



Corporate Social Responsibility 2025

ENCOPIM

info@encopim.com

www.encopim.com

Tel: +34 935 942 347

Carretera de Santiga 104,
Ripollet, Spain, 08291

ENCOPIM
BRAINCRAFTED TEST RIGS

TABLE OF CONTENTS

MESSAGE FROM THE CEO	3
COMPANY OVERVIEW	4
Safety	5
Powertrain	6
GOVERNANCE AND ETHICS	7
Ethical leadership	7
Governance structure	7
Ethical practices	8
ENVIRONMENTAL RESPONSIBILITY	11
Environmental policy	12
Energy management	13
SOCIAL RESPONSIBILITY	14
Committed to people	14
Diversity and integration	15
INFORMATION SECURITY	17
SUMMARY	18
Contact Information	18

MESSAGE FROM THE CEO

Dear reader,

I am glad to share our annual report on Corporate Social Responsibility with the aim of providing an overview of ENCOPIM's performance within the automotive industry and our devotion to conducting business ethically and honestly. We are committed to our core values: customer care and engineering excellence.

It's important to know the policies and guidelines you are required to follow and use them as a guide when making decisions that affect the company.

Every one of us has an important role to play. If we continue to lead with integrity and live up to values, there is nothing we can't achieve.

I look forward to working with you in 2025 to make our company the best it can be.



Perfecte Sanchis
Chief Executive Officer
6 February 2025

"Customer care and engineering excellence remain our main pillars for our 30th year anniversary in 2025."

COMPANY OVERVIEW

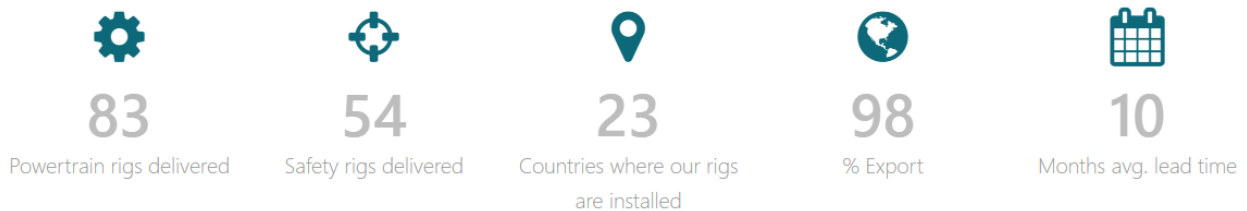
The company with headquarters in Ripollet (Barcelona) is a leading SME in development, manufacturing, installation, commissioning and later servicing of turnkey testing equipment. In the automotive sector ENCOPIM supplies customers with passive safety equipment (e.g. crash simulation systems and impact test machines) or powertrain test rigs (e.g. for shafts).

Shanghai ENCOPIM Technologies Co., Ltd. is the daughter company located in Shanghai (China), while a network of sales representatives, agents and service providers located in the following sites, among others, covers the most relevant regions for the automotive industry:

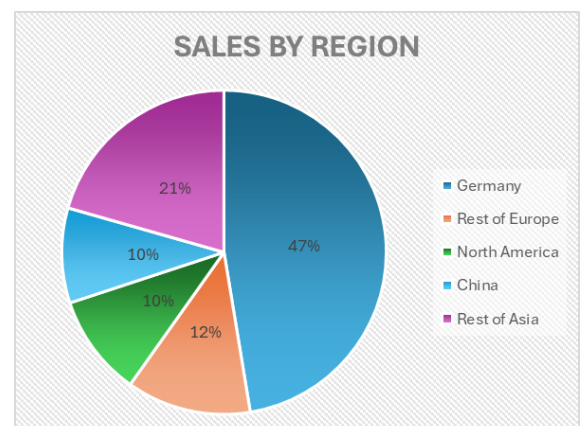
- Darmstadt (GERMANY)
- Warwick (UNITED KINGDOM)
- Midland (MI, USA)
- Pune (INDIA)
- Gyeonggi-do (KOREA)
- Bangkok (THAILAND)



In numbers



Most of our test rigs are exported, being Germany our main market.



