SUSTAINABILITY PERFORMANCE REPORT 2025

Cleaner cities. A more circular future.

How **CONTENUR** transforms urban waste containerisation management into sustainable value for cities, customers, people and society.

Connecting cities and their people.



CONTENUR

IBERIAN MARKET LEADER — 3RD OPERATOR IN EUROPE — PRESENCE IN 49 COUNTRIES

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STRATEGIC VISION —

A record year that strengthens our ESG commitment.



2025 confirms the Group's historic growth trajectory. Revenue grew by a further 5%, with record financial results, supported by excellent performance in Spain and the Middle East and solid progress in the United Kingdom.
In sustainability, we continue to advance across the three dimensions of our 2024–2027 ESG Master Plan: more recycled material in our products, progress in reducing water and energy per tonne produced, and increasingly robust corporate governance, with new ISO 37001 anti-corruption certifications in the United Kingdom and Poland and the extension of ISO 27001 to the entire Group.

Antonio Belaustegui
Managing Director of CONTENUR

+5% growth in revenue in 2025, **with record financial results.**

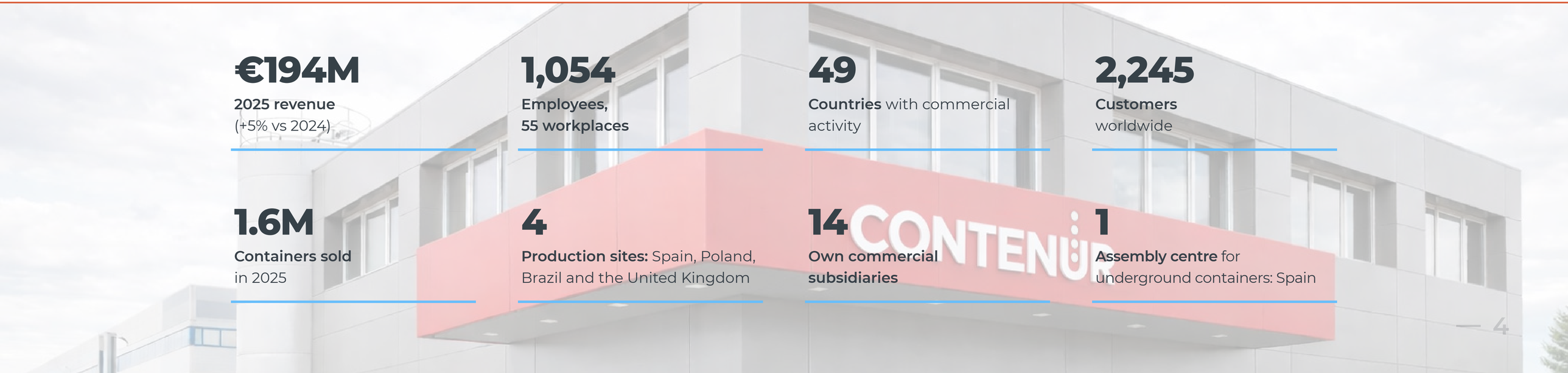
74% of the **120+ actions in the 2024–2027 ESG Master Plan** already completed.

91/100 **customer satisfaction rate.**

CONTENUR IN FIGURES —

CONTENUR at a glance.

Leader in the Iberian market and third operator in Europe in solutions for urban waste containerisation.



€194M
2025 revenue (+5% vs 2024)

1,054
Employees, 55 workplaces

49
Countries with commercial activity

2,245
Customers worldwide

1.6M
Containers sold in 2025

4
Production sites: Spain, Poland, Brazil and the United Kingdom

14
Own commercial subsidiaries

1
Assembly centre for underground containers: Spain

BUSINESS MODEL —

Our purpose and sustainable value creation model.

