

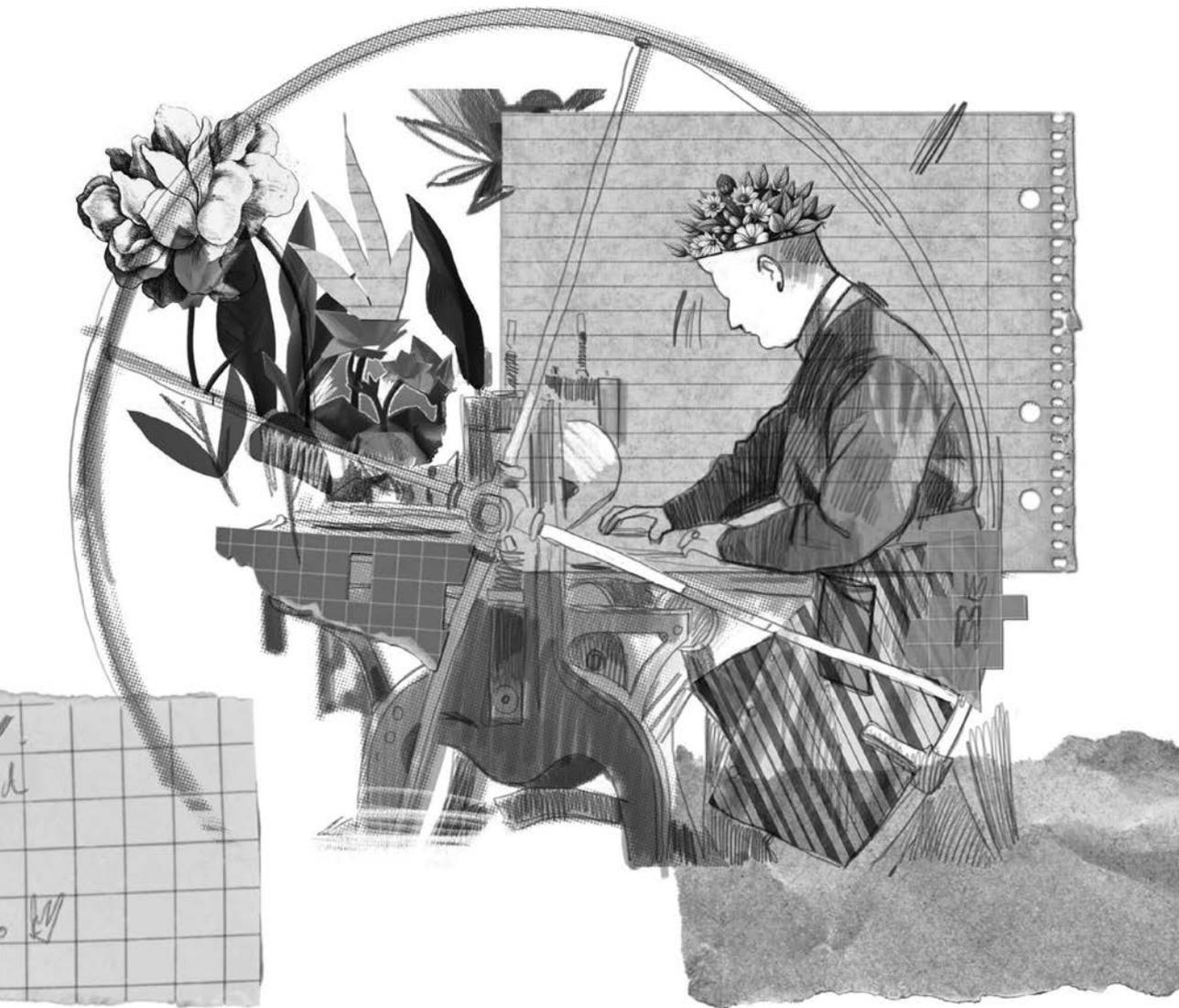
ANNUAL REPORT FNMT-RCM 2024



Real Casa de la Moneda
Fábrica Nacional
de Moneda y Timbre



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The chapters feature illustrations created by teachers
at our engraving school.




FABRICA NACIONAL DE MONEDA Y TIMBRE



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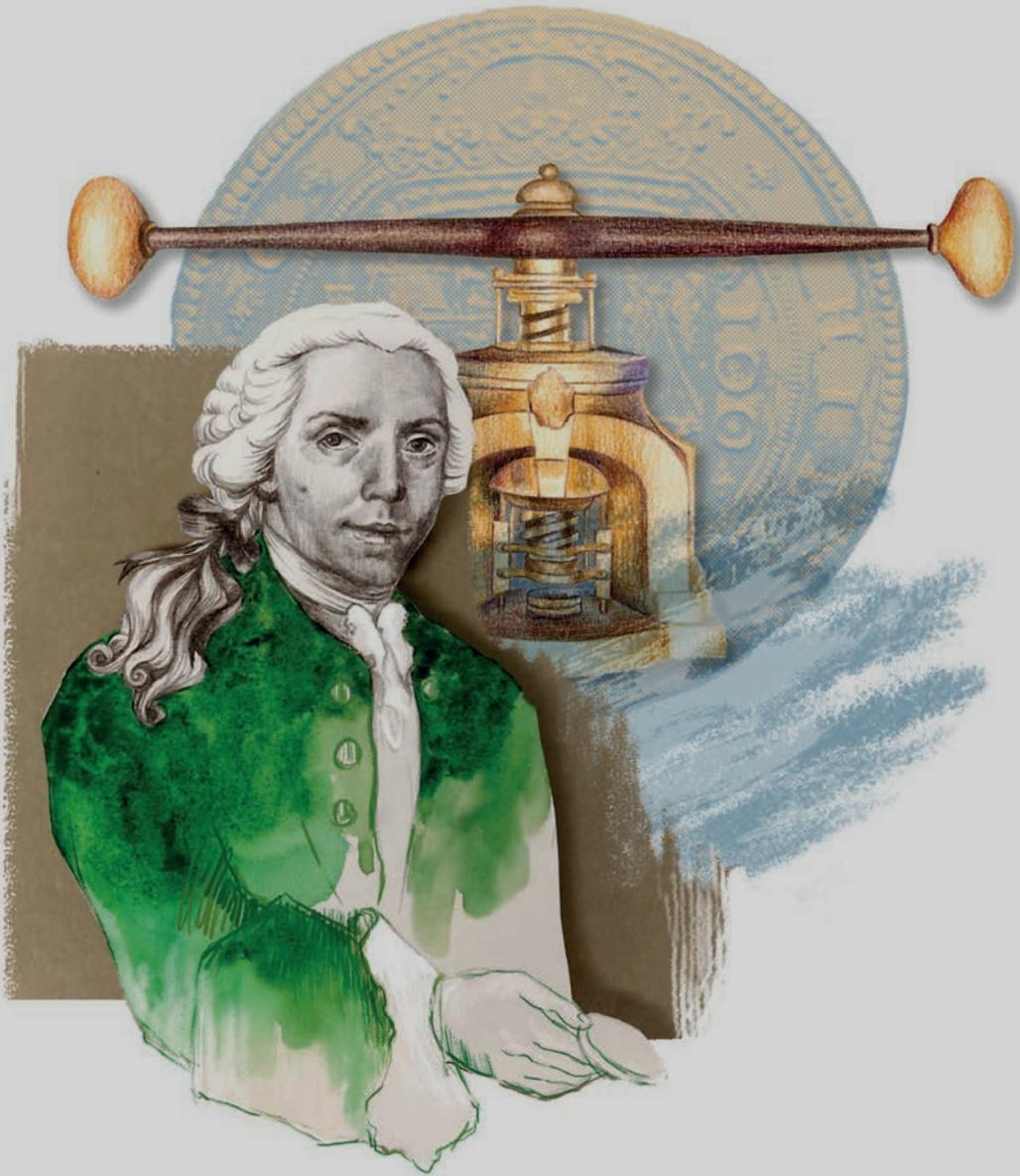
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¹ National Mint and Stamp Factory – Royal Mint, public business entity, own means (hereinafter FNMT-RCM)

² ESRS: European Sustainability Reporting Standards

³ SDG: Sustainable Development Goals

PRESENTATION OF THE
PRESIDENT - DIRECTORATE
GENERAL *(GRI 2-22, 2-23, 2-24)*





The Spanish National Mint and Stamp Factory-Royal Mint (Fábrica Nacional de Moneda y Timbre-Real Casa de la Moneda) presents its 2024 Annual Activity Report with the satisfaction of having taken a step forward in its preparation. This new document evolves from previous years' models to become a more sustainable report.

At FNMT-RCM we have decided to move forward with regulatory obligations regarding non-financial reporting for companies in the European Union, and we have added an annex in which we establish the equivalencies between the now traditional GRI (*Global Reporting Initiative*) indicators and the new ESRS (European Sustainability Reporting Standards), developed by European Directive UE 2022/2464, known as CSRD.

A firm commitment to complying with the new requirements, which is in line with the medium- and long-term strategy pursued by the FNMT-RCM, where sustainability has been established as the backbone of the business model.

Negative impacts must be corrected and minimised, and all those that improve people's lives must be valued and enhanced; that is why this report is also a statement of intent and aims to send a clear message to all FNMT-RCM stakeholders: we are aware that we have an impact and leave a mark, but we are also aware that this mark must be responsible and positive, and we will therefore continue to work to reduce it as much as possible.

The organisation's efforts to adapt to changes in the environment and to continuously improve, maintaining and even increasing the trust of citizens and public and private institutions, have had a positive impact on the FNMT-RCM's turnover.

In addition, regulatory changes in recent years have enabled our public business entity to become an in-house provider for regional and local administrations, which has opened the door to orders from new clients.

As for coin production, the FNMT-RCM's most traditional product, a total of € 806,000,000 euro coins and 562,000 proof-quality collector coins were minted in 2024.

Our facilities also produced a total of 6,900,000 electronic ID cards and 3,260,000 passports. The Burgos Paper Factory produced 1,607 tonnes of security paper.

In 2024, CERES issued nearly 16,000,000 digital certificates, making us the main ally of citizens and businesses for accessing the procedures of most public administrations.

Also in 2024, the Governing Council of the FNMT-RCM approved the Master Plan that will set the course for the construction work and the relocation of the headquarters from Madrid to the Vicálvaro site, where in a few years' time the FNMT-RCM will have a smart and completely sustainable production plant.

Continuing with sustainability, I would like to highlight our commitment to energy efficiency, which has led us to commission a new photovoltaic installation at the security warehouse on Calle Alcalá, optimising its electricity consumption through renewable energy. Similarly, the design of the Burgos Technology Centre (CTB, by its initials in Spanish) has prioritised energy efficiency, making the most of Burgos' climatic conditions with regard to its low temperatures. All this has been made possible thanks to an air conditioning system designed and built specifically for the occasion, which allows the use of outside air as a cooling element. In addition, the entire infrastructure is powered by electricity generated by a photovoltaic energy installation deployed on the premises.

In terms of human capital management, a number of recruitment processes were launched in 2024, providing stability for a large part of the workforce, reducing temporary employment and increasing the percentage of women.

The Bank Notes Ethics Initiative (BnEI) certification has been renewed, tightening requirements in the fight against corruption and money laundering, recognising the work of the FNMT-RCM in this field, where the training of workforce in compliance and mandatory protocols for employees, suppliers and members of the Governing Council themselves stand out.

When it comes to innovation, it should be noted that the Burgos Technology Centre (CTB) is now operating at full capacity, with an increase in the number of professionals and offering itself as a first-rate solution for public administrations. This demonstrates the importance of our Burgos headquarters for the future of the FNMT-RCM.

Once again, I would like to highlight the role of the School of Engraving as one of the FNMT-RCM's main Corporate Social Responsibility (CSR) initiatives. Once again, the classrooms were filled with students brimming with creativity, innovation and

artistry, participating in the Master's Degree in Engraving and Graphic Design that we offer at our headquarters, in collaboration with the Faculty of Fine Arts of the University of Castilla-La Mancha.

And if the school is one of the Factory's main CSR assets, the other is undoubtedly the Royal Mint Museum.

Throughout 2024, in addition to the permanent collection, two temporary exhibitions filled the galleries with visitors. The exhibition *Collecting, the Genesis of Museums*: Peralada Castle paid tribute to the role of collecting in the creation of museums and introduced the public to the valuable collections gathered in this historic enclave.

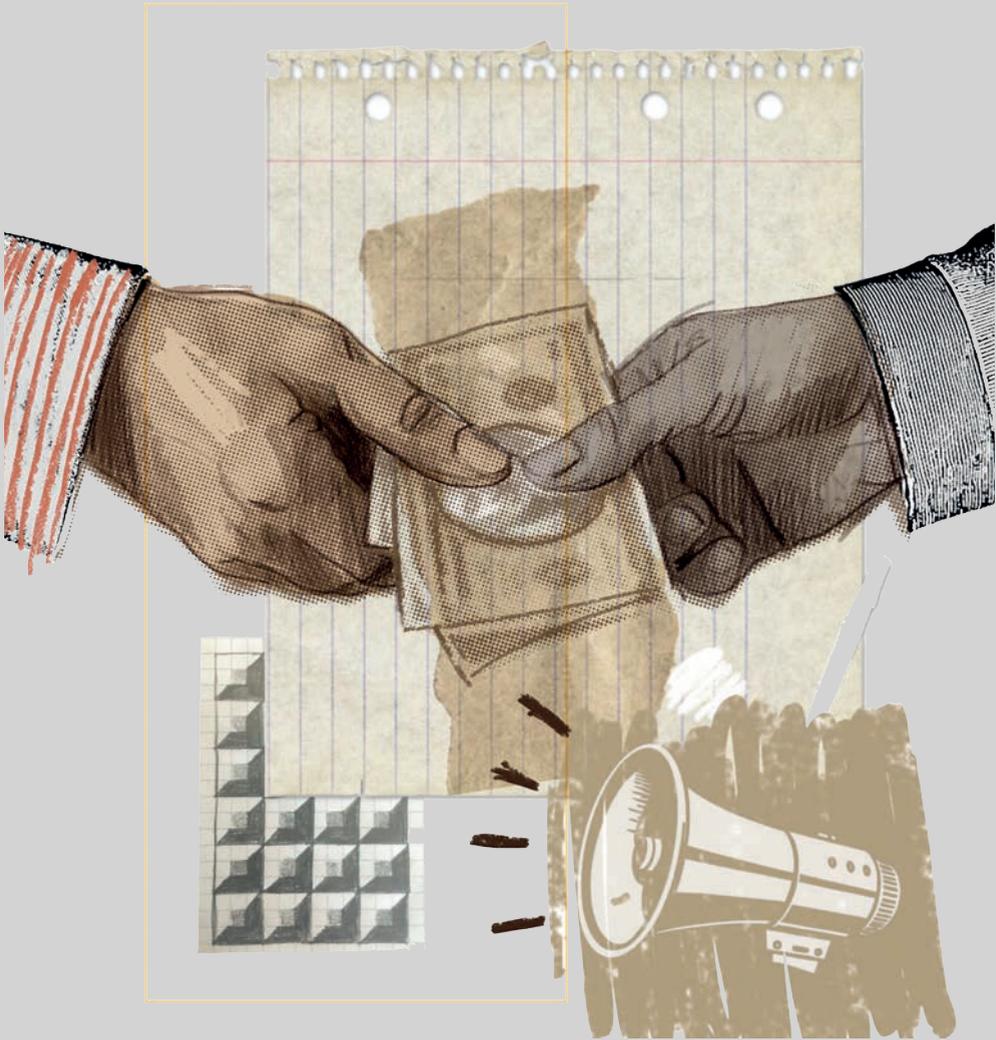
And the retrospective dedicated to the contemporary artist of Argentine origin and based in New York, Liliana Porter, entitled *Traces and Vestiges*. In addition, the exhibition featured the medal designed by Porter, as she was the winner of the Tomás Francisco Prieto Prize, which recognises her artistic career.

CSR cannot be an instrument exclusively at the service of organisations' image. When a company claims to be responsible, it must back this up with facts and work day after day to improve its reputation through plans and actions that support this claim.

Promoting the Master's Degree in Engraving, which allows new professionals in the field of graphic design and engraving to join the workforce year after year, or the activities open to all citizens at the Royal Mint Museum, one of the museums with the largest philatelic, numismatic and medallic heritage in the world, is a firm commitment to responsibility. The same applies to sponsorships and patronage with foundations and institutions that seek excellence in their work, such as the Albéniz Foundation, through the Reina Sofía School of Music, or the Teatro Real, to name but a few.

Committing to the environment by setting a zero carbon footprint as our goal; working towards equality, diversity and inclusion in our workforce to attract and retain talent; promoting research and knowledge; enhancing training by increasing hours and improving content; aligning our policies with the Sustainable Development Goals of the 2030 Agenda, and strengthening our communication and transparency policies by placing stakeholders at the centre of this action are undoubtedly the best mark we can leave as an organisation. A positive mark.

FIGURES AND KEY DATA





Key figures for 2024 *(GRI 2-6 [a] and [b])*

Key economic indicators

- €336,912 thousand in turnover
- €50,679 thousand in pre-tax profit
- €15,000 thousand in dividends

Most notable production

- 1,607 tonnes of security paper
- 806,000,000 euro coins
- 562,000 collectible coins and proof coins
- 2,641,027,000 tobacco tax stamps
- 4,481,000 driving licenses
- 800,000 EU visas
- 6.900.000 electronic ID cards
- 3,260,000 Passports

Our Services

- 15,889,596 active CERES certificates
- 1,547 euro coin appraisals for the Bank of Spain
- 1,108 m² of rooms for events

Supply Chain

- 1,090 Spanish suppliers of products and services
- €105,000,000 in purchases from Spanish suppliers
- 3,190 contracts awarded

The FNMT human team

- 1,307 permanent staff members
- 24.33 % women in the workforce
- 162 recruitment processes held
- 101 new permanent contracts
- 3.14 % of staff with special abilities

The Museum regarding society

- 68,399 visitors to the Museum galleries
- 142,000 users of the Museum website
- 29,566 views on the YouTube channels



Milestones for 2024

JANUARY

Master Plan FNMT-RCM

Work begins on drawing up the Master Plan, a roadmap for the entity's move to its new headquarters in Vicálvaro.

FEBRUARY

Pablo Ruiz Picasso Collection

Tribute to Pablo Ruiz Picasso, with the largest numismatic collection dedicated to the artist to date. Each piece reflects a phase of the artist's career, from Cubism to Classicism.

MARCH

Energy optimisation

Progress continues to be made in the commitment to energy efficiency and sustainability with the commissioning of a new photovoltaic installation in the

security warehouse (Silo), optimising its electricity consumption through renewable energy.

APRIL

Stories, science and smiles for hospitalized children

Copies of Margarita Salas' children's story *Science Has No Gender* were donated to the 12 de Octubre University Hospital in Madrid on Book Day and distributed among the hospitalised children. The illustrator visited the hospital to sign and dedicate copies to the children.

MAY

Exhibition of the legacy of Peralada castle

The exhibition *Collecting, the Genesis of Museums: Peralada Castle* paid

tribute to the role of collecting in the creation of museums and introduced the public to the valuable collections gathered in this historic enclave.

JUNE

Bullion coin pays tribute to Iberian fauna

On 27 June, the 2024 bullion coin will be unveiled: a gold ounce dedicated to the Iberian imperial eagle, one of the most emblematic species of the peninsular fauna. This coin combines numismatic art and a commitment to natural heritage.

JULY

Sixty years of art, security and memory in Jorge Juan

11 July marked the 60th anniversary of the inauguration of the building on Jorge Juan Street. Over the course of these six decades, the building has undergone various partial transformations to adapt to new needs, eventually becoming the space we know today.

JULY

New facilities in Burgos

The FNMT-RCM Technology Centre in Burgos will be inaugurated on 10 July. It is a secure and sustainable infrastructure designed to offer advanced digital services in the cloud.

SEPTEMBER

Creating professionals in engraving and graphic design

The 15th edition of the Master's Degree in Engraving and Graphic Design is inaugurated at the school of the same name, which contributes to the training of highly skilled professionals specialising in traditional techniques and the promotion of innovation in the artistic disciplines.

OCTOBER

A look at history

On 16 October, the exhibition "Stone and Metal: Burgos and the Royal Mint", tracing the city's historical relationship with the issuance of means of payment.

NOVEMBER

Liliana Porter Exhibition

On 8 November, the Royal Mint Museum will inaugurate the exhibition 'Liliana Porter: Traces and Vestiges', which brings together key works by the Argentine artist and the medal 'Untitled', created after receiving the Tomás Francisco Prieto Prize in 2023.

DECEMBER

Centenary of radio in Spain

Correos and FNMT-RCM celebrate the centenary of radio, an event that revolutionised communications and transformed the country's society, culture y la and politics.

DESCRIPTION OF THE FNMT-RCM





History of the entity

From the 15th century onwards, due to the large number of territories incorporated into the Spanish Crown as a result of the Reconquest and the discovery of America, various mints coexisted, whose task was to supply the currency needs of all these territories. It was in this historical context that the Madrid mint emerged, a mint that would be the precursor of what, centuries later, would become the Madrid Mint. A document dated 2 December 1467 reveals the creation by Henry IV of Castile of a mint in Madrid, whose activity is evidenced by some quarters of Henry IV (the first coins with a crowned M as the mint mark).

However, the Madrid Mint was not founded until 18 February 1614, by royal decree of Philip III. Production began on 3 April 1615 with the minting of two-escudo gold coins and four-real silver coins. In 1718, with the establishment of the Bourbon dynasty, the Madrid mint came under the direct control of King Philip V.

The Madrid Mint experienced a period of splendour in the 18th century, reaching its peak during the reign of Charles III with Tomás Francisco Prieto, Chief Engraver of the Royal Mints and founder of the School of Engraving, where artists were trained to later practise their craft in the various mints of Spain and the Indies.

Due to the deterioration of the old building from the time of Philip III, proposals began to emerge in 1833 to construct a new industrial building, which finally began to be built in 1855 and was inaugurated by Queen Isabella II in 1861. The property located in what is now Plaza de Colón was shared from the outset with the Fábrica del Sello (Stamp Factory), whose origins date back to around 1636, when Philip IV required contracts and deeds to be drawn up on stamped paper to guarantee their authenticity.

Both institutions, the Mint and the Stamp Factory, were independent until 1893, when Queen Regent María Cristina of Austria merged them under the name National Mint and Stamp Factory. The newly created institution took on the responsibilities of its predecessors and, thanks to the synergies generated by the merger, has since been carrying out important work in the service of Spanish society and has successfully overcome all the challenges it has faced throughout its history.

Due to the difficulty in supplying banknotes caused by the Second World War, in 1940 the Government authorised the FNMT-RCM to print banknotes and in 1941 gave it preference over other national or foreign printers in the production of banknotes. The first issue left its workshops on 21 October 1940. Subsequently, in order to resolve the dependence on foreign suppliers, it was decided to create a security paper factory in Burgos; work began in 1944 and in 1953 the first watermarked paper strip was manufactured.

Likewise, in the mid-20th century, in addition to metal studies, the FNMT-RCM laboratory began conducting tests on paper and ink, establishing itself as a benchmark service for research into the security features of FNMT-RCM products and for advising both public and private institutions.

The acquisition of more and more skills and the obsolescence of the building in Plaza de Colón once again made it advisable to move to a new building. The construction of the new headquarters, which took two decades due to various difficulties, was completed in 1963 and inaugurated in 1964.