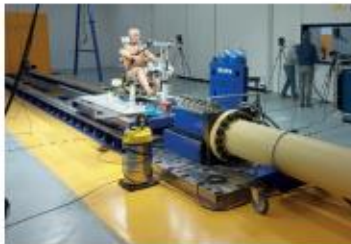
Regarding the equipment manufactured, it is divided in two main families:

Safety



CRASH SIMULATION

Based on hydro-pneumatic technology which allows having high energy-densities at the same time that high accuracy on the acceleration pulses, our crash simulation systems can be used for sled tests as well as for lateral impacts simulation.



SCAT



HyperG



ALIS

IMPACT

The family of impact test rigs has been in the house for almost two decades and has evolved to cover the market needs in passive safety testing ever since. From pedestrian testing to interior components' tests, precision, productivity and usability are key features of any of our impact rigs.



DITS



CITR



BP

MECHANICAL INTEGRITY

This category embraces quasi-static test rigs powered by either servo-hydraulic or servo-electric actuators to tests seats, their anchorages, car body resistance, etc.: a diverse family to test the mechanical compliance of a wide variety of components.



SBA



SIRC



SSS

Powertrain

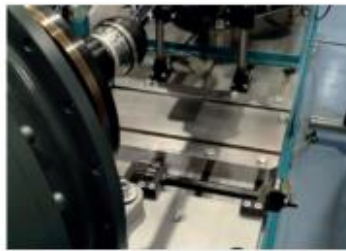


DRIVELINE

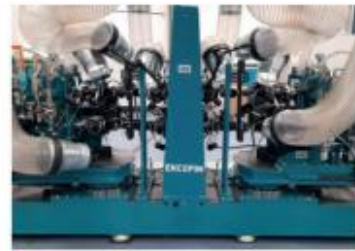
In this family of test rigs testing loads are exerted by means of servo-electric actuators (torque motors) feed with power drives (low voltage AC converters) and closed-loop controlled. In comparison with traditional servo-hydraulics, servo-electric technology is more energy-efficient, maintenance free, cleaner, and quiet.



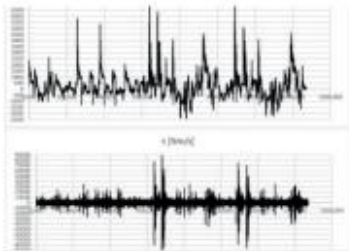
FATIGUE



QUASI STATIC & FATIGUE



ENDURANCE 4-SQUARE



DURABILITY HIGH-TORQUE RATE



DURABILITY HIGH-SPEED



FUNCTIONAL



NOISE & VIBRATION



BOOTS



TRANSMISSIONS

Multi-motor test rigs are a robust and versatile solution to test transmission components such as gearboxes, differentials or eDrives. Up to five eMachines can be set onto a bedplate to simulate part or the whole transmission chain from ICE/EM to the wheels.



differentials

transfer boxes

active
powertrain
components

eDrives

All these test rigs are delivered as a turn-key customized equipment, being supported along the complete lifetime from concept design based on customer requirements to maintenance activities.