MISSION

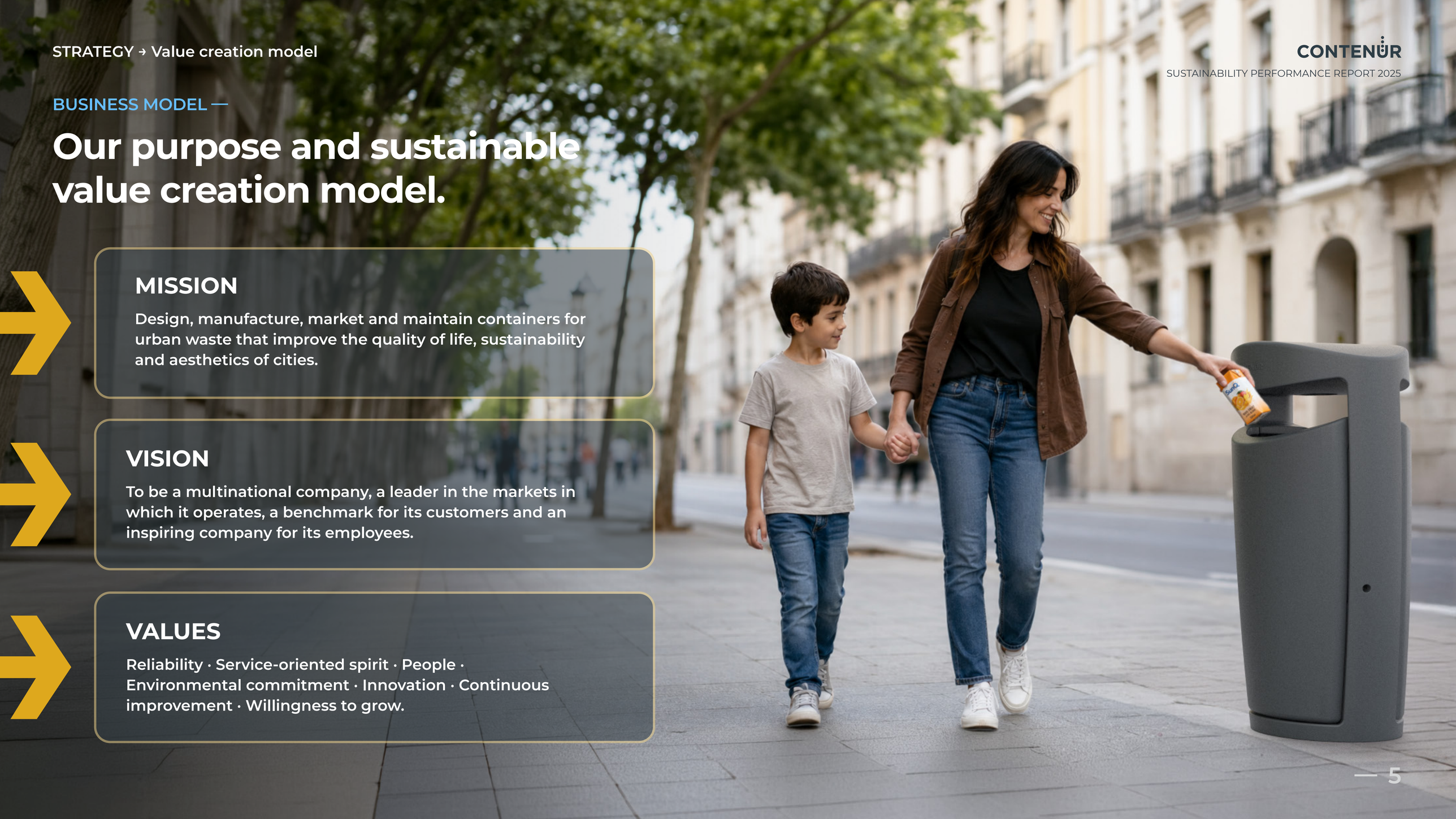
Design, manufacture, market and maintain containers for urban waste that improve the quality of life, sustainability and aesthetics of cities.

VISION

To be a multinational company, a leader in the markets in which it operates, a benchmark for its customers and an inspiring company for its employees.

VALUES

Reliability · Service-oriented spirit · People · Environmental commitment · Innovation · Continuous improvement · Willingness to grow.



MARKET CONTEXT —

Sector context that defines our activity.



SECTOR GROWTH FACTORS

- **Sustained growth** in urban populations and waste generation
- **Stricter regulation** on source-separated collection
- More countries adopting waste containerisation
- **Greater interest in the aesthetics and sustainability** of urban solutions
- **Increase in container maintenance and washing services**
- Development of **new collection** models (bilateral loading, underground systems)

RISKS WE MANAGE

- Geopolitical **uncertainty** and its impact on raw materials
- Disruptions to global **supply chains**
- **Entry of competitors** into peripheral markets
- **Reduction in public spending** on waste management
- Increasing regulation on **microplastic leakage**
- **Loss of talent** due to increased employee turnover

ROADMAP —

2024–2027 ESG Master Plan: sustainability as a business driver.

3

Pillars: Environmental, Social and Governance

17

Material topics grouped into 6 ESG blocks

123

ESG actions identified for the 2024–2027 period

>2/3

Of the planned actions for 2025 already completed

PLAN GOVERNANCE

Management Committee

Reviews and proposes the ESG Master Plan for approval

Board of Directors

Highest ESG responsibility; approves the ESG Policy, with at least one annual review

ESG Committee

Defines the strategy, oversees KPIs and regulatory compliance, ensures transparency and communication with stakeholders, and coordinates the Group's ESG initiatives

STAKEHOLDER ENGAGEMENT —

Double materiality: what matters most to CONTENUR and its stakeholders.

