

2025 SUSTAINABILITY REPORT

NON-FINANCIAL REPORTING

CONTENÜR



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Introduction

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1.1 Message from the CEO



ANTONIO BELAUSTEGUI

CEO at CONTENUR

2025 was a good year for **CONTENUR**, sustaining the Group's proven track record and further strengthening the pillars on which the future development of our project is based.

Our results have been very strong from an economic standpoint. Turnover has continued to grow (+5%) in line with previous years, with record financial results once again. These results are primarily attributable to the strong performance of the Spanish market, an excellent year in the Middle East, and solid growth in the United Kingdom. We also successfully implemented our OVAL side-loading container in 2025 in two districts of New York City, with the ambitious objective of containerising the entire city in the coming years.

We implemented a range of social initiatives to further enhance the Group's ability to attract, integrate and retain talent, while also promoting equality and diversity. The results of the employee satisfaction survey conducted in 2025 have been very positive and encourage us to continue promoting initiatives of this nature aimed at strengthening employees' sense of belonging to the Group.

From an environmental standpoint, 2025 saw us once again increase the percentage of recycled material sourced from end-of-life containers, thereby further enhancing the circularity of the materials used in our production process. We have also made progress towards meeting our objective of reducing water and energy consumption per tonne produced compared to 2024.

In terms of governance, our United Kingdom and Poland facilities became certified in 2025, in line with our ISO 37001 (anti-bribery) certification policy. We also expanded the scope of ISO 27001 certification in the field of cybersecurity to cover the entire **CONTENUR** Group.

These three areas of action are included within our 2024–2027 ESG Master Plan, which includes more than 120 initiatives to be implemented over this period. As of the end of 2025, more than two-thirds of these have been completed, thereby demonstrating **CONTENUR's** strong level of commitment to fostering our environmental, social and governance performance in the coming years.

I would like to once again invite you to read this report, which outlines our progress in 2025 as well as the key initiatives planned for 2026.

Kind regards

Antonio Belaustegui.

A handwritten signature in black ink, appearing to read 'AB', positioned below the printed name.



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2.1 Our unique value – Mission and Values



MISSION

The design, manufacture, marketing and maintaining of containers for urban waste, which improve the quality of life, sustainability and aesthetics of cities.

VISION

A multinational company, leader in the markets it operates in, a benchmark for its customers and a motivator for its employees.

VALUES

RELIABILITY

We are a company with a clear and homogeneous line of action.

SERVICE ORIENTED

Everything we do revolves around our customers.

PEOPLE

We foster the development of our professionals.

ENVIRONMENTAL COMMITMENT

We promote environmental improvement.

INNOVATION

Our approaches to respond to our customers' needs.

CONTINUAL IMPROVEMENT

We constantly improve the efficiency of our operations.

