Step Toward a Low-carbon Future for our Operations

GRI 305

COFICAB HITS A NEW CLIMATE MILESTONE WITH SBTI APPROVAL

On November 24, COFICAB reaffirmed its commitment to climate action through the official validation of emissions reduction targets by the Science Based Targets Initiative (SBTi).

This recognition represents a key milestone in our sustainability journey and positions us among the leading companies globally committed to aligning our climate strategy with the latest science.

SBTi is a collaboration between CDP, the United Nations Global Compact, the World Resources Institute (WRI), and the Worldwide Fund for Nature (WWF). The initiative aims to mobilize the private sector to lead the transition to a low-carbon economy, promoting emissions reduction targets that are in line with the levels required by climate science to limit global warming to 1.5°C or well below 2°C, as stipulated in the Paris Agreement.

Validation by SBTi confirms that the decarbonization targets we have set:

- They are ambitious and consistent with the 1.5°C trajectory.
- Cover Scope 1, Scope 2, and, where applicable, Scope 3 GHG emissions.
- They are supported by a realistic and measurable action plan.
- Contribute to the global transition towards carbon neutrality by mid-century.

OUR SCIENTIFIC GOALS ARE BELOW:

Overall Net-Zero Target:

COFICAB commits to reaching net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets:

COFICAB commits to reducing absolute Scope 1 and 2 GHG emissions by 42% by 2030 from a 2020 base year. COFICAB also commits to reducing Scope 3 GHG emissions by 51.6% per thousand km of cable produced within the same timeframe.

Long-Term Targets:

COFICAB commits to reducing absolute Scope 1 and 2 GHG emissions 90% by 2050 from a 2020 base year. COFICAB also commits to reducing absolute Scope 3 GHG emissions by 90% within the same timeframe.

These targets were formally validated by SBTi on November 24, confirming that they are aligned with international best practices in climate mitigation.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

A Major Step Toward a Low-carbon Future for our Operations

GRI 305

PATH TO ACTION

Validation is just the beginning. To ensure compliance with these goals, COFICAB is implementing a set of strategic and operational measures based on 5 intervention axes:

1. ENERGY SOURCES

- Maximization of self-production of green energy
- External energy suppliers with a greener energetic mix.

2. SUPPLY CHAIN

- Regional Production and manufacturing sites located close to the customers
- We select the most sustainable suppliers
- We sponsor our suppliers to be closer to our production sites

Development of a Transportation Management Tool

A second sustainability initiative, focusing on transportation management, is currently in development at COFICAB MES.

This project aims to monitor the Load efficiency rate of each shipment and estimate the carbon footprint of every delivery made by COFICAB. In addition to tracking emissions, the tool will provide insights into various transportation-related Key Performance Indicators (KPIs), allowing for better decision-making in logistics planning.

By implementing this tool, COFICAB will better understand its transportation-related carbon footprint, enabling more strategic and environmentally responsible logistics operations.



Optimizing Load Efficiency with D800 Pallet Stacking

To enhance transportation efficiency, the Corporate Logistics system implemented a procedure for pallet stacking using D800.

This initiative aims to optimize truckloads and containers, ensuring better space utilization and reducing the number of shipments required.

By maximizing the load capacity, COFICAB can decrease transportation frequency, leading to lower fuel consumption and reduced carbon emissions.

These projects illustrate CLS's commitment to logistics sustainability. The implementation of the Multiwasher, the transport management tool, and the D800 pallet stacking initiative showcases innovative approaches to resource optimization and environmental responsibility. As the company continues to develop and implement such solutions, it contributes to a greener and more efficient logistics sector.



A Major Step Toward a Low-carbon Future for our Operations

GRI 305

3.INTERNAL PROCESSES

We develop efficient and more sustainable manufacturing processes with higher productivity and lower energy consumption.



4.PRODUCT DEVELOPMENT

COFICAB are implementing an integrated product- and process-level approach to reduce raw material consumption, product weight, and the associated carbon footprint.

At product level, we are structurally reducing copper dependency per vehicle through miniaturization, derating enabled by higher-performance insulation materials, ultra-thin walls and ultra-thin cables with compacted copper cores, and right-sizing of signal and low-current circuits.

At the same time, COFICAB is developing metal based alternatives to reduce vehicle weight and the associated impacts during the vehicle use phase.

Transitioning from PVC to XLPE it will also enable safe conductor downsizing and introducing recycled copper into our products through the verticalization of the upcasting project it is also enabling to reduce CO2 emissions, increase recycling content and promote the circular economy.

At process level, COFICAB focus on scrap reduction, continuous energy efficiency improvements, increased use of green energy, and the selection of recyclable raw materials to promote circular economy principles, complemented by ongoing studies on bio-based compounds.

These initiatives collectively contribute to lower material intensity, reduced product mass, and a measurable reduction in lifecycle emissions.

Sustainable Innovation: Sustainability in the automotive industry is a growing priority, aiming to reduce environmental impact and promote more responsible practices. As COFICAB is one of the main players in the automotive industry, it is aligned with this trend, assuming its commitment to sustainability and actively working to obtain results, creating its sustainability roadmap with its main commitments being those approved by SBTi:

5. RECYCLABILITY AND CIRCULARITY

We are developing processes for the recovery of internal production scrap through Upcast technology. In parallel, we work closely with our suppliers to maximize the incorporation of recycled materials in the production of raw materials.

Additionally, we are advancing R&D projects to introduce recycled materials into our processes and products, reinforcing our commitment to circular economy principles and reducing environmental impact across the value chain. COFICAB places sustainability at the core of its innovation strategy, viewing the transition to neutrality as a driver of new products, services, and processes, supported by its global R&D network and certified laboratories focused on optimized, high-performance cable solutions.

Waste Management

GRI 306

COFICAB is strongly committed to advancing a circular economy and minimizing industrial waste across all its facilities, prioritizing recyclable and environmentally responsible materials and ensuring proper waste-management practices at every stage. Like many industrial organizations, the company generates hazardous, non-hazardous, and municipal waste, largely originating from scrap, production activities, and day-to-day operations.

Prevention remains the foundation of COFICAB's waste strategy, with efforts focused on reducing waste at the source and, when avoidance is not possible, promoting reuse within the same process or in alternative applications. This approach not only mitigates environmental impacts but also supports cost reduction and continuous operational improvement.

Despite these efforts, waste management has become an increasing priority as total waste and waste intensity rose between 2022 and 2024, underscoring the need to strengthen prevention measures and enhance operational efficiency to remain aligned with sustainability goals.

This trend reinforces the importance of identifying the sources of increased waste, expanding recycling and reuse initiatives, and accelerating circularity across the organization.

Total waste increased by 40% from 2022 to 2024, rising from 27 958 tons to 39 278 tons. In terms of intensity, waste per thousand kilometers produced **increased from 0,7 to 0,8 tons/ thousand km between 2022 and 2024.**

This indicates that the amount of waste generated grew disproportionately relative to operational output. Specifically, in 2024, waste intensity increased by 18% compared to 2022.

The rise in both total waste and **waste intensity in 2024** suggests that COFICAB needs to enhance its waste management practices to reduce overall waste generation and minimize environmental impact. The increase in intensity may reflect inefficiencies in production processes or operational changes that must be addressed to stay aligned with the company's sustainability goals.

The next steps are:

- **Investigate sources of increased waste** to identify opportunities for **waste reduction and process optimization.**
- **Implement waste diversion strategies**, such as **recycling and reuse programs**, to minimize landfill waste.
- **Monitor waste intensity** to ensure that waste reduction measures are effectively improving environmental performance.

From 2023 to 2024, there was a 23% reduction in **waste sent to landfill**, with a decrease from 0,10 tons/thousand km to 0,07 tons/thousand km. This indicates a positive trend in improving waste management practices.

The reduction in waste to landfill is a positive development, signaling improved waste diversion efforts, such as increased recycling or reusing of materials, or more efficient production processes. This reduction aligns with sustainability goals aimed at minimizing the environmental impact of operations and managing waste more effectively.

To better improve COFICAB performance the organisation need to investigate further opportunities for waste minimization and process optimization to maintain or accelerate the reduction in landfill waste.

Other important actions are linked with improving waste diversion strategies, such as recycling, reusing, and composting, to reduce landfill waste even further and monitor and report waste reduction key figures regularly to ensure continued progress toward sustainability targets.

Waste to disposal	2022	2023	2024
Waste to disposal (ton)	2.798	4 494	3 465
Waste to disposal (ton/Tkm)	0.070	0.096	0.072
Hazardous waste (ton)	3 765	3 746	6 193
Non-hazardous waste (ton)	24 193	27 015	33 085
Waste recovered (ton)	-	24 499	35 813

COFICAB GRIDING AND STRIPPING PROCESSES

COFICAB stripping and grinding processes play a key role in valorising non-conforming wires and cables by mechanically separating conductive metals from insulating materials. Through stripping, the insulation is removed from cables, enabling the recovery of clean metal fractions, while grinding allows mixed cable waste to be processed into granulated materials that can be efficiently separated by type.

These processes transform production scrap and non-conforming products into high-quality secondary raw materials, enabling their reintegration into circular economy value chains.

As a result, recovered metals such as copper and, separated polymer fractions, can be reused in other industrial applications, reducing the need for virgin raw materials, minimizing waste sent to landfill, and lowering the overall environmental footprint of our operations.

Sustainability Rating platforms

GRI 308

Sustainability Rating Platforms are tools that assess and rank companies based on environmental, social, and governance (ESG) criteria. They measure the impact of business operations on issues such as carbon emissions, waste management, human rights, and corporate ethics, while also enabling companies to compare their performance against industry standards. These platforms help attract sustainability-focused investors, manage risks, ensure regulatory compliance, and enhance corporate reputation and transparency. COFICAB Group is already being scored by SAQ and integritynext as per requested by many COFICAB customers.

The **SAQ (Self-Assessment Questionnaire)** is a key tool for evaluating companies' performance in sustainability, covering social, environmental, and governance criteria. It helps identify improvement opportunities and ensures compliance with customer requirements and international standards. In the latest assessment cycle, the group achieved a score of **B87**, surpassing the minimum customer requirement of **B80**. This performance reflects a continuous commitment to sustainability excellence, demonstrating the effectiveness of implemented practices and reinforcing transparency and ongoing improvement in processes.

