



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

SUSTAINABILITY REPORT 2023

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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 2023 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 and 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



CEO Message

“OUR FOCUS ON SUSTAINABILITY IS STRONGER THAN EVER, ESPECIALLY NOW THAT RESPONSIBLE, SUSTAINABLE PRODUCTION IS BECOMING A PRIORITY FOR THE AUTOMOTIVE INDUSTRY.”

GRI 2-22

Dear Readers,

Our journey toward sustainability is not just a **strategic decision**; it reflects our core values and our commitment to leaving a positive legacy for future generations.

We face unique challenges ahead that require our collective focus. Our dedication to sustainable growth is deeply rooted in our corporate identity, and each step forward is aimed at contributing to our collective success.

Focusing on sustainability means we must **work hard to lessen our impact on the environment** and **cut down on CO₂ emissions**. We are committed to using resources wisely, being **energy-efficient**, and constantly improving our methods. We believe reducing our CO₂ footprint is both a duty and an opportunity to use technology and innovation to make a meaningful difference. For COFICAB, innovation is not optional; it is a necessity.

Our commitment also naturally extends to the social fabric we are part of. **Diversity, equity, and inclusion** are not mere words; they are essential for a thriving workplace. We **prioritize fair working conditions, talent development, engaging employees**, and **supporting local communities** through meaningful **CSR initiatives**. Our success is closely tied to the well-being of our people and the communities we serve.

Ethical practices and robust governance structures remain the cornerstones of our business. We maintain the highest standards of integrity and transparency in all our operations, ensuring compliance with laws and regulations wherever we operate. Periodically, we review and elevate our targets, setting higher standards for ourselves.

We manage our **strategic developments** with precision and timeliness to stay ahead in dynamic markets.

Decarbonizing our industry demands **innovation in our operations**, and we focus on **making our manufacturing process sustainable**. Our current strategy is centered around achieving **net-zero emissions by 2050**. This involves using green electricity and prioritizing resource efficiency across our regions.

As a final note, I would like to express my deep appreciation to all our collaborators, customers, partners, and stakeholders for your support and dedication towards sustainability. Together, we are making a significant impact, and COFICAB is looking forward to embracing the opportunities ahead as we continue to bring positive change to the world.



Hichem Elloumi

MR. HICHEM ELLOUMI
CHAIRMAN & CEO

2023 Highlights

OUR COMMITMENT TO SUSTAINABLE GROWTH AND INNOVATION TO BUILD A BETTER FUTURE FOR THE NEXT GENERATIONS.

SOCIAL RESPONSIBILITY
COFICAB HAS BEEN RECOGNIZED AS A TOP EMPLOYER

For the second consecutive year, COFICAB has been recognized as a Top Employer across our different sites...

[READ MORE](#)



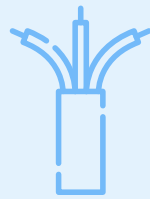
No. 1 WORLDWIDE

With a 23% market share in the Automotive Wires and Cables Industry



40 MILLION KILOMETERS

of Wires and Cables Sold in 2023



ENVIRONMENTAL PERFORMANCE
PATH TO CARBON NEUTRALITY

\$3.5 Million Investment in R&D
\$3.4 Million Investment in Photovoltaic System



FOR A MORE SUSTAINABLE SUPPLY CHAIN:
OUR PARTNERSHIP WITH THE COPPER MARK

This partnership is an exciting step that solidifies our commitment to sustainable development and enhances our capabilities to promote circular economy within our...

[READ MORE](#)



**RESPONSIBLY
PRODUCED
COPPER**

80%

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



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** leverages a strong international footprint, with operations in **more than 14 countries** and a global supply and distribution network that enables the delivery of its products worldwide. This global presence allows us to remain close to our customers, adapt to regional market needs, and drive innovation while maintaining consistent standards of quality, performance, and responsibility across our value chain.

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.

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

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 CO₂ footprints.

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

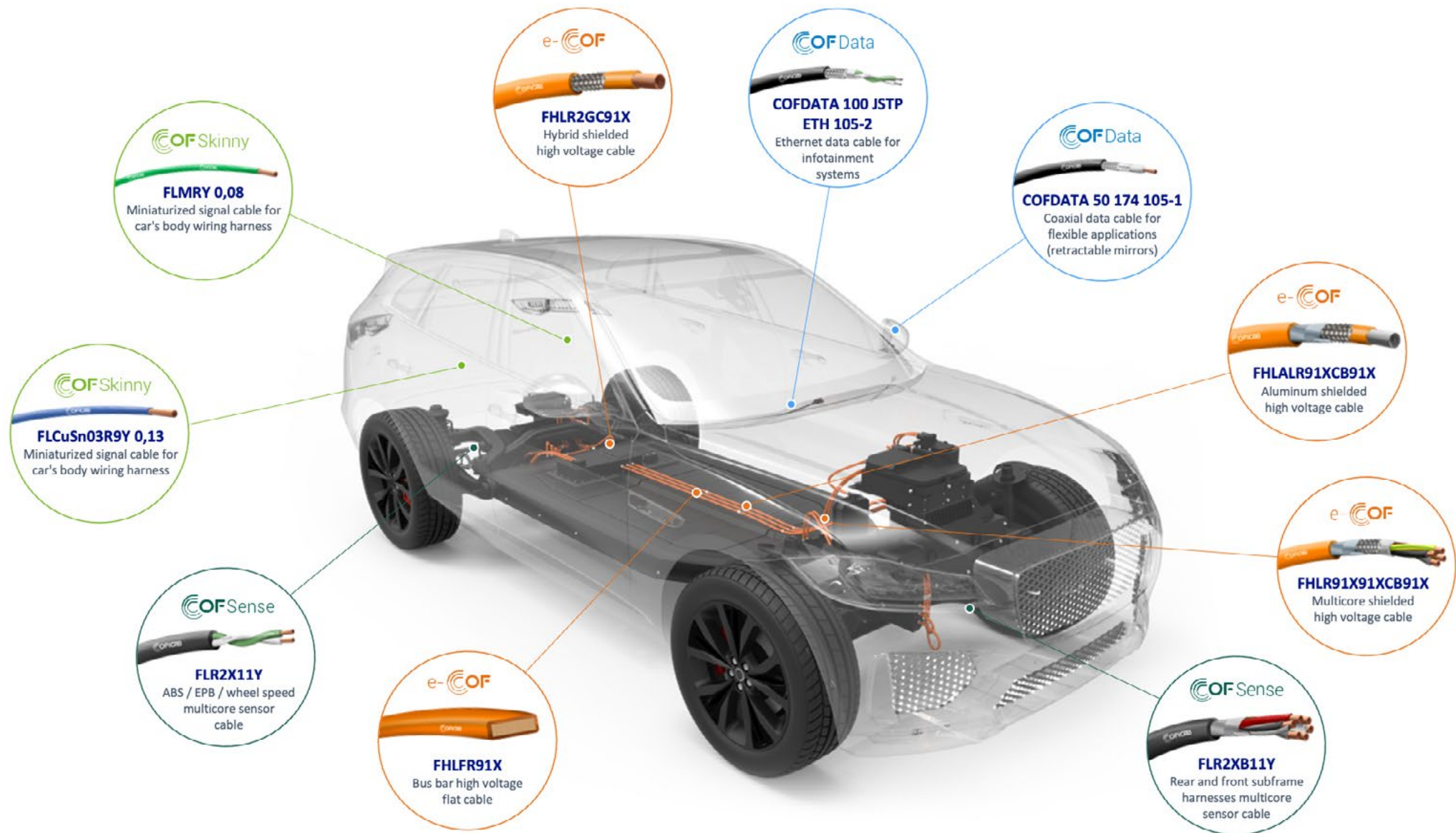
Progressively, all systems are becoming interconnected: vehicles communicating with each other, with infrastructures, and soon, with everything around them.

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.

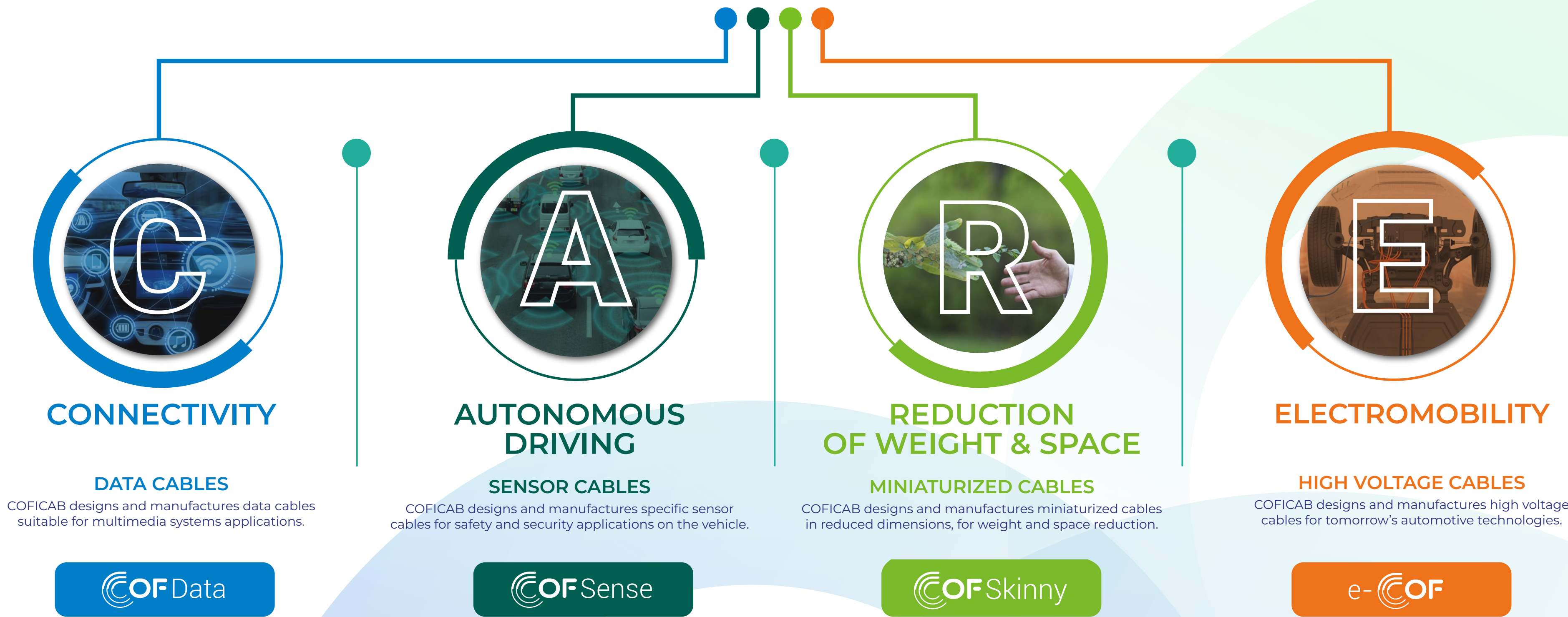


DINIS COSTA
R&D AND INNOVATION
PRODUCT MARKETING & ENGINEERING MANAGER

In every step that we take, we must consider an essential and extremely important factor for our future: taking CARE of our planet. Having been with COFICAB since 2011, I've witnessed the company's exponential and sustainable growth firsthand. The products we develop and the knowledge we intend to provide, despite being very technical and detailed, must always include our environmental responsibility. Currently, all our products must take sustainability into account, and doing so means that we are moving in the right direction.

WE CARE ABOUT THE FUTURE

OUR PRODUCTS AIM TO REDUCE CO₂ FOOTPRINT



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.