The modern facilities on Calle Jorge Juan in Madrid, which were state-of-the-art at the time, and the prestige of the institution meant that it was entrusted with new work such as the production of passports and national identity cards, as well as other tasks such as those related to state gambling: the National Lottery, betting and bingo.

Spain's growing presence in international structures, especially its accession to the European Economic Community in 1986, ushered in a period in which documents such as passports, driving licences, residence permits and, later, tachograph cards had to be adapted to the requirements of the European authority. In this task, the FNMT-RCM, in collaboration with the relevant bodies, has played and continues to play a prominent role.

In 1987, with the aim of immortalising the events that were to take place in 1992 (the Barcelona Olympics, the 500th anniversary of the discovery of America and the Seville World Expo), the Special Minting Workshop was created. Since then, it has immortalised the most significant events on numerous coins.

However, the FNMT-RCM's initiatives are not limited to its traditional products. Its capacity for innovation and forward-looking vision make it a pioneer in products linked to new technologies. Thus, in 1991, it began manufacturing chip cards, a product with a wide range of applications. In the middle of that decade, aware of the rapid development of the Internet and its potential for conducting business with public administrations, it recognised the need to provide electronic transactions with maximum security in order to give them the same legal validity as paper documents. This led to the launch of the Spanish Electronic Certification (CERES) project, whose feasibility study was completed in May 1996, enabling the State Tax Administration Agency (AEAT, by its initials in Spanish) to use electronic certification for the first time in the 1999 income tax campaign.

The Euro posed another major challenge. In addition to requiring significant investment and adapting existing technology to the characteristics of the new coins and banknotes, it was necessary to cope with a large production volume and simultaneously manufacture two currencies for some time: the peseta and the euro. It also posed a logistical and security challenge, as the distribution of euros and the withdrawal of the old peseta banknotes and coins began on the same day, 1 January 2002. The Burgos Paper Factory was one of the few European paper mills to manufacture paper for all euro denominations.

In 1999, His Majesty King Juan Carlos I granted the Entity the title of 'Royal', and it became officially known as the 'National Mint and Stamp Factory - Royal Mint'. The Statute promulgated on 25 June of that year reflects both this name and its transformation into a Public Business Entity, while also providing it with a structure for carrying out its functions which, combining its centuries-old experience with innovative technologies, allows it to continue offering the highest quality in its various fields of activity.

In these first decades of the 21st century, the FNMT-RCM's activity has expanded with the development of a new catalogue of digital services related to security, innovation and technology, which provide services to public administrations and aim to facilitate interaction with them by citizens. Within this framework, the functionalities of electronic certification have been expanded, enabling remote video identification through the new video accreditation services platform. In addition to this new platform, new blockchain services have been developed, as well as innovative digital identity services, such as sovereign credentials for the European and Spanish digital wallet, and the new voucher and aid management platform.

Structure of the organisation (GRI 2-1)

The legal name of the Entity is Fábrica Nacional de Moneda y Timbre-Real Casa de la Moneda (FNMT-RCM), a Public Business Entity, Own Resources, considered a public business entity as provided for in Article 84.1.a).2 of Law 40/2015, of 1 October, on the Legal Regime of the Public Sector.

The FNMT-RCM has separate legal personality, its own assets and treasury, and management autonomy under the terms provided for in the aforementioned law.

It is governed by private law, except in the formation of the will of its bodies, in the exercise of the administrative powers that may be attributed to it and in the aspects specifically regulated for public business entities in Law 40/2015, of 1 October, and Law 39/2015 of 1 October on Common Administrative Procedure for Public Administrations, as well as by the budgetary and administrative legislation in force and by its current Statute.

Following the approval of its new Statute, FNMT-RCM is no longer only an agency of the General State Administration, but also of the autonomous communities and cities and local authorities, as well as of the agencies, bodies and entities of the state, regional and local public sector, under the terms set out in the aforementioned Statute.

The FNMT-RCM is attached to the Ministry of Finance through its Undersecretary, who exercises strategic management, evaluates the results of its activities and monitors its effectiveness under the terms set out in the aforementioned Law 40/2015.

The following aspects of its legal status are also noteworthy: the essential public service nature of its products and activities (Royal Decree 1138/1984, of 11th April); its status as an Official State Laboratory (Law 31/1990, of 27th December); its authorisation to provide security services in communications by electronic, computer and telematic means (Law 66/1997, of 30 December); its designation as the sole issuer of tobacco product identifiers throughout the national territory by Order HAC/1365/2018, of 12 December, and its designation as the sole entity in Spain authorised to develop and manufacture digital tachograph cards, as it complies with all the technical requirements and standards established by Regulation (EU) 165/2014 of the European Parliament and of the Council of 4 February 2014.

The FNMT-RCM has its institutional headquarters at Calle Jorge Juan, 106, in Madrid, where most of its industrial production and services are located. The Royal Mint Museum is also located in this building and is considered one of the most

important museums of its kind in the world due to the richness of its collections. Furthermore, also located in Madrid, the FNMT-RCM has a fully robotised high-security warehouse.

In the city of Burgos, on the banks of the River Arlanzón, the FNMT-RCM has other facilities dedicated to the manufacture of security paper. Since their inauguration at the end of 2024, these facilities have included a 600-square-metre area for the new Technology Centre.

Although FNMT-RCM focuses its activities mainly on the domestic market and the euro zone, it also extends its operations to other international markets with the support of a network of agents and representative offices (distributed throughout Asia and South America).



Main activities and supply chain (GRI 2-6 [a] and [b], 301-1)

Functions and powers

In accordance with the provisions of the current FNMT-RCM Statute, the FNMT-RCM has the following functions and powers:

a) The minting of coins of all kinds, in accordance with Law 10/1975 of 12 March and Article 81 of Law 42/1994 of 30 December. Likewise, the FNMT-RCM shall mint, on behalf of the State, coins or other items made of precious metals and collector coins intended for numismatic purposes or for other historical, cultural, commemorative, charitable or, where appropriate, economic and financial purposes.

- b) The production of blanks and the minting of medals, decorations, distinctions and similar items for the State or private individuals, either directly or through companies or entities in which the FNMT-RCM holds a stake in the capital.
- c) The printing of banknotes in any currency and the production of high-security paper for printing these banknotes or, where applicable, for other public or private documents, in accordance with applicable national, community or international legislation. Likewise, the FNMT-RCM may produce any representative media or provide trusted technical services for digital or electronic money.
- d) The production of official identification documents, such as National Identity Cards, passports, visas, driving licences, residence permits, firearms licences, digital tachograph cards, identification cards for civil servants and members of the State Security Forces and Corps; certificates and accreditations, labels, instruments, codes, media, including those intended for the security and traceability of tobacco products and related products, as well as other official tasks required by both EU and national regulations; documents and cards for citizens and companies according to their sectors of activity; any other valuable or security documents, as well as their technological evolution, in compliance with applicable national, EU or international legislation.
- e) The preparation of documents by which any tax or public fee, tickets, printed matter, documents for games of chance or lotteries, lists of these lotteries are made effective, in the appropriate and secure medium entrusted to it.
- f) The printing of all types of documents, stamps, signs and other postal and postage items, in accordance with the provisions of applicable legislation and under the conditions proposed by the postal operator, with the FNMT-RCM giving preference to this postal production over any it may carry out for the non-national sphere.
- g) The provision of security services in communications through electronic, computer and telematic techniques and means (ECT), as well as electronic identification and trust services for electronic transactions, qualified electronic address and electronic notification, digitisation, deposit and custody of documents in any medium, and the issuance, manufacture and supply of user licences or certificates, in digital format or on card; the provision of blockchain services and the issuance and verification of decentralised credentials, and the development and provision of digital services for the digital transformation of public administrations, in accordance with the terms established by national, EU or international legal provisions.

h) The provision of technical assistance, advice and consultancy services related to the functions and powers of the FNMT-RCM referred to in the preceding paragraphs.

i) The promotion of activities in the artistic and cultural fields and for training through the Mint Museum and the School of Engraving and Graphic Design, among others.

j) Any other function assigned to it by law, regulation or other legal instrument.

Products

Circulating and collector coins

The FNMT-RCM is the successor to the Madrid Mint and, as such, its Coin Department has the longest tradition in terms of the products manufactured by the organisation.

One of its main activities is the manufacture of circulating coins (legal tender euro coins) and, although the ECB is responsible for approving the volume of these coins that euro area countries can issue, their issuance remains a national competence.

As of today, in addition to the euro coins mentioned above, each country in the eurozone has the option of issuing up to two commemorative 2-euro coins per year, which are also legal tender.

In this regard, the first commemorative euro coin produced by the FNMT-RCM dates back to 2005, marking the 400th anniversary of the first edition of Miguel de Cervantes' work *El ingenioso hidalgo don Quijote de la Mancha* (*The Ingenious Gentleman Don Quixote of La Mancha*). Since then, new coins have been produced over the years, all of them focusing on motifs related to culture, art or the commemoration of events of special significance.

In line with this premise, during 2024 FNMT-RCM has produced two commemorative 2-euro coins (with an issue volume of 1,500,000 units each), with the following designs:

- Commemoration of the 200th anniversary of the creation of the National Police as the state security force.
- Recognition of Seville (Archivo de Indias, Real Alcázar de Sevilla and Seville Cathedral) as a UNESCO World Heritage Site.

Overall, euro coin production in 2024 amounted to a total of 806,000,000 units.

Outside the euro area, in 2024 the FNMT-RCM won two international tenders for the manufacture of circulation coins:

- Manufacture of 40 million 10 Dominican peso coins for the Central Bank of the Dominican Republic.
- At the end of the year, FNMT-RCM was awarded the contract to manufacture six denominations of Danish circulation coins for the period 2025-2028 for the National Bank of Denmark.

On the other hand, in 2024, the last delivery of 8 denominations of Euro coins in circulation to the Ministry of Finance of Andorra has also been completed.

Likewise, entering the field of numismatics, the FNMT-RCM also manufactures euro collector coins. Its first line of collector coins dates back to 1989 and, since then, it has occupied a prominent position in international numismatic markets.

These coins are not intended for circulation and are normally minted in precious metals (gold or silver), with characteristics that differentiate them from coins in circulation, differing from the latter in at least two of the following three characteristics: colour, weight and diameter.

During 2024 the issuance and distribution of bullion coins continued, with the minting of a one-ounce coin dedicated to the Imperial Eagle and a one-tenth-ounce dedicated to the Carthusian Horse.

Also noteworthy are the coins issued to mark the 425th anniversary of Velázquez, with three square coins in fine silver, a fifty-cent coin and an 8-escudo gold coin, reproducing some of his more representative works, and those corresponding to the 10th anniversary of the Proclamation of His Majesty King Felipe VI, consisting of a 40 € coin and three proof-quality coins.

Spanish sport has also been supported with three silver coins dedicated to the Spanish National Football Team's participation in UEFA EURO, its victory in this sporting event, and the Spanish Olympic Team that competed in the 2024 Olympic Games in Paris.

In addition, silver coins have been minted to commemorate the following events:

- Bicentennial of the Public Treasury (6,000 units)
- Bicentennial of the National Police (15,000 units)
- Centenary of Radio (5,000 units)
- International Women's Day (7,000 units), on this occasion featuring Margarita Salas, a Spanish biochemist and researcher considered to be the Pioneer of molecular biology in Spain.

Four silver metallic stamps have been produced for Correos, with a total of 48,500 units, with their corresponding artist's proofs.

On the international market, it is worth highlighting the presentation in Lima, at the Central Reserve Bank of Peru, of the XIII Ibero-American Series, with the common theme 'Iberoamerican Capitals', in which in addition to Spain, the issuing entities of Argentina, Ecuador, Guatemala, Nicaragua, Paraguay, Peru and Portugal are participating. This numismatic series is organised by the national Mint and Stamp Factory - Royal Mint, in cooperation with the coin issuing entities of each of the participating nations. Of the nine pieces that make up the collection (eight coins and one commemorative medal), the FNMT mints seven.

In addition to the coins for the collections, 2,500 pieces of the Argentinian coin and 2,000 pieces of the Ecuadorian coin have been minted for the, Central Banks of the Argentine Republic and Ecuador, respectively, and are intended for sale in their domestic markets.

Finally, 13,000 silver coins have been minted for the Bank of Guatemala, of which 10,000 commemorate the centenary of its currency, the Quetzal, and 3,000 are dedicated to the 50th anniversary of Guatemalan writer Miguel Ángel Asturias.

On another note, 2024 has been a year of innovation in the Coin Department, where work has been underway to complete three important projects that will profoundly transform its production processes:

- **Laser for engraving dies**

This is a 20 W femtosecond laser engraving machine that directly machines the dies that are mounted on the minting presses, based on 3D files generated using specific engraving software. The perfection achieved is such that it is not only suitable for circulation coins, but also for the manufacture of proof-quality commemorative coin dies.

With this new process, it is possible to obtain a tempered die ready for mounting on the minting press in a matter of minutes, starting from the 3D file.

- **Installation of automated guided vehicles (AGVs).**

This is a pilot project in which two driverless vehicles have been installed and are currently being tested. They manage the transport and storage of planchets in the raw materials warehouse of the Coin department. To date, the tests have been positive, and the Project is expected to be successfully completed in 2025.

- **Modification of the coin selection machine**

The aim is to take advantage of the machine's artificial vision analysis and delta robot functionality to carry out a 100 % inspection of possible batches of coins rejected due to random defects. As a result, the equipment will have two alternative functionalities: the first is the preparation of euro coin collections, in which vision

is used to calculate the orientation of each coin, and the robot is used to place the coins in the corresponding blister pack, in the correct position and rotation, and the second, in which the vision system captures an image that is inspected using deep-learning technology to search for defects, and the robot is used to place each coin according to the assigned selection criteria.

COIN DEPARTMENT (production in thousands of units)	2024	2023	2022	2021
Euro coins	806,000	705,000	400,000	400,125
International circulation coins	5,200	0	5,262	0
40€ 2024 coin: 10th Anniversary Proclamation King Felipe VI	334	315	255	299,9
Proof-quality collection coin	228	300	257	806,000

Security paper

Security paper is produced in our facilities in the Burgos Paper Factory. At the beginning, back in the 1950s, production was exclusively for national banknotes, but today production is also aimed at the international banknote printing market, with exports being its main destination.

Client	Amount	% of production
IMBISA	265	16.65%
Colombia	533	33.47%
Nigeria	645	40.51%
Honduras	78	4.91%
Argentina	14	0.88%
Other (Passports, tests, etc.)	57	3.58%
TOTAL	1,592	100.00%

During 2024, various projects were initiated and/or implemented with the aim of improving productivity:

- Upgrade of the bale opener electrical cabinet, including new variable speed drives and new control software for integration into the paper machine control system. Completed in September 2024.
- New laser die on the paper machine to improve the final definition. The material was received in 2024 and will be installed in 2025.
- Static elimination and paper surface cleaning roller, with a firm contract with the supplier in 2024 and completion of the project in 2025.
- Destruction of rejected sheets online in the cross-cutter, so that only good sheets or material destroyed into briquettes leave the machine, in compliance with ECB regulations. Final installation will take place in August 2025.
- New wire tracking system in paper machine, underway in 2024, with testing estimated to take place in the first quarter of 2025.
- The Project to upgrade the control and sensor of the process water treatment plant as of 31 December 2024 is still in the bidding process.

PRODUCTION (in Tm)	2024	2023	2022	2021
National banknotes	265	0	244	990
Foreign banknotes	1,270	2,531	1,227	354
National transformed	15	265	682	188
Other tasks	57	407	959	50
TOTAL	1,607	3,203	3,112	1,582

Identification documents and cards

Identification and card products include a whole range of documents that incorporate advanced graphic security systems, such as: special watermarked paper, luminescent fibers and security thread, iris printing, chalcography, OVI inks, laser engraving, and kinegrams, among others, which make it even more difficult to forgery and fraudulent use.

With the exception of EU visas and the inner pages and endpapers of passports, which are produced in the Stamp Department; all other identification documents are produced in the Printing/Card Department.

Its main products are: the electronic ID, the passport, the residence permit, the driving license, digital tachograph cards, and firearm licenses.

In addition to the above, there is also a wide variety of identification documents, such as professional driver qualification cards (DQC), accreditations for foreign diplomats residing in Spain, electronic identification cards for civil servants working for different government agencies, horse movement cards, train drivers licences, and electronic seafarer identity document for all Spanish seafarers.

During the 2024 financial year, orders were placed for the production of European Health Cards (TSE, by its initials in Spanish) for several agencies: ISFAS (Social Institute of the Armed Forces), MUGEJU (General Mutual Insurance Company for the Judiciary) and MUFACE (General Mutual Insurance Company for Civil Servants). In addition, in the case of ISFAS and MUGEJU, their membership cards were also issued.

Continuing with the commitment to modernisation and technological adaptation carried out by the Card and printing Departments, during the 2024 financial year, the adaptation of the residence permit pre-personalisation line was completed, and the pre-personalisation application for the new cryptographic cards was developed, allowing for compatibility with existing environments.

As part of this technological upgrade, the second phase of Plant Control has been completed in the PVC and Encartado workshops, with the acquisition of control and verification systems for the different production lines. The final installation took place in the fourth quarter of 2024.

On the other hand, at the end of 2024, installation has begun in the PVC workshop of a new card laminator that will be operational by the end of the first quarter of 2025.

Improvements have also continued to be made to the passport booklet trace management system, in the numbering and chip pre-personalisation lines.

In 2024, in collaboration with the National Police, the development of the “DNI en el móvil” (ID card on your mobile) was completed, both for iOS and Android, mobile devices and for central services. In addition, LINCE security certification for the apps in the pre-production environment was obtained. At the same time, presentations have been given to public and private organisations to explain the functionalities of the new product and ensure that the rollout and acceptance of the new form of identification are a success. Its launch is planned for 2025.

In 2024, security certifications were obtained for the operating system of the residence permit and electronic passport functionalities within the multi-product called DNle 4.0. In addition to the certified version of the cryptographic card, which ensures that the keys have been generated within the chip, a version has been enabled that allows computability with the cryptographic algorithms currently in use.

IDENTIFICATION DOCUMENTS AND CARDS (production in thousands of units)	2024	2023	2022	2021
Passports	3,260	3,207	2,260	1,718
Electronic ID	6,900	7,200	7,200	7,000
Driving license	4,413	4,481	4,476	4,068
Residence permit	1,561	1,423	1,186	1,317
EU visas	800	1,120	1,040	1,360
Intelligent cards	268	268	394	272
Magnetic strip cards	387	403	518	546

Graphic products

Los productos gráficos elaborados en la FNMT-RCM, tienen sus inicios en la Fábrica de Sellos que se fusionó con la Casa de Moneda en 1893. Hoy en día, dos son los Departamentos que fabrican estos productos: el Departamento de Timbre y el Departamento de Imprenta.

Al igual que el resto de los productos que se fabrican en la FNMT-RCM, también cuentan con todas las medidas de seguridad necesarias para garantizar su autenticidad y prevenir posibles falsificaciones; y sus destinatarios son tanto clientes públicos como privados, y tanto nacionales como internacionales.

Con respecto a estos últimos, en 2024 se efectuó el último envío perteneciente al pedido de libretas marítimas de 2023 para la Autoridad Marítima de Panamá y 3 envíos más correspondientes a las entregas del último pedido.

PRODUCTION OF PRINTING DEPARTMENT (in thousands of units)	2024	2023	2022	2021
Bet tickets	490,431	503,067	433,872	429,579

PRODUCTION OF STAMP DEPARTMENT (in thousands of units)	2024	2023	2022	2021
Correos stamps	45,217	34,963	39,221	38,972
Stamped effects ¹	584,205	714,646	741,486	839,184
National Lottery	62,226	61,282	61,506	59,388
Bingo cardboards	190,881	140,959	75,128	96,765
Tobacco stamps	2,641,027	2,381,628	3,139,363	2,241,348
Legal documents	1,619	11,669	15,416	14,546
Other miscellaneous items ²	107,504	87,030	180,869	120,603

(1) Including quantities produced of tax stamps

(2) Including quantities produced Protected Certification of origin labels

Pre-printing

Through its Pre-printing Department, the FNMT-RCM provides design and origination, engraving, and plate manufacturing and destruction services to both institutional and private clients.

In 2024, the Pre-printing Department manufactured the following products for FNMT-RCM clients, in addition to meeting internal needs for printing forms and product design:

International clients (production in units)	2024	2023	2022	2021
Offset plates-Imprensa Nacional (Portugal)	0	0	5	6
Matrix and etching plates-Crane Currency (Malta)	11	10	4	0
Matrix and etching plates-Giesecke Devrient (Germany)	7	1	0	1

Client: IMPRENTA DE BILLETES S.A (production in units)	2024	2023	2022	2021
Offset plates	20	138	219	323
Screens for screen printing	8	27	37	114
Etching plates	18	18	27	33
Cutting plates	6	8	3	26
Varnishing plates	0	6	0	18
Calibrated photolithographs	32	57	32	20

Likewise, during 2024, IMBISA received an order for the supply of 18 etching plates for the 5€ES2 coin for 2025; and G+D (Giesecke+Devrient) received orders for a 10 € ES2 die and another for a 20 Euro ES2 die.

During 2024, the following production systems were implemented:

- Coating of etching printing plates using the Physical Vapour Deposition system. This has made it possible to eliminate chrome baths and comply with REACH regulations (Registration, Evaluation, Authorisation and Restriction of Chemicals) with benefits in terms of occupational health and safety.
- Manufacture of water-based flexographic plates. This has made it possible to eliminate the use of chemicals and distillation for their treatment, which has also led to benefits in terms of worker health and safety and the environment.

Services

CERES

Protecting users and businesses against cybersecurity risks, as well as protecting personal data and privacy, is a fundamental priority in the digital services provided by the FNMT-RCM.

The CERES (Spanish Certification) project was launched in 1997, with the participation of the Ministries of Public Administration, Economy and Finance, the Tax Agency, the Data Protection Agency and the Autonomous Postal Authority, and was created with the aim of promoting the use of telematic procedures

by citizens and companies with the Public Administrations, through electronic certificates with public key cryptographic systems; adapting at all times to legal regulations and the needs that have arisen in the entities of the administration.

Throughout its still short history, the CERES Project has already received various awards, both nationally and internationally, including:

- First prize at the International Card Congress for its CERES/FNMT cryptographic card and the award for the best sustainable digital equality strategy (2003).
- Award for the best sustainable digital equality strategy for the FNMT-RCM's CERES project 'Digital certificate wherever you are' at the 13th National Congress on Innovation and Public Services of the CNIS 2023.
- Award for 'Evolution of IT Infrastructure' for the FNMT-RCM's CERES project at the 3rd Edition of the Computing Awards in 2017.

Focusing on the year 2024, we can say that there has been a significant increase in the issuance of citizen certificates, exceeding the figure of 4.600.00 certificates, largely due to:

- The consolidation of the remote video identification service "Identificate estés donde estés" ('Identify yourself wherever you are'), which allows you to obtain your personal certificate without having to travel physically. This service not only facilitates access to digital services, but also contributes to sustainability and reduces the carbon footprint associated with transport.
- Major improvements in the use and stability of the "Certificado digital FNMT" ('FNMT digital certificate') app, which allows users to obtain electronic certificates from their mobile phones. Notable improvements include user identification via NFC using the electronic ID card, the addition of Catalan, Valencian, Basque and Galician languages, the updating of the directory of registration offices and the possibility of electronically signing documents directly from a mobile phone. These innovations have led to more than two and a half million downloads by the end of the year, with a rating of 4.7/5 in the Apple Store and 4.6/5 in Google Play.