Currently, the **IntegrityNext** platform shows a green score, indicating that the company is in full compliance with the highest standards of sustainability and corporate responsibility. This performance reflects total alignment with customer requirements, demonstrating the company's ongoing commitment to ethical, transparent, and sustainable practices. The green score on IntegrityNext reinforces stakeholder trust, highlighting that the company operates in accordance with best governance and social responsibility practices.

ENVIRONMENTAL PRODUCT DECLARATION

Following our environmental strategy, in 2024 we began developing an Environmental Product Declaration (EPD), for one specific product. This project is being conducted in compliance with industry-specific standards and requirements, ensuring alignment with established criteria for the certification of electrical products. The EPD will be communicated in 2025, enabling our customers and stakeholders to have clear and reliable access to environmental information on our products, thus promoting more sustainable decisions along the value chain.



For more Sustainable Supply Chain

GRI 301

ECOVADIS AT THE CORE OF OUR SUSTAINABLE PROCUREMENT STRATEGY

At Coficab, sustainability is a strategic pillar embedded in every aspect of our supply chain management. We integrate environmental, social, and governance (ESG) principles into all procurement decisions, going beyond cost and quality to encompass ethical labor practices, environmental stewardship, and regulatory compliance.

All suppliers are expected to uphold our core standards and values, which are aligned with international frameworks to ensure responsible and traceable sourcing.

As part of our ongoing commitment to transparency and continuous improvement, we are progressively assessing our suppliers through EcoVadis, a globally recognized sustainability rating platform. This enables consistent, data-driven evaluation of ESG performance, supporting risk mitigation and fostering stronger, more ethical, and environmentally conscious partnerships throughout our value chain.

Environmental responsibility is a central pillar of our supply chain strategy. We actively monitor supplier carbon footprints and promote the adoption of circular economy principles across our procurement activities.

In 2024, suppliers that provided primary data to calculate their carbon emissions represented 98% of our total purchasing volume, significantly improving the accuracy, credibility, and transparency of our environmental reporting.

We track emissions across Scopes 1, 2, and 3, prioritize local sourcing to reduce transport-related emissions, and actively encourage the use of biobased and recycled materials.

These efforts support customer sustainability goals, ensure regulatory compliance, and are fully aligned with Coficab's carbon neutrality roadmap.

Together, they reaffirm our leadership in fostering a sustainable, resilient, and future-ready global supply network, while reinforcing our shared commitment to circularity and deeper alignment with our clients' environmental priorities.

COPPER MARK PARTNERSHIP

Our partnership with The Copper Mark represents a strategic milestone in strengthening our commitment to responsible practices across the copper value chain, a material that is central to our role as a global developer of automotive cables.

This partnership enhances supply chain transparency, supports alignment with internationally recognized sustainability standards, and enables more informed sourcing decisions regarding responsibly produced copper.

By joining one of the most credible assurance frameworks for responsible copper production, we reinforce our ambition to reduce the environmental impact of our products, promote responsible sourcing and recycling practices, and make tangible progress towards our goal of achieving CO_2 neutrality by 2050, while actively engaging our partners and stakeholders in building a more sustainable and resilient supply chain.

PEOPLE

CORPORATE CITIZENSHIP AND SOCIAL RESPONSIBILITY

PEOPLE

OUR SOCIAL SUSTAINABILITY VISION

A People-Centric Culture Rooted in COFICAB Values

At COFICAB, we are committed to sustainable growth across all dimensions. We place equal focus on Environmental, Governance, and Social aspects of sustainability. It is our ongoing mission to continue to be an **Employer of Choice** and a trustworthy partner to all our stakeholders. We believe success depends on an engaged team that acts ethically and lives our values: **Ethics, Passion, Commitment,** and **Teamwork.** These principles guide our people-centric approach, which recognizes employees as our most valuable asset.

As we move into 2024, our focus has shifted from implementation to continuous improvement and impact measurement. This reinforces our role as an Employer of Choice and as a driver of inclusive growth in our industry. Guided by leadership, employee collaboration, and stakeholder dialogue, our social sustainability agenda is no longer about isolated actions; it is now embedded into how we **grow, innovate**, and **lead**.

In COFICAB, social sustainability is not limited to some CSR activities but rather represents a more holistic construct. In line with the GRI standard, we conducted a materiality analysis and identified six key social priorities as the foundation of our strategy.

These priorities - employee rewards and recognition, worker protection, security practices, fair operating practices, talent development, and community involvement - are grouped into four areas: **Employee Engagement, Local Communities, Diversity, Equity and Inclusion,** and **Employment.**

To continuously enhance the aforementioned key areas, COFICAB commits, through its social sustainability strategy, to focus on and optimize **Good Health and Well-Being (SDG 3), Quality Education (SDG 4), Gender Equality (SDG 5), and Decent Work & Economic Growth (SDG 8)**. Accordingly, we have set targets and actions to contribute to the achievement of these SDGs, as well as KPIs to track our progress, detailed in the following sections.

As a socially responsible company, we recognize that there is still progress to be made on our path to comprehensive social sustainability. Our commitment to this goal remains strong as we continue working toward a **more sustainable future for all stakeholders.**



Empowering our People

GRI 403-3/4/6

At COFICAB, employee engagement is not just a metric, **it is a key element of our sustainable growth strategy**. In line with **SDG 3**, we strive to cultivate a safe, inclusive, and empowering work environment across all regions where our people can **thrive physically, mentally,** and **socially**. From Tunisia, Portugal, Morocco, Romania, Serbia, China, Mexico, America, **we are building a culture** rooted in care, connection, and continuous development.

1. HEALTH, WELL-BEING & SAFETY INITIATIVES: A GLOBAL COMMITMENT

A safe and fulfilling work environment is not just a requirement; it's the foundation of lasting success. More than simply preventing workplace accidents, true care means creating spaces where people feel respected, empowered, and inspired to grow. This belief is deeply rooted in COFICAB culture.

Health and safety remain essential, with high standards upheld through certifications like ISO 45001.

Across all regions, teams are actively promoting a broader vision of well-being, one that embraces not only physical safety, but also mental, social, financial, and professional dimensions.

Through meaningful initiatives and a people-centered approach, COFICAB nurtures a culture of trust and belonging. Each action to support employees reflects our commitment to building a sustainable future by valuing those who make it possible.

1.1 PHYSICAL WELL-BEING

Promoting an active and healthy lifestyle is central to how COFICAB supports employee well-being. From subsidized gym memberships to sports events such as football, basketball, ping pong, and padel tournaments, we place strong emphasis on movement and teamwork. **Physical health is not only about activity** but also about energy, connection, and prevention. Our initiatives are designed to promote fitness, strengthen team spirit, reduce stress, and encourage healthier lifestyles through engaging activities.

To kick off the year with energy and purpose, 44 Coficabians laced up their sneakers for the famous S. Silvestre Race, a competitive public running event in Guarda that includes more than 800 runners. More than just a race, this event was a symbol of endurance and unity. One of our team members finished in the top 10 overall, a remarkable achievement that inspired everyone. The goal was simple: encourage physical fitness and reinforce the value of team motivation through shared challenges. The outcome? **A powerful boost to both cardiovascular health and collective morale, proving that together, we go further.**



Empowering our People

GRI 404

1.1 PHYSICAL WELL-BEING

At COFICAB Portugal, now a much-anticipated tradition, the 3rd edition of the **football tournament** brought together 16 spirited teams for a lively 7-a-side showdown. With every goal, pass, and cheer from the sidelines, this event turned competition into connection.

Beyond promoting physical activity, the tournament reinforced key workplace values such as strategy, collaboration, and fair play. It highlighted how teamwork and shared experiences on the field can strengthen connections in the workplace.

The **Belgrade Business Run** isn't just a race, it's an experience. Since 2019, COFICAB Serbia has participated in this national event that combines athleticism with after-work fun. In 2024, our employees once again took to the track for the 5 km run, demonstrating resilience and unity. But the impact extended beyond the finish line. The post-run celebration, known as the "After Work & Run" party, allowed colleagues to connect in a festive and relaxed atmosphere. This blend of physical activity and social interaction has proven to be a strong motivator, increasing employee engagement and overall well-being.





Empowering our People

GRI 404

1.1 PHYSICAL WELL-BEING

On our site in Medjez El Bab, Tunisia, a humble **ping pong** table became the stage for laughter, strategy, and quick reflexes. The tournament brought colleagues together not only to compete, but also to disconnect from stress, share moments of lighthearted fun, and recharge. As paddles clashed and cheers filled the air, physical movement met emotional release, boosting energy and strengthening team bonds. It was a reminder that wellness can begin with something as simple as a paddle and a smile.

We closed 2024 on a vibrant note, bringing energy, connection, and movement to the forefront with our first-ever **padel tournament** in Tunisia. Employees from various sites stepped onto the court with enthusiasm, discovering the thrill of a fast-paced game that blends agility, strategy, and team synergy. For many, it was a new and exciting experience, one that challenged coordination and boosted cardiovascular fitness. More than a competition, the event became a celebration of togetherness, wrapping up the year with shared laughter, renewed team spirit, and lasting memories.







PEOPLE
EMPLOYEE ENGAGEMENT

Empowering our People

GRI 404

1.1 PHYSICAL WELL-BEING

In support of **World Diabetes Day,** COFICAB Romania turned awareness into action. Employees at both Ploiești and Arad sites benefited from free blood glucose screenings and educational sessions highlighting the role of physical activity in diabetes prevention. In Arad, fitness bands were distributed to employees as a practical, motivational tool for maintaining movement throughout the day. This initiative not only promoted physical health but also empowered employees with knowledge and tools for long-term well-being, emphasizing prevention as a shared responsibility.

1.2 CAREER WELL-BEING

At COFICAB, career well-being is not just about promotions or job titles, it's about purpose, growth, and unlocking human potential. From global certifications to localized youth empowerment, our approach is built on a foundation of continuous development and meaningful opportunity. Through a series of dynamic team-building exercises, employees worldwide strengthened bonds, boosted collaboration, and ignited creativity. The "**Joining Forces**" initiative for COFICAB Tunisia, promoted open communication and mutual trust, creating an energized atmosphere where teamwork and innovation flourished across departments.