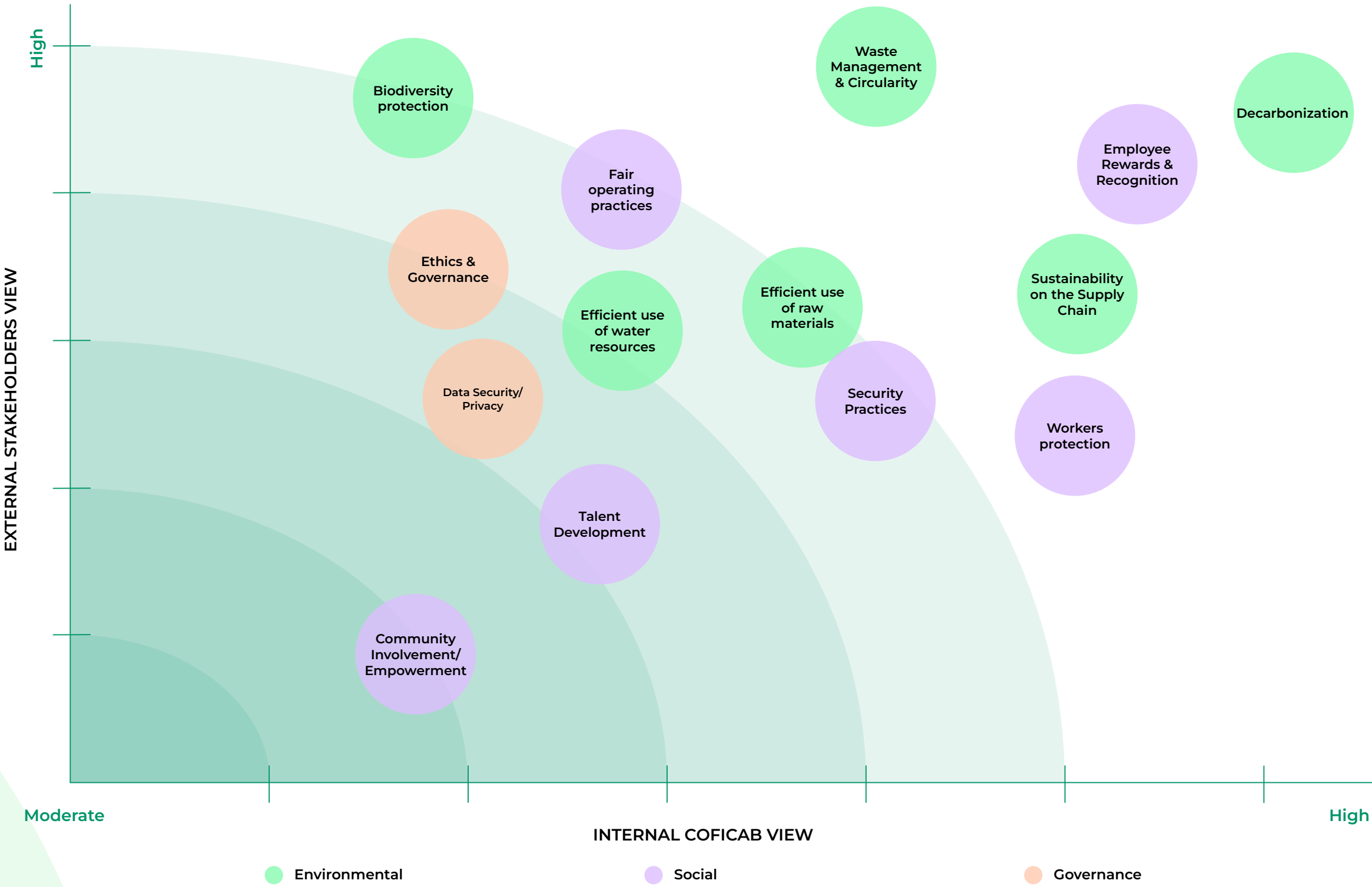
This context analysis is conducted annually at both the plant and Group levels to identify potential opportunities and threats.

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 below 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 CO₂ 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.

[FOREWORD](#)[COMPANY](#)[SUSTAINABILITY](#)[PLANET](#)[PEOPLE](#)[PROSPERITY](#)[APPENDIX](#)

PLANET

SUSTAINABLE OPERATIONS AND ENVIRONMENTAL PERFORMANCE

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.

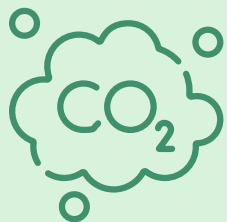
Additionally, we are dedicated to producing innovative products that support the Paris Agreement's goal of achieving climate neutrality by 2050.

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

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

OUR TARGET

- **Reduce CO₂ emissions**
 - 50% (**scope 1, 2, and 3**) by 2030
 - 30% **upstream** by 2030
 - 20% **downstream** by 2025
 - Reach **neutrality** in 2050



OUR STRATEGIC INTERVENTION AXES

- Promoting **low CO₂ 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 CO₂ and products.

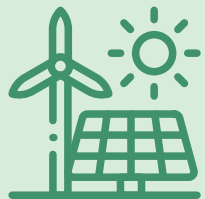
We encourage our **suppliers to be closer to our production sites** and reduce the “Gate-to-Gate” carbon footprint.



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.





HUGO MARQUES

Corporate EHS and Sustainability Manager

The growing focus on sustainability within organizations has become a critical aspect of the global economy. World leaders recognize the urgent need to balance the three pillars of sustainability - Environment, Social, and Governance (ESG).

Strategically, significant efforts have been made to design and plan initiatives enabling countries and organizations to work toward this balance.

However, much work remains in implementing these measures and achieving the desired outcomes. At the organizational level, advancing sustainability requires immediate changes and adaptations to drive positive impacts and close the gap toward meeting global objectives.

At COFICAB, sustainability has been an integral part of our operations and daily activities for some time now. Our commitment to environmental protection and the well-being of our collaborators extends far beyond the implementation of Environmental Health and Safety management systems.

Over the years, the organization has demonstrated that there is always room to improve its sustainability performance. As a result, defining policies and strategies aligned with sustainability goals has become standard practice.

We are committed to putting these policies into action. Our strategies are designed to yield tangible results, addressing global challenges such as climate change, biodiversity loss, poverty, and social justice.

Materials

GRI 301

COFICAB products include a wide range of conductive and insulation materials. Our products can be designed with different cross sections and compositions, as well as various types of conductors such as copper, copper-based alloys, and aluminum. Regarding insulation, different material compounds may be used depending on the application and performance requirements.

In 2023, our company consumed around **314,591** tons of **metal** and **97,286** tons of **insulation material**. This increase in absolute consumption compared to 2022 is due to the activity gradually returning to its average pre-COVID values, leading to increases in production and associated consumption.

The increase in activity and the **start-up of two factories** during 2022 may also help explain these numbers. However, examining the relative values (raw material per km produced), it is evident that despite the increase in raw material consumption (in absolute values), the performance remained consistent when compared to previous years, at **0.009 for both 2022 and 2023**.

COFICAB Raw Material Consumption per Ton per Year

Raw material consumption (Ton)	2021	2022	2023
Total metal consumption	228,528	262,868	314,591
Total insulation consumption	74,983	86,539	97,286
Total RM consumption	303,511.31	349,406.31	411,877
Total Km produced (Km)	32,868,345	40,233,572	46,796,699
Env performance (ton RM/Km produced)	0.009	0.009	0.009



Materials

GRI 301

Coficab is taking several initiatives focus on reducing environmental impact through product optimization and innovation in his products.

Product development is increasingly focused on reducing environmental impact from the early design stage.

These include the development of lighter and more efficient solutions, in the industry of wire and cable, while maintaining performance levels, as well as the introduction of improved product designs to reduce resource consumption and emissions.

COFICAB is also making efforts to replace existing materials with more sustainable alternatives and to improve overall product efficiency use of lower-impact materials, improving overall product sustainability, and considering aspects such as recyclability, reduction of pollutants, and restriction of hazardous substances.

Efforts are also made to optimize product design in order to reduce material usage and overall weight, while maintaining required performance levels.

In addition, material substitution strategies are explored to improve environmental performance and reduce emissions across different product solutions.





For more Sustainable Supply Chain

GRI 301

COFICAB JOINS FORCES WITH THE COPPER MARK FOR RESPONSIBLE COPPER PRODUCTION

We are proud to announce that we have joined The Copper Mark as a partner. The Copper Mark is one of the most reliable assurance frameworks to promote responsible practices across the copper value chain.

As a global developer of all types of cables for the automotive industry, copper is central to our business. Therefore, we understand that our position obliges us to promote sustainable and responsible practices around the sourcing of this material.

The Copper Mark shares our vision of a sustainable society driven by responsible copper production, sourcing, and recycling. They employ robust governance and credible standards to ensure adherence to internationally recognized responsible operating practices. Our partnership allows us to make more informed decisions about responsibly produced copper in our supply chain, a significant milestone in our journey.

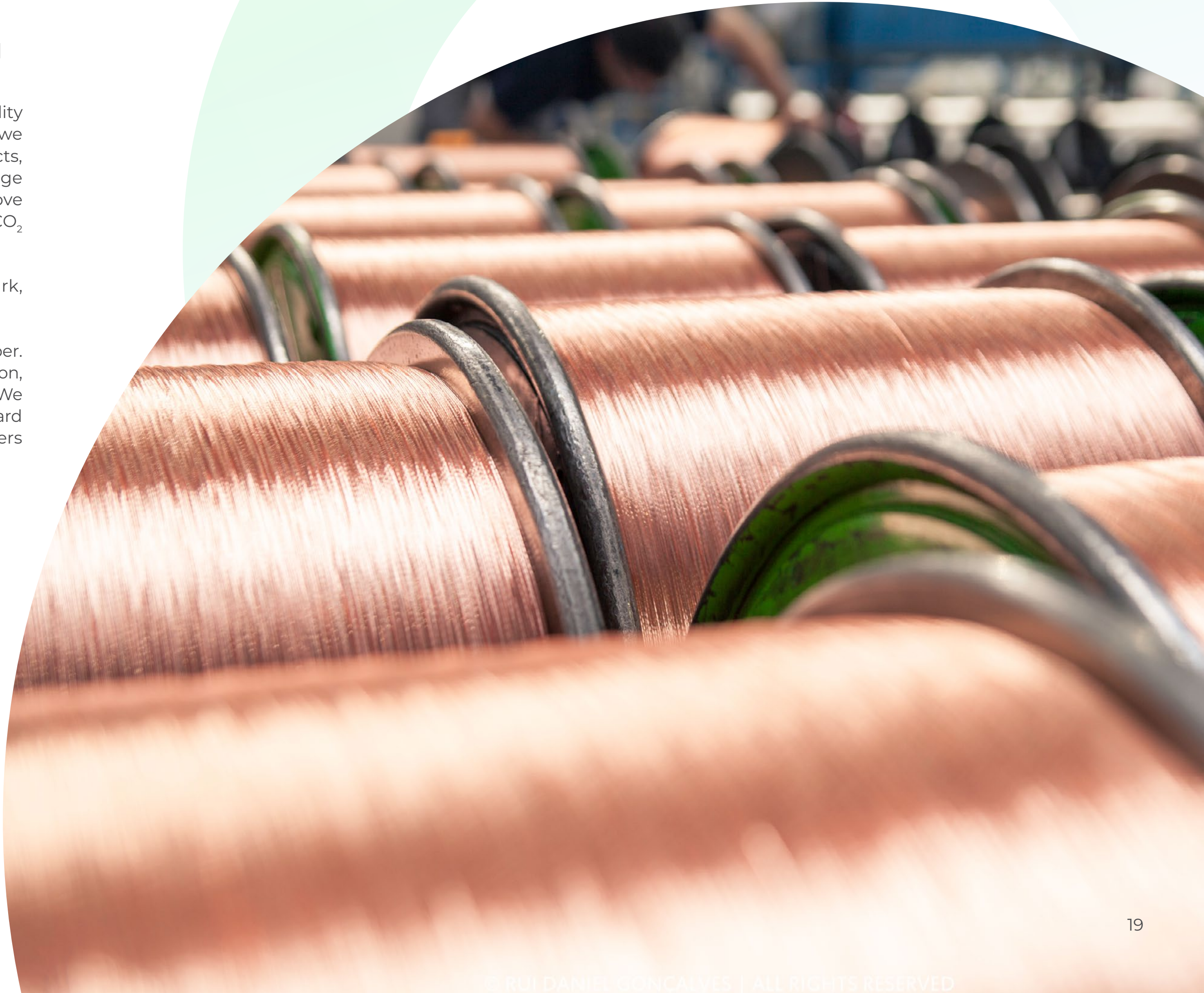
Mohamed Taher Herzi, Corporate Metal Purchasing Manager at COFICAB, stated:

“Supply chain transparency is a fundamental element for achieving our sustainability goals, and it is essential to make sure that our stakeholders are fully aligned with our rigorous sustainability standards and principles. COFICAB is pleased to join The Copper Mark as a partner organization to promote responsible copper production practices across the automotive industry.”

This milestone marks an important step in our sustainability strategy, especially in the context of the supply chain. As we aim to minimize the environmental impact of our products, partnering with The Copper Mark facilitates the exchange of information related to eco-friendly practices. This move is integral as we progress towards our goal of achieving CO₂ neutrality by 2050.

Michèle Brulhart, Executive Director at The Copper Mark, stated:

“The automotive industry is an important consumer of copper. The Copper Mark’s vision is to enable the responsible production, sourcing, and recycling of copper along the full value chain. We are pleased to welcome COFICAB as a partner and look forward to working together to help connect responsible producers and consumers of copper.”



Energy

GRI 302

COFICAB production activities are considered energy-intensive activities. For this reason, electricity is a vital resource. Different types of energy are used to ensure everyday activities, such as Electricity, natural gas, and diesel, the most common energies used globally.