As for the CERES telephone service, it has continued to play a fundamental role in supporting users during 2024, providing assistance both in obtaining digital certificates and in resolving incidents related to their use. It should be noted that, despite the increase in demand for certificates, there has been a decrease in the number of enquiries received. This is mainly due to a series of improvements in the service, such as the optimisation of processes and the updating of the information provided to users.

As part of the strategy to expand the CERES Cloud Id centralised signature service, it is worth highlighting the collaboration with the General Council of the Judiciary to provide members of the judiciary with digital certificates, which are necessary for authentication and electronic signatures in court proceedings.

Furthermore, two important achievements have been made in 2024:

- Obtaining the High Level Certification of Conformity with the National Security Scheme for CERES's Trusted Electronic Services.
- The certification of Distributed Ledger Technology (DLT) and blockchain services (EBSI Node) in accordance with ISO/IEC 27001 and ISO/IEC 27701 standards for Information Security and Privacy Management Systems.

CERTIFICATES	2024	2023	2022	2021
Active certificates	15,889,596	14,398,715	12,831,748	11,766,594
Certificates increase (%)	10.35%	12.05%	9.05%	19.89%
Enquiries to the telephone helpline service	457,200	682,262	628,985	665,637
Enquiries/Active certificates	2.87%	4.74%	4.90%	5.66%

Research, Development, Innovation and Artificial Intelligence

During 2024, the development of the services defined in the digital services strategy has been effectively consolidated and implemented, strengthening the capabilities needed to face the future of the new European Digital Identity and ensuring a smooth and efficient transition.

The main services developed and new opportunities identified, which are already being worked on, include:

- Digital identity services, including participation in the development of the Digital Identity Wallet, issuance of identification credentials (PID) and verifiable attribute credentials.
- Digital onboarding services, through a video identification platform from the FNMT-RCM (Spanish National Mint) for the provision of various identification services: accreditation of personal identity, issuance of qualified electronic certificates, and video citizen services.

- Artificial intelligence services, such as Spanish language text transcription services and AI-based chatbot services.
- Consultancy services in relation to electronic identity to adapt European digital identity solutions to new technical requirements and the current regulatory framework.
- Quantum technology services, through the provision of quantum processing capabilities and quantum algorithms to facilitate public administration research projects in this field.

Special mention should be made of the work carried out for public administrations within the framework of commissions. Notable examples in this area include:

- The commission, and corresponding addenda, from the Secretary of State for Digitalisation and Artificial Intelligence (SEDIA, by its initials in Spanish) on the provision of support services for the development of the activities included in the Public Administration Digitalisation Plan, referring to measures relating to Digital Identity, GovTechLab, Digital Transformation of high-impact projects and other administrations, and Support for the GovTech programme.
- The commission from the Ministry of Foreign Affairs, European Union and Cooperation for the provision of the Electronic Certification Service to Spanish citizens residing abroad and the provision of Digital Identity to foreigners for consular procedures, both activities included in the Ministry's Consular Digitalisation Plan.
- Commission from the Secretary of State for Digitalisation and Artificial Intelligence (SEDIA) for the migration and implementation of the Cl@ve Firma service at the FNMT-RCM, replacing the Directorate-General of Police in the functions of Qualified Provider of Trusted Electronic Services within the CLAVE system.
- Commission from SEDIA to provide support for actions related to the project 'European Harmonisation and Excellence of the National Health Data Space'".
- Commission from the Ministry of Culture and Sport for the Youth Culture Voucher 2024, 2025 and 2026.
- Extension of the contract with the National Institute of Performing Arts and Music (INAEM, by its initials in Spanish) for the digital transformation of the organisation and coordination of the updating of some of the tools used by the INAEM for invoicing.

Within the framework of the SGAD contract and its addenda, and in relation to digital identity and blockchain services, the following activities have been carried out:

- Consolidation of the European Commission's blockchain network replica (Spanish Blockchain Services Infrastructure, SBSI).
- Completion of the pilot project with universities in the Spanish digital portfolio, with the launch of a wallet and the issuance, with remote identification of the applicant, of identity credentials, whose governance uses the SBSI network.
- Participation in three European consortia with the aim of carrying out pilots for the management of verifiable identity credentials and attributes with a European reference wallet.
- European Commission working groups within the framework of the eIDAS regulation and EBSI (European Blockchain Services Infrastructure).
- Evolution of the digital onboarding services platform for remote video identification and video citizen services.

Advisory, Consultancy and Identification Projects

The international identification projects business line, activity has focused on the following areas:

- Consultancy services to governments through international cooperation agreements.
- Participation in tenders as a qualified subcontractor for products and services.

In the Special Projects Area, collaboration continues with the Ministry of Transport and Sustainable Mobility for the maintenance and development of the digital tachograph management and control infrastructure, both in terms of card issuance and roadside inspection applications, through the use of mobile devices by control agents.

Laboratory

The Laboratory began its development in the mid-20th century, expanding its studies of metals to include tests on paper and ink. Today, its scope has expanded significantly, carrying out tests and studies requested by both external clients (DIDOSEG, Mint of Finland, Casa da Moeda, CENIM, IMBISA, BdE, etc.) and the various departments for the numerous products manufactured at the FNMT-RCM.

Other activities carried out by the laboratory include:

- Collaboration in the preparation of Raw Material Requirements Documents (DRMs, by its initials in Spanish) for the FNMT-RCM.
- Expert assessments of products manufactured at our facilities (euro coins, lottery tickets, stamps, etc.).
- Participation in European research projects (RAMMON and Charisma) and in intercomparison programmes organised by both Spanish and European institutions.
- Calibrations and/or management thereof, of the FNMT-RCM's inspection and testing equipment.

In September 2024, the National Accreditation Entity (ENAC) agreed to maintain accreditation in accordance with the quality criteria required by the international standard UNE EN ISO/IEC 17025 for the analysis of precious metals, accreditation which, for these tests, has been in force since 1993.

This year, the laboratory has not been responsible for any non-conformities or observations resulting from audits of the processes in which it is involved.

With regard to the expert activities carried out during 2024, we can mention: the appraisal of 1,547 euro coins for the Bank of Spain, 3 urgent National Lottery decimals for SELAE and 16 self-adhesive stamps for the Directorate-General of Police (Valencia Superior Headquarters-Economic Crime Group).

Finally, it should be noted that the Laboratory organises and delivers a theoretical and practical training session at the FNMT-RCM for members of various European institutions on 'Advanced techniques for currency analysis' (within the Pericles programme). This training focuses on protecting the euro currency against counterfeiting. With this same purpose in mind, Laboratory staff regularly attend the meetings of the working groups organised by the European Commission for this purpose (CCEG and ETSC) and actively participate in the creation of a general manual that will cover the basic and essential aspects of examining and classifying counterfeit euro currency. The Laboratory also participates in European Central Bank working group meetings ('Liaison Meeting' on the production and management of euro banknotes).

Traceability of tobacco products

On 12 December 2028, Order HAC/1365/2018 was published, regulating the technical standards relating to the traceability and security measures of tobacco products. This regulation designates the FNMT-RCM as the issuer of identifiers

for these substances throughout the national territory, as well as for tobacco products manufactured in Spain for export.

Below are the codes generated on behalf of the Tobacco Market Commission in recent years for tobacco trade operators.

TOBACCO PRODUCTS	2024	2023	2022	2021
Traceability codes generated (in thousands)	2,691,603	2,789,677	2,806,007	2,571,775

Burgos Technology Centre (CTB)

The Burgos Technology Centre is recently created facility, with a Surface area of around 300 m². It was inaugurated on 10 July 2024 and has consolidated the development of the FNMT-RCM's digital services, being an environmentally sustainable infrastructure in line with the objectives of the 2021-2025 Public Administration Digitalisation Plan.

This Technological Centre provides different services:

- FNMT cloud service: based on hyperconvergence, where new digital services can be hosted, both those provided by the FNMT-RCM to third parties and those that third parties wish to host and provide from the FNMT cloud.
- Secure, high-capacity communications environment using dark fibre optic cable between Madrid and Burgos.
- Data Processing Centre (DPC), which takes full advantage of the climatic conditions in Burgos with regard to its low temperatures thanks to an ad hoc design of an air conditioning system based on adiabatic freecooling technology, heat pumps with Inverter technology, with 400% energy efficiency in cooling, in addition to the use of photovoltaic energy. The DPC has been designed to be scalable in terms of capacity, with the potential to house 72 49U racks, high availability in accordance with the TIER III standard, dual differentiated power supply, support via a 1,000 kVA generator, and redundant power supply systems.

Museum Rooms

The Royal Mint Museum dispone has 4 rooms and 1 auditorium with capacity for groups of 30 to 400 people. Together, these rooms cover a total area of more than 1,000 square metres and can be used to host events such as conferences, conventions and congresses.

Supply chain

In order to meet the demand for goods and services from its customers and society as a whole, the FNMT-RCM has an extensive network of suppliers. As of 31 December 2024, there were 731 suppliers accredited by the organisation, representing 6.09% of all active suppliers.

As an essential requirement for contracting with the FNMT-RCM, all suppliers (contractors or subcontractors) must provide a declaration of conflict of interest (DCCI). In order to extend their commitments to responsible management in the supply chain, those suppliers who are considered strategic to the organisation's activity must pass an evaluation and accreditation process, which explicitly includes requirements based on the characteristics of the service.

For the purposes of accreditation and a favourable report on the suitability to provide services to FNMT-RCM, the following is taken into account in the evaluation of suppliers:

- Compliance with human rights: monitoring to ensure that there are no practices contrary to these rights, respecting and promoting them.
- Environmental criteria: verification that the relevant environmental certifications are in place and that there is no adverse public information regarding these issues.
- Social and governance criteria: due diligence with regard to compliance with international sanctions (war in Ukraine), as well as compliance with anti-money laundering and anti-corruption regulations.

Similarly, and as part of the company's initiative to improve its due diligence protocol in contracting, when conducting evaluations for supplier accreditation, the criteria have been tightened to ensure compliance with anti-money laundering, anti-monopoly and anti-corruption regulations, with clauses to this effect being included in 100% of the new specific conditions for contracting.

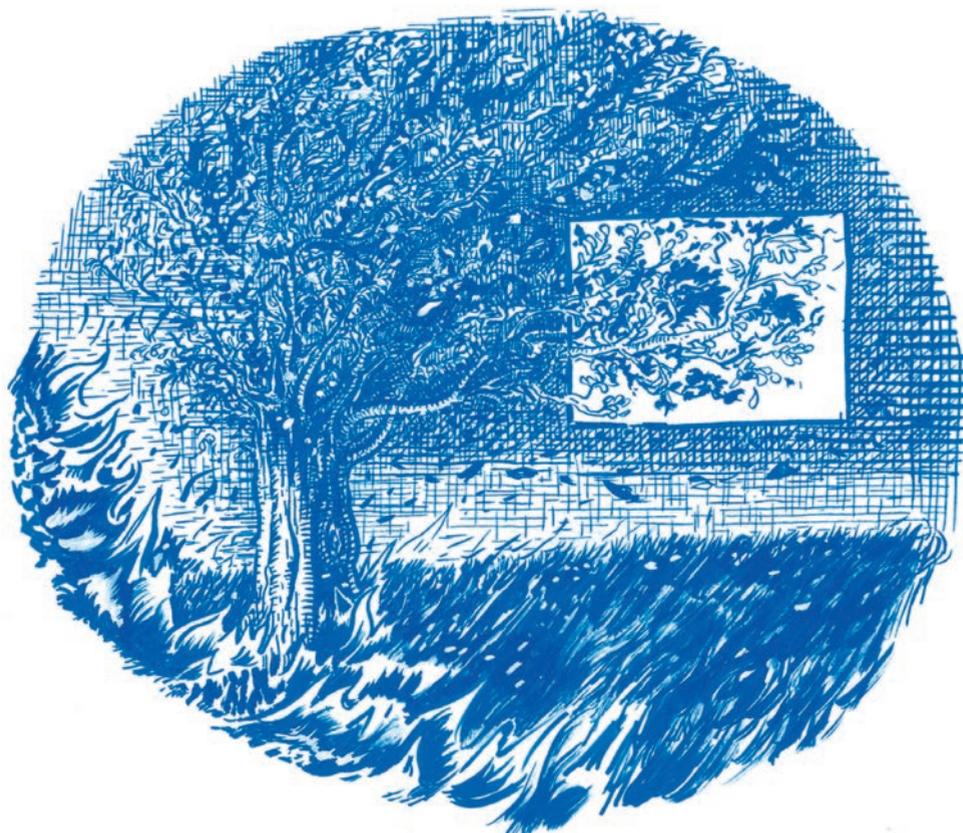
Likewise, the files relating to the Recovery Plan and NextGenerationEU funds, as well as the Anti-Fraud Measures Plan and other similar regulations, have also been checked to ensure that they are carried out under all the mandatory conditions (use of the COFFEE platform and the MINERVA computer tool), taking the appropriate actions to this end.

Raw materials and materials

The various production activities carried out by the FNMT-RCM require a wide variety of raw materials. Among these, the most significant acquisitions in 2024 were as follows:

WEIGHT OF THE MOST RELEVANT RAW MATERIALS (IN TONNES)			
	2024	2023	2022
Premium quality bleached cotton linter	202	230	74
Epoxy epichlorohydrin resin	226	322	212
Anatase titanium dioxide (slurry)	65	83	45
Planchets euro	4,126	3,421.42	862.03
Polyvinyl alcohol	33	69	93
Paper	1,655	2,770	3,020
Inks	2	7	2
Lint (cotton combing, organic cotton and integrated production) (*)	2,844	2,640	1,700
Polycarbonate sheets	106	82,74	101,58

(*) In 2024, 100% of cotton lint has been organic or from integrated production



GENERAL INFORMATION





Vision, Mission and Corporate Values of FNMT-RCM *(GRI 2-23, 2-24)*

Mission

The FNMT-RCM is a public business entity dedicated to the public interest that produces high-quality goods and services for public administrations, the private sector and citizens.

Its activity is characterised by the incorporation of advanced security features in both traditional products and digital goods and services, generating trust and protection in areas such as security and identity, official documentation and certification. In addition, it integrates technological innovation and sustainability into its production development, positioning itself as a strategic pillar in the State's evolution towards a modern and secure administration.

Vision

Its vision is to be a national and international benchmark in secure, innovative and high added-value solutions, both in physical and digital formats. This involves consolidating its role as a leading supplier to the public and private sectors and evolving into an agile, technological and future-oriented entity capable of anticipating the challenges of digital transformation, cybersecurity and personal data protection, without neglecting its valuable historical legacy as the Spanish Mint and Stamp Factory.

Valores

The FNMT-RCM's values, detailed below, form the core of its organisational culture:

- **Security:** all its activities are based on comprehensive security.
- **Professionalism and efficiency:** commitment to honest, responsible and efficient performance in the discharge of its duties, focused on achieving excellence.
- **Equality:** commitment to eliminating all forms of discrimination in corporate policies, strategies, culture and practices as a solid example of the entity's responsibility for gender equality and the empowerment of women.
- **Quality:** commitment to quality that governs the Entity's daily activities, understanding and satisfying needs and promoting continuous improvement.
- **Confidentiality:** all persons within the Entity maintain criteria of discretion and prudence in the handling of information and in their communications with third parties.
- **Sustainable growth:** understood as industrial development that is compatible with the environment and environmental policies.
- **Being at the forefront of technology:** with the aim of providing products and services with the highest levels of technology.
- **Financial sustainability:** aimed at maintaining sufficient economic, human and technical resources to achieve the mission.
- **Collaboration and commitment with the Administration and Public Bodies:** with the aim of providing companies and citizens with the best conditions for accessing public services related to the entity's activity.
- **Transparency and good governance:** accounting for our activity and management based on a commitment to ethical governance.



Certifications and accreditations

(GRI 2-23, 2-27)

The FNMT-RCM has a wide range of certifications that attest to the quality, safety, ethics and sustainability of its activities. In 2024, the FNMT-RCM is certified under the following regulatory frameworks:

Certification	First issuance	Validity	Scope	ESRS Standard
ISO 9001:2015 Quality management systems	29/01/1996	25/01/2026	All of the FNMT-RCM	E1. Climate change G1. Business conduct
ISO 14001:2015 Environmental management systems	11/05/2010	11/05/2025	Madrid Factory	E1. Climate change E2. Pollution E5. Circular economy
ISO 14001:2015 Environmental management systems	22/12/2004	27/02/2026	Burgos paper factory	E1. Climate change E2. Pollution E5. Circular economy
IQNet SR10:2015 Social Responsibility	17/02/2015	25/01/2026	All of the FNMT-RCM	S1. Own workforce S2. Value chain S3. Affected communities
ISO 45001:2018 Occupational health and safety	30/11/2009	25/01/2026	All of the FNMT-RCM	E1. Climate change S1. Own workforce
EURO Origination Prepress and Laboratory	03/11/2015	in force	Prepress and Laboratory	E2. Pollution E5. Circular economy G1. Business conduct
EURO PAPER MILL	1999	in force	EURO paper	E2. Pollution E5. Circular economy G1. Business conduct
ISO 14298:2021 management of security printing processes	15/10/2013	19/09/2025	All of the FNMT-RCM	E2. Pollution E5. Circular economy G1. Business conduct
CWA 15374:2018 Security management System for suppliers to secure printing industry	16/10/2013	22/09/2025	Burgos paper factory	E2. Pollution E5. Circular economy G1. Business conduct

Approval of cards for tachographs 2.0.1	21/08/2019	in force	Digital tachograph cards	E2. Pollution E5. Circular economy G1. Business conduct
ISO 17025 ENAC-accredited laboratory for testing monetary alloys of metals	22/01/1993	in force	Laboratorio en la sede de Madrid	E2. Pollution E5. Circular economy G1. Business conduct
ISO 17025 ENAC-accredited laboratory for testing paper and cardboard, pulp, fibres and printing paper	10/06/1991	in force	Burgos paper factory	E2. Pollution E5. Circular economy G1. Business conduct
UNE-ISO/ IEC 20000-1 Unique Traceability Identifiers for Tobacco Products	25/01/2023	25/01/2026	Servicios relacionados con las Tecnologías de la Información	E2. Contaminación E5. Circular economy G1. Business conduct
ISO 22301:2020 Business Continuity	15/01/2019	25/01/2026	All of the FNMT-RCM	G1. Business conduct
ISO/IEC 27001:2017 Information Security	28/09/2018	31/10/2025	All of the FNMT-RCM	E1. Climate change G1. Business conduct
ISO/IEC 27701:2021 Information Privacy Management	25/01/2023	25/01/2026	All of the FNMT-RCM	G1. Business conduct
ISO 50001:2018 Energy management systems	05/01/2017	05/01/2026	Madrid Factory	E1. Climate change
Compliance BnEI Banknotes Ethics Initiative	26/08/2022	in force	All activities and centres	G1. Business conduct

<p>eIDAS Regulation (EU) No.910/2014 ETSI EN319 401 ETSI EN 319 411-1 ETSI EN 319 411-2 ETSI EN 319 421 ETSI EN 319 431-1</p>	09/04/2019	31/03/2027	<p>CERES: Qualified electronic certificates for electronic signatures, electronic seals and website authentication. Qualified electronic time stamps.</p>	E5. Circular economy G1. Business conduct
<p>eIDAS Regulation (EU) No.910/2014 Law 06/2020 Order ETD/465/2021 Orden ETD/743/2022</p>	25/10/2022	24/10/2027	<p>CERES: Remote electronic identification based on video-assisted identification for use as a mechanism for identifying natural and legal persons for the issuance of qualified certificates for electronic signatures and seals</p>	E5. Circular economy G1. Business conduct
<p>Royal Decree 311/2022 regulating the National Security Scheme ENS 2025/2022</p>	22/02/2025	22/02/2027	<p>CERES: Information system supporting the design, development, and provision of certification services for electronic signatures, trusted third-party services, and time-stamping authorities.</p>	S4. Consumers and end-users G1. Business conduct

Methodology for developing double materiality *(GRI 2-2, 2-3; 2-4; 2-5, 2-14, 3-1, 3-2, 3-3)*

Current situation

This FNMT-RCM Non-Financial and Sustainability Information Statement has been prepared using the latest version of the Global Reporting Initiative (GRI) Standards (GRI 1: Foundation 2021) as a reference, covering the 2024 financial year (from 1 January 2024 to 31 December 2024). ***(GRI 2-3 / NEIS 1-73)***

In addition to the above, FNMT-RCM is also committed to complying with the following International Regulations:

- UN Universal Declaration of Human Rights
- United Nations Sustainable Development Goals (SDGs)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Convention on the Rights of the Child
- The basic and fundamental conventions of the International Labour Organisation
- Convention on the Elimination of All Forms of Discrimination against Women
- Basel Convention on Hazardous Wastes
- Montreal Protocol

The FNMT-RCM presents its stakeholders with an annual Non-Financial Information and Sustainability Report, prepared by the Corporate Social Responsibility Department and approved by the FNMT-RCM Governing Council. ***(GRI 2-14)***

Given the need to present this information in the coming years in accordance with Directive (EU) 2022/2464, known as the CSRD (Corporate Sustainability Reporting Directive); and Delegated Regulation (EU) 2023/2772 on European Sustainability Reporting Standards (hereinafter NEIS), a process of adaptation to these regulations has been initiated.

The CSRD Directive aims to standardise sustainability information across companies, put sustainability information on a par with financial information, help identify areas for improvement in environmental, social and governance (ESG) practices, and create a common reporting framework at European level.

Annex I of this Non-Financial and Sustainability Information Statement contains a glossary of these indicators, with the pages to which they are linked and their correspondence with the NEIS and SDGs. For ease of reference, the document includes the GRI indicators to which each heading corresponds.

With regard to the scope of the information presented in this document, data from other investee companies or joint ventures has not been included. **(GRI 2-2/ NEIS 2 BP-1_01 and BP-1_02)**

Although no external verification of the content of this Non-Financial Statement has been carried out, due to the FNMT-RCM's status as a public entity, the annual accounts and management report are audited annually in accordance with the Public Sector Auditing Standards and the General State Comptroller, and are made available to the public both on the website of the General Comptroller and on the FNMT-RCM's own website **(GRI 2-5)**.

With regard to non-financial information corresponding to previous financial years, there are no significant updates to report for this period **(GRI 2-4/ NEIS 2 BP_10, BP-11 and BP_12)**.

Materiality analysis at the FNMT-RCM

The FNMT-RCM will gradually adapt to the requirements set out in Delegated Regulation (EU) 2023/2772 of the European Parliament and of the Council on European sustainability reporting standards (ESRS).

According to the latest EU Directive 2025/794, adopted by the Council of the European Union on 14 April 2025, better known as the Stop-the-Clock Directive, FNMT-RCM will be required to submit this information on a mandatory basis from the 2028 financial year onwards (for information relating to 2027). This Directive is part of a broader legislative package, EU Directive 2019/2161, also known as the Omnibus Directive (currently under legislative negotiation).

Among other features, this will involve the implementation of the double materiality methodology, which is based on the principle of double relative importance:

- Relative importance in terms of incidence, also known as materiality of impact, which includes all the impacts that the company causes or may cause to people or the environment (external impacts).
- Relative financial importance, also known as financial materiality, which sets out the risks and opportunities that natural and social resources produce or may produce on the value of the company (internal impacts).