Empowering our People

GRI 404

1.3 MENTAL WELL-BEING

Mental and emotional well-being isn't built overnight; it's cultivated through connection, compassion, and shared purpose. At COFICAB, we believe in fostering inner balance and emotional strength through initiatives that empower, educate, and unite. These activities not only raise awareness but also create space for empathy, support, and meaningful engagement across our global workforce.

As part of its commitment to mental and overall well-being, COFICAB Serbia marked Pink October by partnering with ZZZR "Medica Nova" to provide preventive breast screenings. **These were offered to women employed at COFICAB**, as well as those employed by our suppliers who are physically present at our company. Medical professionals also led awareness sessions highlighting the importance of early detection and preventive care, contributing to both physical health and mental reassurance. COFICAB approach reflects its dedication to creating a supportive, health-conscious workplace.









Empowering our People

GRI 404

1.3 MENTAL WELL-BEING

In September 2024, our COFICAB site in Ciudad Juárez had the honor of welcoming members of the Public Security Secretariat, through its Specialized Directorate in Family and Gender Violence, for a powerful and informative session on mental health. The session focused on recognizing early warning signs, addressing emotional distress, and equipping participants with the tools needed to support prevention and intervention efforts. More than just information, it fostered a spirit of empathy and community care. By opening this important dialogue, we reaffirm our commitment to employee well-being and to cultivating a workplace culture that supports mental resilience and social responsibility.

1.4 SOCIAL WELL-BEING

At COFICAB, we believe that true human well-being stems from meaningful relationships and a deep sense of belonging within families, among colleagues, and across communities. **Social well-being is not just a value we promote; it's a lived reality embedded in our culture** through inclusive, people-focused initiatives that strengthen connection, trust, and shared purpose. Team building is a cornerstone of this philosophy. Designed to foster collaboration and mutual support, our team-building events help reinforce the bonds that make our organization stronger. One such moment was the global end-of-year celebration, where teams reflected on collective achievements, shared festive joy, and recharged with renewed energy for the year ahead.











Empowering our People

GRI 404

1.4 SOCIAL WELL-BEING

Throughout 2024, our commitment to social well-being came to life across our global sites. In Mexico, COFICAB and Cofatech S de RL de CV [celebrated Father's Day with a friendly football match at the São Paolo Sports Complex, honoring fatherhood while deepening camaraderie within the Elloumi Group.

In Romania, family spirit took center stage. The COFICAB Ploiești team and their loved ones gathered at Pensiunea Sisi for the International Day of Families, enjoying laughter, games, and shared moments of unity. In Arad, employees and their children celebrated with games, food, and a hands-on Sustainability Workshop, blending fun with environmental learning and intergenerational bonding.

Meanwhile, in Morocco, our annual Kermesse delighted the children of our collaborators with a vibrant day full of aquapark adventures, karting, and entertainment, offering joy while promoting a healthy work-life balance and lasting memories.

These initiatives reflect more than just celebration, they are expressions of **COFICAB belief in people**. By creating meaningful spaces where employees and their families can connect, grow, and thrive together, we cultivate a strong, inclusive culture rooted in empathy, appreciation, and human connection.

1.5 FINANCIAL WELL-BEING

Recognition fuels motivation. Through our award ceremonies, we proudly celebrate employees who consistently go above and beyond, whether by sparking innovation, delivering excellence, or inspiring others. These events are a vibrant reflection of the COFICAB team passion and dedication, where talent is applauded, effort is valued, and peers come together to share each other's success. Recognition is more than an award; it is a celebration of who we are.







Empowering our People

GRI 404

2. EMPLOYEE ENGAGEMENT ASSESSMENTS

At COFICAB, employee engagement is a key pillar of our organizational success, closely linked to well-being, innovation, and performance. To monitor and enhance it, we rely on our annual Global Engagement Survey (GES), a confidential, anonymous tool that reflects our commitment to listening to employees. By measuring essential drivers like resource availability, managerial support, and development opportunities, the GES empowers employees to share honest feedback while guiding us toward continuous improvement. Each year, the results shape our global action plans, while localized pulse surveys and focus groups ensure that every team's voice is heard and addressed meaningfully.

Since the launch of the GES survey in 2021, our employee engagement indicators have demonstrated significant and steady progress. The engagement rate has increased from 71% in 2021 to 78% in 2024, reflecting a 7-point gain over three years. More notably, the distribution rate of engaged employees has surged by 18 points, reaching 77% in 2024. Additionally, participation in the survey has grown dramatically, rising from 57.5% to an impressive 89%. These upward trends highlight the success of our continuous efforts to nurture a more inclusive, motivating, and engaging workplace culture, where every voice matters and employee well-being remains a top priority.

In parallel, we build a positive social climate built on transparency, mutual respect, and ethical labor relations, crucial for our fast-paced industry. Our internal communication channels remain open and confidential, ensuring that employee concerns are addressed promptly and fairly.

These efforts are mirrored in our human capital indicators: the global turnover rate decreased from 41% in 2023 to 39% in 2024 and post-parental leave retention by gender: for females it jumped by 18% from 44% to 62%, for Male increased by 12% from 75% to 87%, highlighting our commitment to employee support and work-life balance.

Our recognition as a "Top Employer" in six countries in 2024, up from two in 2023, further affirms our dedication to creating a supportive, inclusive, and engaging workplace.

GES Results	2021	2023	2024
Engagement Rate	71%	77%	78%
Distribution Rate (% of engaged employees)	59%	69%	77%
Participation Rate	57.5%	72%	89%













PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

Promoting DEI

GRI 405-1 GRI 406-1

AT COFICAB, DIVERSITY IS NOT A METRIC, **IT'S A MINDSET.**
EQUITY IS NOT A TARGET; **IT'S A VALUE.**
INCLUSION IS NOT AN INITIATIVE; **IT'S A CULTURE.**

Equity shapes our systems. Diversity fuels our innovation. And together, they form the cultural fabric of a workforce that spans **over 14 countries** and has more than **8,000 employees** across four continents. COFICAB reaffirms its belief that **our differences are our greatest strength**. Diversity, Equity & Inclusion (DEI) is not only part of our **Social Sustainability Strategy**, but also a **human imperative** embedded in every level of our organization, from our shop floors to our boardrooms.

3.1 FROM REPRESENTATION TO BELONGING

By the end of 2024, COFICAB commitment to DEI had moved beyond metrics, becoming a meaningful and measurable transformation. As part of our long-term DEI vision, we have actively worked to balance representation across all age groups and increase female participation, particularly in historically underrepresented roles. We recognize that empowering diversity across gender, generation, culture, and background is fundamental to driving sustainable business success. Our DEI strategy is deeply embedded across all organizational levels, influencing how we hire, develop, lead, and engage.

We value everyone's distinctiveness, whether related to gender, ethnicity, age, religion, or neurodiversity. Rather than allowing these differences to divide, we embrace them as strengths and embed DEI principles into every aspect of our organizational culture. By **referencing our KPIs and the GRI**, as well as through inclusive and impartial recruitment practices, **we ensure equitable representation across all age groups, from 18 to 35, 36 to more than 55**, and beyond, bringing together diverse perspectives, experiences, and skills.

For example, this year we saw an increase in female new hires from Tunisia (13% in 2023 vs. 17% in 2024) and China (18% in 2023 vs. 27% in 2024). We also observed significant progress in return-to-work rates following parental leave, with outcomes that reflect our commitment to flexible work arrangements and supportive family policies.

This advancement aligns directly with **SDG 5**, as illustrated in the accompanying figure, which highlights the positive evolution between 2023 and 2024 and means a significant leap in return to work and retention.



PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

Promoting DEI

GRI 404-1 GRI 405-1 GRI 406-1

This progress reflects our commitment to creating supportive environments where parental leave is not a career setback but a shared right. Male return and retention rates also remained high at 100% and 98% respectively, reflecting a culture of gender equity in caregiving.

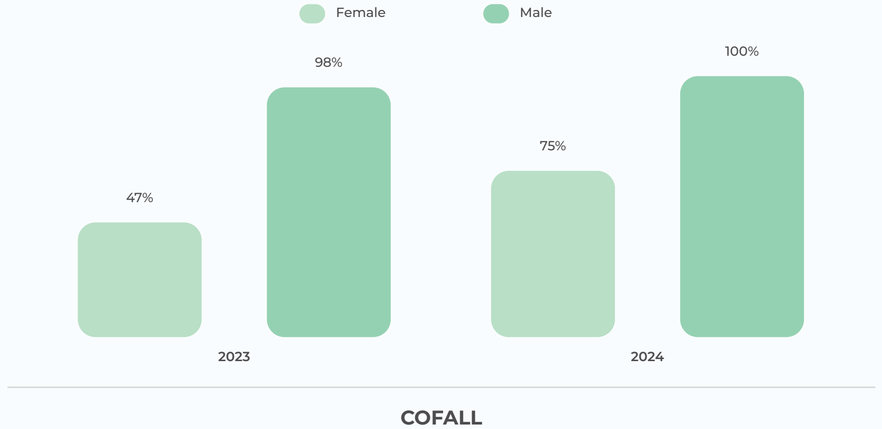
While we promote DEI holistically, special focus is given to gender equality. **As part of our social sustainability strategy, and in alignment with SDG 5**, we actively p**romote a culture of women's empowerment**, ensuring equal opportunities in leadership, development, and recognition across all entities.

3.2 EMPOWERING THROUGH LEARNING:
FEMALE UPSKILLING

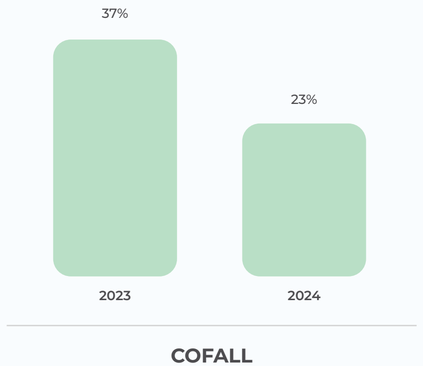
Aligned with GRI 404-1 and 405-1, we believe that empowerment starts with opportunity and opportunity begins with access to knowledge. In 2024, COFICAB strengthened its commitment to gender equality by actively investing in women's upskilling, with targeted training initiatives in several countries.