COMMITMENT TO GROWTH

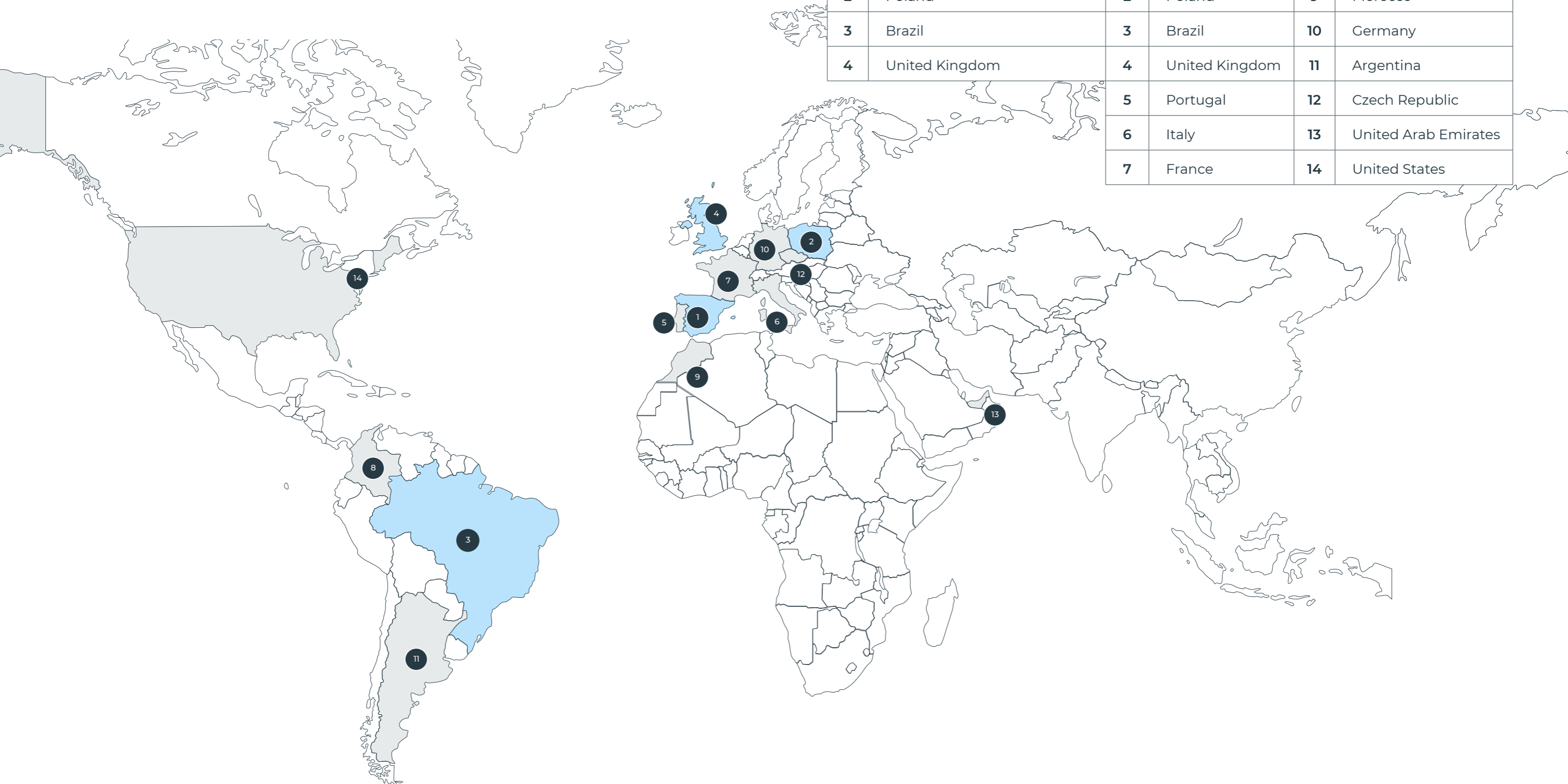
We reinforce leadership in our key markets.

2.2 Presence and business areas

CONTENUR is the market leader in its area of business in Spain and the third leading player in Europe. It has four production centres: one in Getafe (Spain), one in Mielec (Poland), one in Mandirituba (Brazil) and one in Knowsley (United Kingdom) and an underground container assembly centre in Getafe (Spain).

CONTENUR conducts its promotional and service provision operations through its own sales subsidiaries in 14 countries and distributors and customers in more than 50 countries.

CONTENUR production centres		CONTENUR sales subsidiaries			
1	Spain	1	Spain	8	Colombia
2	Poland	2	Poland	9	Morocco
3	Brazil	3	Brazil	10	Germany
4	United Kingdom	4	United Kingdom	11	Argentina
		5	Portugal	12	Czech Republic
		6	Italy	13	United Arab Emirates
		7	France	14	United States



2.3 2025 milestones

01// JANUARY

- CONTENUR celebrated the annual convention under the banner: Building tomorrow.