To determine this dual materiality at the FNMT-RCM, the process detailed below was followed:

a) Context analysis

During this phase, an analysis was carried out of the activities, business relationships, internal and external context, and all stakeholders linked to the FNMT-RCM, using the following sources of information:

- Legal requirements and regulations applicable to FNMT-RCM
- Reports and results of the Management Review of Management Systems
- Material Issues and Stakeholder Matrix
- Results of Management System Audits
- Results of stakeholder feedback
- Management Communications
- Specific Context Assessments of Management Systems
- Management Reviews of Management Systems

b) Identification of actual and potential impacts, risks and opportunities (IROs) related to sustainability issues

From the above context, an extensive list of topics has been obtained, which, through an aggregation process, have been reflected in the Stakeholder Material Issues Matrix, subject to review by Management. It is important to note that all the material issues appearing in this matrix have been analysed from the perspective of double materiality, considering that all of them have generated both incidents (impact materiality) and risks and opportunities (financial materiality).

c) Criteria for assessing Impacts, Risks and Opportunities (IROs)

• Materiality of impact

For the assessment of the materiality of actual positive impacts, only magnitude and scope have been considered; probability has been incorporated for cases involving potential positive impacts. Likewise, and in accordance with the provisions of Delegated Regulation (EU) 2023/2772, when identifying material issues, severity will take precedence over probability.

PROBABILITY		MAGNITUDE OR SCALE		SCOPE	
rating	rank	rating	importance attributed to stakeholders	rating	environmental and/or social scope
1	Possible (less than 25%)	0	Very low	0	Local (very limited impact)
2	Very possible (25 to 50 %)	1	Low	1	Regional (province or area larger than the local area)
3	Likely (51 to 75%)	2	Medium	2	Nacional
4	Very likely (more than 75%)	3	High	3	International (affects several countries)
		4	Very high	4	Global

On the other hand, in order to determine the materiality of actual negative impacts, their severity (measured in terms of magnitude, scope and remediability), also adding the dimension of probability in the case of potential negative impacts.

REMEDIABILITY		
Estimated cost and effort to mitigate the risk	Implementation time	Residual impact
Null	Immediate-close (up to 1 month)	Null
Low	Short term (up to 1 year)	Low
Medium	Mid term (up to 5 years)	Moderate
High	Long term (more than 5 years)	High

• Financial materiality

With regard to financial materiality, a four-tier assessment has been established, based on the economic effect that each of the sustainability issues of relative importance may have on FNMT-RCM.

d) Analysis and determination of Impacts, Risks and Opportunities (IROs) related to sustainability issues

Following the aggregation process, 14 issues have been identified. In order to determine which are particularly significant for reporting purposes and, therefore, of particular relevance to FNMT-RCM, all topics that have exceeded the 50% threshold in either of their two dimensions (impact materiality and financial materiality) have been considered material in this first year of adaptation to the ESRS.

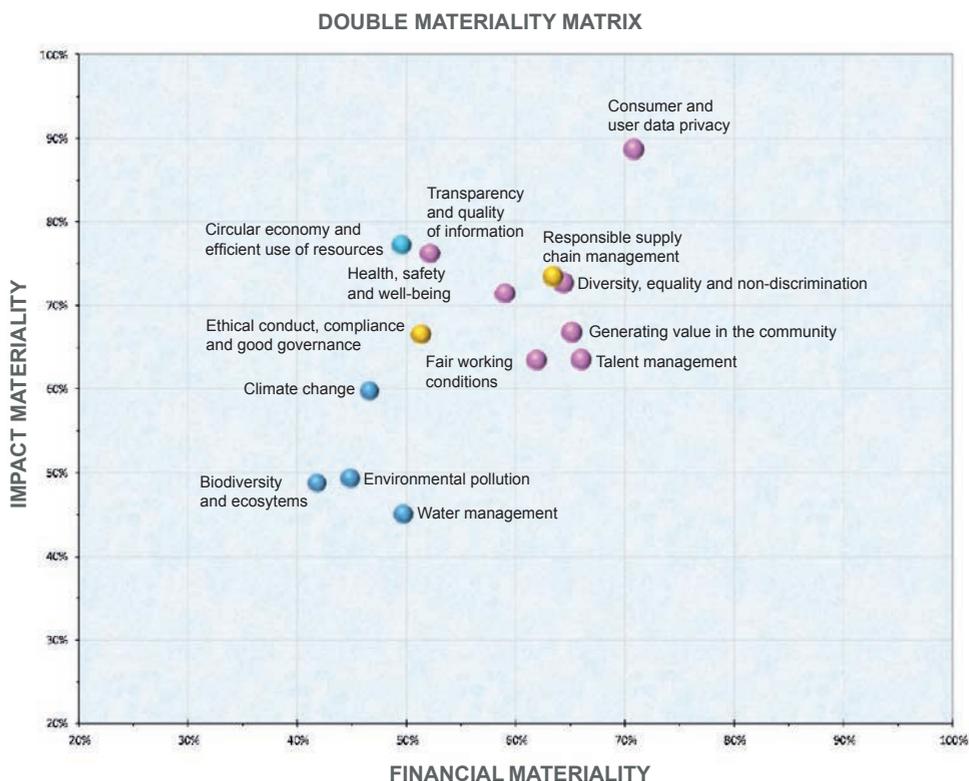
e) Validation and presentation of information

In this step, the information obtained previously was presented for approval by the areas and managers responsible for management.



The double materiality matrix

Once the results of the analysis have been compiled and validated, the FNMT-RCM double materiality matrix for the 2024 financial year is shown below:



Material topics

Of all the potentially material impacts, risks and opportunities identified at FNMT-RCM, four sustainability issues of relative importance should be highlighted:

- Consumer and user data privacy (social)
- Responsible supply chain management (governance)
- Diversity, equality and non-discrimination (social)
- Circular economy and efficient use of resources (environmental)

Similarly, biodiversity and ecosystems, and water management (water resources) have not been considered material as they fall below the 50% threshold.

Below is a breakdown of the double materiality matrix with all the issues identified:

IROs tied to sustainability issues	Materiality of impact	Financial materiality	ESRS issue standard	GRI STANDARDS	SDG
Climate change	●	●	Environmental	3. Material topics (2021) 305. Emissions (2016) 302. Energy (2016)	
Environmental pollution	●	●	Environmental	3. Material topics (2021) 303. Water and effluents (2018) 305. Emissions (2016) 306. Waste (2020)	
Water management	●	●	Environmental	3. Material topics (2021) 303. Water and effluents (2018)	
Biodiversity and ecosystems	●	●	Environmental	3. Material issues (2021) 304. Biodiversity (2016)	
Circular economy and efficient use of resources	●	●	Environmental	3. Material issues (2021) 301. Materials (2016) 306. Waste (2020)	
Fair working conditions	●	●	Social	3. Material topics (2021) 401. Employment (2016) 402. Employee-company relations (2016) 407. Freedom of association and collective bargaining (2016) 408. Child labour (2016) 409. Forced or compulsory labour (2016)	

<p>Health, safety and wellbeing</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 403. Health and safety at work (2016) 416. Client health and safety (2016)</p>	
<p>Diversity, Equality and Non-Discrimination</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 405. Diversity and equal opportunities (2016) 406. Non-discrimination (2016)</p>	
<p>Transparency and quality of information</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 417. Marketing and labelling (2016)</p>	
<p>Generating value in the community</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 201. Economic performance (2016) 203. Indirect economic impacts (2016) 207. Taxation (2019) 413. Local communities (2016)</p>	
<p>Talent management</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 401. Employment (2016) 404. Training and education (2016)</p>	
<p>Consumer and user data privacy</p>	<p>•</p>	<p>•</p>	<p>Social</p>	<p>3. Material topics (2021) 418. Client privacy (2016)</p>	

Ethical conduct, compliance and good governance	●	●	Governance	3. Material topics (2021) 205. Anticorruption (2016) 206. Unfair competition (2016) 307. Environmental compliance (2016) 415. Public policy 419. Socio-economic compliance (2016)	
Responsible supply chain management	●	●	Governance	3. Material topics (2021) 308. Environmental assessment of suppliers (2016) 414. Social assessment of suppliers (2016)	

 **Corporate governance** (GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-16; 2-17; 2-18; 2-19; 2-20; 2-21; 2-23; 2-24; 3-3; 201-3; 405-1; 405-2)

The governing body of the Organisation

In accordance with Royal Decree 51/2013 on the Statutes of the FNMT-RCM, in force since 1 February 2023, its governing bodies are composed of the Governing Council, its Delegate Committees and the Presidency, with the Directorate General acting as the executive body of the FNMT-RCM.

The Presidency

The Presidency of the FNMT-RCM corresponds to the head of the Undersecretary of Finance who, among other things, has the functions of assisting the head of the Ministry in the control of efficiency, strategic management, evaluation and control of the results of the FNMT-RCM’s activities.

The Governing Council

The Governing Council is the highest governing body of the Entity, and is composed of between nine and fourteen members and a secretary, who attends the meeting with voice but without vote. The members of the Governing Council are appointed by the head of the Undersecretary of Finance, and must hold a

minimum rank of Deputy Director General or equivalent with the General State Administration and agencies and entities linked to or dependent on it, and be in the service of agencies, bodies and entities of the state, autonomous or local public sector.

At least two members of the Governing Council shall be representatives of the regional and local sectors, respectively, at least one member shall be a representative of the Directorate-General of the Police, and at least three members shall be appointed on the proposal of the head of the Ministry of Economic Affairs and Digital Transformation. In addition, when deemed necessary by the Presidency, a representative of the staff, as well as personnel in the service of the General State Administration and other administrations, may participate in these meetings.

The powers of the Governing Council, based on the current Statute, include, among others, approving the Multi-year Action Programme and the operating and capital budgets, at the proposal of the Directorate General, for submission to the Undersecretary of Finance and subsequent inclusion in the corresponding budget laws. Approving, at the proposal of the Director General, the business plan and strategic plans of the FNMT-RCM for submission to the Undersecretary of Finance, as well as approving the annual accounts and proposal for the distribution of profits and establishment of reserves, for submission to the Undersecretary of Finance in each financial year.

Composition of the Governing Council

The composition of the Governing Council as at 31 December 2024 is as follows:

PRESIDENCY

Mrs. MARÍA ISABEL VALLDECABRES ORTIZ

General Director of the FNMT-RCM, EPE, MP

MEMBERS

Mr. ALEJANDRO DE LAS ALAS-PUMARIÑO Y LINDE

*Chief Executive Officer
Ministry of Transport and Sustainable Mobility*

Mr. ÁNGEL MANUEL MARQUÉS ALMANZA

*Deputy Director General of Organisation, Planning and resource Management of the General State Comptroller's Office
Ministry for Finance*

Mr. MANUEL VARELA BELLIDO

*Deputy Director General of State Treasury Management
Ministry of Economy, Trade and Business*

Mr. LUIS ANTONIO MARTÍNEZ-SICLUNA SEPÚLVEDA

*(Representative of the Local Sector)
General Secretary
Spanish Federation of Municipalities and Provinces*

Mrs. SILVIA GARCÍA MALSIPICA

Deputy Director General of Coordination, Audit and Knowledge Management
Ministry of the Presidency, Justice and Relations with the Courts

Mr. JAVIER LAMANA PALACIOS

Chief State Solicitor in the State Legal Service of the Secretary of the State for the Economy and Business Support
Ministry of Economy, Trade and Business

Mrs. ANA MARÍA PREJIGUEIRO RODRÍGUEZ

Director of the Cabinet of the Secretary of State for Security
Ministry of the Interior

Mr. JOSÉ VICENTE PETRUZZELLA LACAVEA

Subdirector General de Explotación.
Departamento de Informática Tributaria de la AEAT
Ministry for Finance

Mrs. RITA PÉREZ BENITO

Advisory member of the Technical Cabinet of the Undersecretary of Finance
Ministry for Finance

Mr. AITOR SILVÁN RICO

Deputy Director of the Minister's Office
Ministry of the Presidency, Justice and Relations with the Courts

Mr. DAVID DE FRANCISCO MARCOS

Deputy Director General of Artificial Intelligence and Digital Enabling Technologies
Ministry for Digital Transformation and Public Service

Mr. LUIS CARLOS ESPINO CRUZ

Deputy Director General of Logistics and Innovation a General Directorate of Police
Ministry of the Interior

Mr. JAVIER VILLAMAYOR CAAMAÑO

(Representative of the Autonomous Sector)
Secretary of the Government of Catalonia

Mrs. BEATRIZ RODRÍGUEZ ALCOBENDAS

Deputy Director General of Budgetary Programmes for General Activities
Ministry for Finance

SECRETARY**Mrs. MARÍA BUEYO DÍEZ JALÓN**

Chief State Attorney
Ministry for Finance

WORKS COUNCIL REPRESENTATIVE**Mr. JOSÉ LUIS DÍAZ JEREZ**

With regard to female representation on the Governing Council and its Delegate Committees, as of 31 December 2024, and compared with 31 December 2023, the figures are as follows:

% women	2024	2023
Governing Council	38%	44%
Delegated Committee for Procurement, Budgets and Management Control	50%	50%
Delegated Committee for Compliance, Transparency, Social Responsibility and Good Governance	50%	67%

The Delegate Committees

The Delegate Committees are established to exercise those powers that may be delegated by the Governing Council and are composed of the President and four councillors elected by the Governing Council.

The Directorate General

The head of the Directorate General of the FNMT-RCM is appointed by Royal Decree, at the proposal of the head of the Ministry of Finance, and is responsible for the representation, direction, administration and day-to-day management of the Entity and other powers, attributions or faculties provided for in the Statute; as well as the Presidency of the Governing Council and, where appropriate, of the Delegated Committees.

The Management Committee

The Management Committee is a coordinating body that encompasses the Directorate General and the First Level Directorates of the FNMT-RCM. Its main functions can be summarised as follows:

- Strategic Functions (coordination of departments, strategic vision and deployment of objectives, indicators and plans aligned with it)
- Management and Continuous Improvement (formulation and approval of the annual budget, approval of the Audit Plan and promotion of the implementation of its recommendations)
- Safety and Prevention (review of accident reports, promotion of a culture of prevention and evaluation of the Prevention Plan)
- Social Responsibility and Ethics (promotion of CSR policies and harmonisation of action criteria)
- Other functions (assumption of tasks assigned by the General Management)

The total remuneration earned by the members of the Board of Directors and Senior Management over the last three years has been as follows:

TOTAL REMUNERATION EARNED (in euros)	2024	2023	2022
Board of Directors	155,921	169,006	167,915
Chairmanship – General Management	166,897	160,912	155,341
Senior Management Staff	485,698	557,328	530,428
Other Management Staff	2,423,129	2,567,924	2,758,745

The remuneration of senior management and executives not subject to collective agreements includes variable remuneration received for achieving objectives, which creates a link between this remuneration, performance and the organisation's results.

The members and advisers of the Governing Council are subject to the incompatibility regime established in Law 3/2015 of 30 March, regulating the exercise of senior positions in the General State Administration, and their actions comply with the ethical and conduct principles set out in this law.



Master Plan (GRI 2-22)

In order to adapt to the changes that will result from the construction and commissioning of the new facilities on the Vicálvaro site in Madrid, the FNMT-RCM has drawn up and presented its Master Plan for 2024. The estimated timeframe for the construction of this new headquarters is between four and five years.

This Master Plan is a strategic document, structured in three phases (understanding the current situation, defining the ambition, and strategic initiatives to be implemented), in which the long-term goals and the roadmap to be followed by the FNMT-RCM have been established.

In its preparation, an attempt has been made to identify and assess both legal and operational risks, as well as to define all the initiatives considered key to this transformation.

This has led to the planning of seven programmes:

- Strategy (estimation of future demand and strategic positioning)
- Smart Factory (optimisation and improvement of operational efficiency)
- Digital and IT (creation of a technology map and process integration)
- Security and Business Continuity Plans (comprehensive security, operational continuity and data protection)
- Human resources (review of the human resources management model, training in new technologies and change management to facilitate the transition)
- Construction and Execution of Works (technical projects, tendering and obtaining licences)
- Sustainability and ESG (implementation of sustainability and environmental initiatives, improvement of traceability, and reporting of key indicators or KPIs).



Stakeholders (GRI 2-6, 2-16, 2-26, 2-29)

Stakeholders or interest groups are made up of all those individuals or groups whose interests are or could be affected, positively or negatively, by the activities of the FNMT-RCM, as a result of their direct or indirect business relationships throughout its value chain.

The FNMT-RCM has an integrated policy that encompasses its systems for Corporate Social Responsibility, Occupational Risk Prevention, the Environment, Physical Security, Energy Management, Quality, Business Continuity, Information Security, Compliance and Information Technology Services.

This Integrated Policy for FNMT-RCM Management Systems includes a commitment to respect the principles of social responsibility regarding accountability, transparency, ethical behaviour, and respect for the interests of stakeholders, the principle of legality, international standards of behaviour, and human rights. It also includes requirements regarding the efficient use of resources, respect for the environment and the promotion of cultural activities.

Identification

The FNMT-RCM identifies its stakeholders in accordance with the guidelines of the IQNet SR10 International Management Standard, periodically evaluating its relationship with them through the actions of its Sustainability Committee. This Committee is responsible for establishing the criteria for identifying all relevant stakeholders, defining the actions to be taken to ensure that their needs and expectations are understood and met by the organisation. As a result of this assessment, the following stakeholders have been identified at the FNMT-RCM:

- Employees (workforce, union representatives)
- Suppliers (both direct and indirect)
- Clients
- Owners (State)
- Community, society and social organisations
- Environment
- Government entities and regulatory bodies
- Partners and strategic allies
- Competitors

Relationship and interaction with stakeholders

In order to build a relationship of trust with the various stakeholders with whom FNMT-RCM is involved, to adjust its communication strategy, and to ensure that needs, risks and expectations are reviewed and addressed over time, FNMT-RCM follows these principles:

- Transparency of information:

An essential element for fluid feedback with stakeholders. The FNMT-RCM is committed to providing reliable, accurate, timely and relevant information to all its stakeholders; this information must also be easily accessible and understandable to all of them.

- Participation and collaboration:

The aim is to achieve, as far as possible, two-way, responsive and continuous communication that is beneficial to both the FNMT-RCM and all its stakeholders. The aim is not only for this dialogue to be effective but also efficient.

To this end, the FNMT-RCM maintains several permanent channels of contact with its stakeholders, including: its corporate website and contractor profile, its infringement information system, the websites of the Royal Mint Museum and the Engraving School, its customer service department, and a call centre for users of digital and certification services. It also provides its staff with a corporate intranet, notice boards, a suggestions channel and a WhatsApp community (which has replaced the previous telephone app).

On a regular or ad hoc basis, it participates in conferences (Public Innovation Conference), trade fairs (World Money Fair, International Numismatic Fair, INTERGRAF, Stamp Fair, etc.), lectures (The Currency Conference) and meetings with these stakeholders or their representatives (MDC, European Currency Subcommittee, CECAS meeting, etc.). It also conducts surveys to assess the degree of satisfaction. From these surveys, all relevant issues with the greatest impact on the organisation's activity are extracted.

These are included in both the Code of Ethics and Conduct and the FNMT-RCM Supplier Code of Conduct.

- Continuous improvement:

Following the practice of the continuous improvement cycle (Plan-Do-Check-Act), and in the area of stakeholder relations, communication channels are reviewed periodically in order to keep them properly updated.

The following is a list of the main stakeholder groups, the most relevant communication channels through which we interact, their frequency, the flow of communication (issuance: to the stakeholder, reception: from the stakeholder and bidirectional), the commitment made by the company with regard to each one, as well as the corresponding key indicators:

CHANNELS OF COMMUNICATION WITH STAKEHOLDERS				
Dialogue channel	Frequency	Flow of communication	Commitments made by the Organisation	Key indicators (KPIs)
Employees (workforce, union representatives)				
Quarterly internal e-newsletter	Quarterly	Issuance	Improvement of internal communication (news, campaigns, etc.)	Number of views on the employment portal (data provided by IT Department)
Suggestion box	Continuous	Reception	Staff involvement in continuous improvement through participation	Number of suggestions received, % of suggestions implemented (data provided by IT Department)
Physical and digital signage (screens)	Continuous	Issuance	Improvement of internal communication (news, campaigns, etc.)	Without measurement
PRL campaign satisfaction surveys	Annual	Reception	Risk identification and prevention. Regulatory compliance	Participation rate. Campaign satisfaction level. No. of surveys received. Contributions
Interviews on psychosocial risks	Quinquennial	Bidirectional	Engage employees in order to adopt corrective measures and action plans to improve the working environment	Number of forms completed, risk factors identified, implementation rate of measures adopted
Employment Portal	Continuous	Bidirectional	Facilitating access to information and staff procedures	Access and usage rate, average time spent on site, number of interactions, response rate to surveys or campaigns, user satisfaction, number of published content items, internal procedure resolution rate (IT Department)
Satisfaction survey (signage service)	Annual	Reception	Analysis of results to apply possible improvements	Frequency of use, facilities, quality of service and food, price

Preventive communications mailbox	Continuous	Reception	Facilitate an open and reliable channel of communication where employees can report risks, suggestions, or preventative situations	
Regular meetings with union representatives	Bidirectional	Bidirectional	Communication and participation of the Works Council in all matters relating to the workforce. Respect for the rights of association and collective bargaining	Signed minutes and agreements reached
Clients				
Call Centre (CERES, Commemorative Coins, Tobacco, and MiDNI)	Continuous	Bidirectional	Quality customer service (whether by telephone, email or open channels on social media)	Average handling time, first call resolution rate
Satisfaction surveys	Annual	Reception	Loyalty from the perspective of continuity in orders. Identification of areas for improvement in response to customer feedback	Level of interest and satisfaction, willingness to recommend FNMT-RCM to other companies or organisations, speed in resolving incidents
Campaigns in the press (print and digital) and social media (commemorative coins)	for each issuance	Issuance	Adapting the message and product to make it meaningful	Reach and coverage, interaction rate (likes, shares, comments), audience sentiment, conversions or derived actions (data provided by MMCC)
Follow-up meetings	as reflected in each contract	Bidirectional	Ensure compliance with contractual and operational commitments	Number of meetings held, relationship between follow-up meetings and contract renewals, recurring purchases or increase in Net Score (NPS)

Newsletter (Commemorative coins)	for each issuance	Issuance	Provide the public with useful and relevant content about new issues	Number of subscriptions, open rate, click-through rate
Visits	Unusual	Reception	Strengthen and build loyalty in commercial relationships	Total number of visits, lead conversion rate, post-visit satisfaction level, visitor type, cancellation rate
Complaints	Continuous	Bidirectional	Provide high-quality, environmentally responsible and safe goods and services	Total number of complaints, resolution rate, rate of unresolved complaints
Suppliers				
Meetings with sales agents	Quarterly	Bidirectional	Strategic monitoring and performance review. Brand and reputation protection	Number of tenders submitted. Volume of negotiations with institutions and/or authorities
Meetings with regional offices	Monthly	Bidirectional	Strategic monitoring and performance review. Brand and reputation protection	Number of tenders submitted. Volume of negotiations with institutions and/or authorities
Procurement portal / Contractor profile	Continuous	Bidirectional	Guarantee objective tenders without conflicts of interest. Inclusion of social, environmental and ethical clauses to ensure that suppliers comply with them	Diversity of suppliers. Percentage of deliveries made in accordance with the contract
Supplier accreditation	Continuous	Reception	Selection of suppliers whose confidentiality, quality and solvency have been accredited. Control and monitoring of the maintenance of the characteristics of accredited suppliers	% Accredited Suppliers/ Active Suppliers

Surveys	Annual	Reception	Prospect of continuity in orders. Compliance with payment deadlines	% of payments made on time. Supplier satisfaction index.
Owners				
Governing Council Meetings	Monthly	Issuance	Supervision of company activities	Monitoring of agreements and evaluation of reports
Report by the Undersecretary	Annual	Issuance	Integration of FNMT-RCM activities with the other units that make up the Undersecretary of Finance	Activities of the different departments
Community, society and social organisations				
Social media (LinkedIn, Facebook, WhatsApp)	Continuous	Issuance	Improvement of internal communication (news, campaigns, etc.)	Scope and coverage, interaction rate (likes, shares, comments)
Relationship protocols	as reflected in each protocol	Bidirectional	Support for social organisations. Development and promotion of cultural activities. Generation of shared value	as indicated in each relationship protocol
Environment				
Sustainability report	Annual	Issuance	Transparency in environmental performance	described in the report
Internal and external environmental audits / Recertifications	Annual / Quarterly	Issuance	Environmental regulatory compliance	Compliance status. % compliance with the Action Plan. % Compliance with legal requirements
Participation in forums	Continuous	Bidirectional	Awareness of responsible management of natural resources	Number of events attended

Partners and strategic allies				
Attendance at Board Meetings of Investee Companies	Regular	Bidirectional	Risk control and financial health management	Monitoring of agreements and evaluation of reports
Competitors				
Industry associations	Continuous	Bidirectional	Industry regulatory compliance and promotion of ethical standards	Level of involvement in industry forums
Foros y Congresos	Continuous	Bidirectional	Responsible collaboration	Number of collaborative initiatives (projects, studies or events carried out with competitors)

On the other hand, there are also other channels for dialogue and relationship building, which are common to all stakeholders:

- Information channel on infringements
- Corporate website
- Electronic headquarters
- Museum website
- Engraving school website
- Online store website
- Ibero-American Society of Numismatic Studies website
- Transparency Portal

Impact on Spanish economy

(GRI 201-1, 207-4)

Due to its links with the Spanish State, it is difficult to ascertain the full extent of the organisation's impact on the country's economy. However, it is possible to provide an overview of the impact generated by its economic activity, through aspects such as job creation, turnover and tax contributions. For more information on the state of the Entity's accounts, please refer to the complete information in Annex I to this Report.

