



CORPORATE SOCIAL RESPONSIBILITY REPORT

2026

**HUMAN RESOURCES
DEPARTMENT**
MAGAPOR S.L.

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Organization profile

Legal name:	Magapor, S.L.
Address:	Polígono Industrial Valdeferrin Calle 5, Ejea de los Caballeros (50600) Zaragoza, Spain
Website:	https://www.magapor.com
Name of senior executive:	D. Jesús Mena Gericó
Organization contact details:	Telephone: 976662914 Email: magapor@magapor.com
Date of joining the RSA program:	06/06/2016
Sector:	Development, production and marketing of bio preservatives, machinery and other equipment for artificial insemination in swine.
Stakeholder groups:	- Customers - Company management - Local community - Public administration - Suppliers - Magapor employees and their families - Environment
Criterion used to identify stakeholder groups:	Influence: The ability of Magapor to influence or be influenced by the actions carried out by any of the parties involved. Responsibility: The extent to which the actions of one party may have an impact on the other. Dependence: The degree of dependence that one stakeholder group may have on the company, or vice versa.
Countries where the organization conducts most of its business:	We market our products in more than 55 countries, including Spain, Brazil, Portugal, Belgium and China, among others.
Awards and distinctions received during the reporting period:	- Premio Aragón, empresa y futuro en la categoría proyección internacional (2016). - Premio DHL Atlas a la Exportación Innovadora (2016). - Premio PYME del año 2017 en Aragón. - Premio CEPYME 2017 y sello CEPYME500. - Sello RSA en 2016 y 2017. - Premio Europeo a la Gestión Innovadora Empresarial 2018 (AEDEEC). - Premio Estrella de Oro a la Excelencia Empresarial. - Premio Nacional de Innovación 2023
Reporting period covered by the report:	2021 fiscal year

Activity

We are a Spanish company **exclusively dedicated** to the design, development, manufacturing and distribution of technology for artificial insemination in swine production. We specialize in the development and manufacture of the equipment, materials and technology required by farms and insemination centers worldwide to carry out artificial reproduction in pigs.

We focus our R&D&I efforts on providing innovative and practical solutions that enable our customers to achieve the best possible results.

Our differentiation lies in our **specialization in swine reproduction**, the **technical support** we provide to our customers, and our ability to offer **unique and innovative solutions**.

Our objective is to become a leading company in the sector at national level and an international benchmark, both in terms of innovation and market share, supported by a strong international distribution network.

Through continuous improvement, we offer exclusive, innovative and high-quality products, as well as practical solutions for end users across all processes related to swine reproduction.

Committed to our customers, we listen to and address their needs. This is why we are proud to be their trusted technology partner.



Company statement of commitment to CSR

I, Jesús Mena Gericó, holder of Spanish National ID No. 25150579X, acting as representative of **MAGAPOR, S.L.**, with Tax Identification Number B50365220 and registered address at Polígono Industrial Valdeferrin, Calle 5, Ejea de los Caballeros, 50600 (Zaragoza), under the powers of attorney granted to me, hereby declare that the entity I represent is committed to voluntarily applying, in its governance and management, strategy, policies and procedures, the values and ethical principles set out in this document. These principles arise from transparent dialogue and engagement with the company's stakeholders, thereby assuming responsibility for the consequences and impacts resulting from its actions.

I further declare that the company is up to date with its tax and Social Security obligations and is not subject to any of the grounds for prohibition from entering into contracts with the public sector or receiving grants from public administrations.

Signed: Jesús Mena Gericó

Managing Director, Magapor S.L.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Environmental dimension

Energy consumption

Magapor has strengthened its commitment to environmental sustainability by installing a photovoltaic solar power system on the roofs of its facilities. This installation enables the company to generate approximately 70% of the energy it consumes, helping to reduce the environmental impact associated with energy consumption.



Carbon footprint and emissions

Magapor calculates the organization's carbon footprint with the aim of setting measurable targets to reduce its environmental impact. In addition, the company reaffirmed its commitment to combating climate change by joining the Aragon Climate Change and Clean Energy Strategy in 2016.

Waste management

Magapor implements initiatives aimed at improving waste management and promoting proper collection and recycling.

Among these initiatives is an internal paper recycling campaign designed to raise employees' awareness of the company's high paper consumption and reduce its use. The company also collects batteries in collaboration with the Ecopilas Foundation, with collection points located in different departments throughout the facilities. Magapor also collaborates with the SEUR Foundation in the collection of plastic bottle caps, an initiative that combines environmental action with a social purpose.

Social dimension

People

People are a fundamental part of the organization and its production processes.

To support this commitment, the company has various mechanisms in place to encourage employee participation. These include a suggestion box located at the facilities, where employees can submit ideas and proposals regarding any aspect of the company.