CONTENUR's annual convention

02// FEBRUARY

- Antonio Belaustegui, new CEO of CONTENUR.
- The OVAL container is a prominent feature along the collection routes in the city of Ronda, Málaga (Spain).
- The company joins the initiative "Companies for a society free of gender-based violence".
- CONTENUR donated more than €2,900, alongside Gwynedd Council (United Kingdom), to support local community initiatives.

03// MARCH

- Introduction of the fifth container for organic waste recycling across the entire city of Huelva
- Award of the contract for the supply and full maintenance of more than 5,300 OVAL containers for the city of Córdoba (Spain)
- Promotion of the "Marinha+Vidro" project in Portugal through OVAL Iglú and IGLÚ360 containers to enhance glass recycling.



OVAL, Córdoba (Spain)

04// APRIL

- Presentation of the new Lipasam OVAL containers in Seville.
- First book donation to AIDA NGO Bookstores
- Launch of the distribution of more than 20,000 rear-loading containers in the Paris-Saclay area.
- Selection of the OVAL model by CONTENUR in Benalmádena, Málaga (Spain).
- Successful celebration of Health and Safety Day across CONTENUR's four production plants.
- Commencement of the installation of 1,208 OVAL 3000 side-loading containers in Manhattan Community District 09.



Lipasam OVAL, Seville (Spain)

05// MAY

- Publication of the Sustainability Report for 2024 by CONTENUR.
- Commencement of the installation of new OMEGA litter bins in the city centre of Arrecife, Lanzarote (Spain).
- Sponsorship by CONTENUR of the 2nd Future for Cities Conference held in Madrid.



Future for Cities Conference, Madrid (Spain)

06// JUNE

- CONTENUR's participation in the Expo Clean Argentina 2025
- Commencement of the underground container cleaning service in Portugal
- Supply of more than 1,900 units of 1,100-litre containers in Rzeszów (Poland).
- Team-building activities held in Spain, France, Poland, Brazil and the United Kingdom
- CONTENUR's receipt of the Best Supplier in Health and Safety Award at the inaugural PreZero Iberia Awards 2025.



Premios Prezero Iberia 2025

07// JULY

- CONTENUR's participation in and sponsoring of ENLU Porto, the leading industry event in Portugal.
- Participation of the Communauté Urbaine de Caen la Mer and CONTENUR in the organisation of the Tour de France.
- Refurbishment by CONTENUR of 48 children's playground areas in the city of Cádiz (Spain).
- Selection by the Polish cities of Warsaw, Toruń and Katowice of rear-loading 2- and 4-wheel containers for their urban services.



Tour de France

08// AUGUST

- Installation of more than 15 OMEGA litter bin islands on the beaches of the Municipality of Esposende (Portugal).
- Supply of more than 10,000 BIO containers to the "Działdowszczyzna" Ecological Association of Municipalities (Poland).
- Introduction of the new rear-loading container with a capacity of 700 and 800 litres.
- Commencement of side-loading container cleaning services for SIMAR in Portugal.
- Commencement of the supply of more than 11,000 OVAL containers for the city of Abu Dhabi (United Arab Emirates).

09// SEPTEMBER

- Commencement of the installation of the first OVAL 3000 units in the city of Buenos Aires (Argentina).
- Completion of the refurbishment of children's play areas in Rivas Vaciamadrid.
- Participation of CONTENUR in the ESG Spain 2025 event organised by Forética.
- Launch of a pilot project in Montgat (Barcelona) with 2Side System bilateral loading containers.
- Commencement of the supply of new rear-loading containers in the regions of the Communauté de Communes Plaines et Monts (France).
- Participation of CONTENUR at the APSE Scotland Fleet, Waste and Grounds Seminar 2025 and the RWM exhibition in Birmingham.



OVAL, Buenos Aires (Argentina)

10// OCTOBER

- CONTENUR's active participation in Foremplo 2025 at Universidad Carlos III de Madrid.
- SDG certification obtained by CONTENUR's Mielec and Knowsley plants.
- CONTENUR had a stand at Municipalia 2025 in Lleida (Spain).
- CONTENUR UK was the main sponsor of the LARAC Conference and Awards.
- Launch of the 32nd Technical Conference of ANEPMA Association was launched by CONTENUR in Rota (Cádiz, Spain).
- Participation of CONTENUR at the Pollutec trade fair in Lyon (France) and in Poleco Poznań (Poland).
- Inclusion of CONTENUR's OVAL 3000 container in TIME magazine's list.