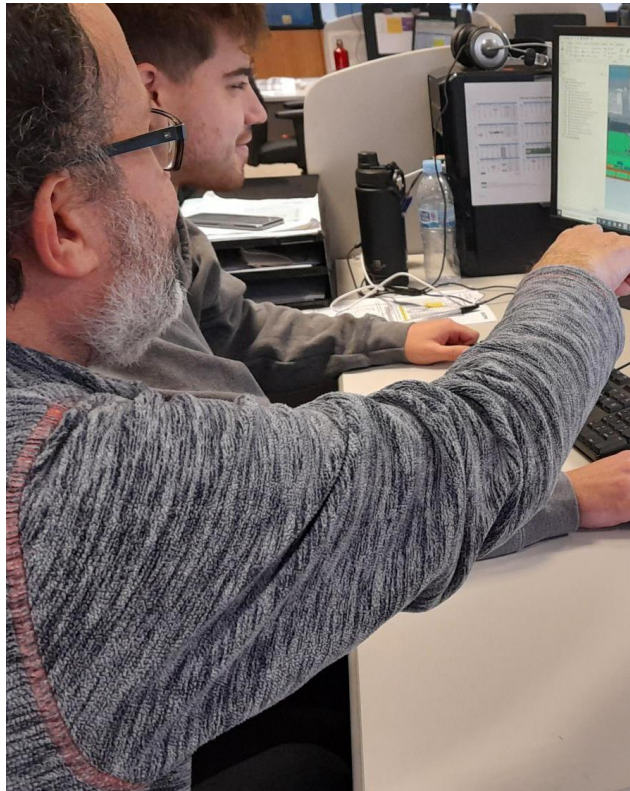
GOVERNANCE AND ETHICS

Ethical leadership

ENCOPIM is a company grounded in integrity, trust, and honesty. How we do things is as important as what we do.

Our Code of Conduct provides us with the guidance and confidence we need to make the right choices, no matter what our role or where we are in the world. Everything we do is guided by one unwavering objective: to do what's best for our customers. Appreciating them and working each day to earn their loyalty is what drives us to make better and innovative testing solutions.

Innovation, customization, support, expertise and sustainability form the foundation on which our business is built. Our customers rely on our knowledge to safely and reliably test rigs.



Governance structure

At ENCOPIM there is a designated Human Rights Officer (HRO) with the task of monitoring sustainability and/or human rights risks. This task is best performed if kept strictly separate from the everyday ongoing operational due diligence.

HRO's main functions are:

- Regularly checking operational compliance with the company's human rights and environmental policies and statutory requirements.
- HRO is available to all staff for advice on human rights and environmental issues.

- Might make suggestions for remedial actions regarding violations identified by other staff and carries out the necessary actions.
- Liaises with senior management and proposes risk management improvements.
- Briefs senior management, at least once a year, on risk management position.

At ENCOPIM the HRO is Ms. Carme Oliver Riera, our Internal Manager.

Ethical practices

ENCOPIM always expects its employees to act responsibly and ethically in the company's operations. This policy provides information and guidance on how employees should act about business ethics issues.

ENCOPIM commitment is:

- We act with honesty and integrity, avoiding real or clear conflicts of interest in personal and professional relationships. In good faith, responsibly with due care, competence, carefulness, and financial responsibility.
- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.

- ENCOPIM does not tolerate any form of corruption, extortion and bribery. Employees may not give, promise, offer, request, or receive compensation or benefits that conflict with applicable laws, good business practice



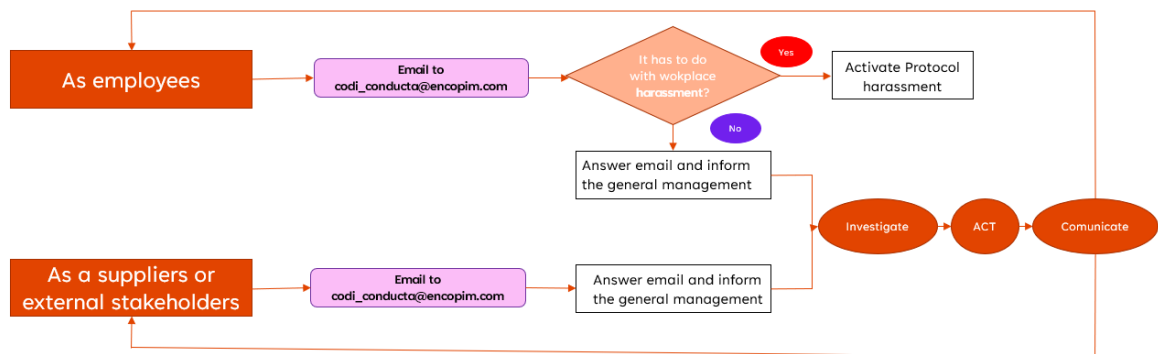
- or which may affect or be considered to affect the objectivity of decision-making. All issues regarding gifts, hospitality and other benefits must be dealt with openly, moderately, and responsibly.
- Fair competition and anti-trust. Employees may not be party to any form of agreements, contacts or actions that aim at or result in preventing, restricting, or distorting competition. Employees must manage contact with competitors with care and in a way that ensures compliance with competition regulations.