(in euros)		2024	2023	2022
Turnover (net amount)		336,912,000	337,395,000	273,958,000
Benefits		38,008,000	27,802,000	24,542,000
Average workforce throughout the year		1,271	1,217	1,215
Social Security contributions	Social security paid by the company	18,706,000	17,484,000	15,675,000
	Other social expenses	2,312,000	2,133,000	3,965,000
VAT returns filed		30,663,916	18,274,735	28,087,086
Corporation tax		12,671,000	9,270,000	8,431,000
Distribution of profits	to dividends	15,000,000	9,175,000	12,000,000
	to statutory reserves	23,008,000	18,627,000	12,542,000

ENVIRONMENTAL INFORMATION





Environmental management at the FNMT-RCM *(GRI 301 a 308)*

One of the fundamental principles of action of the FNMT-RCM with regard to the development of its activities is to maintain respect for and protection of the environment, minimising the environmental impact of its activities through the correct use and management of resources and raw materials. It is also committed to the objective of reducing and properly treating waste, discharges and emissions produced.

As a result of this commitment, we can highlight that, during 2024, no environmental complaints have been received for non-compliance with environmental legislation and regulations.

In 2024, the FNMT-RCM joined the Collective Extended Producer Responsibility System (SCRAP, by its initials in Spanish) formed by ECOEMBES (a non-profit environmental organisation that coordinates packaging recycling in Spain) for the management of all packaging waste from products that the FNMT-RCM places on the market.

This membership adds to the list of external suppliers that already collaborate with the FNMT-RCM on environmental matters:

- EMGRISA: management of hazardous waste generated at the Jorge Juan facilities
- SGS: prevention of legionnaires' disease in Madrid and Burgos
- TQM: cleaning and disinfection service for facilities at risk of legionnaires' disease

- AMBILAMP: extended producer responsibility system responsible for the collection of used fluorescent tubes and light bulbs.
- FUNDACIÓN ECOFIMÁTICA-TRAGATONER: Removal of used toner and other printing consumables.
- ECO-RAEEs: Collective Extended Producer Responsibility System (SCRAP) formed by ECO-RAEEs for the management of Waste Electrical and Electronic Equipment placed on the market. According to current legislation, these devices refer to manufactured products that contain chips.

At the same time, a wide range of actions have been carried out to achieve the commitments described above:

- Contracting a service to supply reusable rags in the workshops
- More effective separation of hazardous waste
- Replacement of packaging materials, equipment and machinery in workshops with more environmentally efficient alternatives
- Replacement of tap aerators with more efficient ones to save water
- Information, training, dissemination and awareness-raising activities on the environment and waste through presentations, leaflets, information on the intranet, specific training for new staff and workshop staff, etc.

With regard to waste generated, in 2024 new streams of waste segregation similar to urban waste have been consolidated, so that the following fractions are separated:

- Organic waste
- Textile waste
- Glass packaging waste
- Plastic and packaging waste
- Paper and cardboard waste
- Household waste and other bulky waste
- Wood
- Metals
- Other

Furthermore, the FNMT-RCM also undertakes to promote the efficient use of energy by implementing energy-saving measures, purchasing energy-efficient products and services, and improving consumption habits.

In line with this, the FNMT-RCM has implemented an Environmental Management System, certified according to the ISO 14001 standard, which includes, for the Madrid work centre, the design and manufacture of banknotes, coins, and security documents and, for the Burgos Paper Factory, the manufacture of security paper.

Considering that energy management is centred on efficiency, the FNMT-RCM carries out systematic monitoring based on a process of continuous improvement. To this end, it uses an Energy management System certified according to the ISO 50001 standard (which represents more than 80% of overall consumption) and a Water Efficiency Plan at its Madrid work centre, while also continuing with the Energy Saving and Efficiency Measures launched in 2022.



Climate change (GRI 305)

Overall, human activity has been contributing to, and even accelerating, global warming through greenhouse gases (GHGs). Globally, various initiatives have been developed to reverse this situation, such as the 2015 Paris Agreement (objective: to limit global warming to less than 2 °C above pre-industrial levels) and the 2030 Target (reduction of global emissions by at least 45% compared to 2010). Spain, specifically, has committed to reducing its emissions by 37.7% by 2030.

The FNMT-RCM is making an effort to contribute to this change by specifically monitoring two of the main gases that cause global warming: CO₂ and NO_x (nitrous oxides).

Scope 1 GHG emissions

These emissions are those originating from sources belonging to or controlled by the FNMT-RCM.

SCOPE 1 - DIRECT EMISSIONS	
Source of CO ₂ emissions	tonnes of CO ₂ equivalent
Natural gas for air conditioning	715.701
Fuel consumed by generators	1.986
Fuel consumed by own vehicles	6.349
Fuel consumed by pump and fan group for PCI	0.327
Refrigerant gas refill	74.412

Indirect GHG emissions caused by energy use (Scope 2)

Scope 2 GHG emissions are indirect emissions from the generation of electricity, steam, heat or cooling purchased or acquired by the FNMT-RCM.

SCOPE 2 - INDIRECT ENERGY EMISSIONS	
Source of CO ₂ emissions	tonnes of CO ₂ equivalent
Consumption of purchased electricity	3,453.5

NOx, SOx and other significant atmospheric emissions

Data is available from regulatory emission controls carried out periodically by an OCA (Authorised Control Body, by its initials in Spanish), as established in the emissions authorisation for Activities Potentially Polluting the Atmosphere. Three fixed emission sources from natural gas boilers (CO and NOx emissions) and three sources from electroplating baths (copper, nickel and chromium) are monitored. During 2024, all controls were well below the emission limit values set by legislation.

Energy and water resource management

(GRI 302-1, 302-3, 303-3, 303-5, 306-5)

The following table shows the evolution of consumption from the two sources used (electricity and natural gas), in absolute terms (kWh) and relative terms (energy intensity), as well as drinking water consumption:

INTERNAL ENERGY CONSUMPTION			
GAS CONSUMPTION (kWh)	2024	2023 (*)	2022
Madrid Centre – Jorge Juan	3,944,920	5,312,107	7,448,722
Madrid Centre – Warehouse	304,149	393,119	393,119
Burgos Centre	12,679,261	14,960,259	13,514,337
Total	16,928,330	20,665,485	21,356,178
ELECTRICITY CONSUMPTION (kWh)	2024	2023	2022
Madrid Centre – Jorge Juan	13,334,092	16,062,093	17,966,703
Madrid Centre – Warehouse	439,488	493,259	514,153
Burgos Centre	13,147,056	15,522,680	12,872,936
Total	26,920,636	32,078,032	31,353,792

ENERGY INTENSITY RATES			
GAS	2024	2023 (*)	2022
kWh / euro billed	0.014	0.021	0.038
ELECTRICITY	2024	2023 (*)	2022
kWh / euro billed	0.046	0.062	0.089

(*) Data updated in light of new information received after the report was finalised

TOTAL WATER COLLECTION BY SOURCE (M³)				
		2024	2023	2022
Madrid centre	Drinking water network - Jorge Juan	4,753	15,733	15,214
	Drinking water network - Warehousen	2,321	1,839	1,652
Burgos centre	Arlazón river	530,738	681,617	522,075
	Drinking water network	11,284	13,955	13,203

 **Environmental impacts: waste and circular economy** *(GRI 301-3, 306-3)*

Derived from the activities carried out by the FNMT-RCM, a series of environmental aspects have been identified that could cause certain environmental impacts, generally of a negative nature. For this reason, the environmental aspects detected are subjected to a significance assessment and a risk analysis to determine those that need to be addressed in order to prevent them from generating significant environmental impacts.

TOTAL WEIGHT (KG) OF WASTE TREATED OR RECYCLED				
MADRID FACTORY- HAZARDOUS WASTE		2024	2023	2022
	Oils	2,500	2,320	2,080
	Adhesives and sealants	1,100	700	540
	Aerosols	20	40	20
	Water containing hydrocarbons	4,100	7,240	7,940
	Stripping bases	300	380	940
	Lead-acid batteries	1,900	2,260	880
	Non-halogenated solvents	2,100	2,320	141

TOTAL WEIGHT (KG) OF WASTE TREATED OR RECYCLED			
MADRID FACTORY- HAZARDOUS WASTE	2024	2023	2022
Contaminated metal containers	5,700	6,700	6,360
Contaminated plastic containers	2,900	3,240	3,020
Contaminated glass containers	100	80	0
Fluorescent lights	100	164	157
Shot blasting and shredding	3,700	6,000	4,360
Ultrasonic washers	2,500	0	0
Aqueous cleaning liquids	100	115	0
Light fixtures	100	0	0
Sludge Electroplating	6,100	3,000	1,900
Expired paints	0	300	230
Polymer	600	700	595
Laboratory chemicals	500	225	425
Electrical and electronic waste	2,500	3,094	2,392
Developer and fixer	1,400	1,480	1,460
Sepiolite	200	345	280
Chromium solutions	3,500	365	1,540
Drilling fluids	600	190	360
Liquid inks	94,400	80,200	75,600
Contaminated rags and absorbents	8,000	10,280	11,080

MADRID FACTORY- NON-HAZARDOUS WASTE			
	2024	2023	2022
Scrap	161,200	48,926	29,601
Dematerialisation	9,300	6,601	6,601
Packaging and Plastics	20,900	14,638	29,904
Organic fraction	8,800	0	0
Light fixtures	100	566	1,149
Wood	25,800	32,299	9,620
Pallets	3,200	16,126	11,325
Paper (paper rolls, waste, defective items, etc.)	803,500	806,592	842,909
PVC	35,000	31,495	29,904
Construction and Demolition Waste (CDW)	46,300	152,870	149,900
Municipal Solid Waste (MSW)	61,000	62,328	58,848
Clothes / Textile	1,000	0	0
Toner	1,500	1,230	941
Glass	800	0	0

TOTAL WEIGHT (KG) OF WASTE TREATED OR RECYCLED			
BURGOS FACTORY- HAZARDOUS WASTE			
	2024	2023	2022
Contaminated metal containers	160	0	80
Contaminated PLASTIC containers	197	60	160
Ni-Cd batteries	0	260	0
Absorbent material	0	0	780
Aqueous liquids containing hazardous substances	5,008	4,580	10,360

TOTAL WEIGHT (KG) OF WASTE TREATED OR RECYCLED			
BURGOS FACTORY- HAZARDOUS WASTE	2024	2023	2022
Solvent-based inks and paints	2,043	0	0
Expired chemical products	175	3,920	560
Used lubricating oil	2,779	0	1,280
Group III approved container	0	1	3
Insulation material containing asbestos	0	255	0
Other monitors or screens with hazardous components	0	0	200
LIQUID PAINT (EXCEPTIONAL)	0	1,270	0

BURGOS FACTORY- NON-HAZARDOUS WASTE	2024	2023	2022
Paper scraps (non-compliant recyclable paper)	66,260	188,340	293,060
Briquettes	389,460	374,340	590,440
Paper money (coastal)	211,040	380,680	9,360
Sewage sludge	13,580	7,880	0
Plastic	8,520	13,820	17,860
Polyester	16,260	26,840	22,920
Debris	79,040	101.160	171.520
Scrap	20,400	69,080	25,780
RSU	1.780	1.780	1.780
Wood	31,460	65,920	38,880
Paper and cardboard packaging	9,500	19,040	16,300
Other electrical and electronic equipment less than 50 cm. Non-hazardous	199	0	0

Waste is sorted according to type at the FNMT-RCM facilities and then removed and managed by authorised waste management companies.

Hazardous waste undergoes different intermediate treatments depending on its type at waste treatment plants. Currently, 26 different types of waste have been identified and are treated accordingly.

In all cases, environmental aspects are monitored to determine possible deviations that could cause environmental impacts. For example, wastewater is analysed monthly to detect possible unauthorised discharges, water, electricity and natural gas consumption is recorded to monitor consumption trends, production equipment is replaced with less polluting alternatives, etc.

The FNMT-RCM’s environmental management policy is available to its employees on the corporate intranet and to the general public on its website.

Transport of materials and products

TRANSPORT OF MATERIALS AND PRODUCTS	2024	2023	2022
Cost of outsourced service (euros)	1,884,875	2,399,458	2,020,538
Number of own vehicles	9	9	9
Fuel consumption (litres)	5,856	3,642	1,551

Recycling

With regard to the materials used by FNMT-RCM that come from recycling, these are mainly concentrated in packaging, with the following distribution:

PACKAGING	
MATERIAL	PERCENTAGE
Cardboard	62 % recycled
Plastic	23 % recycled

Environmental expenditure

ENVIRONMENTAL EXPENDITURE (IN EUROS) (*)			
WASTE DISPOSAL	2024	2023	2022
Cost of waste treatment and disposal	94.128	53.416	79.080
PREVENTION AND ENVIRONMENTAL MANAGEMENT	2024	2023	2022
Legionella control and indoor air quality	54,907	62,557	83,576
Environmental audits	1,990	6,013	4,955
Annual inspection of discharges by an de accredited body	1,236	1,183	1,148
Control of atmospheric emissions	3,326	0	820



SOCIAL
INFORMATION





Own workforce (GRI 2-7, 2-30, 401-1, 401-3, 402-1, 403-1 a 403-10, 405-1, 404-1 a 404-3)

Working conditions and labour relations between the company and its staff are governed by the XI Collective Agreement of the FNMT-RCM, its extensions, and the agreements of the Joint Committee incorporated therein. All staff are subject to this legal and remuneration regime, except for senior management and executives, who are subject to the provisions of the entity's Statutes.

Workers' rights

The FNMT-RCM safeguards workers' rights of expression, collective bargaining and representation, promoting their participation and seeking negotiated and transparent solutions when discrepancies arise. As provided for in the 11th Collective Agreement, there are various Monitoring Committees for matters related to workers' rights, which include the Workers' Representation.

- Joint Committee, on matters relating to the interpretation of the Agreement, conciliation and classification.
- Health and Safety Committee, on matters relating to occupational risk prevention.
- Human Relations and Health Committee, on matters affecting the Health Policy (Health and Dental), as well as the actions of the Mutual Insurance Company, Social Action and other social benefits.
- Equality Committee, for monitoring the actions set out in the III Plan.

- Suggestions Committee, for dealing with suggestions and awarding prizes where appropriate.
- Retraining Committee, for dealing with surplus staff and staff who are unfit for their job.
- Joint Assessment Committee, to evaluate and recognise changes in job functions and working conditions in terms of salary.
- HR Delegate Committee, meeting weekly, to initially process and channel the matters presented to the competent body.
- Covid Monitoring Committee.

The Collective Agreement establishes that the organisation of work and the determination of work centres, groups, sectors, departments and services are the power and responsibility of the FNMT-RCM Management, with information being provided to the workers' representatives. However, the testing of new organisational or production rules may not be extended for periods exceeding ten weeks.

The Agreement also establishes the length of the working day, guaranteeing a minimum and maximum number of working hours, as well as a sufficient rest period between the end of one working day and the start of the next. It also defines the number of working days per week and per year, as well as the number of days of holiday and personal leave to which all workers are entitled. Based on these requirements, a work calendar that includes public holidays and overtime is agreed annually between the entity's management and the workers' representatives.

All staff work full-time, unless the worker voluntarily requests otherwise, when there are circumstances that affect the work-life balance or other objective situations that limit their ability to perform their duties on a full-time basis.

In November 2024, the final agreement between the organisation's management and the workers' representatives is ratified, modifying the Collective Agreement and reducing the working week from 37.5 to 35 hours from the date of its signing, while guaranteeing that the level of service and productivity will be maintained.

Staff management

During 2024, there was a net increase of 57 people in the FNMT-RCM workforce, of whom nearly 50% were women. In line with its commitment to permanent

employment, there has been an increase in permanent contracts compared to the previous year, with 22 more contracts of this type and 24 fewer temporary contracts.

DISTRIBUTION OF THE WORKFORCE BY PROFESSIONAL CATEGORY	Year 2024			Year 2023		
	Men	Women	Total	Men	Women	Total
Presidency / General Management	-	1	1	-	1	1
Senior Management	2	2	4	3	2	5
Other Management positions	26	4	30	28	6	34
Heads of Department	74	25	99	67	23	90
Supervisors	57	7	64	59	6	65
Technical Staff	237	113	350	219	100	319
Administrative Staff	89	31	120	82	33	115
Operational Staff	464	133	597	465	115	580
Junior Staff	40	2	42	38	3	41
TOTAL	989	318	1.307	961	289	1.250

Of the above, 155 employees (120 men and 35 women) work at the Burgos Paper Factory, and the remaining 1,152 (869 men and 283 women) work at the headquarters and security warehouse in Madrid.

The average percentage of women in the workforce has grown to 24.33% during 2024, with Senior Management (50%) and Technical Staff (32.3%) being the categories with the highest parity, and Supervisors (10.9%) with the lowest. The department with the most balanced gender distribution is Human Resources (46.3%), and the one with the greatest difference is Maintenance (3.4%). The departments with the most women, in absolute terms, are Printing/Cards, Stamps, Information Systems and Economic-Financial, which together account for 43.7% of the female workforce.

DISTRIBUTION OF THE WORKFORCE BY AGE GROUP		
	Men	Women
from 17 to 24 years	4	1
from 25 to 29 years	10	7
from 30 to 34 years	37	24
from 35 to 39 years	53	32
from 40 to 44 years	114	37
from 45 to 49 years	200	59
from 50 to 54 years	200	69
from 55 to 59 years	198	60
60 years or older	173	29

The average age of the workforce in 2024 was 50.2 years, a decrease of 0.5% from the previous year. The department with the lowest average age was Digital Services, at 47.32 years. The average length of service of the workforce has decreased to 14.1 years.

DISTRIBUTION OF THE WORKFORCE BY SENIORITY			
	Men	Women	% Women
2 years or less	178	91	33.8%
from 3 to 10 years	314	104	24.9%
from 11 to 18 years	181	50	21.6%
from 19 to 24 years	137	34	19.9%
from 25 to 32 years	42	8	16.0%
33 years or more	43	13	23.2%

The number of people with a declared disability equal to or greater than 33% remains at a similar percentage to last year, representing 3.14% of the workforce, above the legally required 2%.

The average duration of selection processes during 2024 was 72 days.

Regime	Type of process	Called in 2024	Vacancies affected	Resolved in 2024	Vacancies filled	Vacancies unfilled
Free	Selection	49	141	23 (2024) + 38 (2023) +10 (2018)	88 (2024) + 38 (2023) + 10 (2018)	5
	Job vacancies	8	Not applicable	7 (2024) + 1 (2023)	Not applicable	Not applicable
Restringido	Selection	46	89	40 (2024) + 18 (2023)	38 (2024) + 29 (2023)	39 (2024) + 10 (2023)
	Competitive examination	59	123	50 (2024) + 44 (2023)	56 (2024) + 49 (2023)	47 (2024) + 3 (2023)

Absenteeism and accident rate

ABSENTEEISM				
	2024	2023	2022	2021
Total absenteeism percentage	11.68	11.46	10.08	10.56
Days lost due to workplace accidents in factory	178	177	780	282
Days lost due to an accident in itinere	417	600	398	111
Frequency rate	9.12	5.45	8.64	6.79
Severity rate	0,16	0.25	0.43	0.18
Risk rate	53.40	61.90	64.57	55.62
Incidence rate	14.27	8.02	11.17	80.2
Occupational diseases	8	6	5	5

The most frequent injuries were to the hands, with 39 injuries, 9 fewer than in 2023. Throughout 2024, various awareness-raising and sensitisation activities were carried out on the use of personal protective equipment (PPE), resulting in a reduction in the severity and risk rate.

WORK-RELATED ACCIDENTS		2024	2023	2022	2021
At the work place	with a leave	21	12	16	12
	without a leave	103	113	93	88
In itinere	with a leave	12	7	7	15
	without a leave	22	11	19	29

At FNMT-RCM, there are no employees in positions considered to be at high risk of accident or illness. The maximum rating obtained in the risk assessment tables is moderate.

Health promotion

The FNMT-RCM has an internal Prevention Service, which covers the four specialities in the field of risk prevention, with its own medical centre at its headquarters in Madrid, as well as an occupational psychology unit.

The FNMT-RCM carries out regular campaigns for the early detection of cancer. In 2024, 219 people benefited from the colon and rectal cancer campaign, 122 from the prostate cancer campaign and 27 from the breast and gynaecological cancer campaign. A total of 294 vaccines were also administered at the company medical centre, including 45 against herpes zoster, 240 against influenza and 9 against tetanus.

In terms of other advances in prevention, two important campaigns were launched in 2024:

- Respect Yes Always Campaign
- Occupational Health and Safety Week Campaign

These are in addition to the annual celebration of Health and Safety Week, during which courses, talks and other activities are offered to raise awareness and support workers in healthy habits both inside and outside of work.