COFICAB energy consumption profile is distributed as follows: Electric energy (93%), fuel (3%), and natural gas (2.1%). Fuel is mostly used in the company’s internal fleets, such as service cars, forklifts, and trucks. Much of the electrical energy is consumed in the production process. Natural gas is used in heating, bathing, and canteen processes.

Similar to the consumption of insulation, the trend of increases in absolute values is due to the fact that the organization is increasing its production after COVID. In 2023, the energy intensity improved from 0.0273 GJ/Km to 0.0272 GJ/Km, indicating that the group is becoming more efficient in energy consumption, using less energy to produce more.

Periodic energy audits conducted in various countries offer valuable insights into areas where improvements can be made to achieve energy savings and reduce greenhouse gas emissions.

In 2023, COFICAB implemented an Energy Management System called “Energy Guard” at its facilities in Tunis and Medjez El Beb, Tunisia. Energy Guard is an energy management system (EnMS) combined with real-time and remote generation, developed by Control Energy.

Energy Guard offers three main functions, integrated into one single system: monitoring of energy combined with production, adapted to energy management system (ISO 50001) and monitoring power quality.

Renewable energy is crucial for a sustainable future and in reducing the negative impacts of human activities on the environment. It is fundamental to sustainable development, balancing current energy needs with the capacity of future generations to meet their own.

Since 2020, COFICAB has been increasing its self-production of energy through photovoltaic installation projects.

Energy Consumed (GJ)	2021	2022	2023
Electricity from renewable sources	260,760	386,080	448,724
Electricity from non-renewable sources	594,677	627,537	722,661
Self-generated energy	4,981	8,400	25,195
Natural Gas	21,475	24,527	30,367
GPL	10,613	12,955	9,954
Diesel	17,946	36,837	36,494
Burning oil	954	1,115	0
Total	911,407	1,097,451	1,273,394

Energy Consumed (GJ) per km produced	2021	2022	2023
Total	0.0277	0.0273	0.0272



Water and Effluents

GRI 303

Water is a vital and fundamental resource for life on our planet. Its importance spans various dimensions, including environmental, social, and economic aspects.

Preserving the quality and availability of water is essential to ensure a sustainable future for the planet and future generations.

Water plays a crucial role in COFICAB’s operations, serving multiple functions. Industrial water is used in various manufacturing activities, while municipal water supports indirect needs such as drinking, sanitation, catering, and cleaning services.

COFICAB is also committed to working hard on several projects to preserve this important resource as well as addressing deviations detected daily, such as:

- Implementation of daily routines to detect and repair water leaks, allowing a quick response to problems and helping in the efficient management of water resources.
- Implementation of educational programs to raise awareness among employees about the importance of water conservation and to promote good practices in the workplace.
- Implementation of counter meters to optimize industrial processes and minimize water discharge.
- Reuse of rainwater internally in some facilities.
- Implementation of water treatment systems to recycle water in industrial processes such as cooling systems to increase the lifetime of industrial water through the implementation of water treatment stations.

The successful implementation of these projects can not only reduce water consumption but also result in environmental and economic benefits for all COFICAB.

In 2023, COFICAB water consumption was around 570,963 m³ considering industrial water for processes and municipal water.





Water and Effluents

GRI 303

COFICAB does not abstract seawater; all water withdrawn is considered freshwater.

The best-performing km facilities plants were COFICAB Serbia with a water withdrawal of **0.0053 m³** per km and COFICAB Portugal with a water withdrawal of 0.060 m³ per km produced.

However, **81% of our facilities performed better** than our global value of 0.0122 m³ /km produced.

		Water stress areas (m ³)	Other areas (m ³)	m ³ /km produced
2021	Groundwater	9,933	40,717	0.0126
	Water from municipality	288,331	74,832	
	Total	298,264	115,549	
2022	Groundwater	6,543	39,048	0.0125
	Water from municipality	365,908	92,065	
	Total	372,451	131,113	
2023	Groundwater	7,069	55,306	0.0122
	Water from municipality	410,390	98,198	
	Total	417,459	153,504	



Biodiversity

GRI 304

COFICAB has demonstrated a strong and comprehensive commitment to biodiversity preservation, not only inside but outside of its borders to protect our planet and conserve natural resources.

Mitigation and minimization are our environmental resolve, achieved through practices such as the efficient use of natural resources, especially management of wastes and landfill uses.

This commitment is reflected in various initiatives and practices implemented to protect and enhance the diversity of life across all its operations. From adopting **sustainable land management practices** to actively supporting environmental conservation projects, the company integrates biodiversity protection as a core value in its corporate strategy.

Several actions have been done during the last years with very important positive impacts on biodiversity and conservation, including for example:

NATURAL RESOURCES CONSERVATION:

In terms of **habitat conservation**, COFICAB is promoting the preservation of natural areas by planting trees and restoring local native ecosystems. Through these sustainability practices, we are developing **ecological corridors** indirectly impacting the species protection as well as restoring some burned areas.

Involving the local community and partnership with NGO´s on COFICAB activities we are committed to boost the environmental education in the regions. This type of sustainable activities promoted by COFICAB also aims to involve the local community (employees, families and local stakeholders) and establish partnerships with NGOs. In this way, in addition to the direct impact on local ecosystems, we are able to boost environmental education in the regions.

PLANTING AND REFORESTATION CAMPAIGNS:

At COFICAB México, **54 volunteers** came together to plant **300 trees** around a hospital, while at COFICAB León, **252 trees** were planted within the protected natural area of Cerro del Cubilete.

In COFICAB Juarez, **43 volunteers** contributed to planting approximately **400 trees** across three city parks. Meanwhile, at the Airport Technology Park in Honduras, COFICAB collaborated with **30 volunteers** to plant around **1,200 trees**.

In Portugal, a similar initiative marked the beginning of a multi-year collaboration with the Environmental Association ICNF, providing access to **10 hectares of forested land** for cleaning and reforestation efforts. As part of this project, COFICAB Portugal and COFICAB Guarda worked together to plant approximately **2,000 trees**. Around **7,500 trees** were planted by COFICAB Tunisia and COFICAB Medjez El Bab in Tunisia, further demonstrating COFICAB's commitment to environmental sustainability.





A Story from COFICAB Tunisia

GRI 304

REVIVING DAR CHICHOU FOREST: A JOURNEY FROM ASHES TO LIFE

As the world grapples with the devastating effects of **deforestation**, **biodiversity loss**, and the increasing **wildfires**, reforestation campaigns have emerged as a solution not only to halt and reverse land degradation and biodiversity loss but also as a sustainable path towards carbon capturing and climate regulation.

The Dar Chichou forest was selected for this reforestation campaign following two major **wildfires that broke out in 2011 and 2020**. In 2011, a massive fire ravaged 400 hectares of the forest, causing significant environmental damage and reducing the forest area considerably. Then in 2020, another major fire broke out, destroying 10 more hectares of the forest.

This collective effort aimed to revive the forest of Dar Chichou. Together, a team of 58 Coficabians including family members, joined forces with over 50 volunteers from the NGO and the General Directorate of Forestry to plant **5,000 of Acacia Cyanophylla seedlings** (small shrubs 50cm-120cm high). Our mission was to heal the most damaged areas and restore the hope for a thriving Ecosystem. The choice of this species of Acacia was particularly suitable for that area.



5,000

ACACIA SEEDLINGS WERE PLANTED



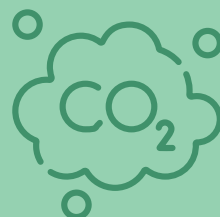
108

VOLUNTEERS



7,845 kg

OF CO₂ CAPTURED PER YEAR



DID YOU KNOW ?

Acacia Cyanophylla is a robust forest species, adapted to local climatic conditions and capable of withstanding natural hazards such as fire.



Waste Management

GRI 306

COFICAB is committed to developing a circular economy and reducing its industrial waste in all its factories, including within its supplier network, which also prioritizes integrating recyclable and environmentally friendly materials.

In all the facilities, every employee needs to know how to sort the waste to follow the regulations and should put the waste into the correct trash bin.

Each department, with the support of the local EH&S Department, ensures that all waste is collected, segregated, classified, packaged, temporarily stored, and forwarded to final disposal to protect human health and the environment.

Prevention is aimed at reducing waste at the source and, where this is not possible, waste should be reused in the same process or in another.

Prevention is a priority option to solve the environmental problem of waste generation by companies.

It is also an important economic opportunity to reduce production costs and achieve improvements, in this way, COFICAB implements several activities to promote a hierarchy of our facilities, prevention and reduction, reuse, recycling, and only the last option elimination.

COFICAB, like all other industries, is also a producer of diverse types of waste. Before any new project starts, it is a must to ensure and perform the analysis and estimate the various wastes generated during the new projects and determine the various impacts.

COFICAB waste is composed of industrial hazardous, non-hazardous waste, and municipal waste. Typically, and like other industries, the most waste generated comes from scrap and production processes and the communal waste from daily activities.

The total waste generated includes only waste discarded as a result of our operations, excluding waste generated from demolition or construction activities.

In addition to reducing waste, our suppliers are providing us with opportunities and recycling projects.

During the business year 2023, COFICAB sent to landfill around **4,494** tons. In 2023, COFICAB recycled 85% of the total waste that was generated. This **decrease** is mainly linked with communal waste and with other important percentages linked with some productive waste without valorisation solutions in the market.

Waste products produced by type (ton)	2021	2022	2023
Hazardous waste	2,929	12,581	3,746
Non-hazardous waste	17,341	61,461	25,479
Waste to landfill	2,145	2,798	4,494
Recycled waste	17,676	71,401	24,320
Other	325	9,260	519
Total Waste Valorized	18,002	80,661	24,840
Total Waste Non-Valorized	22,414	76,840	33,720
Total	40,416	157,501	58,559
Ton/km produced	0.0012	0.0039	0.0013



Waste Management

GRI 306

CIRCULAR ECONOMY:

Working with raw material solutions that privilege the principles of circular economy. This includes ensuring that all waste is integrated into circular processes while simultaneously enhancing production flows to minimize waste and scrap.

- **Partnership with research institutions in the development of methods and techniques as solutions for recycling insulation materials:** Solutions for the disintegration of materials carried out by bacteria, fungi, or other organisms.
- **Bioplastics such as raw materials:** Continuously searching for available bioplastics for wire market applications (biobased, biodegradable, or featuring both properties).

COFICAB is focused on the creation of new initiatives based on waste recycling. As a result, there are two initiatives involving the recycling of our purge and scrap from our production process with two outside partners have emerged.

Another company has also begun a study on the creation of a new flame retardant derived from renewable sources and integrated into a PE polymer. These three initiatives are further discussed below:

1. POLYMER COMPOUNDS COMPANY

The project is about developing a recycled insulation with different percentages of PP and PVC insulation purge resulting from the manufacturing change of masterbatch and type of material or material reference. These materials are shredded by a polymer compounds company and mixed with virgin raw material in an extruder to produce a new insulation material (PP or PVC) with a percentage of recycled content.

The resulting material cannot lose its properties and needs to be similar to virgin raw material and cables' characteristics.

2. RECYCLING COMPANY

The project aims to recycle the PVC insulation scrap present in the cables with higher cross section areas and shredded PVC (powder) from scrap recycling from the lower cross sections to produce new PVC insulations without any traces of copper in the cable insulation and without losing their properties and with similar virgin cables' characteristics.

The recycling company removes the larger quantities and the residual copper presented in the PVC insulation scrap by a manual sorting and passing through an extruder with net filter where the copper is retained. The resulted material are a recycled PVC grains ready for use in COFICAB to produce a new cable.

3. BIO-BASED MANUFACTURERS

Research of bio-based materials made from renewable resources to determine the possibility to replace fossil fuels materials.



A Second Life for our Products

CONDUCTIVE MATERIALS

Metal scrap goes back to COFICAB suppliers and is re-introduced in the production loop.

INSULATION MATERIALS

Insulation waste from purges is collected and sent to external plastic recyclers or processors, where it is reprocessed and used as raw material in other plastic applications. This approach supports material circularity by redirecting plastic waste into new production streams and reducing the need for virgin materials. A small fraction may also be directed to energy recovery processes.



Emissions

GRI 305

To align with the Paris Agreement, COFICAB has defined in its **Corporate Environmental Strategy** the reduction of its carbon footprint (CFP*) activities. Following **the GHG Protocol guidelines**, COFICAB has started calculating its carbon footprint based on data collection that distinguishes the impacts in the different scopes (Scope 1, Scope 2, and Scope 3).

This approach allows the organization to **assess 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 point 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.