- Employees must present ENCOPIM's products and services in a way that is accurate and fair. All marketing should be designed responsibly and be carried out in accordance with applicable rules, good marketing practice and requirements under other legislation, such as rules on data protection.
- Conflicts of interest. Employees must avoid contexts in which their own interests or those of relatives or friends may risk conflicting with what is best for ENCOPIM. Private interests and external activities must not affect, or be considered to affect, the judgement or actions of employees when carrying out their work for ENCOPIM. When the risk of a conflict of interest arises, the immediate supervisor must be informed and is responsible for taking appropriate action. If there is a conflict of interest, the employee in question may not make decisions in the matter on ENCOPIM's behalf.



- Disclosure of information. Information about ENCOPIM's operations must always be handled with sound judgement and caution. Information that is business-critical, valuable, or sensitive for ENCOPIM must be regarded as confidential and be kept classified. A non-disclosure agreement must be entered into when exchanging information with an external party. Information within research and development is often confidential and, in some cases, patent protection can be attained.
- Export controls and economic sanctions. The sanctions may take the form of restrictions on trading, financial transactions (import & export), and travel. The commercial department is responsible for ensuring compliance with any international sanctions that are in place. Regular checks must be made against ENCOPIM's customer and supplier registers to ensure that sanctions are followed.
- Privacy and confidential information. All employees and directors have an obligation to safeguard confidential information about the Company and confidential information that our suppliers, customers, associated partners and contractors. Confidential information is information:

- that has not been disclosed to the public.
 - that gives ENCOPIM's business an advantage over our competitors
 - that could expose ENCOPIM to harm or liability if released prematurely or inappropriately.
- Contribute to society by producing high-quality products and services of good value. Under no circumstances does ENCOPIM allow the use of counterfeit parts
 - We have established specific measures when a complaint may present a significant risk of retaliation against the complainant. The person responsible for the email (codi_conducta@encopim.com) works with full respect for confidentiality to mitigate the risks of reprisals.
 - There is a code of conduct referring to ethics and integrity that is made available to all employees. In this document, the complaint mechanism for a breach of this code is clarified (see below flow diagram).



ENVIRONMENTAL RESPONSIBILITY

This section describes the requirements of the Environmental & Energy Management System (EEMS) policies. The EEMS manages:

- EEMS procedures,
- Key EEMS records and,
- Standard Operational Procedures for DEPARTMENTAL activities.

All elements of EEMS are required to be implemented.

Within the EEMS, the Environmental Management Program identifies the requirements for achieving environmental objectives and targets for 2025.

Objective	Action	Estimated Cost	Estimated Saving
Energy use	Renewable energy	20.000 €	30% energy cost
	Reduction emissions CO2		
Waste Generation	Minimize waste	1.500 €	10%
Water Consumption	Water quality	300 €	10%
Paper use	Reduction	350 €	10%



Environmental policy

ENCOPIM is committed to minimizing the impact its activities have on the environment. We will always strive to continually improve our performance to ensure that the protection of the environment is a key consideration across all aspects of our industry.