Work-life balance

WORK-LIFE BALANCE MEASURES - YEAR 2024			
Recognised situations	Men	Women	Total
Parental leave	17	2	19
Breastfeeding leave and equivalent	18	1	19
Reduced working hours for caring for children under 14 years of age	1	10	11
Reduced working hours for caring for relatives	1	1	2
Flexible working hours for children under 14 years of age	17	21	38
Flexibile working hours for relatives in care	3	1	4
Leave of absence for caring for relatives	3	9	12
Fixed shift for official studies	1	1	2
Special working hours due to transport	4	-	4
Remote working	263	93	356
TOTAL	328	139	467

Training and professional career

The total investment in training during 2024 was 1,379,024.23 €, with 937,062.59 € representing the salary cost of attending courses. Of the total number of training hours, 65.73% were delivered during working hours. A total of 121,032.00 € in subsidies was obtained, 65.82% of the 183,872.00 € originally granted.

Subsidies relating to legally required training have ceased to be requested, in accordance with a ruling by the national Court in 2022, which has affected the degree of compliance with the PRL training plan, which stands at 89.4%, compared to 96% in 2023.

TRAINING INDICATORS				
	2024	2023	2022	2021
Amount of contracts (€)	442,260	416,360	630,751	652,160
Assistants	5,542	3,740	5,906	5,590
Hours taught	41,751	32,632	36,119	36,721
Workforce 1 January	1,231	1,218	1,193	1,247
Horas of operational training / year	32.85	26.79	30.28	29.45
% compliance with the training plan	48.76	54.51	59.19	52.67

A total of 14,248 hours of voluntary cross-disciplinary training have been provided, representing 34.27% of the total, demonstrating that the training offered in this modality responds to the interests of the workforce. Courses taken outside the training plan accounted for 6.76% of the total.

During 2024, the project to validate professional experience with official qualifications through Professional Certificates was implemented, with the first certificates being awarded for the Offset Printing modality. Looking ahead to 2025, new qualifications have been opened for General Administrators, HR Administrators, Digital Printing and Warehouse Operatives. A new call for applications will also be made for Offset Printing due to increased demand.

Privacy and right to privacy

REQUESTS TO EXERCISE RIGHTS RELATING TO PERSONAL DATA			
	2024	2023	2022
Number of applications	12	512	97

BREAKDOWN OF REQUESTS BY TYPE			
	Number	% of total 2024	% of total 5 years
of access	0	0 %	9.2 %
of rectification	8	50 %	86.6 %
of erasure	4	41.6 %	3.2 %
Not to be subject of automated decisions	1	8.4 %	1.0 %
of portability	0	0 %	0

Equality and non-discrimination: III Equality Plan

The III Equality Plan (2022-2025) includes both general and specific objectives, as well as action plans for their fulfilment, specifically:

- General: 5 actions
- Selection and promotion area: 8 actions
- Training area: 12 actions
- Salary policy area
- Work-life balance area: 7 actions
- Communication area: 5 actions
- Awareness-raising area: 4 actions
- Occupational health, sexual harassment and gender-based harassment area.
Gender-based violence: 8 actions

The most notable advance in 2024 was the approval and publication of the Protocol for prevention and action in cases of sexual harassment and gender-based harassment and the Protocol for prevention and action in cases of internal conflicts, violence and workplace harassment.

In addition, during 2024, the first part of the training workshops on empowerment was held, in which 20 women in middle management roles participated, with the second part planned for 2025.

Social Action

In 2024, 63,172.32 € was allocated to Social Action programmes, of which:

- 42,236.55 € was allocated to healthcare services not covered by the public health system or health insurance. 178 people (56 women and 122 men) received compensation.
- 14,935.77 € was allocated to disability benefits. 9 people (1 woman 8 men) received the benefits.
- 5,000 € was allocated to the Company Group

In addition, 116 suggestions from employees were analysed, with the following breakdown:

- 15 suggestions were awarded, with a total amount of 15,600 €
- 12 suggestions were acknowledged with a gift
- 39 suggestions were rejected
- 50 suggestions were pending further study in 2025

Supply chain workers (GRI 2-8)

The FNMT-RCM extends human rights and labour rights compliance obligations to companies that supply it with goods or services, including a clause in all contracts requiring acceptance of its Supplier Code of Conduct. These companies are also required to pass on these requirements throughout their entire value chain.

The FNMT-RCM has the additional support of staff from various companies, providing services such as security and surveillance, cleaning of facilities, emergency protection, and support and consulting. In total, during 2024, 1,099

external workers carried out activities under the direct control of the organisation. The FNMT-RCM proactively coordinates with subcontractors to ensure that the rights of these individuals are upheld, including those relating to wages, health and safety, and collective bargaining.

In order to guarantee better job stability conditions and preserve the safety and continuity of its operations, the FNMT-RCM requires subcontractors providing security and surveillance, cleaning, and emergency protection services to retain the same workers on their staff, taking over their contracts when there is a change of supplier.

During 2024, no cases of non-compliance by suppliers with regard to the rights of workers under their responsibility have been detected.



Impact on the community (GRI 2-28)

As part of its commitment to the community and its status as a public body serving the public, the FNMT-RCM carries out numerous activities aimed at increasing its positive impact, both in its immediate environment and on Spanish society.

Preservation and dissemination of culture

The Royal Mint Museum (MCM) is a state-owned museum under the Ministry of Finance and one of the most important of its kind in the world, due to the quality of its collections, the size of its facilities and its scientific and cultural activities. It is located in the FNMT-RCM headquarters building and operates as a department within its organisational structure.

During 2024, four temporary exhibitions were held in the museum's galleries (44,940 visitors) and one in Burgos (22,567)

- *“ARS DELINEANDI”*. This collection of drawings stems from the curiosity about antiques and the collector's interest of Tomás Francisco Prieto, engraver to Charles III, who assembled an important repertoire of drawings, stamps, books, coins, medals, manufacturing tools such as burins and punches, and lead and plaster reproductions of the most notable medals, as well as gems and cameos in wax and sealing wax. Date: from 22 November 2023 to 15 February 2024.

- ‘CAST ITALIC COINS’. Official presentation of the new Cast Italic Coins collection at the Royal Mint Museum, which, following the acquisition of the Fallani Collection, represents all existing types of cast bronze coins from the ancient Greco-Roman world. Date: 30 November 2023 to 15 February 2024.
- ‘COLLECTING, THE GENESIS OF MUSEUMS: THE CASTLE OF PERALADA’. Despite the museum that houses them having been open to the public for more than 40 years, for the first time since its creation, this exhibition presented a selection of the best pieces from the Peralada Castle collections outside their historical context. Date: 9 May 2024 to 29 September 2024.
- ‘LILIANA PORTER, TRACES AND VESTIGES’. An opportunity for the artist, winner of the 30th Tomás Francisco Prieto Prize, to show us her most intimate works on paper, covering her entire career and emphasising her relationship with the notions of traces or footprints as places of genesis, reflection and the meeting of ideas. Date: from 8 November 2024 to 9 March 2025.
- ‘STONE AND METAL: BURGOS AND THE MINT’. Opened at the Arco de Santa María in Burgos. An exhibition reviewing the history and production of coins from the beginning of the Burgos Mint in the Middle Ages to the present day. Special emphasis was placed on Burgos’ connection with the FNMT through the activity of its Security Paper Factory. Date: 17 October 2024 to 19 January 2025.

We have also participated in three philatelic, numismatic and cultural exhibitions:

- National and International Numismatic Exhibition of A.N.E. (Spanish Numismatic Association). Organised by the Spanish Numismatic Association as part of National Numismatic Week 2024 and held in Barcelona on 15 March 2024.
- EXFILNA 2024 National Philatelic Exhibition. Organised by the Spanish Federation of Philatelic Societies, FESOFI, in Valladolid, from 3 to 6 October.
- National Stamp Fair 2024. Organised in the Plaza Mayor in Madrid, from 30 May to 2 June 2024.

Also, during 2024, two historical display cases, without registration numbers, were loaned for the ‘Venice Biennale 2024’ art exhibition and 33 formal enquiries from researchers were dealt with.

In addition, the Royal Mint Museum offers the public a variety of permanent activities

- **GUIDED VISITS.** Of the 45,832 people who visited the Museum in 2024, 8,119 did so through a guided tour led by our CEATE cultural volunteers. In 2024, 766 guided tours were conducted.
- **STORYTELLING.** In 2024 6 stotyeller activities were carried out with a total of 607 attendants, and 2 of them have been published on the Museum web, open to the public.
- **ACTIVITIES-VISITS/WORKSHOPS.** A total of 67 activities have been carried out with 1,320 participants, including 21 workshops on various topics adapted to the Museum's events for children, 27 gymkhanas aimed mainly at secondary schools, and 19 dramatised tours.
- **CONCERTS.** Nineteen concerts were held in the auditorium, with a total of 2,574 attendees: 6 educational concerts aimed at schools, and 13 afternoon concerts covering different cycles. All of these concerts are published on the website.

In 2024, the Museum website (**www.museocasadelamoneda.es**) received 174,070 visits from 142,000 users. This year, 199 new subscribers joined its YouTube channel, reaching a total of 1,573. The videos of exhibitions, storytelling and concerts have reached 29,566 views in 2024.

On social media, the Royal Mint Museum has 6,815 followers on Facebook and 5,607 on Instagram. In total, we have gained 2,549 new followers on both networks on 2024.

The permanent cultural activities will continue in 2025 and three new activities will be added: improving the Museum's signage, adding subtitles to all the museum's videos and implementing French in the main ones.

The following is a summary of the main indicators of the activity carried out by the FNMT-RCM Museum in 2024:

INDICATOR	2024	2023	2022
Total of visitors	68,399	40,919	35,768
Visitors for temporary exhibitions	44,940	42,554	34,255
Participants in activities	4,963	4,833	1,513
Users of the Museum's web	142,000	136,520	92,239
Visits to the Museum's web	174,070	331,388	257,789
Subscribers to the Youtube channels	1,573	1,380	1,268
Youtube views	29,566	25,231	26,675
Facebook followers	6,815	5,737	-
Instagram followers	5,607	4,136	-
Temporary exhibitions and fairs	8	10	7
Activities (workshops, etc)	92	75	29
Guided visits for groups	774	411	403
Visits attended by guides	766	7,044	5,617
Researcher requests	33	70	37
Complaints and claims	0	0	0

Commitment with Education

The School of Engraving and Graphic Design works to provide high-quality, personalised public education in the fields of artistic engraving and graphic design, especially in areas related to the activities of the FNMT-RCM. For this reason, in 2010 it reached an agreement with the Faculty of Fine Arts of Cuenca at the University of Castilla-La Mancha (UCLM) to offer a two-year Master's degree with 120 European credits (ECTS). Each specialisation in Engraving and Graphic Design has eight places per year. To this end, the company not only provides facilities, educators and material resources, but also finances 90% of the cost of the 16 students in each year with scholarships.

During 2024, the necessary steps have been taken to ensure that the next edition (XV) of the Master's degree will have official status, allowing students to access scholarships and doctoral studies and increasing their employability. In addition,

the UCLM will increase the allocation of resources in terms of advertising and teaching staff, which will have an impact on the level of the degree.

In addition, Master's students are offered the opportunity to show their work to the public through the 'Tinta de verano' exhibition, with editions in Madrid and Cuenca. They are also invited to participate in the Graphic Art Competition for Young Creators, held annually at the Calcografía Nacional, organised by the San Fernando Academy of Fine Arts in collaboration with the FNMT-RCM.

The level of satisfaction reported by students in 2024 was 95.7%, compared to 92.8% in 2023.

Through agreements and partnerships with universities, the FNMT-RCM organises paid training programmes in companies, such as those related to the Master's Degree in Occupational Risk Prevention at the Complutense University of Madrid and the joint Master's Degree in Engraving and Graphic Design at the FNMT-RCM and the University of Castilla-la Mancha. Exceptionally, during 2024, these types of internships were not carried out due to a lack of candidates.

An agreement has also been signed with the Community of Madrid for vocational training students to undertake professional internships at the FNMT-RCM from 2025 onwards, with places being offered within the organisational units of IT, Printing, Stamps, Marketing, Commemorative Coins and Corporate Social Responsibility.

To mark International Women's Day on 8 March, a story dedicated to Margarita Salas, a pioneer in molecular biology, was published, and a commemorative coin was also dedicated to her. In addition, the children's workshops 'DNA Builders' and 'Hooked on the Chain' were held to inspire young people with a female role model in the field of science. Several of these stories were donated to the Doce de Octubre Hospital to be given as prizes to the winners of the 'El arte de LavArte' competition, organised to mark World Hand Hygiene Day.

Institutional collaboration

The FNMT-RCM works with various institutions, NGOs and associations with the aim of preserving and promoting culture, good business practices and solidarity. To this end, during 2024 the FNMT-RCM has collaborated with the following national and international entities:

- **ACE** (Spanish Shippers' Association)
- **AELTE** (European Lotteries and Toto Association).
- **AEM** (Spanish Association of Museologists).v

- **AERCE** (Spanish Association of Purchasing, Contracting and Procurement Professionals).
- **ANE** (Spanish Numismatic Association).
- **ANDEMA** (Association for the Defence of Trademarks).
- **ASELF** (Spanish Firefighting Association).
- **AUSAPE** (Association of Users of Systems, Applications and Products - SAP).
- **AUTELSI** (Spanish Association of Communications and Information Society Users)
- **CEEP** (Centro Europeo de Empresas Públicas).
- **CIBELAE** (Ibero-American Lottery Association).
- **CMAD** (Ministerial Commission for Digital Administration of the Ministry of Finance and Public Service).
- **CPCSAE** (Standing Committee of the Higher Council for Electronic Administration).
- **EUROLAB-España** (Spanish Association of Testing, Calibration and Analysis Laboratories).
- **EUROSMART** (Smart Security Industry).
- **FIDEM** (International Medal Federation).
- **GPSPA** (Government Postage Stamp Printers' Association).
- **GRANCEES** (Large Electricity Consumers).
- **ICMA** (International Card Manufacturers Association).
- **INC** (International Numismatic Commission).
- **ICOM** (International Council of Museums).
- **SEDIC** (Spanish Society for Scientific Documentation and Information).
- **SIAEN** (Ibero-American Society for Numismatic Studies).
- **SGI Europe:** Spanish Section Association of Public Utility Companies
- **UCM** (Complutense University of Madrid: Recovery and digitisation of the documentary history of mints)
- **RAHFHP** (Royal Hispanic Academy of Philately and Postal History): Dissemination and promotion of postal history)

- **RABASF** (Royal Academy of Fine Arts of San Fernando): Dissemination and promotion of graphic through the Young Creators Competition of the de National Engraving Institute
- **FUAM** (Autonomous University of Madrid Foundation): Study of Andalusian and oriental coins
- **ALBÉNIZ FOUNDATION** (Higher School of Music): Sponsorship of cultural activities
- **CAROLINA FOUNDATION:** Sponsorship of educational and cultural activities of mutual interest
- **Alcalá de Henares Professional Conservatory of Music:** Museum Concerts
- **Arturo Soria Professional Conservatory of Music:** Museum Concerts
- **Teresa Berganza Conservatory of Music:** Museum Concerts
- **VEGAP** (Visual Entity for the Management of Visual Artists): Promotion of copyright
- **CEATE Foundation:** Volunteer cultural guides for Museum visits
- **FESOFI:** Participation in the EXFILNA (annual) and JUVENIA (biannual) fairs
- **CORREOS:** Participation in the Stamp Fair (annual)
- **BN** (National Library): Agreement
- **Museo de Arte Reina Sofía:** Agreement
- **BnEi** (Banknotes Ethics Initiative)
- **MDWG** (Mint Directors Working Group)
- **MDC** (Mint Directors Conference).
- **PRLInnovación:** Participation and teamwork with the main Internal Prevention Services in Spain
- **Network ‘Working in Positive’:** Promotion of equal opportunities in employment and non-discrimination against people living HIV and other groups at risk of exclusion
- **Cruz Roja Española:** Blood and bone marrow donation campaigns on the premises of the FNMT-RCM
- **Confederation of Mental Health in Spain**

The budget allocated to sponsorship programmes amounted to 130,000 € in 2024.

Impact on local economy

The tender specifications for the selection of suppliers include local procurement, a matter on which it should be noted that during the financial year, 85.33% were located in Spain.

 **Clients, consumers and end users**

Every day, each and every Spanish citizen and resident, as well as many people abroad, use FNMT-RCM products and services with complete confidence. That is why the cornerstone of FNMT-RCM’s activity is to guarantee their security and peace of mind in their transactions and their relations with authorities around the world.

Satisfaction of clients and users

The following table summarises information on customer complaints handled over the last four years. It includes the number of complaints per year and the average time taken to resolve them. This time includes the analysis of the root causes and the decision on associated action plans and corrective measures, and is also conditioned by the origin of the complaints, which include a wide variety of materials and processes and, in some cases (such as transport in many cases), depend on third parties.

COMPLAINTS RECEIVEDS				
	2024	2023	2022	2021
No. of complaints	91	71	71	140
Average time taken to resolve (days)	154.60	125.67	176.68	85.69

With regard to client satisfaction surveys for graphic products, the participation rate was 40.91% nationally, and 42.86% internationally, with an overall rating of 4.1 out of 5.0.

With regard to satisfaction surveys concerning the service of issuing unique identifiers for tobacco traceability, the average overall rating was 4.8.

In the individualised study of Identification Documents and Cards customers, the expectations identified mainly relate to direct communication and technical support, administrative support and agreed solutions in contracting, and information on stock status.

Satisfaction surveys were also sent to 17,495 users of the Virtual Store, with a response rate of 7.4%, and 92% of respondents said they were satisfied or completely satisfied.

Surveys of CERES users showed that 92% were satisfied or very satisfied with the technical characteristics of the service, 83% with the advice and collaboration, 91% with the compliance with issuance deadlines, and 82% with the after-sales service. Four per cent reported having had incidents, of which 86% were satisfied with the solution and the speed of processing. Of the remainder, none reported being dissatisfied or very dissatisfied.

Research, development, innovation and digital transformation

The FNMT-RCM works to guarantee people's access to fundamental rights such as cash transactions and personal identity, assisting the Directorate-General of Police in the development of mobile booths for issuing identity documents, as well as autonomous identification vehicles for those affected by the Dana storm in Valencia. It also maintains a secure digital accreditation ecosystem, which, in addition to the DNle, Cl@ve and Electronic Certificate and the pioneering video identification system, has been expanded with the development of the MiDNI mobile application, which will be launched nationally in March 2025.

In the context of its participation in the Mint Directors Working Group, the FNMT-RCM has promoted and participated in pioneering research on the carbon footprint impact of metal coins throughout their life cycle, in comparison with electronic payment, the conclusions of which will be published in 2025.

The FNMT-RCM, as an independent body and instrumental entity for entities implementing projects under the Recovery, Transformation and Resilience Plan, has also collaborated in initiatives such as the creation of an Inter-administrative Digital Ecosystem and the development of the ALBA system.

INFORMATION ON GOVERNANCE AND BUSINESS ETHICS





Business conduct: Ethics and Compliance

(GRI 2-15, 2-16, 2-25, 2-26, 2-27, 205-1, 205-2)

Corporate ethics culture

The FNMT-RCM has a Code of Conduct that contains the principles and values that should inspire, at all times, the behaviour of all those who work at the FNMT-RCM, whether they are managers and governing bodies, related companies or organisations, agents, or staff working for the Entity. It therefore constitutes a guide for both internal and external relations.

The values that are intended to be followed can be summarised as follows.

- Security
- Professionalism
- Quality
- Confidentiality
- Sustainable growth
- Technological updating
- Collaboration and commitment to public administrations

This Code of Conduct also incorporates a set of ethical principles and values that must be complied with. These include equal opportunities and non-discrimination, zero tolerance of corruption and bribery, conflicts of interest, and the protection of human and labour rights.

In addition to this, the Entity has a Supplier Code of Conduct, which requires its partner companies or contractors to commit to passing on these principles to their management, employees and, where applicable, subcontractors, taking as fundamental principles the business and commercial integrity and honesty that must accompany their actions at all times.

Compliance

In accordance with current national and international regulations, the FNMT-RCM has been developing a series of mechanisms for the prevention and detection of compliance offences, implementing all the necessary controls for their prevention and risk mitigation.

Under the framework of its Compliance Management System, accredited by the Banknotes Ethics Initiative (BnEI), it has established an Anti-Corruption Policy and a Competition Policy whose purpose is to guarantee maximum commitment to market freedom and compliance. The FNMT-RCM is an integral part of the BnEI working group for the development of the new 2.0 Ethical Compliance Audit scheme.

Since 2022, FNMT-RCM has participated in the Ministry of Finance's Anti-Fraud Committee, whose purpose is to specify measures to control the risk of damage to the financial interests of the European Union in the execution of funds from the Recovery and Resilience Facility within the scope of the Ministry of Finance and Public Service, taking into account its exclusively administrative powers in matters of fraud and corruption.

During 2024, there have been no lawsuits for monopolistic practices, unfair competition or practices against free competition.

The FNMT-RCM has a Compliance Committee, one of whose functions is to administer the Internal Information Channel for communication by the Entity's staff or interested third parties of any conduct potentially considered a crime or a breach of the FNMT-RCM's Code of Ethics and Conduct; ensuring the strict confidentiality of the complainant and the absence of any type of retaliation against them.

This Internal Information Channel is available at the following link on the Entity's website: **<https://www.sede.fnmt.gob.es/denuncias>**.

At the same time, FNMT-RCM has proceeded to adapt Law 2/2023, which regulates the protection of persons who report regulatory infringements and

fight against corruption, including the outsourced management of the Internal Information Channel, in order to make it more robust and secure.

All governing bodies have been informed about the Code of Conduct and Anti-Corruption Policies.

Likewise, 100% of the workforce has also been informed through training in three-year cycles, which we are trying to reduce to two years. It should also be added that, for certain risk profiles, additional training is provided.

During 2024, a total of 17 reports were received. In 14 of these cases, the reported incidents did not constitute legal, regulatory or Code of Conduct breaches and were therefore closed, with the reporting person being notified accordingly. Likewise, the analysis of a complaint received during 2023 continued, which was resolved in a disciplinary proceeding classified as a minor offence under the terms of the FNMT-RCM.

With regard to the three reports that have been accepted for processing in 2024, two are under investigation and one has been suspended.

Transparency

In accordance with Law 19/2013 of 9 December on Transparency, Access to Public Information and Good Governance, the FNMT-RCM makes all relevant information relating to its activities available to its stakeholders and general public. To this end, this information can be accessed via its corporate website (fnmt.es) and its transparency portal (<https://www.fnmt.es/transparencia>).

The FNMT-RCM also responds to requests for information from the public, via the following web addresses:

<https://www.fnmt.es/transparencia/derecho-de-acceso-a-la-informacion>
(link via the Transparency Portal of the General State Administration)

<https://ssweb.seap.minhap.es/ayuda/consulta/PTransparencia> (link via the Portal of the Ministry for Digital Transformation and the Civil service)

Requests can be made to the Transparency Portal Processing Unit, with the FNMT-RCM being responsible for responding to requests for access to information from citizens that fall within its remit.

In 2024, there were 11 requests for information, all of which were responded to in a timely manner.

ATTENTION TO TRANSPARENCY REQUESTS	2024	2023	2022	2021
Requests received	11	7	10	11
Average number of days to resolution ¹	55,12	22,6	35,4	32,9

¹ Includes days from the first entry of the request in the Ministry of Finance's Transparency Portal to the issuance of the resolution on the file.

Context

The sustainability strategy pursued by the FNMT-RCM in its environment and among its stakeholders is the foundation on which its activities are based. To this end, responsible practices are promoted both within the organisation and throughout its value chain.

The FNMT-RCM has an integrated Management Systems policy that encompasses all its social responsibility (measured by the social, economic and environmental impact of all its activities).