In contrast, the average training hours for female employees decreased from 37 hours in 2023 to 23 hours in 2024. This reduction is primarily due to a strategic focus on more targeted and role-specific training modules, aiming to enhance impact and relevance over volume.

COFALL-RETURN TO WORK RATES AFTER PARENTAL LEAVE (BY GENDER)



COFALL-AVERAGE HOURS OF TRAINING (FEMALE)



This progress supports our broader **social sustainability strategy,** which aims to ensure that by 2025, **40% of managerial positions and 50% of white-collar roles are held by women.** To meet these goals, all COFICAB entities are working toward equitable access to recruitment, development, and advancement, ensuring that women are empowered at every stage of their careers.

PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

Promoting DEI

GRI 404-1 GRI 405-1 GRI 406-1

3.3 COFICAB COMMITMENT TO WOMEN'S ADVANCEMENT

In celebration of International Women's Day (IWD) 2024, COFICAB translated recognition into action under the global theme "Accelerate Action," strengthening our commitment to gender equality and women's empowerment both inside and outside the workplace. Across our sites, local initiatives brought this vision to life:

In Tunisia, we launched IWD's campaign, honoring women's leadership in families, communities, and society at large. Through interactive panels and employee storytelling, the campaign raised awareness and dialogue on the role of women in sustainable development.

In Morocco and Tunisia, our teams hosted fairs spotlighting **local women entrepreneurs and artisans.** These events created real economic opportunities by offering them direct access to promote and sell their products within our facilities. **Employees were provided with exclusive vouchers to support these small businesses**, reinforcing community connection and financial empowerment. These initiatives reflect our belief that promoting gender equality extends far beyond our internal policies. It's about **creating inclusive spaces, elevating underrepresented voices**, and **bridging workplace values with community action**. By linking DEI with economic impact, COFICAB continues to contribute meaningfully to **SDG 5, achieving gender equality and empowering all women and girls.**





PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

Promoting DEI

GRI 406-1

3.4 BUILDING INCLUSIVE FOUNDATIONS (GRI 406- 1)

At COFICAB, diversity is not just who we are, it's how we win. Equity is not merely a principle, it's an ongoing process. Inclusion is not a distant goal it's a daily practice embedded in every layer of our organization. In 2024, we deepened our DEI commitments through intentional design and action: job descriptions were redesigned to be bias-free and gender-neutral; unconscious bias workshops and inclusive leadership training were rolled out across sites; flexible work models were implemented to support retention and well-being, and local DEI councils were established to embed accountability at the grassroots level. To ensure transparency and track impact, we maintain monthly DEI dashboards, and **in 2025 we will launch a standalone DEI Index to publicly reflect our global progress.** Looking forward, we remain firm in our mission to accelerate action, transform data into impact, and ensure that every individual at COFICAB can belong, grow, and thrive.



Our People, Our Most Valuable Asset

GRI 401-1 GRI 403-3 GRI 404-2 GRI 405-1 GRI 410-1

At COFICAB, **employment** is not merely a contract. It **is a commitmen**t to dignity, inclusion, and sustainable development. In 2024, we advanced our efforts to provide decent work and support economic growth in line with **SDG 8**, ensuring safe, empowering, and future-ready workplaces across our global sites. All security personnel continue to receive formal training on human rights, underscoring our zero-tolerance stance on discrimination and reinforcing our social sustainability values. Beyond compliance, we promote inclusion through active DEI programs, employee engagement, and flexible, people-centric policies. Our focus on employability is matched by strong investments in learning and development. In 2024, targeted training programs enhanced both technical and leadership skills, supporting career growth at every level. We remain a catalyst for youth employment and workforce renewal.

New hires accounted for 42% of our global workforce, with robust onboarding and upskilling mechanisms in place. **In Tunisia** alone, 406 interns joined through academic partnerships, 17 of whom transitioned to permanent roles.

Turnover management remains a priority, with efforts to maintain annual rates at 39% in 2024 versus 41% in 2023. In **50% of our countries**, hiring exceeded attrition, reflecting our ability to retain and grow talent sustainably. As we move forward, COFICAB continues to build inclusive workplaces that empower individuals, strengthen communities, and contribute meaningfully to economic resilience.



Our People, Our Most Valuable Asset

GRI 401-1 GRI 403-3 GRI 404-2 GRI 405-1 GRI 410-1

4.1 ETHICS, COMPLIANCE & HUMAN RIGHTS (OEC)

At COFICAB, our Code of Conduct, "Our Ethics and Commitment," is the foundation of our dedication to human rights, fair treatment, and ethical business conduct. It enshrines our commitment to equal opportunity, non-discrimination, and zero tolerance for any form of violence, harassment, or intimidation in the workplace. Every employee is entitled to work in an environment built on mutual respect, dignity, and safety. We strictly prohibit child labor, forced labor, and any violation of freedom of association. These principles are reflected in our global operations and embedded in our policies and risk management systems.

To ensure employee well-being, we also implement robust occupational health and safety measures, with regular audits and continuous improvement plans.

We promote a speak-up culture by maintaining accessible, confidential, and anonymous reporting channels for any misconduct. All reports are handled by our HR and compliance teams with due diligence and without fear of retaliation, reinforcing our culture of accountability and transparency. We prioritize continuous awareness and engagement, ensuring every employee understands and lives by our **Code of Conduct** through onboarding, training, and internal communication. By embedding ethics into everyday actions, COFICAB strengthens its social responsibility and upholds the highest standards of integrity, internally and across our value chain.



PEOPLE

EMPLOYMENT & HUMAN CAPITAL DEVELOPMENT

COFICAB is a Top Employer

GRI 401-1 GRI 403-3 GRI 404-2 GRI 405-1 GRI 410-1

4.2 COFICAB AS AN EMPLOYER OF CHOICE

In 2024, COFICAB proudly reinforced its position **as a global Employer of Choice through an array of prestigious national and international recognitions** that celebrate our strong commitment to human capital development, workplace well-being, and sustainable growth.

Our consistent excellence in people management and organizational culture was recognized with Tunisia's National HR Award, while **COFICAB MED** was honored with the **National Prize for Social Progress 2024**, a distinguished Presidential award presented by the Ministry of Social Affairs during the Labor Day celebrations at the Bourse de Travail in Tunis.

This accolade highlights our impactful initiatives in employee well-being and corporate social responsibility.

Beyond Tunisia, **COFICAB achieved the Top Employer 2024 certification in six countries: Morocco, Portugal, Serbia, Romania, and China**, marking an important milestone in the scalability and consistency of our global people strategy. These certifications, based on 255 best HR practices spanning leadership, work environment, talent development, diversity, ethics, and sustainability, validate our excellence in fostering inclusive, dynamic, and growth-oriented workplaces. Each certified location demonstrated unique strengths while engaging in localized action plans aligned with our global HR roadmap to meet evolving employee and organizational needs.







COFICAB is a Top Employer

GRI 401-1 GRI 403-3 GRI 404-2 GRI 405-1 GRI 410-1

Complementing these achievements, our sites in the Americas have maintained their "**Great Place to Work**" status since 2018, further underscoring our commitment to employee satisfaction and high-performance culture worldwide. Our **Employee Value Proposition**, which includes continuous skills development, structured mentorship, accessible career pathways, and personalized growth plans, empowers employees at all levels to become agile, future-ready professionals equipped to meet global challenges with confidence.

Moreover, COFICAB commitment to youth empowerment and employability was nationally recognized in Morocco, where the Kenitra site was named **Employer of the Year 2024** under the "A Chance to RESET" program.

Through immersive training for over 160 young participants, including workshops on soft skills, professional readiness, and corporate values, we have not only prepared future talent but also built confidence, connectivity, and hope for meaningful careers.

Additionally, our dedication to continuous improvement and operational excellence was honored with the **Africa Kaizen Excellence Award** in the "Large Enterprise" category, presented during the Africa Kaizen Conference co-organized by JICA, AUDA-NEPAD, and the Ministry of Industry, Energy, and Mines. This award recognizes our ongoing efforts to enhance productivity and quality in the automotive sector.

Also in 2024, the Mexico site, as part of the COFICAB Group, received for the sixth consecutive year the ESR (Empresa Socialmente Responsable) distinction, further reinforcing our position as an Employer of Choice. This recognition highlights our strong commitment to social responsibility and our dedication to creating a positive impact on our employees, customers, suppliers, and local communities. We believe that embedding responsible practices into every aspect of our operations is key to sustainable growth and to shaping a better future for all.

Together, these accolades reflect COFICAB strategic focus on creating long-term value for our employees, communities, and society at large. They exemplify our drive to nurture a workplace culture that attracts, develops, and retains top talent globally, while advancing inclusive growth and social progress through responsible and innovative human capital practices.



Nurturing Talent through Capacity Building

GRI 404-2

4.3. LEARNING AND DEVELOPMENT

At COFICAB, we view continuous learning and development as a strategic pillar in employee engagement, satisfaction, and long-term business success.

In 2024, we maintained our commitment to delivering inclusive and impactful learning opportunities, aligned with **SDG 4: Quality Education**, by promoting lifelong learning for all employees across our global footprint. Despite operational shifts in some entities, the global average training hours reached **34 hours**, with white-collar employees averaging **38 hours** and blue-collar employees **33 hours**. Training efforts reflected a gender-inclusive approach, with **women averaging 23 hours and men 29 hours**, though we acknowledge disparities in certain regions and are actively addressing them.