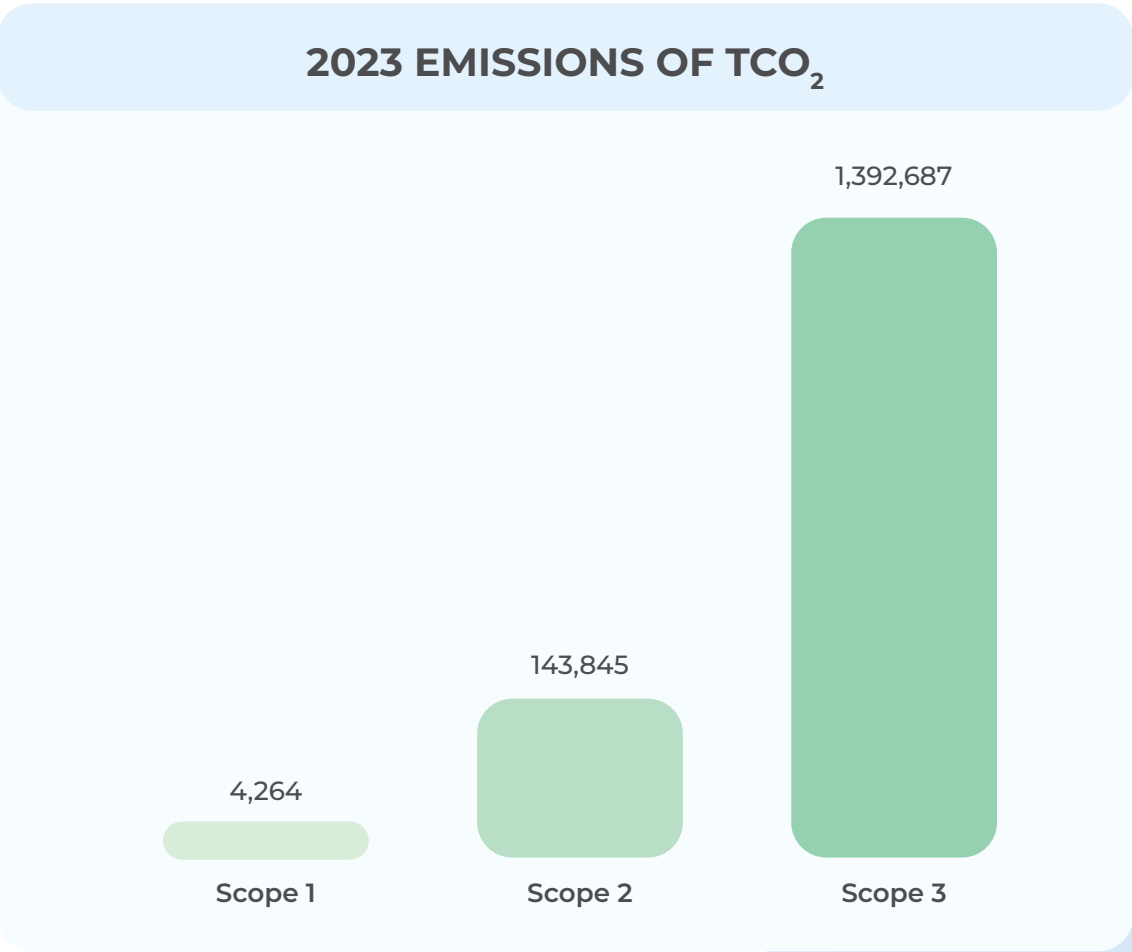
In 2022, with the opening of two additional facilities that increased production and operations, the company's commitment to sustainability and carbon reduction remained strong. The implementation of various environmental initiatives continued to play a crucial role in mitigating the impact of this expansion on CO₂ emissions.

While the new facilities introduced in 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.



The increase in **Scope 1 and Scope 2 emissions** from 2020 to 2023 reflects the challenges posed **by business growth**. However, **even with this expansion, there was a notable reduction of approximately 15.1% in CO₂ emissions per Thousand km** produced at the group level and compared to the previous year (**2022**) COFICAB reduced by around **1.8%**. 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.



* CFP - Carbon Footprint



Emissions

GRI 305

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.

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.

Emissions of tCO ₂		2020 Base year	2021	2022	2023
Scope 1	Direct emissions from combustion	3,355	3,284	3,779	4,264
Scope 2	Location-based	115,063	115,516	149,337	172,038
	Market-based	109,727	103,039	125,868	143,845
Scope 1 and 2	Location-based	118,417	118,800	153,117	176,302
	Market-based	113,081	106,323	129,648	148,109
Scope 3		1,509,678	1,779,712	1,439,598	1,392,687
Total absolute emissions		1,622,759	1,886,035	1,569,245	1,540,796

Looking at the total emissions value (Scope 1, Scope 2, and Scope 3), compared to the base year **(2020)**, we reduced emissions by **5.1%** in **2023** and by **1.8%** compared to the previous year **(2022)**.

kWh consumed	2020 Base year	2021	2022	2023
Electricity consumed (kWh)	208,302,924	239,005,256	283,893,695	332,383,247
Thousand km	30,332	32,868	40,234	46,797

Compared to the **base year** COFICAB increased the electricity consumption (reflected on Scope 2) in **59.6%** kWh in 2023.

In 2022, with the opening of two factories, energy consumption compared to the base year increased by **36.2% (2022 vs. 2020)**. Comparing the year 2023 with the year 2022, energy consumption increased **17.1%**.

Since 2022, COFICAB has implemented a sustainability inquiry aimed at understanding what kind of actions our main suppliers are doing to achieve carbon neutrality, carbon footprint calculations, and the recycled materials topic.

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

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

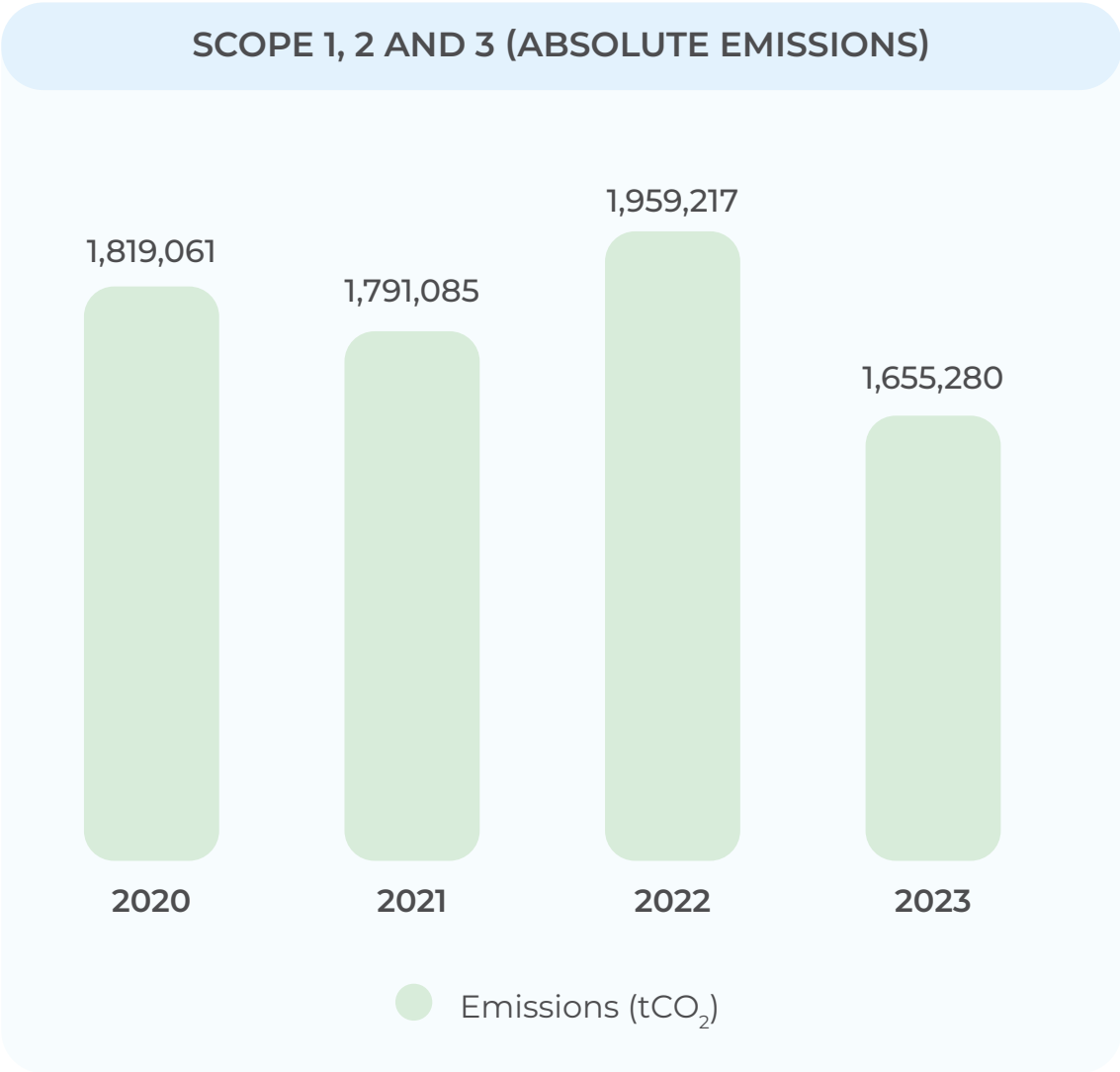


Emissions

GRI 305

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.

ADDITIONALLY, IN 2022, COFICAB SUBJECTED ITS INTERNAL CALCULATION METHOD TO VERIFICATION BY AN INDEPENDENT THIRD PARTY.



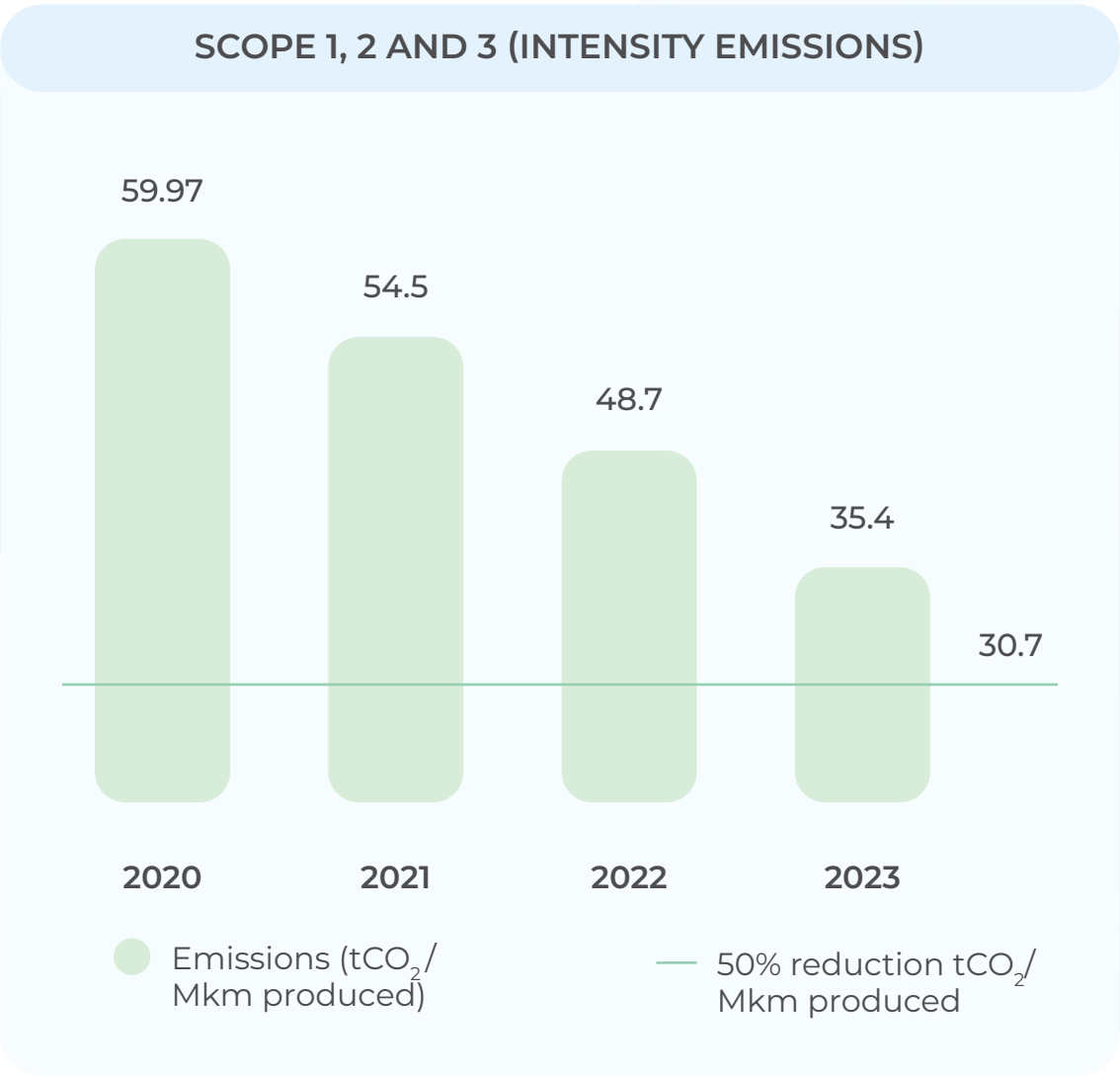
Throughout 2023, following thorough analysis and evaluation by the third party, COFICAB obtained official certification confirming the compliance of our internal method with the requirements established in GHG standards and ISO 14067.