Strategic decisions on sustainability are made by the Sustainability Committee, which identifies, proposes and organises the FNMT-RCM's social responsibility policy, determines its objectives and programmes, and reviews its degree of compliance.

In 2024, the FNMT-RCM's action plans and activities in the area of sustainability have focused on:

- Involvement of human resources in the continuous improvement of the company.
- Maintaining a close relationship with customers.
- Extending the commitment to social responsibility to suppliers and subcontractors.
- Economic impact of the FNMT-RCM's activity and its involvement with society.
- Promotion of channels of dialogue.
- Minimisation of environmental impact.
- Promotion of lines of research related to the FNMT-RCM's activities.

Risks and opportunities

Risks

Raw materials

With regard to 2024, the FNMT-RCM has faced disruption to global supply chains and an increase in raw material prices, caused by international geopolitical tensions (conflicts in Ukraine and Gaza, tensions in relations between the United States and China, and the effects of climate change on agricultural and energy production).

Added to this, uncertainties have also persisted regarding the effects that the increase in tariffs by the United States may have, a circumstance that would slow down the global economy and cause an increase in inflation.

The following is a summary of the evolution of the markets for some of the most significant raw materials:

Paper

During the first half of 2024, the global price of paper increased due to high demand and raw material restrictions. In the second half of the year, it stabilised and even experienced a slight decline. The trend, especially in packaging, is towards the increasing use of sustainable materials.

Inks

High-security printing inks have high production costs as a common denominator. In 2024, inks with UV, infrared and holographic effects accounted for 40% of the global market. On the other hand, multi-layer security inks with special properties (colour change, fluorescence) have increased in price. Although there are digital technologies, such as blockchain and biometrics, that can displace part of the demand for physical inks, ink remains essential in products such as identification documents, banknotes, stamps, etc.

Microchips

Tensions between the US and China were reflected in the Chips and Science Act promoted by Joe Biden in 2022 (Creating Helpful Incentives to Produce Semiconductors). This law was created to increase investment in US domestic semiconductor production, with the aim of reducing dependence on countries such as China and strengthening economic and national security. By 2024, this law had already had a significant impact on the US economy.

On the other hand, Taiwan and South Korea have continued to maintain their leadership in global chip manufacturing.

Artificial intelligence and emerging technologies have continued to drive demand for microchips, although there are uncertainties about future demand due to the emergence of technologies that are less dependent on current microchips.

Gold

In 2024, gold reached historic highs (2,598 € euros per troy on the London Bullion Market Association (LBMA) precious metals exchange). This increase was driven by global economic uncertainty, growing demand for safe-haven assets and massive purchases by central banks. As gold remains a key asset in times of economic volatility, moderate inflation and ongoing geopolitical tensions in 2024 have contributed to its price rise; moreover, falling interest rates have also favoured investment in gold.

Silver

Silver has experienced an increase of around 42.5% in 2024 compared to its peak price in 2023, reaching a maximum of €33.34 per troy ounce in 2024. This increase has been driven both by significant growth in industrial use and by its appeal as an alternative investment. Photovoltaic energy, 5G technology and the automotive industry (especially electric vehicles) have been the cause of this increase in demand. It is also noteworthy that silver mining production reached record levels, with a 3% increase in global supply.

Digital security

Today, the FNMT-RCM not only has to deal with the risks of counterfeiting traditional products, but must also be prepared to combat advances in counterfeiting and fraud techniques arising from digital technology. The FNMT-RCM, as a critical state infrastructure, is constantly evolving in the field of digital security to combat the risks posed by cybercrime and cyberterrorism.

Increase in the number and comprehensiveness of regulations

The growing number of new regulations, both national and EU, with which the FNMT-RCM must comply, makes it necessary to devote human and material resources to their proper implementation.

Change in patterns of use of products and services

One of the risks that may affect the FNMT-RCM is changes in the preferences of end users and consumers with regard to some of its products and services.

Specifically, in recent years, society's behaviour with regard to the use of cash has been changing.

In 2023, cash use was 65%, and in 2024 it fell to 57%. One of the reasons for this change is the use of cash by the younger population, who prefer to pay through digital channels (cards, mobile phones).

On the other hand, the closure of bank branches is reducing access to cash withdrawals, a trend which, if it continues, could also alter users' behaviour in their use of cash.

Average age of the workforce

One of the main internal risks is the average age of the FNMT-RCM workforce, which reached 50.2 years in 2024.

Opportunities

With regard to the opportunities arising for the FNMT-RCM, it should be noted that, following the approval of its new Statutes, the Entity has positioned itself as a supplier to both regional and local public administrations.

Furthermore, the new factory, which is better sized and adapted to the company's processes, will generate economies of scale once it becomes operational.

The technological change taking place in society may also generate emerging opportunities for FNMT-RCM. The new technological services offered by FNMT-RCM, although they have a comparatively shorter life cycle than FNMT-RCM's traditional products and services, also represent an opportunity, insofar as these services require continuous updates.

ANNEX I. Annual accounts and Management report

(GRI 2)





Below is a summary of the Annual Accounts for the financial year and the 2024 Management Report of the FNMT-RCM, as well as the report of the mandatory audit carried out on these accounts by the State Administration's General Intervention Board.

This is the index for the annex:

- Profit and loss account for the financial year.
- Balance sheet as of 31 December.
- Management report
- Annual Accounts Audit Report issued by the General State Comptroller.

The complete information in this annex can be consulted in the 'Public Sector Annual Accounts Register' on the website of the General State Comptroller, as since 2020 the annual accounts are no longer published in the Official State Gazette.

Profit and loss account for the 2024 financial year

(In thousands of euros)

Notes 1 to 24 of the Report form an integral part of the Profit and loss account for the fiscal year 2024.

	Note of the report	31/12/ 2024	31/12/ 2023
A) CONTINUING OPERATIONS			
1. Net turnover	Note 18.1	336,912	337,395
a) Sales		299,107	300,644
b) Services rendered (*)		37,805	36,751
2. Change in inventories of finished goods and work in progress		-677	-2,896
3. Work carried out by the company for its assets		114	86
4. Supplies	Note 18.2	-139,254	-139,536
a) Consumption of goods		-10,170	-515
b) Consumption of raw materials and other consumables		-108,020	-102,140
c) Work performed by other companies		-19,436	-36,496
d) Impairment of goods, raw materials and other supplies		-1,628	-385
5. Other operating income		1,136	1,229
a) Ancillary income and other current management income (*)		987	847
b) Operating subsidies included in the result for the year	Note 18.3	149	382

	Note of the report	31/12/2024	31/12/2023
6. Staff costs	Note 18.4	-76,459	-71,621
a) Wages, salaries and similar		-55,441	-52,004
b) Social security contributions		-21,018	-19,617
c) Provisions		0	0
7. Other operating expenses		-62,288	-78,271
a) External services	Note 18.5	-58,424	-62,127
b) Taxes		-2,459	-2,166
c) Losses, impairment and changes in provisions for commercial operations	Note 18.6	-1,404	-13,977
d) Other current operating expenses		-1	-1
8. Depreciation of fixed assets	Note 5, 6 and 7	-15,867	-14,349
11. Impairment and result from disposals of fixed assets	Note 6	-9	-1
a) Impairment and losses		0	0
b) Profit and losses on disposals and other items		-9	-1
12. Other results		91	0
OPERATING RESULT		43,699	32,036
14. Financial income		7,393	5,447
a) From holdings in equity instruments		0	0
b) From marketable securities and fixed assets credits		7,393	5,447
b2) Third parties		7,393	5,447
15. Financial expenses		-311	-132
b) For third-party debts		-311	-132

	Note of the report	31/12/2024	31/12/2023
<i>17. Exchange differences</i>	Note 18.7	-102	-279
<i>18. Impairment and result from disposal of financial instruments</i>		0	0
a) Impairment and losses		0	0
b) Results from disposals and other items		0	0
FINANCIAL RESULT		6,980	5,036
RESULT BEFORE TAXES		50,679	37,072
<i>20. Income tax</i>	Note 17	-12,671	-9,270
RESULT FOR THE YEAR		38,008	27,802



Balance sheet as at 31 December 2024

(Expressed in thousands of euros)

Notes 1 to 24 from the Report form an integral part of the Balance Sheet as at 31 December 2024.

ASSETS	Note of the report	31/12/2024	31/12/2023 Restated
A) NON-CURRENT ASSETS		253,343	256,776
<i>I. Intangible fixed assets</i>	Note 5	2,043	2,655
5. Computer software		2,043	2,655
<i>II. Tangible fixed assets</i>	Note 6	190,451	193,374
1. Lands and buildings		115,685	115,179
2. Technical installations and other tangible fixed assets		64,037	68,353
3. Fixed assets in progress and advances		10,729	9,842
<i>III. Property investment</i>	Note 7	10,549	10,766
1. Lands		8,831	8,831
2. Buildings		1,718	1,935
<i>IV. Long-term investments in group companies and associates</i>	Note 9.1	44,000	44,000
1. Equity instruments		44,000	44,000
<i>V. Long-term financial investments</i>	Note 9.2	435	421
1. Equity instruments		-	-
2. Loans to third parties		334	319
5. Other financial assets		101	102
<i>VII. Deferred tax assets</i>	Note 17	5,865	5,560
B) CURRENT ASSETS		352,123	345,840
<i>I. Non-current assets held for sale</i>	Note 9.2	0	0

ASSETS	Note of the report	31/12/ 2024	31/12/ 2023 Restated
B) CURRENT ASSETS		352,123	345,840
<i>I. Non-current assets held for sale</i>	Note 9.2	0	0
<i>II. Inventories</i>	Note 10	74,396	69,307
1. Commercial		4,882	3,842
2. Raw materials and other supplies		42,545	37,818
3. Work in progress		10,990	13,676
4. Finished goods		15,979	13,971
<i>III. Trade receivables and other accounts receivables</i>		48,805	39,082
1. Clients for sales and services rendered	Note 11	48,583	38,788
2. Clients, group companies and associates		0	61
3. Sundry debtors		8	9
4. Staff		214	223
5. Current tax assets		-	-
6. Other credits from public administrations		-	1
<i>V. Short-term financial investment</i>	Note 9.2	218	339
2. Short-term credits to third parties		200	321
5. Other financial assets		18	18
<i>VI. Accruals</i>		12	0
<i>VII. Cash and cash equivalents</i>	Note 12	228,692	237,112
1. Liquid assets		228,692	237,112
TOTAL ASSETS (A + B)		605,466	602,616

LIABILITIES	Note to the report	31/12/2024	31/12/2023 Restated
A) EQUITY		541,411	512,578
<i>A-1) Own funds</i>	Note 13	541,411	512,578
<i>I. Capital</i>		10,047	10,047
1. Registered capital		10,047	10,047
<i>III. Reserves</i>		493,356	474,729
1. Statutory		344,418	325,791
2. Voluntary		148,938	148,938
<i>VII. Profit for the year</i>		38,008	27,802
B) NON-CURRENT LIABILITIES		5,840	5,871
<i>I. Long-term provisions</i>	Note 14	5,739	5,770
1. Long-term employee Benefit obligations		4,428	3,680
4. Other provisions		1,311	2,090
<i>II. Long-term debts</i>		0	0
1. Other long-term debts		0	0
<i>III. Long-term debts with group companies and associates</i>	Note 16	101	101
C) CURRENT LIABILITIES		58,215	84,167
<i>II. Short-term provisions</i>		2,215	2,141
<i>III. Short-term debts</i>	Note 15	6,536	9,021
2. Debts with credit institutions		0	0
5. Other s liabilities		6,536	9,021
<i>V. Trade creditors and other accounts payable</i>		49,464	73,005
1. Suppliers		24,855	27,867
2. Suppliers, group companies and associates	Note 16	543	3.716

LIABILITIES	Note to the report	31/12/2024	31/12/2023 Restated
3. Sundry creditors		9,408	22,787
4. Personnel (remuneration pending payment)		2,483	2,331
5. Current tax liabilities	Note 17	2,159	2,581
6. Other debts with public administrations	Note 17	8,694	6,934
7. Advances from clients		1,322	6,789
TOTAL NET ASSETS AND LIABILITIES (A + B + C)		605,466	602,616

Notes 1 to 24 of the Report form an integral part of the Balance Sheet as at 31 December 2024.

2024 Management Report

As a summary of management and assessment for the 2024 financial year, it can be said that it has been a very positive year from a financial, commercial, strategic and human resources point of view.

In terms of economic indicators, the 2024 financial year consolidated significant turnover and profit figures, meeting the original budget and returning to pre-COVID levels, despite considerable uncertainty.

From a commercial point of view, intense activity has been maintained in all national and international markets and in all the Entity's activities: traditional and technological products. In addition, its presence in the various international forums on cash, graphic arts, coins and technology has been strengthened, with much more active participation than in previous years.

In relation to Human Resources, during 2024 a significant effort has been made to stabilise and increase the workforce, reducing temporary employment to a minimum of 5.9%. Also during this financial year, an agreement was reached to modify the current collective agreement for the progressive implementation of the 35-hour working week in the organisation, with a commitment not to affect production needs and without an increase in resources.

In terms of projects, Innovation and Technology projects have been developed in various ministries and applicant organisations. Specifically, during the 2024 financial year, the Burgos Technology Centre was inaugurated, video accreditation services were consolidated, and intensive work was carried out on projects such as mobile ID cards, digital wallets, the development of electronic signature infrastructure for the Ministry of Foreign Affairs and Cooperation, and new versions of the Cultural Voucher. In addition, most of the work related to the extension of the territorial and functional infrastructure for issuing documents to the police has been completed.

With regard to the situation of the investee companies, CECOSA has performed very well, achieving record turnover and positive results, which guarantees its future in the medium term, improves the value of the Company and enables it to meet its commitments to SEPIDES and the existing participatory loan. Furthermore, this situation is also reflected in its forecasts for 2025 and 2026.

Of the other investee companies: Vilaseca continues to face a delicate situation and IMBISA is now operating normally at its new facilities, although it is considering revising its future operating model in light of the decline in demand for banknotes from the European Central Bank for the Eurozone.

From a strategic point of view, the FNMT-RCM has launched a Master Plan to define the FNMT-RCM of the future, within the framework of its 2024-2026 Business Plan. To this end, it has completed the design of the Master Plan, which identifies all the actions to be carried out at its new facilities over the next five years under the following lines of action:

- Implementation of Smart Factory methodologies (Industry 4.0, robotisation and sensorisation, supply chain, analytics and mobility, comprehensive security, etc.);
- Sustainability: With sustainable facilities and resources, reduction of carbon footprint and use of alternative energies.
- Digitalisation: Updated architecture and support systems, flexibility in workplaces, mobility, process focus, etc.

As a summary of the Entity's figures, this financial year has generated after-tax profits of €37.63 million, which is higher than the previous financial year, when profits reached €27.80 million. Two factors mainly contributed to these results exceeding forecasts: the first was lower expenditure on external services and the second was the reduction in provisions for customers resulting from collections from international institutional customers.

The most significant events reflected in the profit and loss account for the 2024 financial year are:

Turnover for 2024 stabilised at €337 million, similar to the 2023 financial year.

Operating expenses fell by 3 per cent, mainly due to the reduction in provisions during the financial year.

Personnel expenses were 6.7 per cent higher than in the previous financial year, an increase in line with salary rises and a slightly higher average workforce than in the previous financial year. In 2024, the average number of employees was 1,271, of whom 298 were women and 973 were men. In other operating expenses, the external services section decreased by 6 per cent compared to 2023, mainly due

to lower consulting expenses and services related to lower export sales. Likewise, the provisions for commercial operations section experienced a significant decrease.

Depreciation and amortisation increased by 10 per cent, mainly due to higher investments in items related to the provision of technological services.

The cash flow generated has enabled us to make the necessary investments to consolidate our public service objective by providing high standards of quality, security and technology. Investments made in the 2024 financial year amounted to €12,124 thousand, with particular emphasis on investments related to the Comprehensive Service for the National Police and the Burgos Technology Centre.

The IQNet SR10 certifications for our environmental management and social responsibility system and the BnEI (Banknotes Ethics Initiative) certification, which accredits our compliance and integrity scheme, have been maintained.

In relation to technological content certifications, certification has been obtained under the National Security Scheme, HIGH level, for the information systems involved in the provision of FNMT cloud services and the design, development and provision of certification services for electronic signatures, trusted third party services and time stamping authority.

On the other hand, the scope of the current ISO 20,000, 27,001 and 22,301 certifications has been expanded to include more services such as the custody of evidence, documents and files, as well as distributed ledger technology (DLT - Blockchain) and EBSI node services.

As for the foreseeable evolution of the Entity, the budgets for the 2025 financial year reflect a level of activity very similar to that of the 2024 financial year, with €350 million in budgeted sales and a budgeted after-tax profit of €26.2 million.

Although no significant risks are foreseen, with figures that are consistent with and realistic in terms of their execution, it is nevertheless worth highlighting the international uncertainty: armed conflicts and the latest protectionist measures worldwide may have an impact on the Entity's activity. This impact is very difficult to pinpoint and assess, but the imposition of tariffs is already having an effect on international trade, both in terms of logistics and, above all, prices, affecting both our customers and our suppliers.

This fact is particularly sensitive in the case of raw materials with a higher technological content, which will force the Entity to pay close attention to developments in the main international parameters and supplies.

Signed by ***8847** MARIA ISABEL VALLDECABRES
(R: ****6004*) on 31/03/2025 with a
certificate issued by AC Representación



Annual Accounts Audit Report

Verbatim reproduction of the Report of the General State Comptroller

ANNUAL ACCOUNTS AUDIT REPORT ISSUED BY THE GENERAL AUDIT OFFICE OF
THE STATE ADMINISTRATION (IGAE, by its initials in Spanish)

To the Director General of the NATIONAL MINT AND STAMP FACTORY - ROYAL MINT
(FNMT - RCM).

**AUDIT OF ANNUAL ACCOUNTS. FNMT -
NATIONAL MINT AND
STAMP FACTORY-ROYAL MINT
AUDIT. PLAN 2025
Financial year 2024
AUDInet code 2025/117
PUBLIC AUDIT DIVISION
II**



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AUDIT REPORT ON THE ANNUAL ACCOUNTS ISSUED BY THE GENERAL AUDIT OFFICE OF THE STATE ADMINISTRATION (IGAE)

To the Director General of the FNMT-RCM

Opinion

The General State Comptroller, exercising the powers conferred upon it by Article 168 of Law 47/2003 of 26 November, the General Budgetary Law, has audited the annual accounts of the National Mint and Stamp Factory-Royal Mint, a public business entity, own means (hereinafter, FNMT-RCM or the entity), comprising the balance sheet as at 31 December 2024, the profit and loss account, the statement of changes in net equity, the cash flow statement and the notes to the financial statements for the year then ended.

In our opinion, the accompanying annual accounts present, in all material respects, a true and fair view of the net assets and financial position of the entity, as well as its results and cash flows for the year then ended, in accordance with the applicable financial reporting framework (identified in note 2.1 of the notes to the financial statements) and, in particular, with the accounting principles and criteria contained therein.

Basis for opinion

We have conducted our audit in accordance with the regulations governing the audit of accounts in force for the public sector in Spain. Our responsibilities under those standards are described later in the Auditor's Responsibilities for the Audit of the Annual Accounts section of our report.

We are independent of the entity in accordance with the ethical requirements and independence protection requirements applicable to our audit of the annual accounts for the public sector in Spain, as required by the regulations governing the auditing of accounts in the public sector.

We believe that the audit evidence we have obtained provides a sufficient and appropriate basis for our opinion.



Key Audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the annual accounts for the current period. These matters have been addressed in the context of our audit of the annual accounts as a whole, and in forming our opinion thereon, and we do not express a separate opinion on these matters.

Based on the audit work performed, we have determined that there are no more significant risks that give rise to key audit matters to be communicated in our report.

Other information

Other information consists of the management report and the report on compliance with economic and financial obligations assumed by state public sector entities subject to the Spanish General Accounting Plan and its adaptations as a result of their membership of the public sector, which are the responsibility of the entity's management body and do not form an integral part of the annual accounts.

Our audit opinion on the annual accounts does not cover the other information. Our responsibility for the other information, in accordance with the requirements of the regulations governing the audit of accounts, is to evaluate and report on the consistency of the other information with the annual accounts, based on the knowledge of the entity obtained in the course of the audit of the aforementioned accounts and without including information other than that obtained as evidence during the audit. Our responsibility is also to evaluate and report on whether the content and presentation of this other information comply with applicable regulations. If, based on the work we have performed, we conclude that there are material misstatements, we are required to report this. Based on the work performed, as described in the previous paragraph, we have nothing to report regarding the other information. It is consistent with the annual accounts for the audited financial year and its content and presentation comply with applicable regulations.



Responsibility of the management body in relation to the annual accounts

The Director General of the FNMT-RCM is responsible for preparing the accompanying annual accounts so that they give a true and fair view of the entity's assets, financial position and results, in accordance with the financial reporting framework applicable to the entity in Spain, and for such internal control as it deems necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, the management body is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern accounting principle unless the management body has the intention or legal obligation to liquidate the entity or cease its operations, or there is no realistic alternative.

Responsibilities of the auditor in relation to the audit of the annual accounts

Our objectives are to obtain reasonable assurance that the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an audit report containing our opinion.

Reasonable assurance is a high level of assurance, but it does not guarantee that an audit conducted in accordance with the regulations governing the auditing of accounts for the public sector in force in Spain will always detect a material misstatement when it exists. Misstatements may arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the annual accounts.

As part of an audit in accordance with the regulations governing the audit of accounts for the public sector in force in Spain, we apply our professional judgement and maintain a professional sceptical attitude throughout the audit.

Also:

- We identify and assess the risks of material misstatement in the annual accounts, due to fraud or error, design and implement audit procedures to respond to those risks, and obtain evidence of sufficient and appropriate



audit to provide a basis for our opinion. The risk of not detecting a material misstatement due to fraud is higher than for a material misstatement due to error, as fraud may involve collusion, forgery, deliberate omissions, intentional misrepresentations, or the circumvention of internal control.

- We obtain knowledge of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, and not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- We evaluate whether the accounting policies applied are appropriate and the reasonableness of the accounting estimates and the corresponding information disclosed by the management body.
- We conclude on whether the going concern accounting principle is appropriate for use by the management body and, based on the audit evidence obtained, we conclude on whether there is material uncertainty related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our audit report to the related disclosures in the annual accounts or, if those disclosures are inadequate, to express a modified opinion. Our conclusions are based on the audit evidence obtained up to the date of our audit report. However, future events or conditions may cause the entity to cease to be a going concern.
- We evaluate the overall presentation, structure and content of the annual accounts, including the information disclosed, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the governing body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, as well as any significant deficiencies in internal control that we identify during the audit.