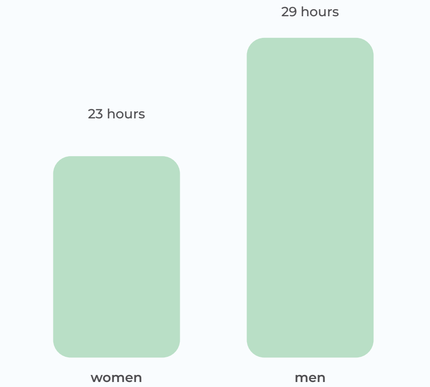
To ensure relevance and accessibility, our learning ecosystem includes digital platforms such as **Coursera, Gamelearn, and AIHR**, as well as tailored **external training**, enabling self-paced, personalized learning. In line with our security and human rights commitments, **66%** of our security personnel received human rights training in 2024.

However, training rates varied significantly across countries, and we are reinforcing measures to improve consistency.

Additionally, **50%** of our sites extended these training requirements to third-party security providers, up from previous years, demonstrating progress toward embedding ethical standards across our value chain.

We continue to prioritize internal mobility and promotions as pathways to professional growth. Cross-functional development programs and career advancement opportunities are integral to our culture of growth. Through these efforts, COFICAB is not only investing in people but also strengthening its contribution to global education and development goals.

GENDER TRAINING HOURS



COFALL

33 HOURS
BLUE-COLLAR

34 HOURS
GLOBAL AVERAGE

38 HOURS
WHITE-COLLAR

TRAINING HOURS PER EMPLOYEE

Our Guideline to be a Citizen Company

GRI 413

Since its earliest days, COFICAB Group has aimed to make a positive, sustainable impact in the communities where it operates through volunteering, financial, and non-financial support, with a strong focus on **education** and **environmental** initiatives.

Our CSR policy is designed in compliance with relevant laws, regulations, OEC, EHS standards, and other applicable COFICAB policies and procedures. To ensure its global impact, this policy is communicated and implemented across all our entities worldwide.

Recognizing the importance of effectively implementing CSR actions to achieve our goals, this policy is supported by a procedure that outlines the methodology for application, specifying:

- Areas of focus,
- Governance,
- Setup and implementation of the annual CSR plan.
- Measuring and reporting outcomes and impact
- Budget
- Program workflow
- Volunteering policy

OUR CSR POLICY

COFICAB SEEKS TO CONSOLIDATE THE COMPANY'S CSR INITIATIVES STRATEGICALLY TO FOCUS MAINLY ON EDUCATION AND THE ENVIRONMENT.

ENVIRONMENT

COFICAB is engaged to promote environmental sustainability through various initiatives focusing mainly on:

- Participating in ecological sustainability programs
- Continuously adapting facilities and equipment in order to foster the use of renewable energy and conserve natural resources
- Designing products with special consideration for their environmental impact during their whole life cycle (Ecodesign)
- Maximizing recycling throughout the value chain of COFICAB

CSR POLICY

EDUCATION

COFICAB is engaged to work on several educational initiatives within the communities where it operates focusing mainly on:

- Enhancing primary and secondary schools' infrastructure and equipment
- Using sports as a tool for development and wellbeing
- Supporting education and students' associations
- Providing learning and development opportunities through the implementation of internship programs

PEOPLE
LOCAL COMMUNITIES

Thinking Globally, Acting Locally

GRI 413-1

COMMUNITY ENGAGEMENT & SOCIAL IMPACT (GRI 413-1)

COFICAB Commitment to Communities, aligned with SDG 4. At COFICAB, our commitment to sustainability extends beyond our workforce to embrace the communities in which we operate. Through our Corporate Social Responsibility (CSR) strategy, we strive to build meaningful, long-term relationships with local stakeholders by implementing impactful and inclusive initiatives. While our CSR efforts span a wide spectrum, we place particular emphasis on projects that advance **education** and **environmental stewardship**, in line with our strategic priorities and ethical values.

We recognize that access to quality education is a cornerstone of sustainable development and social progress. As such, promoting educational opportunities is not only a pillar of our CSR policy but also a direct contribution to **SDG 4**. By supporting learning initiatives, facilitating partnerships with academic institutions, and investing in the educational development of youth and underrepresented groups, **COFICAB is proud to empower future generations and foster a more inclusive and equitable society.**

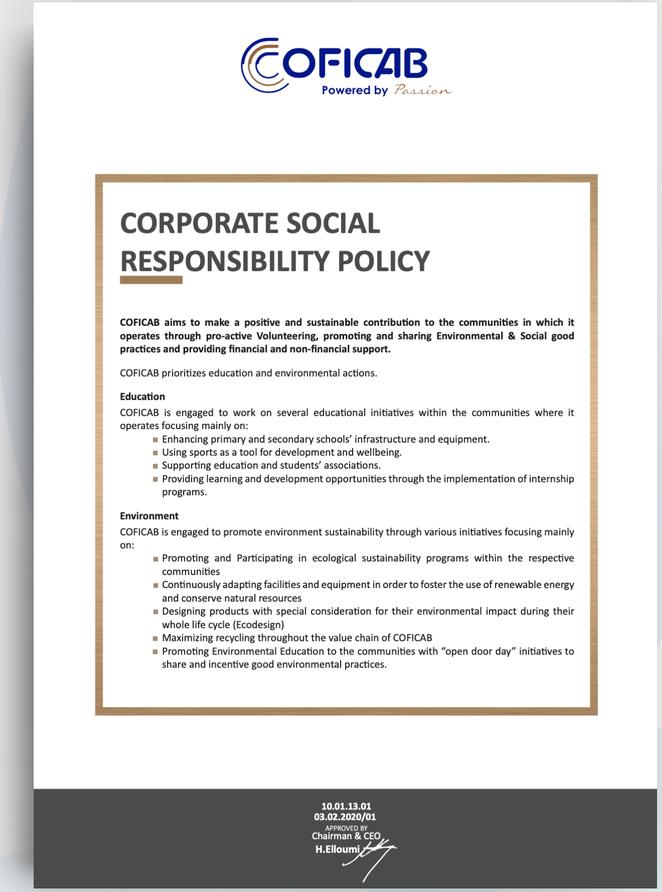
5.1 CSR FRAMEWORK & GLOBAL POLICY

At COFICAB, the Corporate Social Responsibility (CSR) framework is rooted in a global policy that integrates social, environmental, and ethical principles into our operations. This policy outlines our values and objectives, guiding our commitment to sustainable practices and community engagement. Each year, we implement structured CSR action plans aligned with local needs, especially those of vulnerable groups. Progress is monitored through key indicators, including the CSR plan realization rate, and results are shared in our global CSR report.

Our key CSR performance indicators include the ***number of planned*** versus ***implemented activities***, as well as the ***educational impact achieved***, particularly in relation to defined ***educational targets***. These KPIs enable us to assess the effectiveness and reach of our CSR initiatives, especially in the area of education and community development.

Before launching any initiative, we conduct impact assessments to prevent or mitigate social and environmental risks. Our inclusive approach involves collaboration across internal departments such as HR, EHS, and Communications as well as external stakeholders, including NGOs and local communities.

We also promote a **culture of volunteerism by encouraging employee participation** in community service, strengthening both social impact and employee engagement. Through this integrated and participative framework, we ensure that CSR remains a strategic and responsible pillar of our global operations.



COFICAB
Powered by Passion

CORPORATE SOCIAL RESPONSIBILITY POLICY

COFICAB aims to make a positive and sustainable contribution to the communities in which it operates through pro-active Volunteering, promoting and sharing Environmental & Social good practices and providing financial and non-financial support.

COFICAB prioritizes education and environmental actions.

Education

COFICAB is engaged to work on several educational initiatives within the communities where it operates focusing mainly on:

- Enhancing primary and secondary schools' infrastructure and equipment.
- Using sports as a tool for development and wellbeing.
- Supporting education and students' associations.
- Providing learning and development opportunities through the implementation of internship programs.

Environment

COFICAB is engaged to promote environment sustainability through various initiatives focusing mainly on:

- Promoting and Participating in ecological sustainability programs within the respective communities
- Continuously adapting facilities and equipment in order to foster the use of renewable energy and conserve natural resources
- Designing products with special consideration for their environmental impact during their whole life cycle (Ecodesign)
- Maximizing recycling throughout the value chain of COFICAB
- Promoting Environmental Education to the communities with "open door day" initiatives to share and incentive good environmental practices.

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03.02.2020/01
APPROVED BY
Chairman & CEO
H.Elloumi

CSR Actions Indicators

GRI 413

As a company operating in the automotive industry, we recognize that our activities may generate social and environmental impacts on local communities. We are committed to minimizing these impacts through continuous improvement initiatives, responsible operational practices, and active engagement with local stakeholders.

Our Corporate Social Responsibility (CSR) approach emphasizes employee involvement and community collaboration through structured volunteering initiatives. Employees are encouraged and supported to participate in community projects that contribute to social well-being and local development.

During the reporting period, our teams carried out more than 100 CSR actions, engaging over 5,000 participants. 85% of these initiatives were implemented in collaboration with local communities, ensuring relevance and shared value creation. Additionally, more than 100 external partners, including associations, NGOs, and local institutions, were involved in the execution of these activities.

Through these initiatives, we strengthen our relationships with local communities, promote employee engagement, and contribute to sustainable social development in the regions where we operate.

COMMITTED TO MAKING A POSITIVE IMPACT IN THE COMMUNITIES AROUND ALL OUR LOCATIONS

+100
CSR ACTIONS PERFORMED BY OUR TEAMS

+5000
PEOPLE PARTICIPATED IN OUR CSR ACTIVITIES

85%
OF OUR ACTIONS WERE PERFORMED IN COLLABORATION WITH LOCAL COMMUNITIES

+100
EXTERNAL PARTNERS WERE INVOLVED IN OUR CSR ACTIVITIES

Making an Impact Worldwide

GRI 413

5.2 KEY SOCIAL IMPACT INITIATIVES IN 2024

At the Romania site, in collaboration with the **NGO "Îngeri pentru Suflete"**, COFICAB employees came together to collect and distribute essential food supplies to vulnerable families in Vinga, Mănăștur, and Mailat. This heartfelt campaign created a deep connection between our teams and local communities, empowering employees by turning compassion into direct action, while reinforcing COFICAB commitment to social responsibility.

In November 2024, at the **Ciudad Juárez site in Mexico**, and aligned with the International Day for the Elimination of Violence Against Women, COFICAB partnered with local authorities to raise awareness about gender-based violence. Employees actively participated in informative sessions and community outreach, strengthening their commitment to gender equality and fostering a corporate culture rooted in respect, empathy, and social justice.