11 sustainability matters with material impact and financial relevance identified in 2025, following the EFRAG IG1 Guidance*.

E Environmental → 5	- Climate change mitigation - Resource input flows - Energy use - Water consumption - Microplastic losses
S Social → 4	- Gender equality - Diversity - Health and safety - Supplier relationships
G Governance → 2	- Corporate culture - Corruption and bribery incidents

* EFRAG IG1 Guidance: Materiality Assessment Implementation Guidance, May 2024.

GLOBAL COMMITMENT —

Our contribution to the Sustainable Development Goals.

In 2025 CONTENUR joined the United Nations Global Compact, incorporating its principles into the Group's sustainability strategy and Human Rights Policy.



Responsible production and consumption

Efficient energy management, product quality and certified circular business model



Sustainable cities and communities

Partnerships with municipalities to reduce waste and promote recycling through the CIRCLE® project*



Decent work and economic growth

Training plans by department and safe and healthy working environments



Affordable and clean energy

Increasing use of renewable energy and energy efficiency across all facilities



Climate action

Transition of machinery and fleet towards electric and lower-carbon-emission options

* More information on page 12

ENVIRONMENTAL DIMENSION

We design solutions with their entire life cycle in mind.

Circular economy, climate change and eco-design applied to every container we manufacture.



CLIMATE CHANGE —

Fewer emissions, greater energy efficiency.

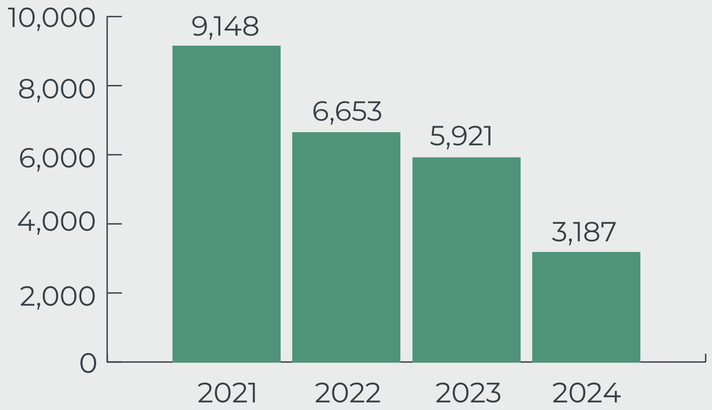
3,187 t
CO^2e emitted by the Group in factories and services (Scopes 1+2), -46% vs 2024

97%
of the energy consumed at the 14 Service centres comes from renewable sources

100%
of the energy consumed at the 4 factories is renewable (2024–2025)

-24%
reduction in the ratio of electricity consumed per tonne transformed since 2022 (0.91 MWh/t)

Evolution of the Group's carbon footprint (Scopes 1+2)



MASTER PLAN 2024–2027

- **Calculation of Scope 3** at all factories in Spain, Poland and the United Kingdom during 2025 (under the GHG Protocol standard)
- Progressive implementation of **new Scope 3 categories** through 2027 as part of the project to change the measurement standard to ISO 14064
- **Objective:** reduce total GHG emissions at factories (Scopes 1+2) by 20%
- **ISO 50001** energy management certification extended in 2025 to Mielec and Knowsley

* Scope 3 is not included due to a lack of comparable data for previous years. Scope 3 measurement began in 2025.

CIRCULAR ECONOMY —

Promoting recycling: CIRCLE® Project

1 Agreements with municipalities

2 Collection of end-of-life containers

3 Shredding and quality control in laboratories

4 Manufacture of the new container

5 Delivery and promotion of recycling



47.4%

of recycled plastic used as an input in manufacturing (2027 target: 60%)

23.5%

of recycled material under the CIRCLE® project as a share of total production

CIRCULAR ECONOMY —

Prevention of pellet losses: OCS Programme.



-41%

in pellet losses in Getafe vs 2024, following OCS certification in Mielec and Knowsley

Certification at the Mielec and Knowsley factories

RESOURCES —

Efficient water use and responsible waste management.