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.

The following table shows the emissions intensity for each year expressed in tons of CO₂ equivalent per million kilometer produced.

GHG emission per Thousand km		2020 Base year	2021	2022	2023
Scope 1		0.10	0.10	0.11	0.08
Scope 2	Location-based	3.8	3.5	3.7	3.7
	Market-based	3.6	3.1	3.1	3.1
Scope 3		56.3	51.3	45.5	32.3
Total absolute emissions		60.0	54.5	48.7	35.4

For a more comprehensive view, in terms of intensity (tCO₂ emissions per Mkm produced), COFICAB reduced its overall emissions by 41% in 2023 compared to the base year, and by approximately 27% compared to the previous year (2022).



Environmental Compliance

GRI 307

Even though COFICAB’s targets are 100% in compliance with EHS, achieving these values is not always possible.

EHS Laws and Regulations are suffering from constant changes and progress in all regions, making their immediate implementation in the organization sometimes difficult. In 2021, we reached 96%, and in 2023, we achieved 97%, compared to the 100% target.

The overall compliance rate ended at **96.7%**, with the identified deviations being covered by ongoing action plans. Most of these deviations are related to some adjustments that must be made in terms of obtaining pending licenses and authorizations from state and regulatory organizations.

All deviations above were detected and action plans are being managed to close them without any risk to the QEHS management system.



97%
COMPLIANCE RATE IN 2023





FOREWORD

COMPANY

SUSTAINABILITY

PLANET

PEOPLE

PROSPERITY

APPENDIX

PEOPLE

CORPORATE CITIZENSHIP AND SOCIAL RESPONSIBILITY



Determined to always be an Employer of Choice

At COFICAB, we are committed to exceeding expectations by focusing on sustainable growth in all its aspects. Equal endeavors are therefore put forward to enhance the Environmental, Governance, and **Social** dimensions 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 that we will keep succeeding, as long as we have an engaged team that behaves Ethically, is powered by Passion, and is strongly Committed to being the best.

Ethics, Teamwork, Passion, and Commitment are our core values and guiding principles in our people-centric approach—which recognizes employees as our most valuable asset.

At COFICAB, social sustainability is not limited to CSR activities but represents a more **holistic construct**. In accordance with the GRI standard, we conducted our materiality analysis and identified our six most relevant social priorities, which in turn represent the basis of our social sustainability strategy.

The identified priorities — namely employee rewards and recognition, workers' protection, security practices, fair operating practices, talent development, and community involvement—have been grouped and associated to the following four key areas: **Employee Engagement, Local Communities, Diversity, Equity, and Inclusion, and Employment**.

To continuously progress on these 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 (details are described in the following sections).

As a socially responsible company, we recognize that there is still a considerable journey ahead on our path to achieving comprehensive social sustainability. However, our dedication to this cause remains unwavering, as we are resolute in our **pursuit of a more socially sustainable future for all our stakeholders**.





Empowering our People

GRI 404

As a company committed to sustainability, we prioritize fostering an optimum work environment where every collaborator feels valued, supported, and engaged.

At COFICAB, **employee engagement** is especially important as it not only represents the most significant indicator of wellbeing, but also drives innovation, productivity, and success. As such, we firmly believe that high levels of engagement are primarily reached through the enhancement of employees’ wellbeing, hence, our focus on **SDG 3**.

At COFICAB, we contribute to “Good health and Wellbeing” by acting proactively regarding any potential physical or mental threat that might affect our stakeholders.

1. OUR WELL-BEING INITIATIVES

Ensuring employees’ health and safety is paramount to COFICAB and has always been. However, limiting efforts to guaranteeing health and safety is not enough.

COFICAB is responsible for providing work environments where everyone can thrive professionally. Promoting workplace well-being, encompassing physical health, safety, and beyond, has become a strategic focus for COFICAB. Across all our regions, HR departments are implementing holistic initiatives that cover and enhance the physical, mental, social, financial, and career dimensions of well-being.

PHYSICAL WELL-BEING

At COFICAB, we prioritize the physical well-being of our employees through a range of initiatives aimed at promoting an active and healthy lifestyle. We provide support for physical fitness through gym memberships and organize various sporting events such as football, basketball, and ping-pong competitions, fostering team spirit and camaraderie among our workforce.

Additionally, we place a strong emphasis on raising awareness about physical health, offering educational programs and resources to encourage healthy habits both in and out of the workplace.

Within the framework of the International Day of Sports for Development and Peace, celebrated on April 6th, COFICAB Americas recognized the significant role of physical activity in creating positive change through a football competition.

Continuing past years’ tradition, COFICAB Portugal held its long-awaited football tournament by welcoming over 250 Coficabians, players and supporters. 15 teams from different departments engaged in a friendly competition during this enjoyable opportunity to bond outside the workplace.



Empowering our People

GRI 404

In 2023, COFICAB Tunisia and Morocco proudly presented the first editions of Ping-Pong competitions to promote wellbeing and camaraderie.

In the past year, awareness and screening campaigns about health topics related to cancer, hearing, diabetes and many more were organized in all COFICAB locations.

On the occasion of **World No Tobacco Day**, which is celebrated annually around the world on May 31 and as every year, COFICAB Americas undertook the task of creating an awareness campaign to inform all our employees about the dangers of tobacco use, so that together we can fight against the increasing tobacco problematic, that claims 7 million lives a year worldwide.

Within the framework of the International Day Against Breast Cancer, celebrated in October, our sites in Americas, Tunisia, and Morocco were covered in pink to conduct awareness campaigns about the symptoms and consequences of the disease, as well as medical service campaigns, including examinations for its timely detection.



Empowering our People

GRI 404

CAREER WELL-BEING

COFICAB’s Leadership Development and Coaching Program is an initiative which includes engaging team building activities and personalized learning experiences designed to foster employee’s growth and development. Through this transformative journey, we are guiding our collaborators towards personal and professional growth, empowering them to become exceptional leaders who create a lasting impact within our organization and beyond.



MENTAL WELL-BEING

Between November 8-14, 2023, COFICAB Arad organized Mental Health Week and hosted a MedLife psychologist to provide care to our employees, taking a proactive step toward fostering a healthy workplace and employee well-being.

The sessions our Coficabians participated in focused on Psychological Benefits and Risks, offering valuable insights for effective mental health management and maintaining a healthy work-life balance.

Coficabians also had the opportunity for confidential 30-minute one-on-one sessions with the therapist, emphasizing our commitment to individualized care.

Mental Health Week reflects our commitment to fostering a workplace where mental health is valued and employees feel supported.

In honor of Mental Health Awareness Month, COFICAB Tunisia held group laughter yoga sessions. These 90-minute gatherings seek to promote motivation, manage physical, mental, and emotional stress, preserve workplace well-being, improve internal communication, strengthen team cohesiveness, and nurture optimal performance and creativity.



Empowering our People

GRI 404

SOCIAL WELL-BEING

Human well-being thrives on connections and support from others, fostering a sense of belonging in family, friends, community, and workplace, which enriches life quality.

At COFICAB, we foster social well-being through diverse initiatives, including team-building events, celebrations, and various social gatherings.

Team building is an integral part of our organization, aimed at building trust and support among our collaborators, fostering our company culture, and encouraging collaboration and teamwork.

For example, our Tunisian R&D team has shown remarkable commitment and collaborative spirit during a team-building session organized by our HR team.

They collaborated on a shared creative project, with each team achieving its goals in a joyful and supportive atmosphere.

In June 2023 and 2024, our teams from COFICAB Romania, Serbia, and China gathered with their families to celebrate International Family Day. These events provided wonderful opportunities for our collaborators to enjoy a day filled with family-oriented fun and meaningful bonding.

At the end of each year, our global teams unite to celebrate the New Year and honor the achievements made possible through teamwork.

Other Events and Celebrations: Work Anniversary Parties for Employees and Welcome Brunches with New Hires.





Empowering our People

GRI 404

FINANCIAL WELL-BEING

We believe in the power of employee recognition and take pride in honoring those who go above and beyond to make a difference. From innovative ideas to exceptional performance, we celebrate these achievements through our annual award ceremony. At COFICAB, these ceremonies showcase the talent, passion, and dedication of our teams. It is a true joy to witness our employees being recognized for their hard work and to see their peers celebrating their success.

2. EMPLOYEE LISTENING STRATEGY/ GES

Employee engagement is crucial as it reflects our employees' well-being and plays a key role in driving innovation, productivity, and overall organizational success.

At COFICAB, employee engagement is an important indicator, tracked and measured annually through the Global Engagement Survey (GES), a confidential and anonymous tool.

The GES, an integral part of our Employee Listening Strategy, evaluates engagement levels based on key drivers such as resource availability, managerial support, and growth opportunities.

It also empowers employees by offering a platform for open feedback, enabling us to identify both our strengths and areas for improvement as a company.

The goal behind the GES is to constitute the basis of a global improvement plan which is updated each year following the survey's results and employees' needs.

	2021	2023
ENGAGEMENT RATE	71%	77%
DISTRIBUTION RATE (% of engaged employees)	59%	69%
PARTICIPATION RATE	57.5%	72%

Since we first introduced the GES survey in 2021, our employee engagement KPIs have shown consistent improvement.

Participation rates have increased by 14.5%, the percentage of engaged employees has risen by 10%, and the overall engagement rate has grown by 6%.

These positive trends reflect our commitment to prioritizing employee well-being and fostering a supportive workplace culture.





Empowering our People

GRI 405

3. DIVERSITY, EQUITY, AND INCLUSION

By the end of 2023, our global team grew to over 7,500 employees, with collaborators from diverse backgrounds across 14 countries in Asia, America, Africa, and Europe.

At COFICAB, we view our employees as our most valuable asset, and we believe that their diversity is the source of our collective richness and creativity.

As a sustainable employer, we go beyond a zero-discrimination policy, striving to celebrate each employee's uniqueness by actively promoting diversity, fostering equity, and inspiring inclusion through our daily practices.

At COFICAB, we value the distinctiveness of every individual, embracing diversity across gender, sexual orientation, ethnicity, age, religion, neurological traits, and more.

Rather than allowing differences to create rifts among our employees, we strive to become advocates for the DEI principles by removing biases and integrating best practices across all our work processes.

For example, through inclusive and unbiased recruitment practices, our KPIs demonstrate that we hire people across a wide range of age groups, from **18 to 35 years old, 36 and above, up to more than 55 years old.**

Our commitment to age inclusiveness ensures that our workforce is diverse in terms of experience, perspectives, and expertise, contributing to a more dynamic and inclusive workplace culture.

While COFICAB takes a holistic approach to diversity, we place special emphasis on promoting gender equality. Through our social sustainability strategy, we actively support SDG 5 by nurturing a culture grounded in gender equality and empowering women across our organization.

COFICAB SUPPORTING WOMEN ENTREPRENEURSHIP

To celebrate International Women's Day, COFICAB hosted an exhibition for local women entrepreneurs and artisans at our sites in Tunis, Medjez El Bab, and Tangier.

Our goal was to create growth opportunities for these small businesses by offering them the chance to promote their products within our facilities.

Meanwhile, we provided exclusive vouchers to our collaborators to buy the diverse range of products offered by these remarkable women.

COFICAB recognizes that promoting equality in the workplace is an essential part of harmonious and sustainable development, and this event was one way to demonstrate our commitment to this cause.

As part of our social sustainability strategy, we have set ambitious targets to advance gender equality by 2025.





Promoting DEI

GRI 405

Our goals include achieving **40% female representation in managerial positions and 50% in white-collar roles.**

To achieve these global targets, each of our plants is actively working to enhance women’s representation at all levels by ensuring equal opportunities for recruitment and advancement. For example, in Tunisia, 60% of employees promoted to managerial positions in 2023 were women.

These promotions are based solely on merit, as we continuously refine our performance appraisal tools and processes to eliminate biases.

In China, our workforce already reflects gender balance, with a 50/50 split between men and women. Similarly, Romania is progressing towards this target, with 53% male employees and 47% female employees.