In September 2024, in **Morocco**, to kick off the school year, COFICAB supported Al Moudzine Public School by donating supplies to 220 students and installing vital water infrastructure. This initiative addressed basic educational and health needs, improving sanitation and learning conditions, and underscored our dedication to empowering future generations and combating school dropout rates.







Making an Impact Worldwide

GRI 413

The campaign spanned continents, bringing employees together around a powerful message: **early detection saves lives**. Through heartfelt internal communications, symbolic actions, and community engagement, the campaign encouraged preventive care and emotional support for those affected by breast cancer. Beyond awareness, it built a deep sense of unity, reminding everyone that well-being is not only personal, it's shared. The campaign helped reduce fear, break down stigma, and promote solidarity, strengthening the emotional fabric of the organization.

Voluntary blood donation became a powerful act of empathy across Portugal and Morocco. In partnership with the Instituto Português do Sangue e da Transplantação (IPST) in Portugal and through local initiatives in Morocco, employees came together to donate blood and support their communities.

Beyond saving lives, the initiative gave employees a chance to feel connected, valued, and purposeful. In Portugal, participants described an emotional boost of pride, fulfillment, and renewed motivation. In Morocco, the collective effort sparked solidarity and workplace unity. Acts of altruism such as these reduce stress, nurture self-worth, and strengthen emotional resilience. In giving to others, our teams found meaning, calm, and a deeper sense of community.







Making an Impact Worldwide

GRI 408 GRI 409

In line with our steadfast **commitment to social sustainability** and **human rights,** we rigorously adhere to internationally recognized frameworks, including the GRI Standards 408 and 409 and the United Nations Guiding Principles on Business and Human Rights (UNGPs). **Our Code of Conduct, fully aligned with** these **GRI** standards, explicitly **prohibits child labor, forced labor, and all forms of human rights abuses** within our supply chain. As an endorsing member of the United Nations Global Compact (UNGC), **we integrate its ten principles into our sustainability policies and actively implement targeted measures to support these commitments throughout our operations and supplier networks.**

To ensure the highest standards of occupational health and safety, **we maintain ISO 45001 certification**, demonstrating our dedication to creating a safe and respectful working environment. Our human rights due diligence involves **comprehensive risk assessments, ongoing supplier evaluations, and robust training programs designed to promote awareness and continuous improvement**. Additionally, **we utilize a 360° watch indicator system to monitor compliance and detect potential risks in real time, enabling proactive management and transparent reporting**. Through accessible grievance mechanisms and a culture of accountability, we strive to uphold dignity, fairness, and equality for all individuals connected to our value chain, reinforcing human rights as a cornerstone of our social sustainability strategy.

This Social Sustainability Report reflects how COFICAB continues to integrate ethics, passion, commitment, and teamwork into every aspect of its operations. By advancing social sustainability, we create value not only for our employees but also for the communities and partners connected to our global network. Looking ahead, we remain focused on continuous improvement, inclusive growth, and responsible practices that contribute to a more sustainable and equitable future for all.



Occupational Health and Safety Policy

GRI 403

COFICAB OH&S POLICY

A COMMITMENT TO PROTECT OUR PEOPLE

EMPLOYEE PROTECTION

We are committed to becoming leaders in the enforcement of occupational health and safety for our employees across all stages of design, manufacturing, marketing, and sales of automotive wires and cables.

PRODUCTS, PROCESSES & SERVICES IMPROVEMENT

We strive to continuously improve our processes, products, and services to enhance Occupational Health and Safety (OH&S) performance, prioritizing the well-being of all stakeholders, including employees, contractors, visitors, customers, and suppliers.

COMPLIANCE WITH OHS REGULATIONS

We comply with applicable legal requirements and other relevant OH&S obligations by implementing a dynamic and effective system that ensures continuous access to and updates of these requirements.

ZERO INCIDENT CULTURE

We foster a “Zero Incident” culture by setting ambitious OH&S targets, regularly reviewing them with active employee involvement and participation. We ensure the availability of all necessary resources and data to support the success of this mission.

OHS PREVENTIVE APPROACH

Our challenge lies in raising OH&S risk awareness and preventing incidents by proactively addressing health and safety issues. We promote a preventive approach through comprehensive health and safety education, including training, awareness campaigns, clear communication, and active employee involvement.

EMPLOYEE ENGAGEMENT

We are fully committed to protect all our employees against OH&S incidents (injury and illness) focusing our actions towards a preventive approach and promoting risk elimination when possible. Our priority is to emphasize the effort on critical OH&S risks such as noise, working height and fire.

Occupational Health and Safety Policy

GRI 403

At COFICAB, we are committed to providing optimal working conditions and prioritizing the health and safety of all individuals on our premises, including employees, contractors, and visitors. We believe that a safe and supportive work environment not only protects the well-being of our workforce but also strengthens our reputation and competitiveness.

To reinforce this commitment, COFICAB is implementing ISO 45001 across all its sites. This internationally recognized standard provides a solid framework for establishing, maintaining, and continuously improving our Occupational Health & Safety (OH&S) management systems. Currently, three sites — COF TN, COF MD, and COF MA — have successfully achieved certification, with plans to extend this initiative to all locations in the coming years.

The decision to pursue full certification is driven by the many benefits of ISO 45001, including enhanced risk management, the elimination of workplace hazards, and alignment with customer expectations.

Our OH&S system, aligned with the standard, covers all direct and indirect activities and workers across the organization.

In 2024, every site underwent a comprehensive GAP analysis to identify critical areas for improvement. As part of this process, the figures for new occupational accident cases and their corresponding frequency rates for 2022, 2023, and 2024 were reviewed, as the calculation methodology was corrected in accordance with GRI guidelines. These findings informed updated action plans and adjustments to the OH&S system, ensuring continued alignment with ISO 45001 requirements.

This effort is especially crucial in light of recent performance data: while slight improvements were observed between 2022 and 2023, a modest decline in key safety indicators from 2023 to 2024 — including a rise in the accident rate — highlighted the need for a more structured and consistent approach to safety management.

Occupational health services are provided at all COFICAB facilities through dedicated medical and nursing teams. These services, required by law, include pre-employment evaluations and regular medical check-ups to monitor employee fitness for work.

In parallel, thorough workplace risk assessments are regularly conducted to identify potential hazards and define effective preventive measures.

OH&S training is an integral part of our safety culture. All contractors receive safety requirements before work begins and are briefed on COFICAB's safety policies upon arrival.

Newly hired employees undergo training tailored to their specific duties, and all visitors are informed of relevant OH&S guidelines. Additionally, visual awareness campaigns are deployed throughout our facilities to promote safe behaviors and reinforce risk prevention strategies.

In recognition of our ongoing efforts, COFICAB received the "Top Employer" award in 2024 at the group level and was also recognized as a "Best Place to Work" in the North America region — affirming our dedication to providing a safe, healthy, and rewarding workplace.

Indicators	2021	2023	2024
New cases of occupational injury	124	118	148
Frequency ate	8	7	10
Gravity rate	201	182	225

PROSPERITY

LEADERSHIP COMMITMENT AND GOVERNANCE INTEGRITY

Strong & Effective Leadership

GRI 2-9

As part of our long-term commitment to building a better and more prosperous future, we continuously strive to grow a responsible business that incorporates Environmental, Social, and Governance (ESG) principles into our corporate strategy.

We believe that creating a sustainable business requires committed leadership, clear vision, strategic influence, and strong, effective governance.

BOARD OF SHAREHOLDERS

The Board of Shareholders is responsible for safeguarding the integrity and driving sustainable value creation within COFICAB Group.

Composed exclusively of family members, the Board has entrusted the Chairman and CEO with executing COFICAB Group's strategy and advancing its mission.

This trust is supported by the guidance of recognized experts within the company.

GRI 2-11

CHAIRMAN AND CEO

The Chairman and CEO is committed to meeting the key expectations of the Board of Shareholders, setting clear goals and direction for management.

He ensures the Group's performance is closely monitored, maintaining business integrity, legal compliance, and ethical standards. As a member of the Board of Shareholders, the Chairman and CEO facilitates fast and effective communication between the two bodies.

EXECUTIVE COMMITTEE

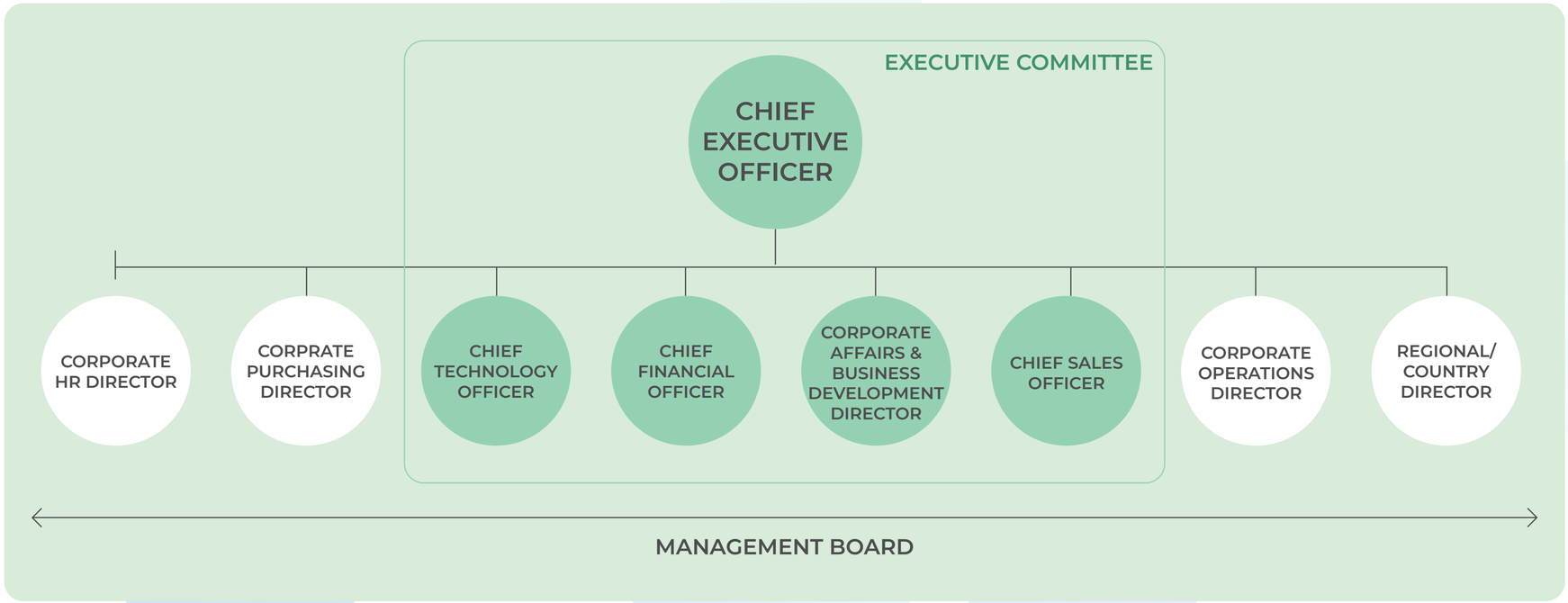
The Executive Committee, led by the Chairman and CEO and consisting of four C-Level Executives from Technology, Sales, Finance, and Corporate Affairs, is responsible for overseeing the development and execution of the global strategy, ensuring alignment with the objectives set by the Board of Shareholders.