-12.6%
reduction in water consumption in the Services Division in 2025

0.49 m^3/t
water consumed per tonne transformed in factories

0.0016
tonnes of hazardous waste per tonne transformed (historic low)



WATER

- Replacement of taps and heat exchangers to **reduce water consumption in factories**
- **2026 plan:** internal and supplier awareness campaigns to reduce water consumption by a further 6%
- **New Water Management Plan in 2026**



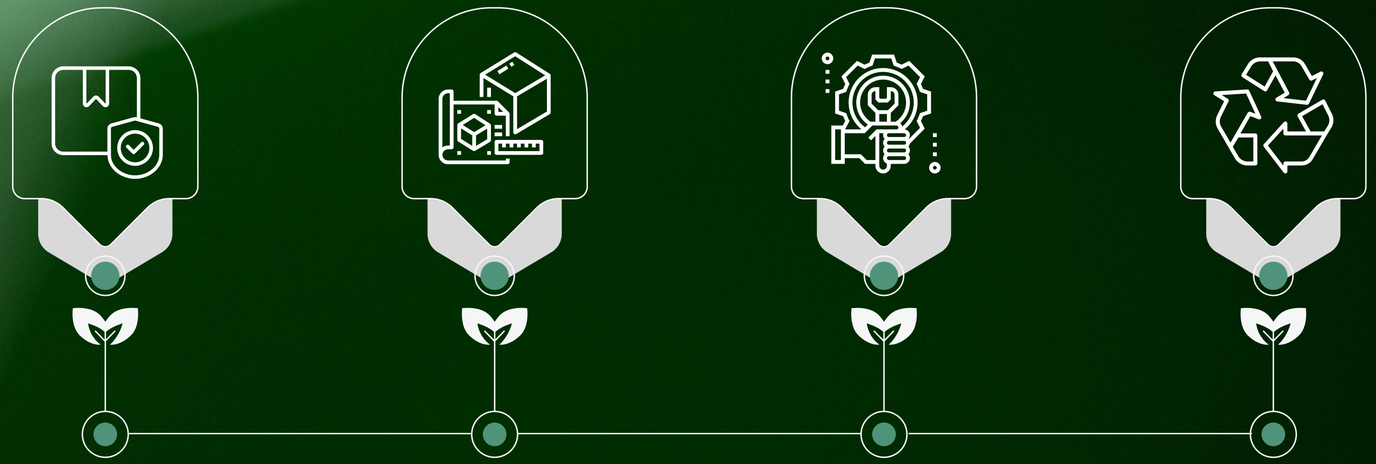
WASTE AND SOIL

- **Reuse** of packaging timber together with nearby factories and suppliers
- **Specific €3,000,000 environmental pollution insurance** cover in Getafe
- **New Waste Management Plan in 2026**

ECO-DESIGN —

Sustainable product from the very first sketch.

Eco-design Principles



Reduction in weight and increased product durability

Design to facilitate repair, dismantling and reintegration of materials

Extension of useful life through maintenance and refurbishment

Reintegration of by-products and recovered materials into the production process

ECO-DESIGN —

Sustainable product from the very first sketch.

8
people dedicated to R&D in 2025 (compared with 6 in 2024)

22
new product developments initiated in 2025

198
patents, designs, utility models and trademarks registered

ISO 14006
eco-design certification for the product range

2025 HIGHLIGHTS



New 800-litre rear-loading container, launched in the city of Madrid



Double Lid System for 1,100-litre containers: more ergonomic disposal for the user

SOCIAL DIMENSION

The people who make the transformation possible.

Talent, safety and a responsible supply chain.



PEOPLE · SOCIAL —

A team of 1,054 people in 14 countries.

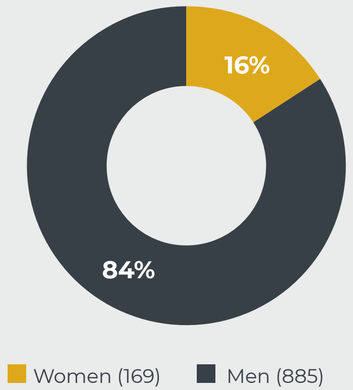
1,054
employees on the payroll at 31 December 2025, across 55 workplaces

89.4%
of contracts are permanent (942 of 1,054 employees)

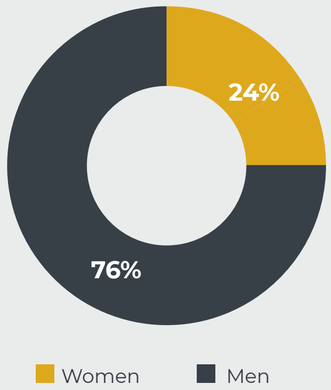
21.7h
average training hours per employee in 2025 (vs 18.3h in 2024)

371
new employees joining the workforce during 2025

Composition of the global workforce



Composition of the Management Committee



MASTER PLAN 2024–2027 — TALENT OBJECTIVES

- Reduce the **vacancy-filling period by 30%** (56.7 days in 2025)
- **Bring the voluntary turnover rate down to 7.5%** (8.84% in 2025) by 2027
- **0 reports through the ethics channel** of third-party breaches of the code



EQUALITY AND SAFETY —

Diversity, inclusion and safety at work.