Municipalia Trade Fair, Lleida (Spain)

11// NOVEMBER

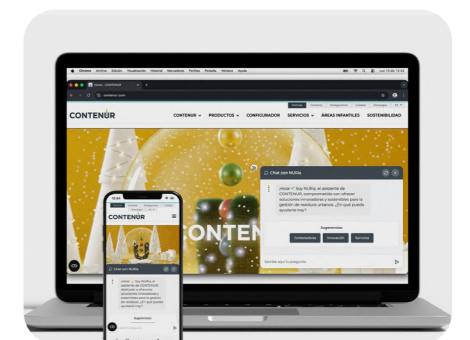
- Participation of CONTENUR at the Ecofira trade fair in Valencia (Spain).
- Presentation by CONTENUR of its side-loading solutions at the RCon trade fair held in Columbus, Ohio (United States).



OVAL, New York (United States)

12// DECEMBER

- Completion of the installation of 34 underground units on the seafront promenade of Balneário Camboriú (Brazil).
- The inclusion of the Western Costa del Sol Association of Municipalities in the CIRCLE@ project.
- Underground containers for the Inverness Castle redevelopment project (Scotland).
- CONTENUR launched NURia, its new AI chatbot.
- Launch of a new pilot project using side-loading containers in Ostrava (Czech Republic).



NURia Chatbot

2.4 Main products and services

Products

Products designed for temporary storage of MSW.



Side-Loading Containers



Rear-Loading Containers



Litter bins



Crane-Lift Containers



Bilateral-Loading Containers



Underground Containers

Services

Services related to the installation, maintenance, replacement, and reuse of containers at the end of their useful lives. MSW container services and cleaning, maintenance, and certification of kids' play areas.



Maintenance



Cleaning and disinfection



Kids' play areas



Renting



Installation



2.5 Main operating figures

Turnover	Containers sold	In-house staff
€194 M	1,606,086	1,054
Customers	Countries we operate in	
2,245	49	

Income per continent:



	2025	2024	2023	2022
Sales growth	€194 M	€185 M	€171 M	€152 M
Countries with activity	49	54	53	53
Number of subsidiaries	14	14	14	14
Participation at fairs	6	4	4	3
No. people in the sales area	85	85	85	84

	Net results 2025	Income tax payments made in 2025	Net results 2024	Income tax payments made in 2024
Creta Global SL (Creta Global S.L.U.) (Spain)	-€443 K	€0 K	-€585,41 K	-€482 K
CONTENUR S.L.U (CONTENUR) (Spain)	€9,893 K	€2,697 K	€2,776,03 K	€2,318 K
CONTENUR Portugal S.A. (Portugal)	€317 K	€96 K	€367 K	€109 K
CONTENUR UK Limited (UK)	€442 K	€0 K	€83 K	€0 K
CONTENUR Polska sp. z o.o. (Poland)	€180 K	€10 K	€387 K	€53 K
Contenur Maroc SARL (Morocco)	-€26 K	€58 K	€308 K	€37 K
Financial Fusion Solutions SL. (FSS) (Spain)	-€1,910 K	€0 K	-€3,764 K	€0 K
CONTENUR Ambiental Containers Ltda (Brazil)	€1,493 K	€425 K	€1,379 K	€781 K
CONTENUR Deutschland GMBH (Germany)	€4 K	€0 K	€113 K	€0 K
CONTENUR Colombia SAS (Colombia)	€25 K	€0 K	-€21 K	10 K
CONTENUR Asia Pacific (Asia - Pacific)	€369 K	€0 K	€1 K	€0 K
CONTENUR Ceska Rep. (Czech Republic)	€155 K	€41 K	-€44 K	€0 K
CONTENUR Contenedores SAS (Argentina)	-€62K	€0 K	€285 K	-€29 K
CONTENUR WEME (United Arab Emirates)	-€56 K	€0 K	-€27 K	€0 K
CONTENUR USA Corporation (United States)	-€182 K	€0 K	-	-

FSS, Creta Global and **CONTENUR S.L.U.** start operating in Spain. No subsidies were received throughout 2025.