The Committee is also accountable for monitoring the Group's performance and achieving its goals.

MANAGEMENT BOARD

COFICAB Group benefits from a significant competitive advantage thanks to its streamlined organizational structure, which enables a quicker and more efficient decision-making process.

Our leaders believe that our governance strategy must be as sustainable as our operations. The primary responsibility of the Management Board is to allocate resources efficiently, ensuring alignment with the Group's strategic objectives.



Sustainability Organization

GRI 2-14

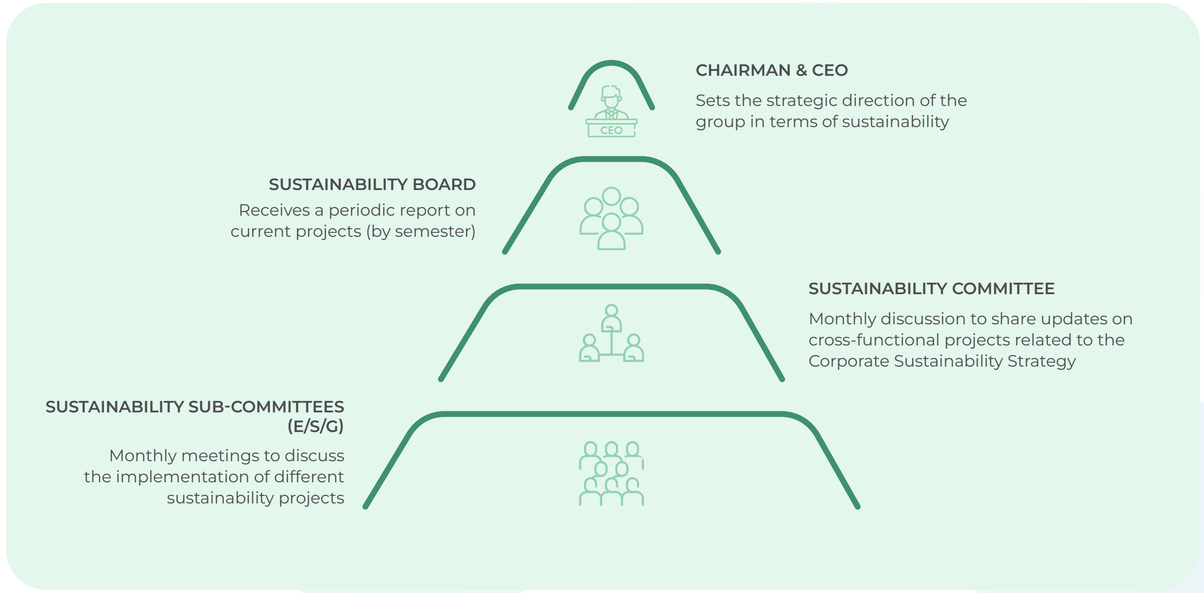
SUSTAINABILITY BOARD AND COMMITTEES

The Sustainability Board, consisting of the CEO, the Executive Committee, and the Chief Sustainability Officer, is responsible for shaping the sustainability strategy, making key decisions, and overseeing COFICAB impact across the ESG pillars.

On the ground, a permanent Sustainability Committee meets monthly and is actively involved in sub-committees for all ESG matters, which also convene on a monthly basis.

ensures that management receives timely updates on the progress of sustainability initiatives, enabling them to address any challenges that may hinder the achievement of sustainable goals and the effective implementation of the strategy.

Frequent communication among cross-functional heads in the Sustainability Committee and its sub-committees enhances the monitoring of sustainability action plans, enabling proactive responses and greater agility.



SUSTAINABILITY COMMITTEE ROLES AND RESPONSIBILITIES

The committee is responsible for coordinating across the sub-committees to ensure effective implementation of the sustainability strategy set by the Sustainability Board. It also collaborates with cross-functional heads to assess the progress of sustainability programs.

Promote a culture of sustainability and strengthen commitment across the organization to integrate sustainable practices into daily activities.

Identify, assess, and mitigate risks related to environmental, social, and economic aspects.

Ensure that effective action plans are deployed and that necessary resources are available to achieve the sustainability goals.

Oversee the effectiveness of the sustainability roadmap and the overall achievement of sustainability goals.

Incorporating ESG

GRI 2-14

SUSTAINABILITY BOARD AND COMMITTEES

The Sustainability Board is committed to fostering a culture of sustainability throughout the organization. It has established several mechanisms to promote and reinforce the importance of environmental and social impacts in the mindset of both management and employees.

By instilling this spirit into decision-making processes, daily activities, and behaviors, the Board aims to establish long-term, sustainable business practices.

SUSTAINABILITY AWARENESS CAMPAIGN

In 2024, COFICAB launched its first global Sustainability Awareness Campaign across all plants, translated into six local languages to ensure full engagement and understanding. Delivered through a fully paperless approach, via digital screens, internal platforms, and email communications, the campaign was displayed everywhere in our facilities.

It began with an introduction to the core concepts of sustainability, followed by a clear presentation of COFICAB's sustainability strategy structured around its three strategic pillars, as well as our long-standing commitment as a signatory of the UN Global Compact.

This initiative reinforces the importance of developing a sustainability-driven mindset across our teams and reflects our dedication to fostering a more environmentally conscious and socially responsible workplace.

SUSTAINABILITY AWARD

In 2024, COFICAB officially launched the Sustainability Award initiative by first ensuring that all teams were fully prepared to engage with the new platform and process.

The rollout began with dedicated training sessions on how to use the application platform, followed by several information sessions aimed at explaining the concept, the evaluation criteria, and the overall purpose of the award.

These sessions also guided teams step-by-step through the submission process to ensure clarity, consistency, and strong participation across all plants.

This structured onboarding phase marked the formal start of our Sustainability Award journey, reinforcing our commitment to continuous improvement, transparent performance review, and the integration of sustainability at every level of our global operations.



Upholding our Business Integrity

GRI 2-23

At the core of our governance philosophy is a strong compliance culture that empowers our employees to uphold ethical conduct in both internal and external business activities.

COFICAB Code of Conduct outlines specific behavior guidelines to ensure the highest level of business integrity and foster a positive work environment.

Our Code of Conduct serves as a comprehensive guide for expected behaviors and decision-making across the organization.

It establishes the framework and commitment of Management to offer the best working conditions for all our employees.

This guideline aligns with our company values, as well as national and international laws and regulations. In cases where the Code of Conduct conflicts with any law or regulation, COFICAB employees are required to adhere to the stricter policy, law, or regulation.

COFICAB Code of Conduct is available in six languages and covers three different topics:

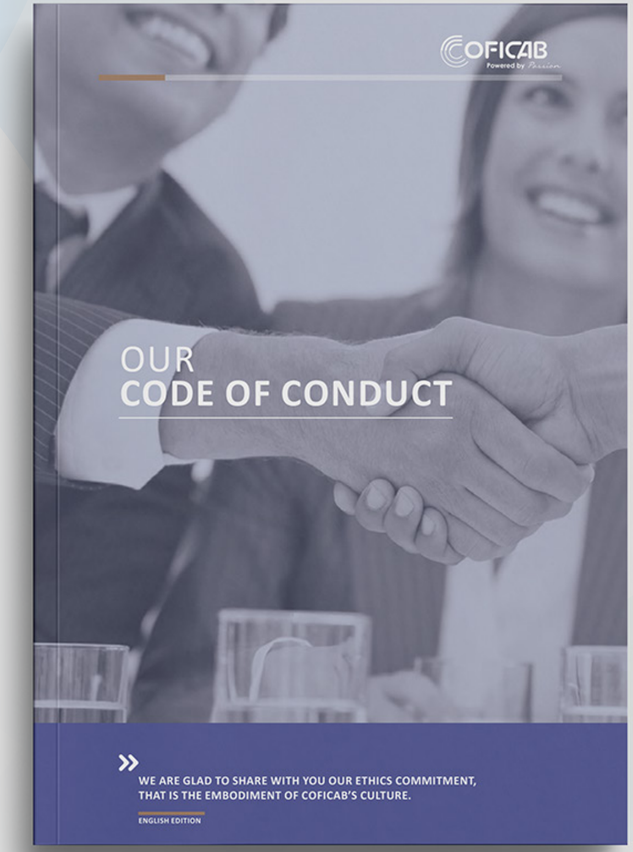
		Main fields
1	**Work Environment**	• Equal opportunity • Human treatment • Child labor and forced labor • Workplace conduct
2	**Business Integrity**	• Conflict of Interest • Prohibition of corruption and bribery • Fair competition
3	**Health & Safety, Environment and Corporate Social Responsibility**	• Safe work environment for employees and contractors • Respect of environmental standards • Sustainable contribution to the community

GRI 2-30

COLLECTIVE BARGAINING AGREEMENTS

As a result of negotiations at different levels of representation, approximately 65% of COFICAB Group employees were covered by collective bargaining agreements in 2023.