409
employees trained in diversity and equality during 2025

24%
women on the Management Committee (2025 target: 30%)

22
centres certified to ISO 45001 for health and safety since 2010

0
occupational diseases recorded across the Group in 2025



EQUALITY AND INCLUSION

- **III Equality Plan** under implementation in Spain, with specific training for new hires
- **Support for employees** with family members with disabilities and disability employment above 2%
- Agreement signed with the Ministry of Equality to combat **gender-based violence**
- **18 vacancies filled** through internal promotion in 2025

OCCUPATIONAL HEALTH AND SAFETY

- **Accident severity rate of 0.51,** better than the target of 0.7
- **Incident frequency rate of 24.84,** below the target of 31
- Occupational safety system implemented **in the United Kingdom during 2025**
- **2026 plan:** integration of the Liverpool factory into ISO 45001 certification

VALUE CHAIN —

A responsible and committed supply chain.

89%

of relevant suppliers signed up to the Supplier Code of Conduct

5

SMETA audits carried out on suppliers during 2025*

Commitment to human rights

- Focus on **responsible sourcing and supply chains**
- Supplier policy with **zero tolerance towards modern slavery**

* The SMETA (Sedex Members Ethical Trade Audit) audit is a methodology used to assess a company's labour, ethical, environmental, health and safety practices within its supply chain.



VALUE CHAIN —

Commitment to society.

91/100

score in the 2025 customer satisfaction survey (target: 70)

9

sector associations and partnerships in which CONTENUR participates

- Donation of books to the **AIDA NGO** on World Book Day
- Charitable donation to the **Dedines Association** at Christmas
- Talks and presence at employment fairs, including **Universidad Rey Juan Carlos** (Spain)
- **Participation in business growth organisations such as Fundación CRE100DO**
- Partnerships with **AIMPLAS, ANAIP, ANEPMA, AITIIP, University of Zaragoza and Forética**, among others
- Donations to organisations such as the **United Nations Global Compact and Save the Children**



GOVERNANCE DIMENSION

We grow on a responsible foundation.

Ethics, regulatory compliance and risk management in the service of stakeholder trust.



BUSINESS CONDUCT —

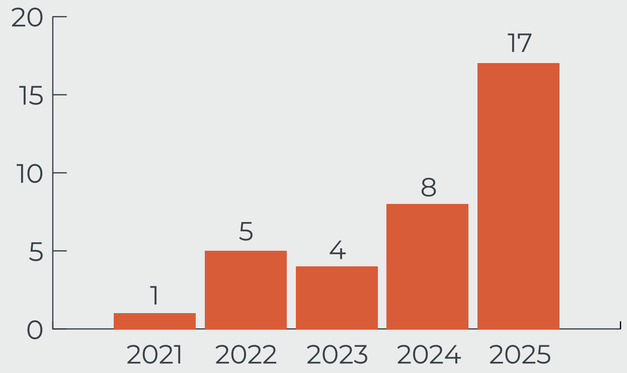
Ethics, compliance and the fight against corruption.

100%
employees signed up to the Group's Anti-Corruption Policy

0
corruption incidents recorded in 2025 (target: 0)

73%
progress in the legal compliance action plan (2025 target: 60%)

ETHICS CHANNEL – Number of enquiries resolved



CERTIFICATIONS AND POLICIES 2025

- Renewal of **ISO 37001** (anti-bribery) certification in Colombia
- Obtained **ISO 37001** certification in the United Kingdom
- 2026 objective: **ISO 37001** certification in France
- Approval of the Group **Human Rights Policy**
- Inclusion of the **risk matrix** in Board decisions



RISKS —

Cybersecurity and Risk Management.



€0

in damages from cyberattacks recorded between 2022 and 2025

ISO 27001

Information Security Management System, extended to the entire Group in 2025

2025

Risk Matrix implemented

CYBERSECURITY

- Review of ISO 27001:2022 certification and analysis of non-conformities
- Expansion of multi-factor authentication across Group systems
- GDPR audit and update of the Records of Processing Activities
- 2026 plan: specific cybersecurity training for the entire workforce

RISK MANAGEMENT

- In 2025, an active operational risk matrix was implemented within the Board's management practices.
- Adoption of this tool will not only optimise oversight of operational risks, but will also foster an organisational culture more focused on prevention and efficient management of potential threats.

INNOVATION AND THE FUTURE —

Innovation at the service of cities.