These examples highlight our commitment to fostering gender equality and creating inclusive workplaces across our global operations.

At the same time, we have implemented numerous initiatives across our plants to support diversity by encouraging flexibility and work-life balance.

Such initiatives include offering gender bias trainings to our employees and continuously improving our flexible work procedure, including flexible time and remote working options to meet our collaborators’ needs.

We also reported **a 100% retention rates after parental leave for both men and women in Tunisia, Portugal, and Honduras.**

To reach such promising rates in the rest of our production sites, we are actively working on the implementation of a new global and inclusive parental leave program.





Our People, our Most Valuable Asset

GRI 401

5. EMPLOYMENT

At COFICAB, we are dedicated to building a culture that extends beyond simply upholding human rights standards. Our commitment to social sustainability in the workplace drives us to proactively create an environment where employees can thrive both personally and professionally.

In addition to upholding fundamental human rights, illustrated by formal human rights training for all our security personnel, we prioritize initiatives that foster a sense of belonging, promote diversity and inclusion, and empower individuals to achieve their full potential.

Alongside our commitment to health and safety measures, engagement initiatives, and DEI campaigns, we consistently invest in the training and career development of our team members.

We are equally committed to being an employer of choice by staying aligned with the latest market trends and best practices.

By going beyond conventional standards, we drive positive change within our organization while positioning ourselves as active contributors to the economy. This aligns with our commitment to **SDG 8**, as we continuously promote decent work practices and support sustainable economic growth.

At COFICAB, we are committed to creating job opportunities and fostering talent retention. In 2023, **new hires made up 54% of our global workforce**, highlighting our continuous efforts to provide career opportunities, particularly for younger generations.

For instance, **our internship programs and university partnerships in Tunisia welcomed approximately 300 interns, with more than 10% being recruited**. While employee retention is not guaranteed, we aim to maintain annual turnover rates below 20% - a target we have successfully achieved in most of our operating countries.

We remain committed to continuously reducing turnover rates across all our entities.

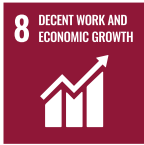
Notably, **in 88% of our operating countries, new hire rates exceed turnover rates**, reflecting our success in both expanding our workforce while retaining valuable talent.

1. OEC/ HUMAN RIGHTS

COFICAB Code of Conduct, also known as “Our Ethics and Commitment”, serves as the cornerstone of our resolution to upholding human rights and fostering a workplace environment built on integrity and respect. It acts as a formal guide, ensuring that all aspects of our operations align with the highest standards of ethical conduct.

Our Code of Conduct is rooted in a commitment to equal opportunity, ensuring that every employee is treated fairly and without discrimination. We are dedicated to maintaining a workplace free from violence, harassment, or intimidation, cultivating a culture of mutual respect and dignity.





COFICAB is a Top Employer

GRI 404

In addition, we enforce strict health and safety protocols to protect our employees' well-being, ensuring a secure and healthy workplace. We unequivocally support freedom of association and strictly prohibit the use of child or forced labor in all areas and aspects of our operations.

Our Code of Conduct emphasizes the importance of transparent and anonymous reporting mechanisms for any breaches or concerns. We recognize the value of empowering employees to raise issues confidently, knowing they are protected from any form of retaliation.

Upon receiving reports, our dedicated HR and Compliance teams conduct thorough investigations to promptly and effectively address any issues, reinforcing our commitment to accountability and transparency.

Consistent and clear communication about our Code of Conduct is essential to its effectiveness. We ensure every employee is well-informed through regular updates and awareness sessions.

By actively engaging our workforce and nurturing a culture of compliance, we aim to create an environment where ethical behavior is not only expected but also celebrated. Through these collective efforts, we reaffirm our commitment to upholding human rights and promoting ethical practices across our organization.

2. COFICAB AS AN EMPLOYER OF CHOICE

At COFICAB, we are committed to cultivating a workplace that attracts top talent and fosters professional growth and satisfaction. As part of our ongoing commitment to excellence in human resources management, we continually embrace the latest HR trends and best practices.

By embracing innovative approaches to recruitment, talent development, employee engagement, and beyond, we ensure that COFICAB remains an employer of choice in the automotive industry.





COFICAB is a Top Employer

GRI 404

An example of our commitment is the recognition we received as a “Top Employer” in Tunisia and Morocco for 2023. This prestigious certification reflects our focus on providing exceptional working conditions, encouraging continuous learning and development, and prioritizing employee well-being throughout our organization.

Furthermore, we are proud to share that in 2024, our sites in China, Portugal, Serbia, and Romania joined Tunisia and Morocco in earning this esteemed certification.

Additionally, our plants in the Americas have been recognized as a “Great Place to Work” since 2018, further emphasizing our ongoing commitment to excellence in employee satisfaction and engagement.

By the end of 2024, it is noteworthy that all COFICAB plants will have achieved at least one external certification in HR practices. This accomplishment reflects the collective efforts of our organization and HR teams worldwide in striving to be an employer of choice in every location we operate.

These certifications validate the effectiveness of our HR policies and practices in creating a supportive and rewarding work environment where employees can thrive and fulfill their potential.

We also remain steadfast in our commitment to upholding the highest standards of HR management, ensuring that COFICAB continues to attract, retain, and empower top talent around the world.





Nurturing Talent through Capacity Building

GRI 404

3. LEARNING AND DEVELOPMENT, AND GROWTH OPPORTUNITIES

At COFICAB, we recognize that investing in the continuous Learning and Development (L&D) of our employees is essential to their professional growth and overall satisfaction.

We are committed to offering a diverse range of learning opportunities tailored to the evolving needs of our workforce. Through our comprehensive approach to development, we aim to empower employees to reach their full potential and excel in their roles.

As we understand that each individual is unique, we provide training through e-learning platforms such as Coursera, Gamelearn, and AIHR.

Employees have the flexibility to engage in self-paced learning, allowing them to acquire new knowledge and skills at their convenience.

Among our L&D indicators, we are proud to highlight that the average training hours completed by our employees reached **35 hours**.

Notably, this commitment to learning is reflected in a balanced distribution across our workforce: **white-collar employees averaged 35 hours of training**, while **blue-collar employees followed closely with an average of 27 hours**.

Regarding the distribution between men and women, we report an **average of 37 hours of training for women compared to an average of 28 hours for men**.

In our efforts for inclusivity, we aim to minimize any currently existing gaps while enhancing our L&D KPIs.

At COFICAB, we provide variousb development opportunities to support career growth, prioritizing internal recruitment over external sourcing whenever possible. Our promotion rates across all organizational levels reflect our commitment to offering employees the chance to take on new challenges and responsibilities when they demonstrate readiness and capability.

Moreover, we encourage career mobility within COFICAB, facilitating opportunities for employees to explore different roles and functions across the organization.





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

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

CSR POLICY



Thinking Globally, Acting Locally

GRI 413

VI. LOCAL COMMUNITIES

COFICAB extends its commitment beyond its employees to include the **local communities** in which it operates. We are dedicated to building positive relationships with these communities through the implementation of our Corporate Social Responsibility (CSR) initiatives.

Our CSR initiatives encompass a wide range of activities, with a particular focus on those that directly impact the **environment and education** of local communities, in line with the two main pillars of our CSR policy.

Recognizing the crucial role that **education** plays in sustainable development, we actively engage in initiatives that enhance educational opportunities within our communities.

By supporting **SDG 4** and **ensuring quality education for all our relevant stakeholders**, we make this a central and strategic focus of our collective efforts.

I. CSR FRAMEWORK

At COFICAB, we have established a robust Corporate Social Responsibility (CSR) framework that forms the backbone of our commitment to sustainable practices towards our local communities. This framework is guided by our CSR policy, which outlines our principles, values, and objectives in integrating social, environmental, and ethical considerations into our operations.

Central to our CSR framework is the systematic setup and implementation of annual CSR plans, granting tangible outcomes that are documented in our global CSR report.

To assess the effectiveness of our CSR initiatives, we track several CSR metrics. Among these KPIs, we find:

- The annual CSR plan realization rate,
- CSR costs deviation to budget,
- Employee involvement through volunteering,
- Coverage rate,
- Safe CSR execution.

Comprehensive **social and environmental impact assessments** are systematically conducted to evaluate potential implications and mitigate any adverse effects before validating and implementing any CSR plan.

Furthermore, our CSR strategies are carefully aligned with the needs of local communities, with special attention given to supporting **vulnerable groups**.

Our CSR process is **inclusive and collaborative**, involving various stakeholders at different levels. This includes **Top Management, Corporate** and **Local CSR Committees** with representatives from **HR, Environmental Health & Safety (EHS), Sustainability and Communications departments**, as well as external partners such as **NGOs and local communities**.

By fostering synergy among these stakeholders, we ensure holistic decision-making and effective implementation of our CSR initiatives.



CSR Actions Indicators

GRI 413

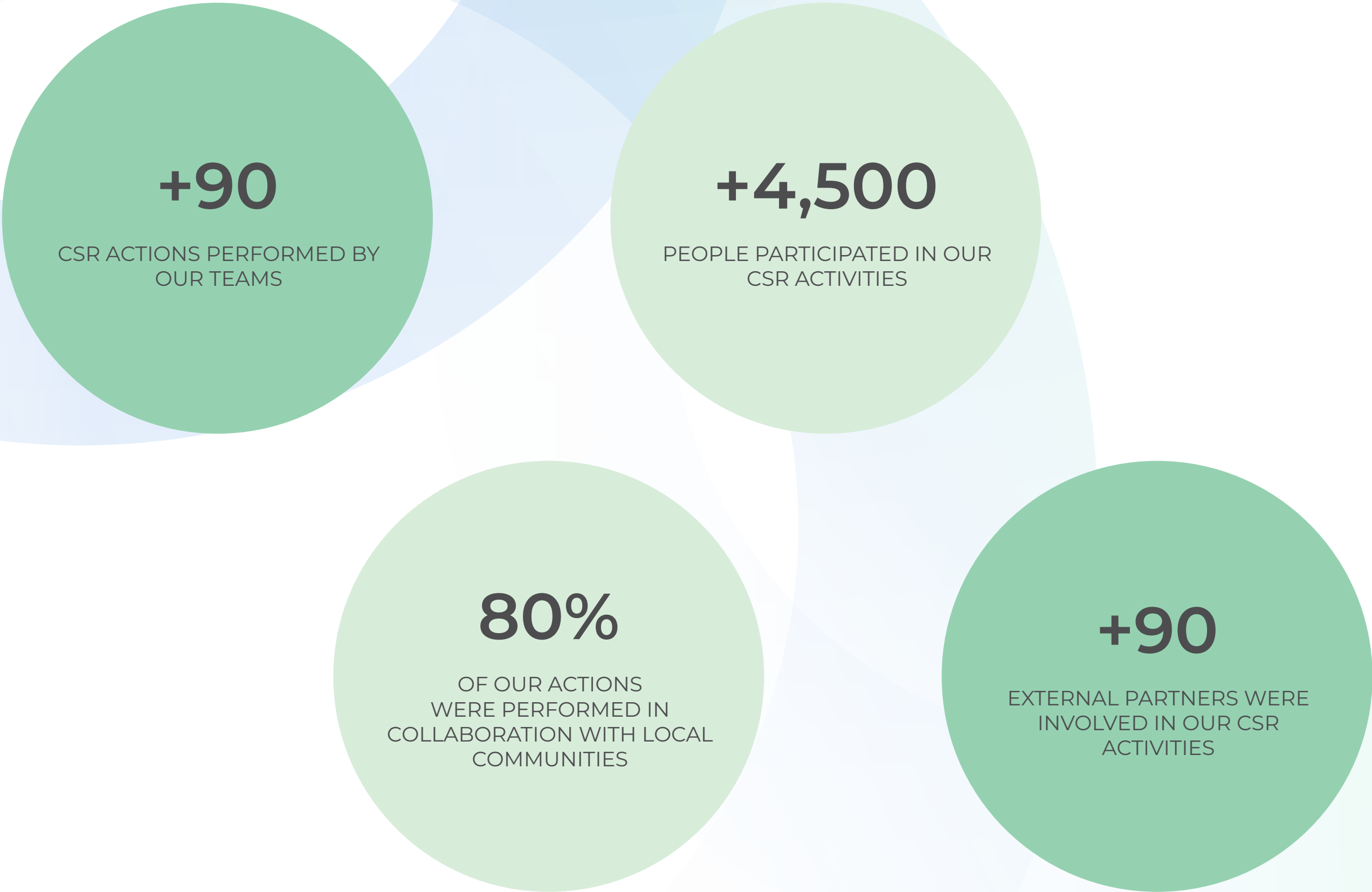
As a company operating in the automotive industry, we acknowledge that some of our operations may have some adverse social and environmental impacts on our local communities. However, we are **committed to minimizing these impacts** through continuous improvement initiatives and proactive measures.