For the remaining employees, COFICAB ensures specific employment terms and conditions are applied, strictly adhering to local employment laws, regulations, and industry best practices.



Upholding our Business Integrity

GRI 2-23

This approach is applied in jurisdictions where no relevant collective agreement exists.

In all the jurisdictions where COFICAB operates, the terms and conditions of employment are transparent, well-defined, known, and accepted. These terms comply with applicable directives and local regulations, ensuring transparency and balanced working conditions.

COMMUNICATION AND REPORTING CHANNELS

A dedicated section of the Code of Conduct outlines the reporting process, providing clear guidance for declaring conflicts of interest or reporting any detected breaches of the Code.

	FURTHER CLARIFICATION OF THE CODE OF CONDUCT	GIFTS & ENTERTAINMENT DECLARATIONS	CONFLICT OF INTEREST DECLARATIONS	BREACH OF THE CODE OF CONDUCT REPORTING
YOUR LINE MANAGER AND/OR FUNCTIONAL MANAGER WHEN AVAILABLE	ADVICE	APPROVAL		REPORT A BREACH
YOUR LOCAL HR MANAGER	ADVICE			REPORT A BREACH
YOUR LOCAL ETHICS ADVISER	ADVICE			
YOUR CORPORATE COMPLIANCE TEAM	ADVICE	ADVICE	ADVICE	REPORT A BREACH
CORPORATE COMPLIANCE SHAREPOINT -> GIFTS AND ENTERTAINMENT DISCLOSURE REGISTER OR MAIL TO: COMPLIANCE@COFICAB.COM		DECLARATION		
CORPORATE COMPLIANCE SHAREPOINT -> CONFLICT OF INTEREST DISCLOSURE REGISTER OR MAIL TO: COMPLIANCE@COFICAB.COM			DECLARATION	
COMPLIANCE@COFICAB.COM	ADVICE	DECLARATION	DECLARATION	REPORT A BREACH
COFICAB TUNISIE S.A CORPORATE LEGAL AND COMPLIANCE DEPARTMENT **ADDRESS:** 40 RUE DU 18 JANVIER 1958, 1001, TUNIS, TUNISIA				REPORT A BREACH

ETHICS AND COMPLIANCE IN OUR BUSINESS RELATIONSHIPS

By committing to customers' ethics and compliance policies and incorporating these

into COFICAB's Code of Conduct, we strengthen our commitment to fostering a culture rooted in integrity and compliance.

This commitment is reflected in our internal policies, procedures, and commercial agreements, and extends throughout COFICAB Group and its supply chain.

Additionally, a Supplier Code of Conduct has been established to define the requirements that COFICAB suppliers must follow in their interactions with COFICAB and its employees.

This Code of Conduct is a key component of all agreements between COFICAB and its suppliers, including their group companies, affiliates, employees, agents, contractors, and subcontractors.

100%

METAL SUPPLIER CODE OF CONDUCT SIGNED IN 2024



Upholding Integrity

GRI 2-23

TRAININGS

Advanced training sessions on our Code Of Conduct, on managing reporting mechanisms, handling Ethics and Compliance claims and conducting investigations are performed for our HR team to enable them to answer and assist employees with their questions or demands about Ethics and Compliance and conduct investigations thoroughly and effectively.

Training sessions were also systematically organized for up to 100% of new recruits to facilitate their integration within our Ethics and Compliance culture.

Additionally, regular Code of Conduct refreshers were conducted for up to 90% of all employees to reinforce our culture and values while ensuring they stay informed about any updates to policies, laws, and regulations.

Special training sessions on key topics related to business integrity, such as anti-competition, anti-corruption, and conflict of interest, are also provided to the Sales and Purchasing departments, where potential risks of misconduct, whether intentional or unintentional, may arise.These training sessions aim to equip team members with a clear understanding of the appropriate behaviors to uphold COFICAB business integrity.

We actively share informative emails with all employees to raise awareness about the "do's" and "don'ts" of the Code of Conduct, while emphasizing mandatory assignments such as completing the “Gifts & Entertainment” and “Conflict of Interest” declarations.

COFICAB is also developing new policies addressing Corruption and Bribery, Gender Harassment, Whistleblowing, and Human Rights.

REPORTING MECHANISMS AND WHISTLEBLOWING

COFICAB encourages an open-door approach for reporting compliance breaches, including suspected violations of the Code of Conduct, company policies, and national and international laws.

Employees can report such issues, either anonymously or openly, to the Corporate Compliance department or the highest governance body using any of the reporting channels mentioned in Section 4 of the Code of Conduct. Reporting channels outlined in Section 4 of the Code of Conduct include emailing **compliance@coficab.com** or sending a written letter to COFICAB Headquarters in Tunisia.

Special reporting procedures and channels, in compliance with EU Directives on whistleblower protection and gender harassment, are being developed for COFICAB entities located in EU member countries.

Upon receiving a claim, the HR and/or Corporate Compliance departments initiate a thorough investigation, following the guidelines outlined in our Investigation Guidebook and in accordance with local labor law procedures.

The outcome of the investigation is communicated to the directly involved parties, along with any potential disciplinary actions or sanctions that may be applied.

The investigation may also result in various recommendations from the Corporate Ethics and Compliance Committee, aimed at further enhancing the ethics and compliance culture within the organization.

All reports and the investigation process are handled by COFICAB with the utmost confidentiality, ensuring that any communication with the directly involved parties is conducted in a discreet and secure manner.

COFICAB maintains a strict policy of non-retaliation and does not tolerate any form of retaliation against individuals who make good-faith reports of actual or potential misconduct. Any retaliatory behavior is subject to disciplinary action and may lead to termination of employment.

The Compliance Department issues an annual report detailing the number of claims received, the cases handled, their classifications, impacts, and related recommendations, which are shared with the Chairman and CEO on an annual basis to ensure transparency and facilitate informed decision-making at the highest level of the organization.

Cybersecurity, a Shared Responsibility

GRI 2-23

DATA GOVERNANCE

Data governance is integral to COFICAB's ability to effectively manage and leverage organizational data.

It provides a structured framework to ensure data integrity, maintaining accuracy, consistency, security, and accessibility for informed decision-making, regulatory compliance, and operational excellence.

A key pillar of this framework is the establishment of **standardized policies, procedures, and data management standards that are now consistently implemented across all COFICAB sites worldwide.**

This global alignment enables reliable data-driven decisions that are fully aligned with the organization's strategic objectives.

Moreover, these standardized practices reinforce regulatory compliance and significantly reduce risks related to data breaches, misuse, or inconsistency.

Through continued investment in robust and unified data governance practices, COFICAB is unlocking the full potential of its data assets, driving innovation, enhancing efficiency, and reinforcing stakeholder confidence.

DIGITALIZATION AND CLOUD MITIGATION

To strengthen data management and consolidation, COFICAB is strategically focusing on two key transformation pillars: **digitalization**, a critical driver in reshaping modern industries, economies, and societies, and **cloud migration**, which is essential for achieving the agility, scalability, and cost-efficiency required in today's dynamic business environment.

These initiatives are being advanced through **strategic partnerships**, enabling COFICAB to leverage cutting-edge technologies and best-in-class platforms. This collaboration supports the deployment of integrated, cloud-based solutions that enhance data accessibility, reliability, and performance across the organization.



Cybersecurity, a Shared Responsibility

GRI 2-23

DATA SECURITY AND PRIVACY

Data security and privacy are essential pillars of our sustainability strategy and responsible governance. We have implemented a robust cybersecurity framework aligned with ISO/IEC 27001, GDPR, and TISAX standards to ensure global regulatory compliance and industry-specific security.

NUMBER OF CONFIRMED INFORMATION SECURITY INCIDENTS

In 2024, COFICAB didn't record any confirmed information security incidents. In the same year, the company initiated a structured Information Security Management System (ISMS) approach to strengthen information security governance. This initiative supports the company's CSR commitments by enhancing data protection, Risk Management, and stakeholder trust.

NUMBER OF SITES CERTIFIED

Currently, COFICAB has 2 sites in Tunisia certified ISO 27001 and 2 sites in Portugal certified TISAX, representing 20% of sites with recognized information security certifications. The company is engaged in a rollout plan to progressively extend its ISMS across all sites.

Our approach includes advanced threat detection, risk-based access controls, data encryption, and 24/7 monitoring to proactively manage and mitigate cyber risks. Regular audits, employee training, and third-party assessments strengthen our digital resilience and foster a culture of cyber awareness.

By embedding data protection into every layer of our operations, we reduce the environmental and social risks of data breaches, protect stakeholder interests, and support the long-term sustainability, trust, and ethical integrity of our business.

Cybersecurity is more than a technical safeguard, it is a collective responsibility embedded in our corporate culture.

Reconizing that people are the first line of defense, we have implemented an automated, intelligent cybersecurity awareness platform that delivers personalized training, phishing simulations, and real-time feedback. This initiative equips all employees with the knowledge and vigilance needed to protect sensitive data and uphold the integrity of our digital environment.

To further strengthen engagement, we launched the Cyber Champion Awards, celebrating individuals and teams who exemplify leadership and accountability in cyber resilience. These recognitions foster a sense of ownership and encourage continuous improvement across our global workforce.

Our approach to data protection is grounded not only in compliance but in trust, transparency, and long-term operational integrity.

We understand that securing information also means securing our relationships, with customers, partners, and communities.

In parallel, our IT strategy embraces sustainable digital practices, including energy-efficient infrastructure, virtualization, and responsible hardware lifecycle management. These actions reduce environmental impact while driving innovation and resilience.

By integrating secure and sustainable technologies into every layer of our operations, we are building a smarter, cleaner, and more future-ready organization, one where digital excellence and environmental stewardship go hand in hand.



Global Reporting Initiative (GRI) Content Index

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		2-2 Entities included in the organization's sustainability reporting	2
		2-3 Reporting period, frequency and contact point	2
	Activities and workers	2-6 Activities, value chain and other business relationships	6
		2-7 Employees	4
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	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	34
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