14

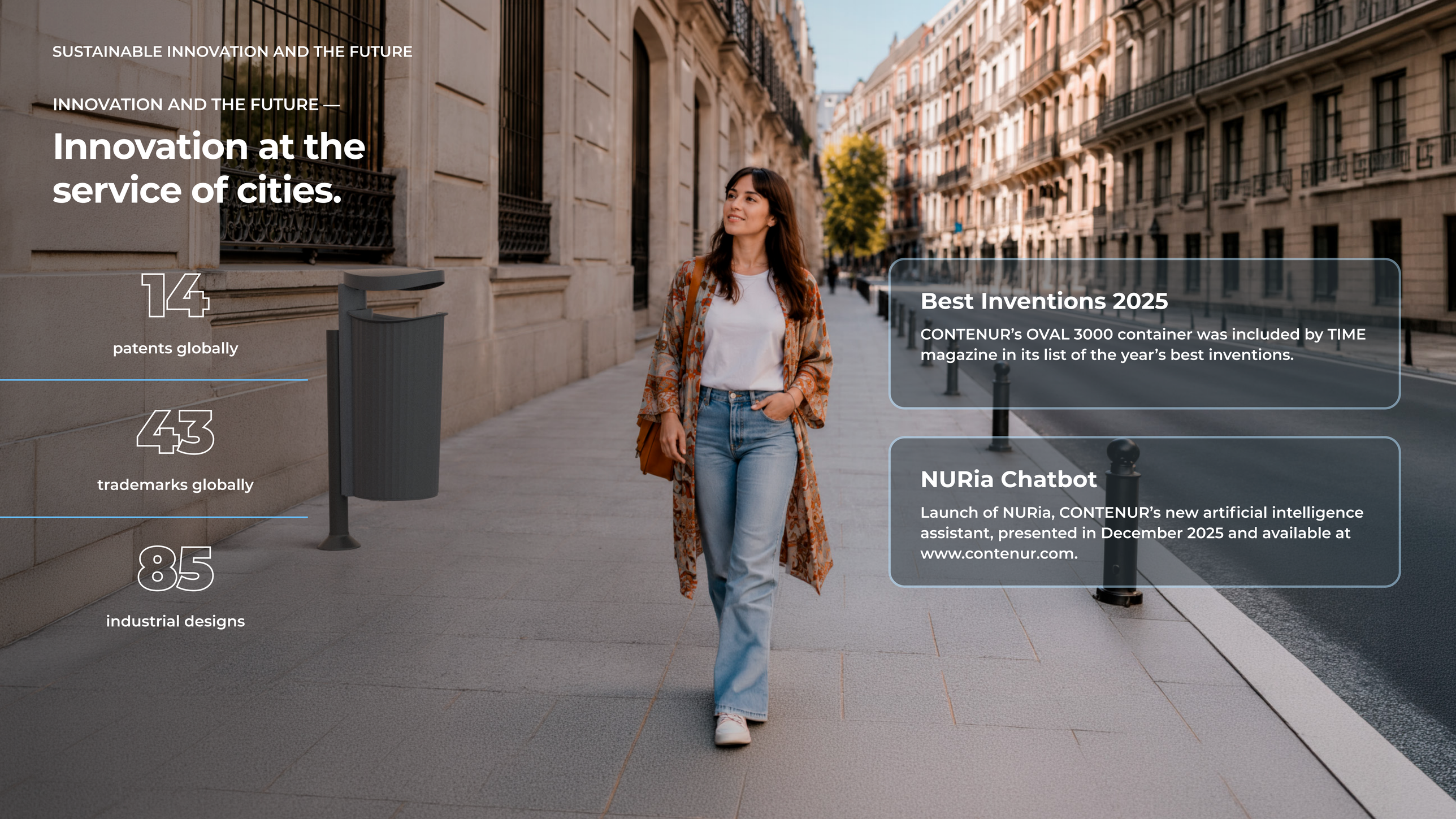
patents globally

43

trademarks globally

85

industrial designs



Best Inventions 2025

CONTENUR’s OVAL 3000 container was included by TIME magazine in its list of the year’s best inventions.