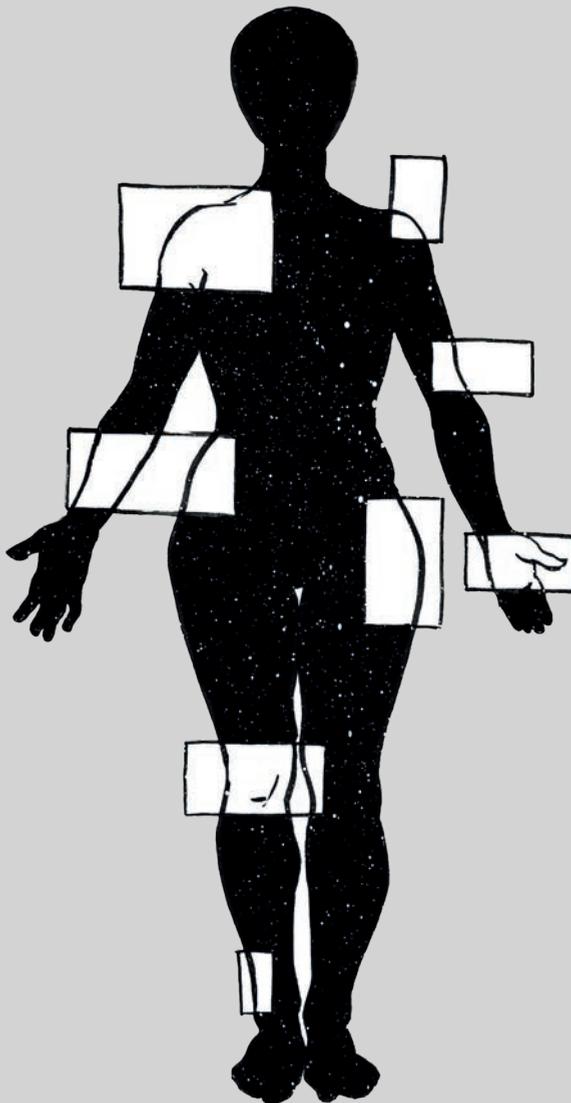
Among the matters communicated to the governing body of the entity, we have identified those that were most significant in the audit of the annual accounts for the current period and which are, therefore, the key audit matters.



We describe these matters in our audit report unless legal or regulatory provisions prohibit public disclosure of the matter.

This audit report has been signed electronically through the CICEP.red application of the General State Comptroller's Office by the Head of Public Audit Division II of the National Audit Office and a National Audit Team Leader, in Madrid, on 28 May 2025.

ANNEX II. Glossary of GRI indicators and their correspondence with ESRS



(-): Non-existent
(N/A): Not applicable
(I/P): In progress

Table of contents GRI (Global Reporting Initiative) and its correspondence with ESRS (European Sustainability Reporting Standards)

Statement of use	FNMT has prepared this report using the GRI Standards as a reference for the period between 01-01-24 and 31-01-24
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	Content	Location	Correspondence with ESRS 1 and data points from ESRS 2 to ESRS 12	Correspondence with SDG
GENERAL DISCLOSURES (2021)				
GRI2: GENERAL DISCLOSURES (2021)				
The organisation and its reporting practices				
2-1	Organisational details	3.2. Structure of the organisation	See requirements of Directive 2013/34/EU	-
2-2	Entities included in the organisation's sustainability report	4.3. Methodology for developing double materiality	ESRS 1: 5.1 and ESRS 2: BP1- 1_01 and BP1-1_02	-
2-3	Period covered by the report, frequency and point of contact	4.3. Methodology for developing double materiality	ESRS 1 - 73	-
2-4	Update of information	4.3. Methodology for developing double materiality	ESRS 2 - BP2_10; BP2_11 and BP2_12	-
2-5	External verification	4.3. Methodology for developing double materiality	See external guarantee requirements in Directive (EU) 2022/2464	-
Activities and workers				
2-6	Activities, value chain and other business relationships	2.1. Key figures 3.3. Main activities and value chain 4.6. Stakeholders	ESRS 2: BP1-1_04, SBM1_01, SBM1_02, SBM1_06 a SMB1_08 and SBM1_28	-
2-7	Employees	6.1. Own staff	ESRS 2 - SBM1-40 (a) iii; ESRS S1-6 (50 a, 50 b, 5	-
2-8	Workers who are not employees	6.2. Supply chain workers	ESRS S1-7 (55) a (56)	-
Governance				
2-9	Governance structure and composition	4.4. Corporate Governance	ESRS 2 GOV-1 (21, 22 a, 23); ESRS G1 (5 b)	-

2-10	Appointment and selection of the highest governing body	4.4. Corporate Governance	Not covered by the ESRS sustainability issues list 1 (AR16)	-
2-11	Presidency of the highest governing body	4.4. Corporate Governance	Not covered by the ESRS sustainability issues list 1 (AR16)	-
2-12	Role of the highest governing body in supervising the management of impacts	4.4. Corporate Governance	ESRS 2 GOV-1 (22 c); ESRS 2 GOV-2 (26 a, 26 b); ESRS 2 SBM-2 (45 d); ESRS G1 - 5 (a)	-
2-13	Delegation of responsibility for impact management	4.4. Corporate Governance	ESRS 2 GOV-1; ESRS 2 GOV-2; ESRS G1-3	-
2-14	Role of the highest governing body in sustainability reporting	4.3. Methodology for developing double materiality	ESRS 2 GOV-5; ESRS 2 IRO-1	-
2-15	Conflicts of interest	7.1. Business conduct: Ethics and Compliance	Not covered by the ESRS sustainability issues list 1 (AR16)	-
2-16	Communication of critical concerns	4.6. Stakeholders 7.1. Business conduct: Ethics and Compliance	ESRS 2 GOV-2; ESRS G-1 (AR1); ESRS G-3	-
2-17	Collective knowledge of the governing body	E / D	ESRS 2 GOV-1	-
2-18	Performance evaluation of the highest governing body	E / D	Not covered by the ESRS sustainability issues list 1 (AR16)	-
2-21	Total annual compensation ratio	E / D	ESRS S1-16	-
Strategies, politics and practices				
2-22	Declaration on the sustainable development strategy	1. Presentation of the Presidency - Directorate General of the FNMT - RCM 4.5. Master Plan	ESRS 2 SBM-1 40 [g]	-
2-23	Commitments and policies	1. Presentation of the Presidency - Directorate General of the FNMT - RCM 4.1. Vision, Mission and Corporate Values 4.2. Certifications and accreditations	ESRS 2 GOV-4; ESRS S1-1 and AR (14); ESRS S2-1 y AR (16); ESRS S3-1 and AR (11); ESRS S4-1 and AR (13); ESRS G1-1 and AR (1)	-
2-24	Incorporation of commitments and policies	1. Presentation of the Presidency - Directorate General of the FNMT - RCM 4.3. 4.1. Vision, Mission and Corporate Values	ESRS 2 GOV-2; ESRS S1-4 AR (35); ESRS S2-4 AR (30); ESRS S3-4 AR (27); ESRS S4-4 AR(27); ESRS G1-1	-
2-25	Processes to remedy negative impacts	7.1. Business conduct: Ethics and Compliance	ESRS S1-1, ESRS S2-1; ESRS S2-3 ; ESRS S3-1 , ESRS S3-3; ESRS S3-4 ; ESRS S4-1; ESRS S4-3 ESRS S4-4	-
2-26	Mechanisms for seeking advice and raising concerns	4.6. Stakeholders 7.1. Business conduct: Ethics and Compliance	ESRS S1-3; ESRS S2-3; ESRS S3-3 ; ESRS S4-3, ESRS G1-1; ESRS G1-3	-

2-27	Compliance with legislation and regulations	4.2. Certifications and accreditations 7.1. Business conduct: Ethics and compliance	ESRS 2 SMB-3; ESRS E2-4; ESRS S1-17 ; ESRS G1-4	-
2-28	Membership of associations	6.3. Impact on the community	ESRS 1 (AR16)	-
Participation of stakeholders				
2-29	Approach to stakeholder engagement	4.6. Stakeholders	ESRS 2 SBM-2; ESRS S1-1; ESRS S2-1; ESRS S2- 2 ; ESRS S3-1 ; ESRS S3-2 ; ESRS S4-1, ESRS S4-2	-
2-30	Collective bargaining agreements	6.1. Own Staff	ESRS S1-8	-
MATERIAL TOPICS				
GRI 3: MATERIAL TOPICS (2021)				
3-1	Process for determining material topics	4.3. Methodology for developing double materiality	ESRS 2 BP-1; ESRS 2 IRO-1	-
3-2	List of material topics	4.3. Methodology for developing double materiality	ESRS 2 SBM-3	-
3-3	Material topics management	4.3. Methodology for developing double materiality		-
CLIMATE CHANGE				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS E1-2, ESRS E1-3; ESRS E1-4, ESRS E1-7; ESRS E2-1; ESRS E2-2; ESRS E2-3	-
GRI 302: ENERGY (2016)				
302-1	Energy consumption within the organisation	5.3. Management of energy and water resources	ESRS E1- 5	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
302-2	Energy consumption outside the organisation	-	NEIS 1 (AR 16)	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
302-3	Energy intensity	5.3. Management of energy and water resources	ESRS E1-5	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action

302-4	Reduction in energy consumption	E / D	ESRS 1 (AR16)	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
302-5	Reduction in the energy requirements of products and services	N / A	ESRS 1 (AR16)	7. Affordable and clean energy 8. Decent work and economic growth 12. Responsible consumption and production 13. Climate action
POLLUTION				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS E1-2; ESRS E1-3; ESRS E1-4; ESRS E1-7; ESRS E2-1, ESRS E2-2, ESRS E2-3, ESRS E3- 1, ESRS E3-2, ESRS E3-3; ESRS E5-1; ESRS E5-2; ESRS E5-3	-
GRI 303: WATER AND EFFLUENTS (2018)				
303-2	Management of impacts related to water discharge	E / D	ESRS E2-3	6. Clean water and sanitation
GRI 306: WASTE (2020)				
306-5	Waste destined for disposal	5.3. Administration of energy and water resources	ESRS E5-5	6. Clean water and sanitation 14. Life below water 15. Life on land
WATER MANAGEMENT				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topic management	4.3. Methodology for developing double materiality	ESRS E1-2 ESRS E1-4; ESRS E1-7 ; ESRS E2-1 ; ESRS E2-2 ESRS E2-3	-
GRI 303: WATER AND EFFLUENTS (2018)				
303-1	Interaction with water as a shared resource	E / D	ESRS E2-1; ESRS E2-2; ESRS E2-3 ; ESRS E3-1; ESRS E3-2; ESRS E3-3	6. Clean water and sanitation 12. Responsible consumption and production
303-3	Water extraction	5.3. Administration of energy and water resources	ESRS 1 (AR16)	6. Clean water and sanitation
303-4	Vertidos de agua	E / D	ESRS 1 (AR16)	6. Clean water and sanitation
303-5	Water consumption	5.3. Administration of energy and water resources	ESRS E3-4	6. Clean water and sanitation

BIODIVERSITY AND ECOSYSTEMS				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS E4-1; ESRS E4-2; ESRS E4-3 ; ESRS E4-4	-
GRI 304: BIODIVERSITY (2016)				
304-1	Operations centres owned, leased or managed, located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	N/A	ESRS E4-5	6. Clean water and sanitation 14. Life below water 15. Life on land
304-2	Significant impacts of activities, products, and services on biodiversity	N/A	ESRS E4-5	6. Clean water and sanitation 14. Life below water 15. Life on land
304-3	Protected or restored habitats	N/A	ESRS E4-3; ESRS E4-4	6. Clean water and sanitation 14. Life below water 15. Life on land
304-4	Species appearing on the IUCN Red List and national conservation lists whose habitats are located in areas affected by operations	N/A	ESRS E4-5	6. Clean water and sanitation 14. Life below water 15. Life on land
CIRCULAR ECONOMY AND EFFICIENT USE OF RESOURCES				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topic management	4.3. Methodology for developing double materiality	ESRS E5-1; ESRS E5-2; ESRS E5-3	-
GRI 301: MATERIALES (2016)				
301-1	Materials used by weight or volume	3.3. Main activities and value chain	ESRS E5-4	8. Decent work and economic growth 12. Responsible consumption and production
301-2	Recycled inputs used	N/A	ESRS E5-4	8. Decent work and economic growth 12. Responsible consumption and production
301-3	Recovered packaging products and materials	5.4. Environmental impacts: waste and circular economy	ESRS 1 (AR16)	8. Decent work and economic growth 12. Responsible consumption and production

GRI 306: WASTE (2020)				
306-1	Waste generation and significant impacts related to waste	E / D	ESRS E5-4	3. Good health and well-being 6. Clean water and sanitation 12. Responsible consumption and production 14. Life below water
306-2	Waste generation and significant impacts related to waste	E / D	ESRS E5-2; ESRS E5-5	3. Good health and well-being 6. Clean water and sanitation 12. Responsible consumption and production
306-3	Generated waste	5.4. Environmental impacts: waste and circular economy	ESRS E5-5	3. Good health and well-being 6. Clean water and sanitation 12. Responsible consumption and production 14. Life below water 15. Life on land
306-4	Waste not intended for disposal	E / D	ESRS E5-5	3. Good health and well-being 12. Responsible consumption and production
FAIR WORKING CONDITIONS				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material issues management	4.3. Methodology for developing double materiality	ESRS S1-1; ESRS S1-2; ESRS S1-4, ESRS S1-5; ESRS S2-1; ESRS S2-2; ESRS S2-4; ESRS S2-5	-
GRI 401: EMPLOYMENT (2016)				
401-1	New hires and staff turnover	6.1. Own staff	ESRS S1-6	5. Gender equality 8. Decent work and economic growth 9. Industry, innovation and infrastructure 10. Reduced inequalities
401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	E / D	ESRS S1-11	3. Good health and well-being 8. Decent work and economic growth
401-3	Parental leave	6.1. Own staff	ESRS S1-15	5. Gender equality 8. Decent work and economic growth

GRI 402: LABOR/MANGEMENT RELATIONS (2016)				
402-1	Minimum notice periods for operational changes	6.1. Own staff	ESRS 1 (AR16)	8. Decent work and economic growth
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)				
407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	-	ESRS 1 (AR16)	8. Decent work and economic growth
GRI 408: CHILD LABOUR (2016)				
408-1	Operations and suppliers with significant risk of child labour	-	ESRS S1-1 ; ESRS S2-1	8. Decent work and economic growth 16. Peace, justice and strong institutions
GRI 409: FORCED OR COMPULSORY LABOUR (2016)				
409-1	Operations and suppliers with significant risk of forced or compulsory labour	-	ESRS S1-1; ESRS S2-1	8. Decent work and economic growth
HEALTH, SAFETY AND WELL-BEING				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S1-1; ESRS S1-2; ESRS S1-4 , ESRS S1-5 ; ESRS S2-1 ; ESRS S2-2 ; ESRS S2-4 ; ESRS S2-5; ESRS S4-1 ; ESRS S4-2 ; ESRS S4-4 ; ESRS S4-5	-
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)				
403-1	Occupational health and safety management system	6.1. Own staff	ESRS S1-1	8 Decent work and economic growth
403-2	Hazard identification, risk assessment and incident investigation	6.1. Own staff	ESRS S1-3	8. Decent work and economic growth
403-3	Occupational health services	6.1. Own staff	ESRS 1 (AR16)	8. Decent work and economic growth
403-4	Worker participation, consultation and communication on occupational health and safety	6.1. Own staff	ESRS 1 (AR16)	8. Decent work and economic growth 16. Peace, justice and strong institutions
403-5	Training of workers on occupational health and safety	6.1. Own staff	ESRS 1 (AR16)	8. Decent work and economic growth
403-6	Promotion of workers' health	6.1. Own staff	ESRS 1 (AR16)	3. Good health and well-being

403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked through business relationships	6.1 Own staff	ESRS S2-4	8. Decent work and economic growth
403-8	Coverage of the occupational health and safety management system	6.1. Own staff	ESRS S1-14	8. Decent work and economic growth
403-9	Workplace accident injuries	6.1. Own staff	ESRS S1-4; ESRS S1-14	3. Good health and well-being 8. Decent work and economic growth 16. Peace, justice and strong institutions
403-10	Workplace ailments and illnesses	6.1. Own staff	ESRS S1-4, ESRS S1-14	3. Good health and well-being 8. Decent work and economic growth 16. Peace, justice and strong institutions
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)				
416-1	Assessment of the impacts of product and service categories on health and safety	-	ESRS 1 (AR16)	-
416-2	Cases of non-compliance relating to the impacts of product and service categories on health and safety	-	ESRS S4-4	16. Peace, justice and strong institutions
DIVERSITY, INCLUSION AND EQUITY				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S1-1 ; ESRS S1-2 ; ESRS S1-4 , ESRS S1-5 ; ESRS S2-1 ; ESRS S2-2 ; ESRS S2-4 ; ESRS S2-5 ; ESRS S4-1 ; ESRS S4-2 ; ESRS S4-4 ; ESRS S4-5	-
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)				
405-1	Diversity of governing bodies and employees	6.1. Own staff	ESRS GOV-1 ; ESRS S1-6 ; ESRS S1-9 ; ESRS S1-12	5. Gender equality 8. Decent work and economic growth
405-2	Ratio between base salary and remuneration of women and men	-	ESRS S1-16	5. Gender equality 8. Decent work and economic growth 9. Industry, innovation and infrastructure 10. Reduced inequalities
GRI 406: NON-DISCRIMINATION (2016)				
406-1	Cases of discrimination and corrective actions taken	-	ESRS S1-17	5. Gender equality 8. Decent work and economic growth

TALENT MANGEMENT				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S1-1 ; ESRS S1-2 ; ESRS S1-4 , ESRS S1-5 ; ESRS S2-1 ; ESRS S2-2 ; ESRS S2-4 ; ESRS S2-5	-
GRI 404: TRAINING AND EDUCATION (2016)				
404-1	Average hours of training per year per employee	6.1. Own staff	ESRS S1-13	4. Quality education 5. Gender equality 8. Decent work and economic growth 9. Industry, innovation and infrastructure 10.Reduced inequalities
404-2	Programmes to develop employee skills and transition assistance programmes	6.1. Own staff	ESRS S1-1	8. Decent work and economic growth
404-3	Percentage of employees receiving regular performance and career development reviews	6.1. Own staff	ESRS S1-13	5. Gender equality 8. Decent work and economic growth 9. Industry, innovation and infrastructure 10. Reduced inequalities
INFORMATION SECURITY AND PRIVACY				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S4-1 ; ESRS S4-2 ; ESRS S4-4 ; ESRS S4-5	-
GRI 418: CUSTOMER PRIVACY (2016)				
418-1	Substantiated complaints regarding violations of customer privacy and loss of customer data	E / D	ESRS S4-3 ; ESRS S4-4	16. Peace, justice and strong institutions
CREATING VALUE IN THE COMMUNITY				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S3-1 ; ESRS S3-2 ; ESRS S3-4 ; ESRS S3-5	-
GRI 201: ECONOMIC PERFORMANCE (2016)				
201-1	Direct economic value generated and distributed	4.7. Impact on Spanish economy	Not covered by the ESRS sustainability issues list 1 (AR16)	9. Industry, innovation and infrastructure
201-2	Financial implications and other risks and opportunities arising from climate change	E / D	ESRS 2 SBM-3 ; ESRS E1-3 ; ESRS E1-9	13. Climate action

201-3	Obligations under defined benefit plans and other retirement plans	E / D	Not covered by the ESRS sustainability issues list 1 (AR16)	-
201-4	Financial assistance received from the government	-	Not covered by the ESRS sustainability issues list 1 (AR16)	-
GRI 203: INDIRECT ECONOMIC IMPACTS (2016)				
203-1	Investments in infrastructure and supported services	N / A	ESRS 1 (AR16)	9. Industry, innovation and infrastructure 11. Sustainable cities and communities
203-2	Significant indirect economic impacts	E / D	ESRS S1-4 ; ESRS S2-4 ESRS S3-4	1. No poverty 8. Decent work and economic growth
GRI 207: TAX (2019)				
207-1	Fiscal approach	E / D	Not covered by the ESRS sustainability issues list 1 (AR16)	1. No poverty 10. Reduced inequalities 17. Partnerships for the goals
207-2	Fiscal governance, control and risk management	E / D	Not covered by the ESRS sustainability issues list 1 (AR16)	1. No poverty 10. Reduced inequalities 17. Partnerships for the goals
207-3	Stakeholder engagement and management of their fiscal concerns	E / D	Not covered by the ESRS sustainability issues list 1 (AR16)	1. No poverty 10. Reduced inequalities 17. Partnerships for the goals
207-4	Country-by-country reporting	4.7. Impact on Spanish economy	Not covered by the ESRS sustainability issues list 1 (AR16)	1. No poverty 10. Reduced inequalities 17. Partnerships for the goals
GRI 413: LOCAL COMMUNITIES (2016)				
413-1	Operations involving local community participation programmes, impact assessments and development	-	ESRS S3-2 ; ESRS S3-3 ; ESRS S3-4	-
413-2	Operations with significant actual and potential negative impacts on local communities	-	ESRS 2 SBM-3 ; ESRS S3	1. No poverty 2. Zero hunger
TRANSPARENCY AND QUALITY OF INFORMATION				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS S4-1 ; ESRS S4-2 ; ESRS S4-4 ; ESRS S4-5	-

GRI 417: MARKETING Y ETIQUETADO (2016)				
417-1	Requirements for information and labelling of products and services	E / D	ESRS 1 (AR16)	12. Responsible consumption and production
417-2	Cases of non-compliance relating to information and labelling of products and services	-	ESRS S4-4	16. Peace, justice and strong institutions
417-3	Cases of non-compliance relating to marketing communications	E / D	ESRS S4-4	16. Peace, justice and strong institutions
GOOD GOVERNANCE AND INTEGRITY				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material issues management	4.3. Methodology for developing double materiality	ESRS G1-1 ; ESRS G1-3 ; ESRS G1-5	-
GRI 205: ANTI-CORRUPTION (2016)				
205-1	Operations assessed in terms of corruption-related risks	7.1. Business conduct: Ethics and Compliance	ESRS G1-3	16. Peace, justice and strong institutions
205-2	Communication and training on anti-corruption policies and procedures	7.1. Business conduct: Ethics and Compliance	ESRS G1-3	16. Peace, justice and strong institutions
205-3	Confirmed incidents of corruption and measures taken	-	ESRS G1-4	16. Peace, justice and strong institutions
GRI 206: ANTI-COMPETITIVE BEHAVIOUR (2016)				
206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	-	Not covered by the ESRS sustainability issues list 1 (AR16)	16. Peace, justice and strong institutions
GRI 307: ENVIRONMENTAL COMPLIANCE (2016)				
307-1	Non-compliance with environmental legislation and regulations	-		12. Responsible consumption and production 13. Climate action 14. Life below water 15. Life on land 16. Peace, justice and strong institutions
GRI 415: PUBLIC (POLICY 2016)				
415-1	Contributions to political parties and/or representatives	-	ESRS G1-5	16. Peace, justice and strong institutions

GRI 419: SOCIOECONOMIC COMPLIANCE (2016)				
419-1	Non-compliance with social and economic laws and regulations	-		8. Decent work and economic growth 10. Reduced inequalities 16. Peace, justice and strong institutions 17. Partnerships for the goals
RESPONSIBLE MANAGEMENT OF SUPPLIERS AND TRACEABILITY				
GRI 3: MATERIAL TOPICS (2021)				
3-3	Material topics management	4.3. Methodology for developing double materiality	ESRS G1-2	-
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)				
308-1	New suppliers that have passed selection filters in accordance with environmental criteria	E / D	ESRS G1-2	-
308-2	Negative environmental impacts in the supply chain and measures taken	-	ESRS 2 SBM-3	-
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)				
414-1	New suppliers that have passed selection filters in accordance with social criteria	E / D	ESRS G1-2	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and strong institutions
414-2	Negative social impacts in the supply chain and measures taken	-	ESRS G1-2	5. Gender equality 8. Decent work and economic growth 16. Peace, justice and strong institutions



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