CONTENUR has operated within an environment shaped by structural trends that influence the evolution of the waste management and containerisation sector, including population growth in urban areas, the increase in waste generation, and the tightening up of regulatory frameworks aimed at improving selective collection and the sustainability of waste management systems. Within this context, the Company continuously monitors the factors driving market development, as well as the main operational, regulatory and geopolitical risks that may affect its business activity. This analysis enables CONTENUR to anticipate its impact, bolster its positioning in the markets in which it operates, and further advance the integration of environmental, social

and governance (ESG) criteria into its strategy and business model, contributing to the creation of long-term sustainable value.

Market growth factors

- Growing urban population.
- Increased waste generation.
- Stricter regulations on the percentage of selective collection at source.
- Countries incorporation of waste containerisation.
- Development of new collection models.
- Greater interest in the aesthetics and sustainability of containerisation solutions.
- Increased container maintenance and cleaning services.

Risk

- Geopolitical uncertainty and its influence on commodity markets.
- Disruptions in global supply chains
- Entry of competitors into peripheral markets.
- Reduction in public spending on waste management.
- Exchange rate trends in non-Euro markets.
- Increase in tariff barriers resulting from trade tensions.
- Tightening of regulations on micro-plastic discharges.
- Loss of talent due to increased staff turnover.

ACTIVITY 2025

2025 was a year involving growth in both sales and earnings, in line with the trends from recent years.

The year was marked by strong performance in the Iberian market, particularly in Spain, as well as in the United Kingdom, Czech Republic and Middle East markets, the latter following the award of a landmark contract, due to its scale, for the supply of side-loading containers for the city of Abu Dhabi in the United Arab Emirates.

In terms of CONTENUR's most important markets, France presented greater challenges, with a decline in demand over the year, while Eastern Europe experienced a contraction in the market, in a highly complex competitive environment throughout the period.

From a services perspective, operations have commenced in the city of New York, where the first side-loading containers rolled out in April in Upper Manhattan. A second roll-out in Brooklyn took place in September and October. Further roll-outs are expected in autumn 2026, with a higher pace of implementation anticipated from 2027 onwards.

Also noteworthy is the commencement of operations under the new contract with Sadeco, the environmental management authority of the city of Córdoba.

The most significant product development milestone has been the launch of the new 800-litre container model, with initial roll-outs taking place in the city of Madrid.

Work took place on numerous development projects across a range of solutions for different customer applications, including a double lid for the 1,100-litre container.

**Continued 2025 activity in the following column.*

ACTIVITY 2025

ESG plan initiatives have been implemented, following the conclusion of the 2024 cycle, with a very high degree of completion of the actions planned for 2025 and significant progress across all areas. These include the analysis of physical and transition climate risks across the Group.

2026

We expect activity to grow by 11% in 2026, driven by increased activity in the United Kingdom and the Middle East, a recovery in the French and Eastern European markets, and a rise in services activity, primarily in Spain and Brazil.