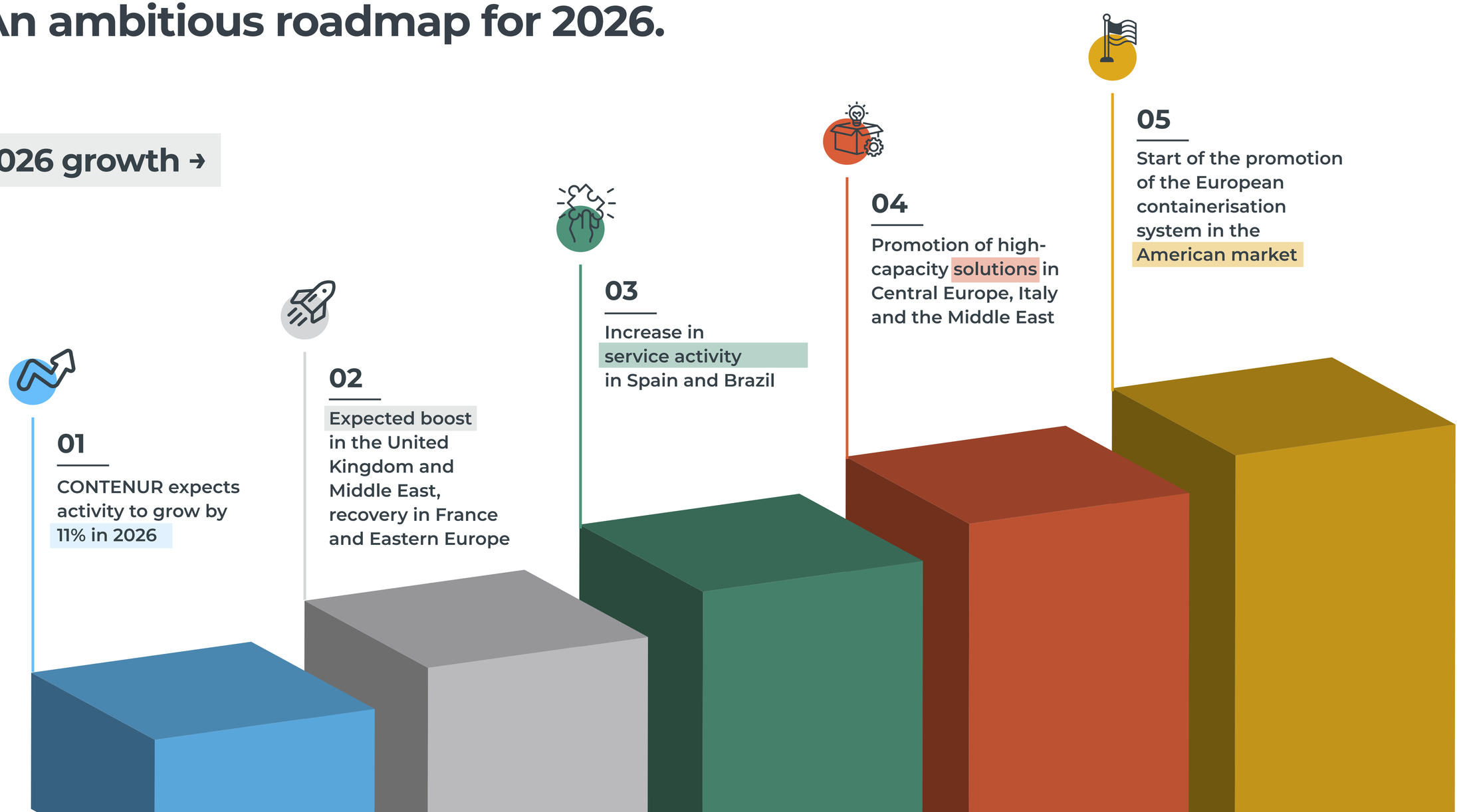
NURia Chatbot

Launch of NURia, CONTENUR’s new artificial intelligence assistant, presented in December 2025 and available at www.contenur.com.

INNOVATION · OUTLOOK TO 2026 —

An ambitious roadmap for 2026.

2026 growth →



01

CONTENUR expects activity to grow by 11% in 2026

02

Expected boost in the United Kingdom and Middle East, recovery in France and Eastern Europe