At ENCOPIM we assume the commitment to develop our activities considering:



- Minimize waste by evaluating the environmental performance of our operations and ensuring they are as efficient as possible.
- Improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials. Control the internal consumption of water in our facilities
- Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment.
- Reduce operational emissions using renewable energies limiting our contribution to climate change.
- Reduce operational emissions using renewable energies limiting our contribution to climate change.
- Minimize toxic emissions and discharges arising from our activities.
- Take environmental considerations into account when selecting our suppliers.
- Dispose of waste in a safe and reasonable manner.
- Actively promote recycling both internally and amongst our suppliers.
- Meet or exceed all the environmental legislations, regulations and policies related to our activity.

We will ensure this policy is implemented throughout our operations by:

- Ensuring all our employees understand the environmental impact of their jobs and tasks.
- Informing all suppliers of the requirements to comply with our environmental policy when providing us with goods and services.
- Providing the management of resources necessary.

- Periodically reviewing environmental issues at the highest level within our organizations.
- Reviewing the policy and its effectiveness on an annual basis.

Energy management

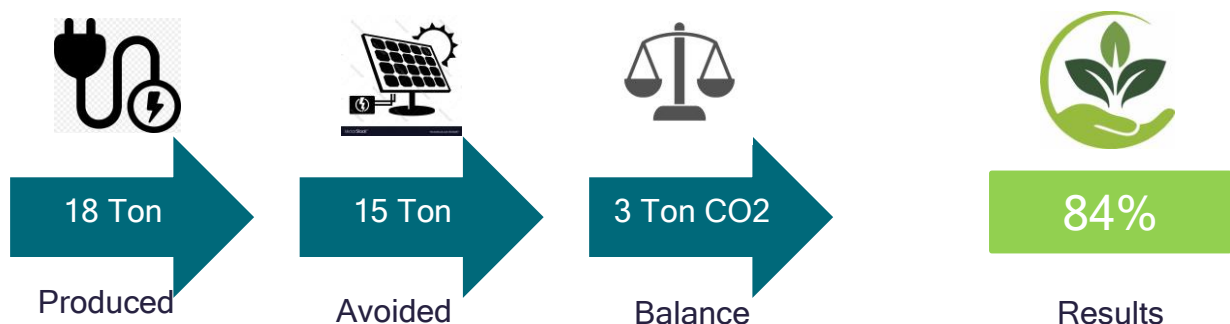
All of our employees must keep in mind the importance that saving energy has to the economy of our company and country, and must adopt an approach that is focused on the efficient use of energy resources, as we all are responsible to fulfill our commitment by increasing energy efficiency, commence and complete actions related to energy savings by starting from important points of consumption, and to reach the projected improvements at the end of these activities.



At ENCOPIM we assume the commitment to develop our activities considering:

- To adopt sound manufacturing practices to minimize energy consumption.
- To work continuously to improve the efficiency of operations and for the conservation of energy and the use of resources with minimal environmental impact.
- To provide resources for energy efficient and state-of-art technologies in products, processes, and services during manufacturing.
- To continually review and improve energy performance.
- To promote renewable energy and green initiatives.
- To comply with all applicable regulations and statutes concerning energy use, consumption, and efficiency.
- To inculcate the principles of energy conservations in its people and processes on a continuous basis.

We have a field of 56 solar panels (installed power 30 kWn) that covers 84% of the energy we need reducing our CO₂ footprint by 14,99 ton/year.



SOCIAL RESPONSIBILITY

ENCOPIM is committed to respect, promote, and fulfil the rights of work, specially:

- Freedom of association and effective recognition of the right to collective bargaining.
- Elimination of all forms of forced or obligatory labor.
- Effective abolition of child labor.
- Elimination of discrimination in employment and occupation.

Different policies strictly fulfilling worldwide employment regulations are applied in terms of working time, physical and mental working conditions, remuneration, personal data protection, continuous training and social dialogue.

Committed to people

ENCOPIM's commitment to people is made tangible initiatives such as:

- Our yearly Solidary Lunch event in which each employee cooks lunch at home and brings it to the headquarters so it can be shared with the rest of colleagues. A cash box is left on the table and everyone could put in some coins to help raise



money for La Marató, a solidarity huge event organized by the regional TV channel that every year allocates the money for investigation on a different medical topic. The money collected is doubled by the company Management and sent to La Marató's account.