Magapor also has its own initiative, called “Magapoly,” through which employees can anonymously answer questions relating to different aspects of the organization. Contributions are reviewed annually and the best proposals are recognized.

The company also has its own tool for measuring employee satisfaction, known as the “Workplace Climate Traffic Light.” This is a 15-question survey designed to assess employees’ perceptions, with the results communicated to the workforce. Based on these results, potential corrective and improvement measures are analyzed.

Health and safety

Magapor works to ensure a safe and healthy working environment for everyone within the organization. To this end, the company has safety protocols and measures aimed at preventing occupational risks and protecting employees, together with specific occupational risk prevention training to promote the safe performance of work activities.

As part of this commitment to health and safety, the accident rate stands at 1.11%, reflecting the company’s ongoing monitoring of this indicator and its commitment to continuous improvement in occupational risk prevention.



Workforce

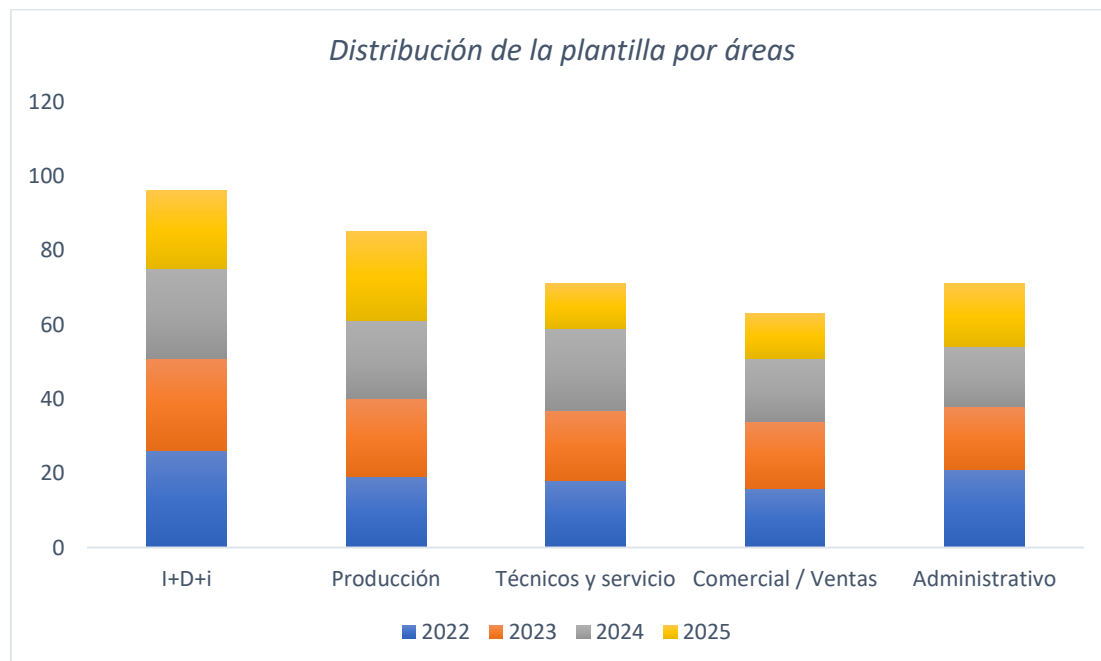
Magapor increases its workforce year after year, consolidating its growth and the creation of stable employment, while increasing the percentage of permanent contracts each year. The distribution of employees by area also reflects the importance of innovation within the organization, with 24% of employees working in innovation and the development of new solutions.

Magapor's workforce experienced positive growth during the period analyzed, increasing from 66 employees in 2022 to 86 in 2025.

The workforce grew by 3% in 2023, 15% in 2024 and 11% in 2025.



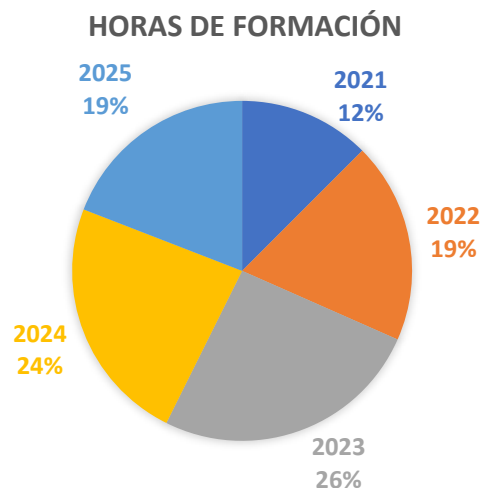
The distribution of employees by area shows a significant presence of R&D&I, technical and production profiles, which together account for most of the workforce during the period analyzed.



Training and development

Magapor considers employee training an essential tool for maintaining a skilled and qualified team capable of achieving the organization's objectives. Each year, the company develops a Training Plan based on needs identified by employees, department managers and Human Resources.