As such, our internal committees are tasked with addressing such impacts and finding sustainable solutions.

Through our CSR procedure, we actively encourage our employees to participate in volunteering initiatives. We provide opportunities for our staff to engage in community service projects and support their efforts to make a positive impact beyond the workplace.

By fostering a culture of volunteering, we strengthen our connections with local communities while promoting employee engagement and personal development.

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





Celebrating International Women’s Day with Local Women Entrepreneurs

GRI 413

A STORY FROM COFICAB TUNISIA & MOROCCO

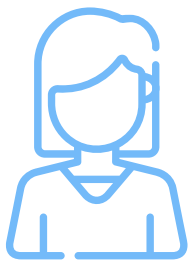
In celebration of **International Women’s Day**, COFICAB Tunisia and Morocco proudly organize **exhibitions** dedicated to honoring our **female workforce**.

This annual event welcomes **local women entrepreneurs and artisans**, providing them with a valuable networking platform to showcase their projects, promote their businesses, and expand their activities.

Participants have the opportunity to exhibit and sell their products, supported by COFICAB sponsorship, which provides vouchers to COFICAB women, as well as to our trainees and external staff.



+20
WOMEN ENTREPRENEURS
BENEFITED FROM THIS EVENT



+240
COFICAB WOMEN PARTICIPATED



Our Lifesaving Actions: Blood Donation Campaigns

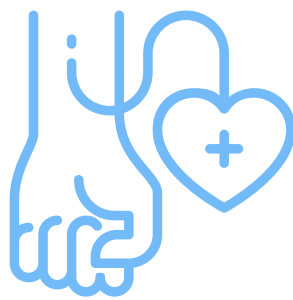
GRI 413

A STORY FROM COFICAB SERBIA, MEXICO, TUNISIA & MORROCO

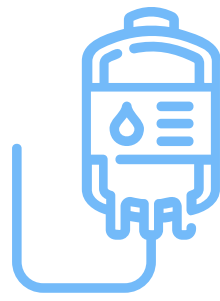
In line with our ongoing Corporate Social Responsibility (CSR) efforts, we organize **blood donation campaigns** across all COFICAB plants.

These campaigns are driven by a simple yet powerful goal: **to save lives**. By partnering with **local blood banks and medical institutions**, we provide our employees, interns, and external agents with the opportunity to donate blood and contribute to a noble, vital cause.

Through these initiatives, we aim to **raise awareness** about the **importance of blood donation** and inspire more people to become regular donors. Every drop counts, and together, we can make a meaningful difference in the lives of those in need.



+170
PARTICIPATED IN THE BLOOD
DONATION CAMPAIGNS



APPROX. 80L
OF BLOOD WERE DONATED IN SERBIA,
MEXICO, TUNISIA AND MOROCCO



Pink October: A Month of Awareness and Action

GRI 413

A STORY FROM COFICAB PORTUGAL, MEXICO, TUNISIA, AND MOROCCO

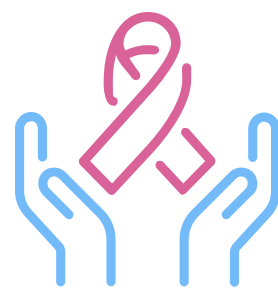
At COFICAB, Pink October is more than just a campaign, it is a commitment to **raising awareness**, empowering individuals, and making a difference in the lives of countless women. With early diagnosis and treatment, breast cancer has a cure rate of over 90%.

In honor of #BreastCancerAwarenessMonth, our teams across different sites joined forces with local stakeholders and doctors to organize early detection and awareness campaigns for our employees and the surrounding communities.

Our team worked closely with partners to organize comprehensive Awareness Campaigns, including checkup sessions for over **500 women** from **our communities at various local dispensaries**, as well as for over **500 women from our employee base**. Our goal was to highlight the importance of early detection, equip women with the knowledge needed to safeguard their health, and ensure that any case of suspected breast cancer receives support for a full screening examination.



+500
LOCAL WOMEN BENEFITED
FROM FREE CHECKUPS



+500
COFICABIANS PARTICIPATED
IN DIFFERENT SITES



Sponsoring Innovation

GRI 413

EMPOWERING THE NEXT GENERATION OF SUSTAINABILITY LEADERS

Innovation and sustainability are intrinsically connected. In today’s world, environmentally conscious innovation is more crucial than ever, and we are deeply committed to advancing this vision.

To foster this mindset in the next generation of engineers, COFICAB actively supports projects where students bring their theoretical knowledge to life by testing and building a vehicle from the ground up.

COFICAB’s journey with university student projects began in 2018, supporting a Formula Student team from Portugal.

Six years later, COFICAB now supports 16 projects across 6 countries and 14 universities, with several more in progress. These student-led teams compete in 9 different competitions, showcasing innovation and technical skill.

EMPOWERING THE FUTURE OF MOBILITY

Most of the student projects focus on Formula Student and Shell Eco-Marathon competitions. However, COFICAB also extends support to non-automotive projects, including MotoStudent and the Monaco Energy Boat Challenge, fostering diverse technical innovation beyond the automotive sector.

Formula Student challenges teams to design and build a single-seater prototype, competing in categories for internal combustion engines (ICE), electric powertrains, and autonomous vehicles. These prototypes undergo rigorous testing, evaluating key aspects such as acceleration, braking, handling, and aerodynamics.

In addition to building their prototypes, teams are required to prepare a detailed cost report, a business presentation, and demonstrate engineering design expertise. This holistic approach tests not only technical skills but also financial planning, business acumen, and design innovation.

The Shell Eco-Marathon challenges teams to develop either a prototype or an urban concept car, competing in categories that include internal combustion engines (ICE) and electric vehicles. Some of our supported teams even experiment with hydrogen fuel cells as part of their energy solutions.



Sponsoring Innovation

GRI 413

MotoStudent, similar to Formula Student, challenges teams to design and build a motorcycle, with competition categories for both ICE and electric engines.

The Monaco Energy Boat Challenge is an international competition focused on eco-sustainable nautical innovation. Teams compete in three different categories: Energy, Solar, and Open Sea, each promoting advancements in environmentally friendly maritime design.

Given our presence in the automotive industry, we believe it is our duty to support these student projects, providing them with the necessary resources and guidance to apply their learning effectively, and drive innovation in their work.

Through financial support and the provision of products, we are eliminating barriers that may hinder their ability to participate and succeed in these competitions.

Moreover, by sharing our knowledge with them, we are transferring years of practical and professional experience, enriching their learning and helping them reach new heights.

FOLLOW US TO A SUSTAINABLE FUTURE

The road to sustainability is undeniable and irreversible. By fostering sustainability among engineering students, we are ensuring that environmentally conscious ideas are ingrained in the engineers of tomorrow, paving the way for the development of more sustainable practices in the future.

Moreover, by providing them with sustainably made wires and cables, we demonstrate that top-tier quality and sustainability can coexist harmoniously, proving that sustainability does not compromise performance, as is often believed.

Together with our partners, we are driving engineering toward a sustainable future.





Occupational Health and Safety Policy

GRI 403

COFICAB OH&S POLICY

A COMMITMENT TO PROTECT OUR PEOPLE

COMPLIANCE WITH OHS REGULATIONS

COFICAB is strongly committed to Comply with all relevant regulations and requirements regarding OH&S by implementing a dynamic and effective system, enabling the access and the update of those requirements.



PRODUCTS, PROCESSES, & SERVICES IMPROVEMENT

COFICAB is determined to continuously improve its processes, products, and services in favor of OH&S performances considering the well-being of all concerned parties: employees, contractors, visitors, customers, and suppliers.



ZERO INCIDENT CULTURE

COFICAB aims to promote a culture of “Zero Incident”, by setting ambitious OH&S targets, reviewing periodically, and involving its employees.



EMPLOYEE ENGAGEMENT

COFICAB is committed to the process of consultation and participation of the employees and, where they exist, the employees’ representatives.



OHS PREVENTIVE APPROACH

COFICAB’s challenge is to rise OH&S risks awareness and prevent accidents by dealing in advance with all possible/potential health and safety incidents. COFICAB promotes a preventive approach by establishing health and safety education (training, awareness, communication, and involvement).



EMPLOYEE PROTECTION

COFICAB is set to protect all its employees from occupational health (injury and illness) and safety incidents, focusing its actions on a preventive approach, respecting the hierarchy controls of the OHS standards starting by the hazard elimination (if it is possible) and finishing on the necessary personal protective equipment. COFICAB's priority is to emphasize the effort on critical OH&S risks such as noise, working at height, machine safety, handling of chemicals and fire.





Safety is our Priority

GRI 403-1

At COFICAB, we are dedicated to providing optimal working conditions for all our direct and indirect employees.

By prioritizing health and safety across our premises, we not only safeguard our employees' well-being but also drive organizational success. This focus fosters a positive work environment, minimizes risks, and strengthens our reputation and competitiveness in the market.

COFICAB aims to implement ISO 45001 in all plants, in order to provide a framework to establish, maintain, and continually improve OH&S management systems. Three sites have already achieved the certification; COFICAB Tunis, Medjez El Bab, and Tangier.

Looking ahead, COFICAB plans to expand ISO 45001 certification across additional sites in the coming years, with the goal of achieving full certification for all locations.

The decision to pursue certification for all sites is driven by several recognized advantages, which will enable our company to establish a more effective structure for OH&S risk management, provide safer and healthier workplaces by eliminating hazards and persistent risks, and enhance the organization's performance in this area.

This requirement is also mandated by some customers, making it essential to align with and respond to their expectations.

The current system is designed in accordance with the internationally recognized ISO 45001 standard, encompassing all direct and indirect activities identified by our organization, as well as all direct and indirect workers.

In 2024, the Group conducted a "Best Place to Work" recognition initiative, with North America Region earning this distinguished acknowledgment.





Occupational Health Programs

GRI 403-2

We continuously strive to strengthen our risk management practices to quickly identify and mitigate risks, ensure compliance with legal and regulatory standards, promote employee well-being, enhance overall performance, and address potential risks that could impact internal objectives.

COFICAB has developed its internal OH&S system, procedures, and instructions in alignment with the ISO 45001 standard and relevant legal requirements. This framework enables effective risk identification and evaluation, facilitating action plans aimed at eliminating or reducing significant risks. To ensure compliance and effectiveness, these tasks are carried out exclusively by qualified personnel with the necessary expertise, supported by a multidisciplinary team.

An important aspect of this process is the active inclusion of workers in the identification and assessment of risks. Their involvement is a valuable source of information, ensuring that the process covers all types of activities and that no potential hazards are overlooked.

Any incident that occurs is thoroughly investigated, as required by legal and regulatory standards, with worker involvement in the process. The actions taken follow the control hierarchy established by international regulations to ensure effective resolution and risk mitigation.

GRI 403-3

We provide occupational health care at our facilities through medical and nursing services. The objectives of occupational medicine are to promote, maintain, and monitor occupational health. This service, a legal requirement, ensures the verification of employees' fitness for work and employability prior to their admission, followed by continuous monitoring through periodic medical examinations defined by the occupational medicine team.

In parallel with the occupational medicine service, risk assessments are carried out at workplaces with the aim of identifying and evaluating possible dangers and risks to workers' health, as well as finding and implementing the respective prevention measures.

In general, and in order to comply with legal requirements, all sites have established worker representation, with the aim of periodically addressing various issues related to the organization's OH&S matters.

GRI 403-4

Among various responsibilities, these committees aim to act as a “bridge” between workers and company management, participating in the organization's decision-making processes related to OH&S matters.

There are several forms of consultation and participation available, including periodic committee meetings, hygiene and safety surveys, a complaints portal, and active involvement in all phases required by the ISO 45001 standard.





Promoting OH&S Culture

GRI 403-5

In order to meet the international standard requirements, OH&S training is provided to all contractors controlled by the organization. This process begins before job initiation, when COFICAB OH&S requirements are sent to external contractors to anticipate all potential risks that may arise during the activities to be performed.

Safety rules are also distributed at the gate, along with a brief introduction to the company’s safety policies. In parallel, a strong visual campaign is implemented to raise awareness among all workers about the hazards and risks associated with our activities, as well as the preventive measures in place to reduce these risk levels.

Following hiring, we provide all employees with OH&S training related to their daily activities. OH&S rules are also distributed to our visitors to inform them about the main risks and compliance requirements within the premises. It is our commitment to protect not only our employees but also our visitors, contractors, and anyone else present on our sites.