- Every Christmas our employees receive a “bread box” containing several treats elaborated (mostly handcrafted) by people with special needs working at L’Olivera, a cooperative entity with the idea of creating a community of life and work that, on the one hand, would integrate people with difficulties, especially those in more disadvantaged social situations, and, on the other, would propose a productive economic solution based on the area's own values (see Olivera.org).



Diversity and integration

ENCOPIM’s criteria and procedures for the recruitment of employees embrace the principle of equality and non-discrimination based on the grounds of gender, race, national or social origin, social class, birth, religion, disability, sexual orientation, union association, political opinion, age or any other condition.



In summary, ENCOPIM is aligned with the 2030 Agenda and the Sustainable Development Goals (SDG) and specifically with SDG 3: “Ensure healthy lives and promote well-being for all at all ages”, SDG 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”, and SDG 10: “Reduce inequality within and among countries”.

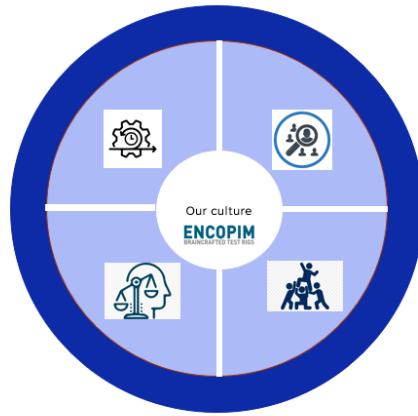
This policy relates to all ENCOPIM employees worldwide. ENCOPIM will always comply with applicable laws and collective labor agreements that are in force.



We lead with agility and innovation
 Defy the status quo, move fast, learn, adapt and innovate with impact



We win with purpose and integrity
 Act with uncompromising ethics, preserving human rights and advance equity and sustainability



We focus on customers first
 Solve big problems
 Deliver on commitments
 100% support



We grow together
 Diversity and inclusion
 Collaborate for best results
 Have brave conversations



INFORMATION SECURITY

This year 2025 ENCOPIM has become TISAX certified. Trusted Information Security Assessment Exchange (TISAX), is an assessment and exchange mechanism designed to ensure information security within the automotive industry. It was developed by the ENX Association and published by the German Association of the Automotive Industry (VDA).



The goals that as a company we intend to cover are the following:

- Maintain the technological infrastructure both reactively and proactively.
- Protect ourselves against external attacks and leaks in data entry.
Accessing the records of fraudulent activity if applicable.
- Preserve all information in general: confidential data, personal data, etc.
- To protect and control the outflow of information from ENCOPIM to the outside world, ensuring the protection of the information that is part of ENCOPIM's know-how.

To achieve this certification, the implementation of many changes in our files' organization, IT, server, communication procedure, etc. was necessary, together with a couple of audits: one internal and another one external.

SUMMARY

In this report, we have outlined our commitment to sustainable and responsible business practices. Our initiatives in environmental conservation, social responsibility, and economic development have made a significant impact, and we are proud of the progress we have made.

Looking ahead, we are dedicated to furthering our CSR efforts with ambitious goals for the coming years. We plan to expand our environmental programs, enhance our community engagement, and continue to uphold the highest standards of ethical conduct.

We extend our heartfelt thanks to our employees, partners, and community members for their unwavering support. Your contributions have been invaluable to our success.

We invite you to join us on this journey towards a more sustainable future. Your feedback and participation are crucial to our continued growth and improvement. Please feel free to reach out to us with any questions or suggestions.

Contact Information:

Email: info@encopim.com

Phone: +34 935 942 347

Social Media: <https://www.linkedin.com/company/encopim>

Together, we can make a difference.

ENCOPIM

BRAIN-CRAFTED TEST RIGS