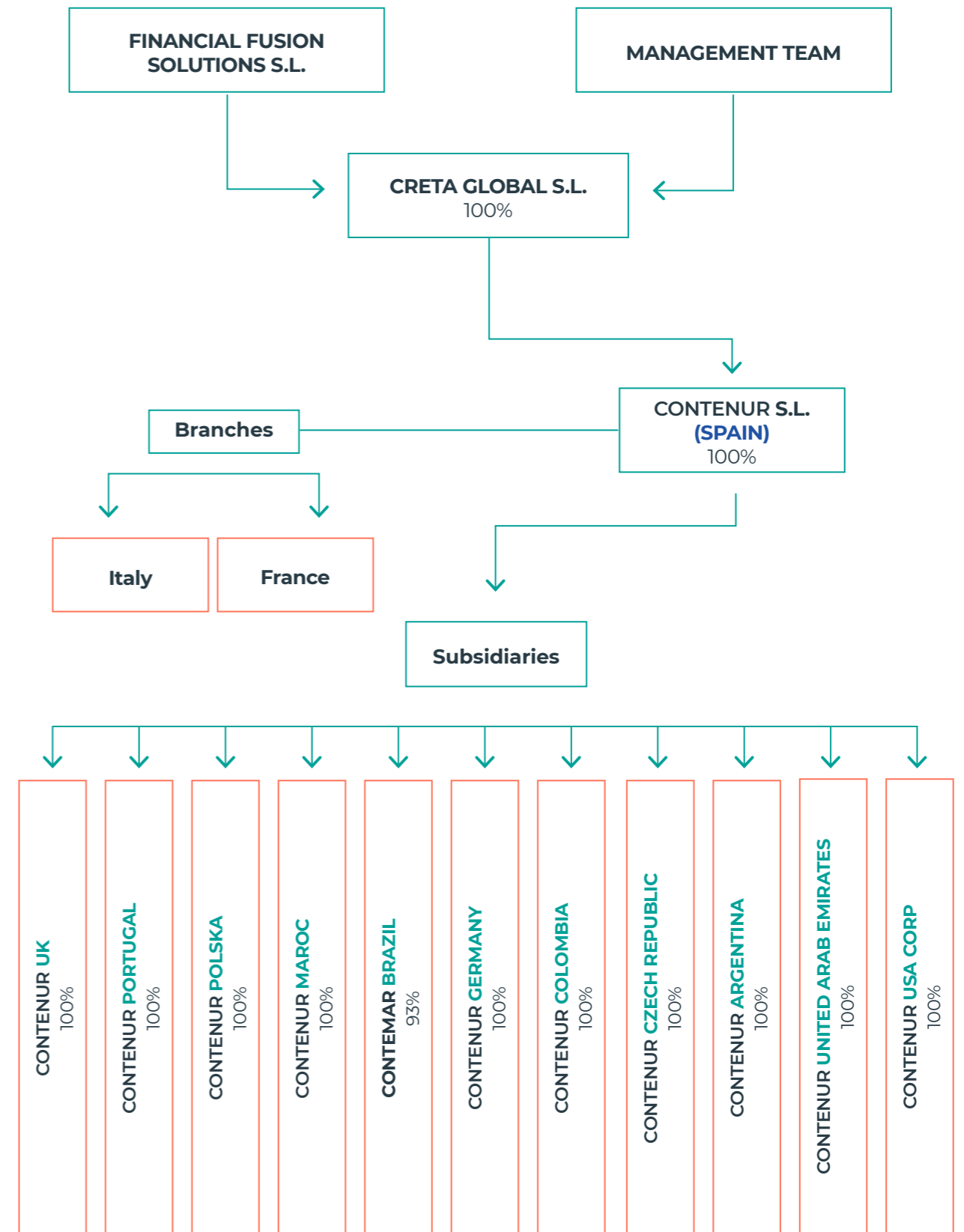
We will continue to promote our high-capacity solutions in new regions, such as Central and Eastern Europe, Italy, the Middle East and Brazil.

We will also begin promoting our European-style containerisation system in the American market.


We will continue to advance our ESG plan across all its areas, promoting the use of recycled materials and investing in our CIRCLE® programme for the recovery of end-of-life containers, as well as in the social and governance initiatives set out in the 2024–2027 ESG Master Plan.