03

Increase in service activity in Spain and Brazil

04

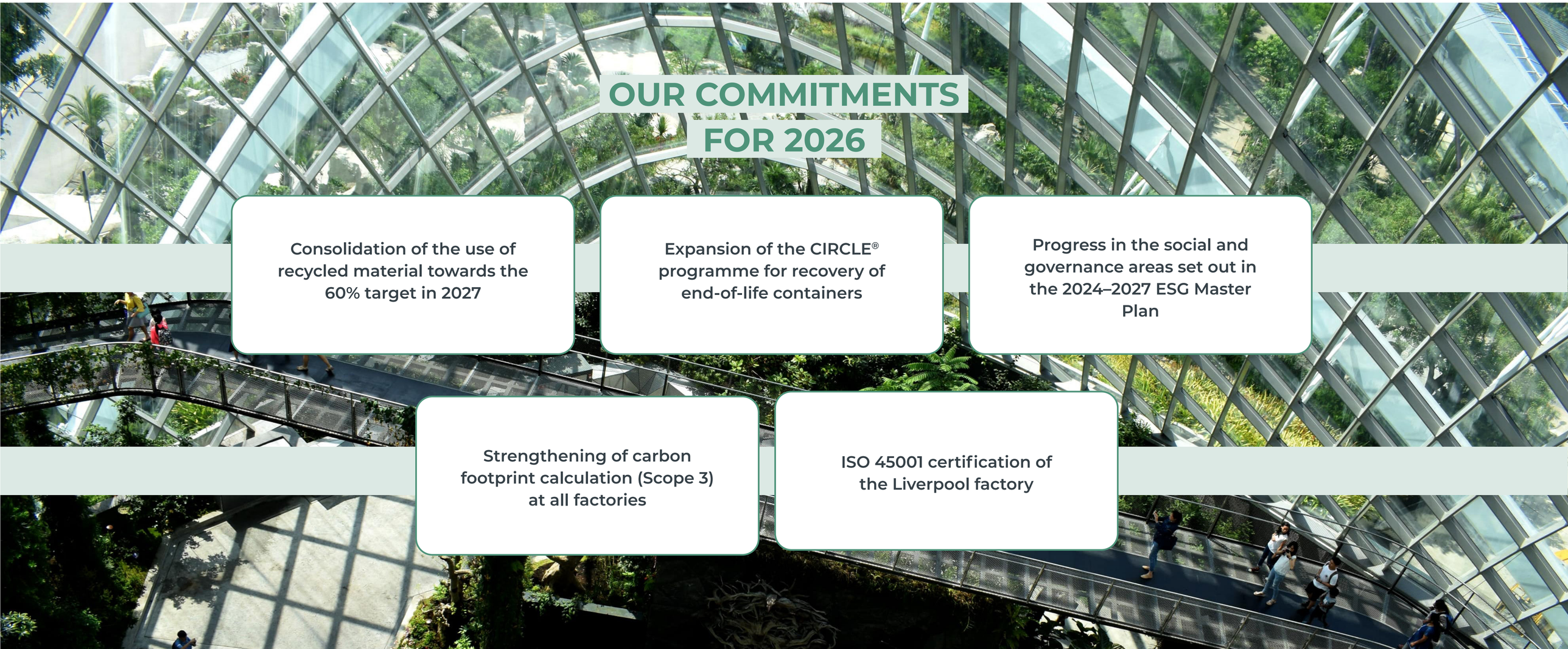
Promotion of high-capacity solutions in Central Europe, Italy and the Middle East

05

Start of the promotion of the European containerisation system in the American market

INNOVATION · OUTLOOK TO 2026 —

An ambitious roadmap for 2026.



OUR COMMITMENTS FOR 2026

- Consolidation of the use of recycled material towards the 60% target in 2027
- Expansion of the CIRCLE® programme for recovery of end-of-life containers
- Progress in the social and governance areas set out in the 2024–2027 ESG Master Plan
- Strengthening of carbon footprint calculation (Scope 3) at all factories
- ISO 45001 certification of the Liverpool factory

KEY INDICATORS —

Global ESG Dashboard 2025.

Environmental (E)

Recycled plastic input (target 50%)	Renewable energy in Services	GHG emissions Scopes 1+2 vs 2024	Water consumption per tonne
47,4%	97%	-46%	0.49 m^3/t

Social (S)

Turnover rate (target 7.5%	Women in leadership (target 30%)	Accident severity rate	Suppliers with Code of Conduct
8.84%	24%	0.51	89%

Governance (G)

Corruption incidents	Damage from cyberattacks	Employees signed up to Anti-Corruption	Progress on the legal compliance plan
0	€0	100%	73%

* For further information, please refer to page 77 of the document “2025 Sustainability Report: Non-Financial Information Statement”

YEAR-END REVIEW —

ESG objectives 2026

Environmental (E)	Recycled plastic input **60%**	Renewable energy in Services **80%**	GHG emissions Scopes 1+2 vs 2024 **<20%**	Water consumption per tonne **↓ 10%**
Social (S)	Turnover rate **7%**	Women in leadership **35%**	Accident severity rate **0.4**	Suppliers with Code of Conduct **100%**
Governance (G)	Corruption incidents **0**	Damage from cyberattacks **€0**	Employees signed up to Anti-Corruption **100%**	Progress on the legal compliance plan **100%**

* For further information, please refer to page 77 of the document “2025 Sustainability Report: Non-Financial Information Statement”

Building more sustainable cities.

Through innovation, the circular economy and a measurable ESG commitment, CONTENUR continues to transform urban waste management solutions into real value for cities, customers, people and society.



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