In 2024, more than 60% of employees received training in areas relevant to their professional activities and current developments within their field.



Equality, diversity and inclusion

Equality plan

Magapor has an Equality Plan aimed at promoting equal treatment and opportunities for women and men and eliminating any form of gender-based discrimination.

The organization's commitment focuses on equal opportunities, non-discrimination, respect for diversity and the development of measures that support work-life balance. The Plan also establishes a commitment to respect diversity and preventing any form of discrimination based on age, marital status, race, religion, sexual orientation or any other personal, physical or social characteristic.

Social action

Magapor develops various initiatives in collaboration with social, educational and sporting organizations, as well as activities in which its employees participate directly.

The company collaborates with non-profit organizations through financial contributions allocated to specific objectives. The organizations involved include ATADES and ADISCIV, with which Magapor has developed various collaborative initiatives.



Activities with educational institutions

Magapor maintains various collaborations with educational institutions and training organizations with the aim of contributing to knowledge sharing and bringing the company and the sector closer to students and future professionals.

These initiatives include collaboration with the Master's Degree in Swine Health and Production and the Magapor Chair at the University of Zaragoza, which supports research projects focused on the development of technologies applied to artificial reproduction in swine.



The company also welcomes visits from schools and secondary education institutions to its facilities, where students can learn about Magapor's activities. In addition, Magapor has agreements with educational organizations such as ESIC, FEUZ and Universa to offer paid internships.



Employee social engagement

The company also encourages employees to participate in various social initiatives. Since 2016, an annual blood donation campaign has been organized in collaboration with the Aragon Blood Bank.

Another established initiative is the collection of food donations during the Christmas campaign in collaboration with the Spanish Red Cross. During each campaign, the amount of food collected by employees is recorded, and the company matches the amount donated.



Investment

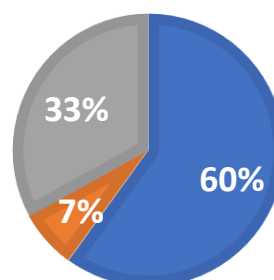
Investment is a key element of Magapor's sustainable growth, with R&D&I playing a particularly important role as one of the company's main growth drivers.

Magapor allocates more than 10% of its revenue to research, innovation and technological development projects, supported by specialized facilities and multidisciplinary teams made up of professionals from fields such as biotechnology, veterinary medicine and engineering. This commitment enables the company to participate in international innovation projects and develop new solutions for the sector.



In addition, Magapor is committed to the economic and social development of its surrounding community, allocating part of the resources generated through its activities to different stakeholders and social organizations. In this regard, the company reinvests more than €3 million every year in its local community, contributing to well-being and supporting the economic development of the region.

- Administraciones y entidades publicas
- Inversiones
- Personal



Contribution to the SDGs

SDG	¿How does Magapor contribute?
SDG 3 – Good health and well-being	Measures aimed at employee well-being and work-life balance, blood donation campaigns, and initiatives promoting healthy lifestyle habits.
SDG 4 – Quality education	Collaboration with universities and educational institutions, internship and training programs for students and recent graduates, as well as initiatives promoting knowledge transfer between universities and businesses.
SDG 5 – Gender equality	2023–2027 Equality Plan, equal opportunities in recruitment, hiring and promotion, measures to support women's access to positions of responsibility, monitoring of equal pay, equality training, and prevention of sexual harassment and harassment based on sex.
SDG 8 – Decent work and economic growth	Creation of stable employment, training and professional development, work-life balance measures, and equal opportunities. In 2024, 93% of contracts signed were permanent.
ODS 9 – Industry, innovation and infrastructure	Development of R&D&I, a significant proportion of the workforce dedicated to innovation and the development of new solutions, collaboration with the University of Zaragoza, and research and new technology projects.
SDG 12 – Responsible consumption and production	Waste management and recycling, reduced paper consumption, battery and bottle-cap collection, and awareness-raising measures to promote responsible use of resources.
SDG 13 – Climate action	Carbon footprint measurement, installation of a photovoltaic solar power system, and measures aimed at reducing energy consumption and environmental impact.

Current developments

2022

In 2022, Magapor continued to make progress in its growth and consolidation, with various initiatives focused on people development and innovation.

In terms of its workforce, the company increased its headcount by 5%, mainly through the recruitment of qualified professionals in the innovation area. During the year, a new Biotechnology department was also created, comprising PhD-level Biotechnology professionals and electronic engineers. At year-end, the workforce stood at 66 employees, 89% of whom held permanent contracts.



In terms of innovation and knowledge, Magapor continued to develop projects in collaboration with universities and research groups. One of the highlights was CienclAnova, a research laboratory located at the Mixed Research Centre with Companies (CEMINEM) at the University of Zaragoza. The laboratory was established to complement the research carried out by Magapor's in-house R&D&I team and promote knowledge transfer to the sector.