GRI 403-6

In order to promote the OH&S of all our workers and those under organizational control, all applicable laws and regulations are applied globally. Working medical services are provided in accordance with local qualifications, ensuring that all necessary periodic health monitoring is conducted by specialized teams.

This type of service plays a fundamental role in the organization, as it helps to anticipate both physical and mental health issues among all workers.

Additionally, several initiatives to promote a healthy culture are also implemented globally, such as healthy eating campaigns, tobacco elimination programs, continuous promotion of sports activities, vaccination campaigns, and encouragement of outdoor activities.

GRI 403-9

To monitor the effectiveness of all the activities mentioned above, various OH&S indicators are used to analyze the performance and trends of the OH&S management system.

Currently, the company is aligned with WHO’s most relevant and classical indicators: Frequency, Incidence, and Severity rates.

Indicators	2021	2022	2023
Frequency rate	8	10	8
Incidence rate	121	171	144
Severity rate	169	177	224

Based on the incident investigations, COFICAB has consistently implemented important projects to reduce occupational health and safety incidents, including the redefinition of shopfloor layouts and handling projects that significantly reduce OH&S incidents and improve production flow.

[FOREWORD](#)[COMPANY](#)[SUSTAINABILITY](#)[PLANET](#)[PEOPLE](#)[PROSPERITY](#)[APPENDIX](#)

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

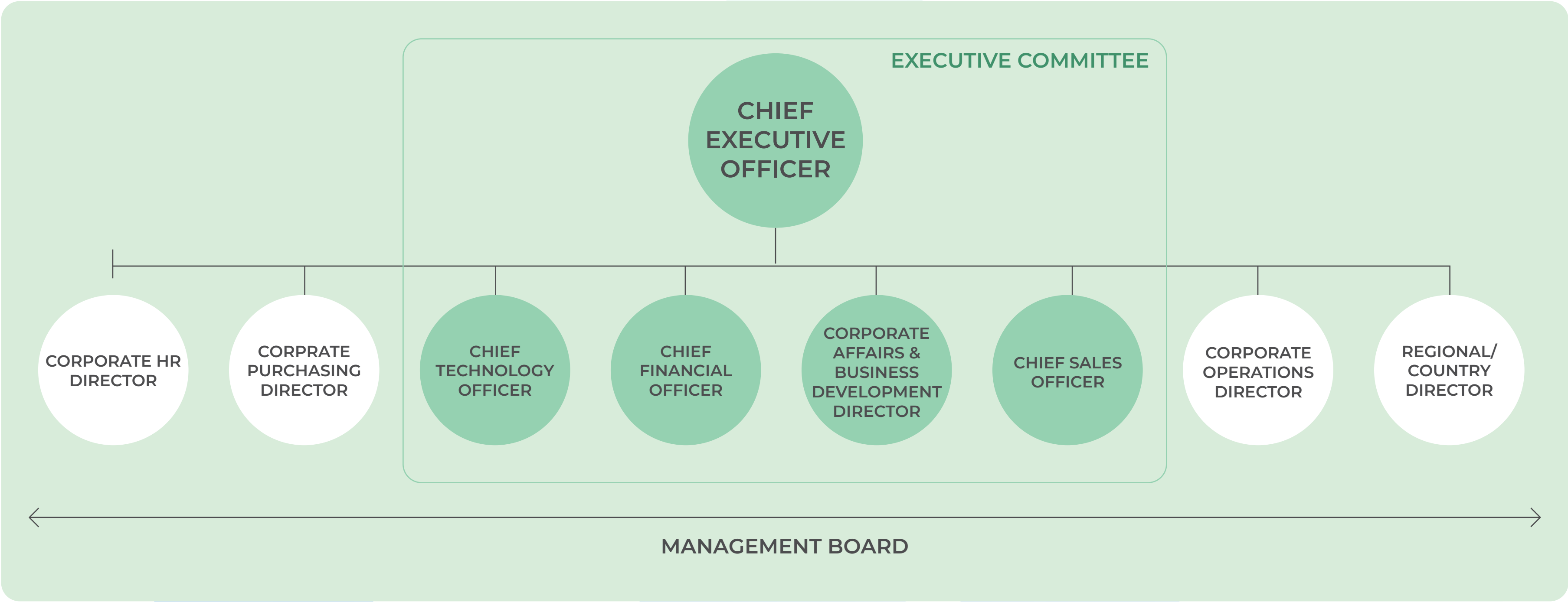
The Executive Committee, led by the Chairman and CEO and consisting of four C-Level Executives from Technology, Sales, Finance, and Corporate Affairs, is responsible for overseeing the development and execution of the global strategy, ensuring alignment with the objectives set by the Board of Shareholders.

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

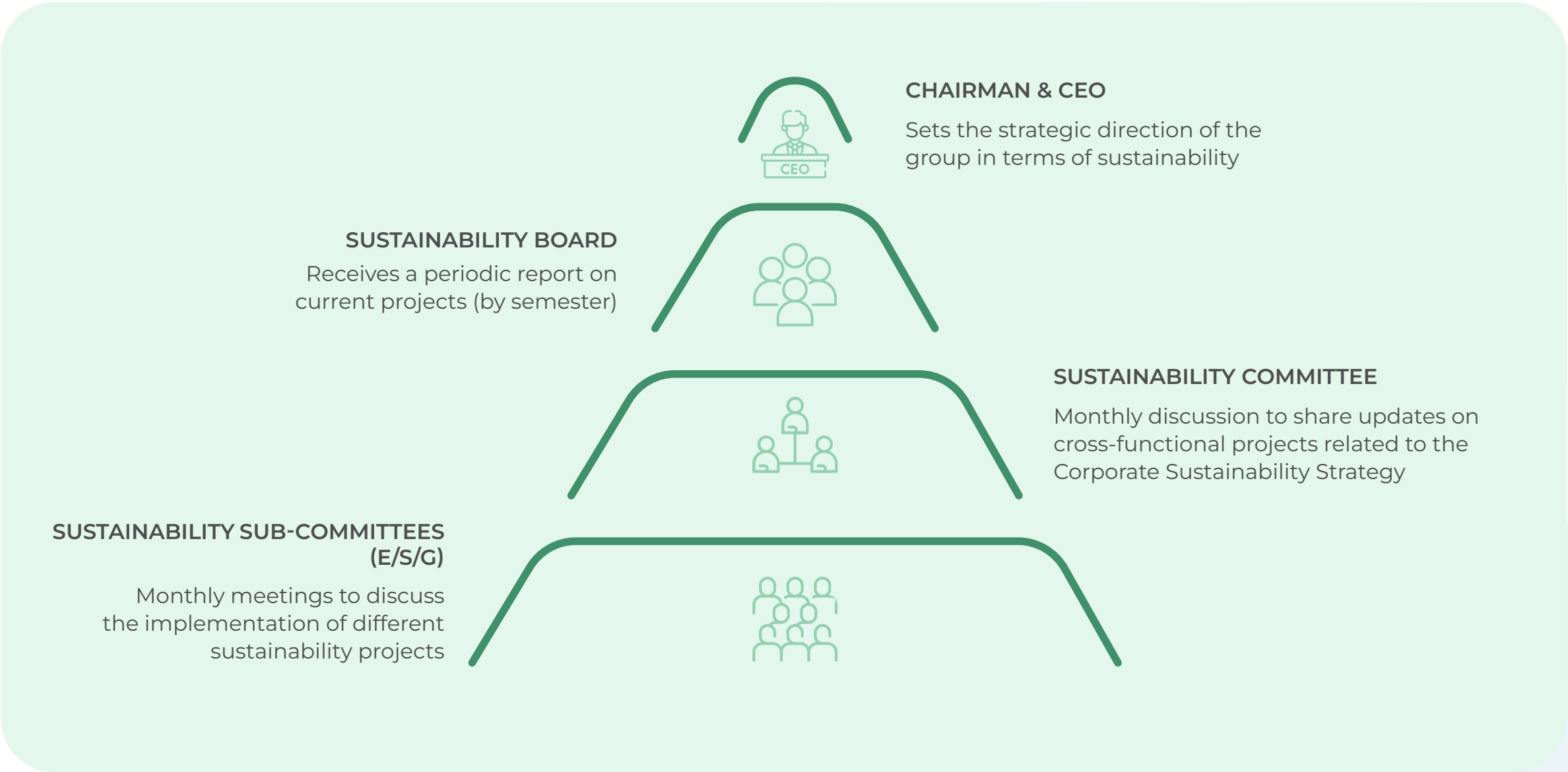
SUSTAINABILITY BOARD AND COMMITTEES

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's 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.

It 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

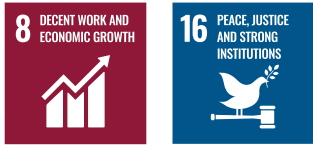
The committee is responsible for coordinating across the sub-committees to ensure effective implementation of the sustainability strategy set by the Sustainability Board. It also collaborates with cross-functional heads to assess the progress of sustainability programs.

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 SUMMIT

The Sustainability Summit, a two-day event organized within our company, brought together a diverse group of participants to discuss and explore the Group’s vision for sustainability.

The summit covered a range of topics aligned with our strategic targets, showcasing current and future initiatives designed to promote sustainable practices across our operations.

Through engaging presentations and collaborative discussions, participants gained insights into our sustainability strategy and the collective efforts needed to drive meaningful change within our organization.

SUSTAINABILITY AWARENESS CAMPAIGN

The campaign aims to raise awareness and inspire action within our organization and the communities where we operate.

This initiative reflects our commitment to creating a more environmentally conscious and socially responsible workplace.

SUSTAINABILITY AWARD

To enhance and reinforce sustainable performance across all our global production sites, we are finalizing the launch of a Sustainability Award process and platform.

Set to launch in its first edition in 2024, the award will assess results and progress in four categories:

- **Health and Safety,**
- **Social Responsibility,**
- **Environmental Performance,**
- **Climate Action and Energy.**

Our business activities are evaluated based on specific Key Performance Indicators aligned with the Sustainable Development Goals (SDGs) and ESG criteria.

An award will be given for the best performance in each of the four categories, along with a fifth prize for the best overall performance.

In a transparent process, all the plants will share their results and will be committed to supporting their data with relevant evidence, pre-identified and selected during our award process.

Each production site within COFICAB will participate, with the goal of driving continuous improvement and sharing best practices.





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 57% 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.

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.





Upholding our Business Integrity

GRI 2-23

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. Stakeholders may report concerns using the available channels [on our website](#).

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.

89%

METAL SUPPLIER CODE OF CONDUCT
SIGNED IN 2023



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 are also systematically organized for new recruits to facilitate their integration within our Ethics and Compliance culture.

Additionally, regular Code of Conduct refreshers are conducted for 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 is 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 establishes the framework for data integrity, ensuring that data remains accurate, consistent, secure, and easily accessible for decision-making, compliance, and operational efficiency.

By setting clear policies, procedures, and standards for data management, data governance ensures that data-driven decisions are reliable and aligned with business objectives. It also promotes regulatory compliance and mitigates risks associated with data breaches or misuse.

COFICAB is investing in robust data governance practices to harness the full potential of their data assets. This investment drives innovation, enhances operational efficiency, and builds trust among stakeholders.

DIGITALIZATION AND CLOUD MITIGATION

To enhance data management and consolidation, COFICAB is actively focusing on two key areas: **digitalization**, which plays a pivotal role in reshaping industries, economies, and societies in the modern era, and **migration to the cloud**, which is becoming increasingly vital for organizations seeking agility, scalability, and cost-efficiency in their IT operations.

DATA SECURITY AND PRIVACY

In today's interconnected world, businesses and individuals rely heavily on digital technologies. As a result, cybersecurity measures have become crucial for preventing unauthorized access, data breaches, and malicious activities.

To address these challenges, COFICAB has developed a robust cybersecurity strategy that includes the implementation of advanced defense mechanisms and solutions designed to proactively detect and mitigate cyber threats.





Cybersecurity, a Shared Responsibility

GRI 2-23

Additionally, COFICAB has launched a comprehensive cybersecurity training program for all employees to raise awareness and foster a culture of responsibility and vigilance, encouraging everyone to play a role in protecting sensitive data and maintaining digital privacy.

Our commitment to data security and privacy goes beyond mere compliance - it is about preserving trust, fostering transparency, and ensuring the integrity of our digital ecosystem.

Our IT teams are dedicated to adopting green technologies and sustainable approaches, reinforcing our commitment to protecting the environment and driving sustainable development.

Green technologies include a wide range of innovations designed to lower carbon emissions, reduce waste, and preserve natural resources. Adopting these technologies is essential in addressing climate change and its negative impact on our planet.

By integrating energy-efficient practices in industries and buildings and embracing sustainable manufacturing processes, we pave the way for a healthier, cleaner, and more sustainable future for generations to come.



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