The year was also marked by several recognitions. Magapor was a finalist in the Aragón Business Awards and in the ADEA Executive of the Year Awards. The company also held UNE-EN-ISO 9001 and UNE 166002 certifications, relating respectively to quality management and R&D&I management.

2023

In 2023, Magapor continued its internal growth, with a particular focus on strengthening technical profiles linked to engineering, new technologies and R&D&I. The workforce increased by 3% during the year, with new Biotechnology and Computer Engineering professionals joining the company. In addition, more than 85% of employees held permanent contracts.

One of the main advances in the social area was the implementation of the Equality Plan, aimed at ensuring equal treatment and opportunities for women and men and establishing specific measures to support women's professional development and their presence in positions of responsibility.

The company also continued to develop its Corporate Social Responsibility strategy, based on the participation and involvement of employees and stakeholders. During the year, Magapor became a founding company of the Aragón Social Responsibility Plan and obtained the RSA Seal.

In terms of training, the percentage of employees receiving training reached 60% in 2023. Regarding economic and social development in the local area, Magapor reinvested €3,711,600 during the year through its social cash flow, allocated to employees, public administrations and entities, and investments.

The year was also marked by significant recognitions, including the National Innovation Award and being named a finalist in the CEPYME Innovation Awards.



2024

During 2024, Magapor strengthened its growth and its commitment to its people. The workforce increased by 15%, with particularly strong growth in technology-related profiles within the innovation area, including software development, machine vision and various branches of Biotechnology. The innovation and new solutions development area accounted for 24% of the workforce, while 93% of contracts signed during the year were permanent.

Training continued to be one of the company's priorities. In 2024, 3,200 hours of training were delivered, and more than 60% of employees received training in areas related to their professional activities.

In terms of innovation and knowledge transfer, CienclAnova continued to play an important role. During this period, research lines focused on addressing current challenges in the sector and developing new solutions continued to be pursued, while synergies between academia and industry were further strengthened.

Another major milestone during the year was the International Technical Meeting (ITM) held in Zaragoza. The event brought together 356 attendees from 31 countries and 20 speakers and focused on artificial intelligence and digitalization applied to artificial insemination, as well as automation, traceability and new technologies applied to artificial insemination centres.



Sustainability was also a key area of focus during the year. Magapor highlighted the installation of a photovoltaic solar power system, carbon footprint measurement and biosafety risk management as part of a sustainability strategy integrating environmental, social and business dimensions.

Finally, in 2024, Magapor added the National Innovation and Design Award to its list of recognitions, while maintaining its UNE-EN-ISO 9001 and UNE 166002 certifications.



2025

During 2025, Magapor continued its growth trajectory and launched new projects aimed at strengthening its production capacity, global presence and commitment to innovation. One of the main milestones of the year was the start of the expansion of its facilities in Ejea de los Caballeros, which includes an additional 6,000 m² for laboratories, offices and logistics, with the aim of meeting the company's growing needs.



The company's international expansion also continued. During the year, a new production facility was opened in Brazil, while a new project was launched in Qingdao, China, dedicated to the production of specific systems for semen packaging. These new facilities will enable Magapor to expand its production capacity and strengthen its presence in international markets.

In terms of its people, Magapor increased its workforce by 15% during 2025, mainly through the recruitment of technology-related profiles in the innovation area. Particularly notable was the growth of the software development and machine vision departments, as well as technical profiles specializing in the different branches of Biotechnology. In addition, 93% of contracts signed during the year were permanent, reinforcing the company's commitment to stable employment and professional development in the rural area of the Cinco Villas region.

Digital transformation was another key area during the year. Magapor continued to implement its Digital Transformation Plan, introducing tools designed to optimize information management, automate tasks and improve coordination between different areas of the organization. This transformation is being applied both to internal processes and to products and services for customers, through technologies such as IoT, data analytics and artificial intelligence.

In terms of knowledge transfer, the 17th edition of the International Technical Meeting (ITM) was held in Zaragoza in May 2025. The event brought together 396 professionals from 42 countries and 13 international speakers, consolidating its role as a platform for training, knowledge exchange and professional networking within the swine reproduction sector.

In terms of sustainability, Magapor continued to work on measuring its carbon footprint and on internal awareness campaigns focused on saving water, electricity and fuel. The company is also progressively incorporating sustainability and circular economy criteria, including research into new materials aimed at reducing plastic waste generated in the sector.

Finally, 2025 was marked by new recognitions for the company, including the Talent & Employment Award, as well as the addition of the international GMP+ certification to the UNE-EN-ISO 9001 and UNE 166002 certifications already held by Magapor.





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