2.6 Corporate and governance structure

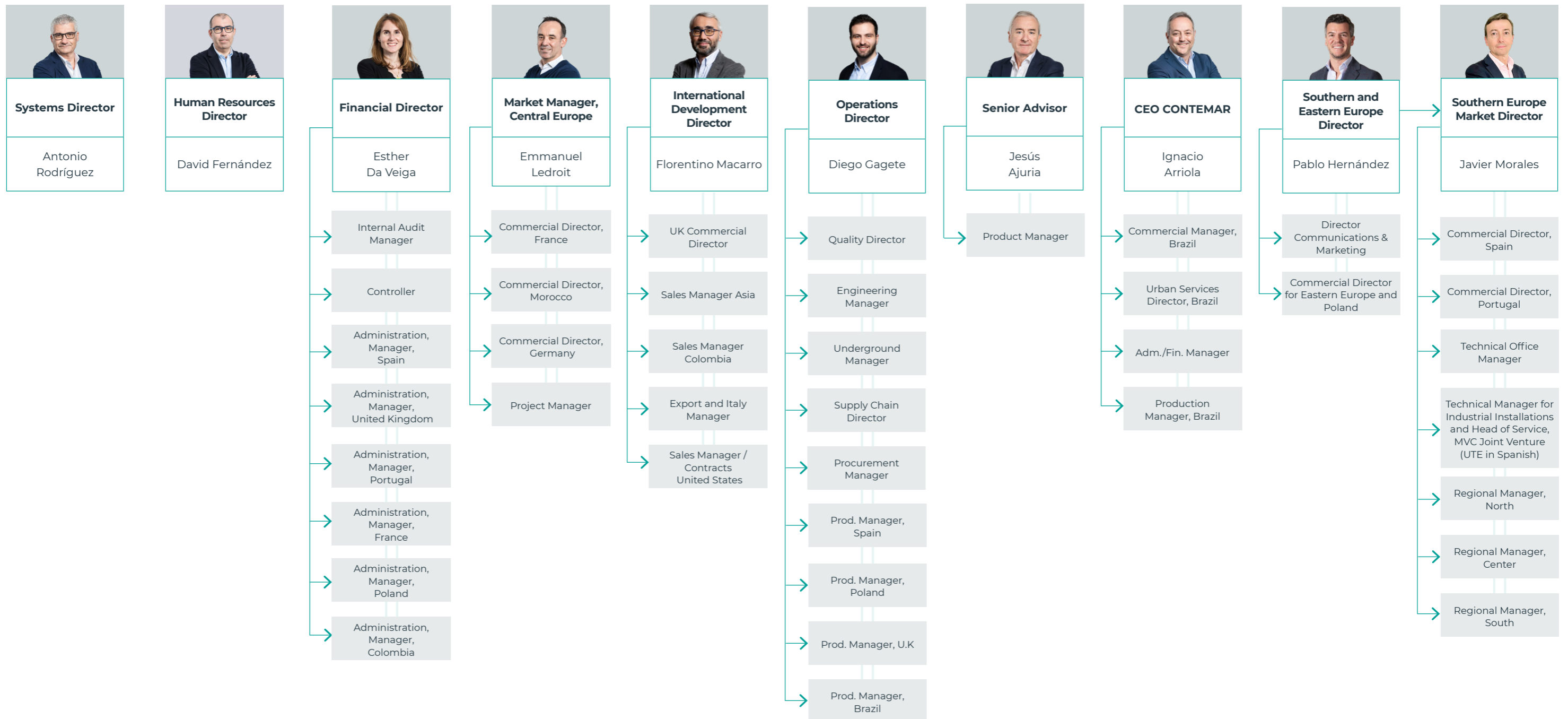
Corporate structure



Organisation chart



CEO – Managing Director
Antonio Belaustegui



Corporate governance

CONTENUR's corporate governance structure has been designed to ensure the proper governance of the company, complying with the Capital Companies Act (LSC by its Spanish initials) and other legal provisions in force, as well as with the provisions of the company's current articles of association.

Board of Directors.

CONTENUR's highest governing body is the Board of Directors, responsible for supervising and directing the company's activities.

Composition of the Board of Directors.

The Board of Directors is composed of a team of professionals with extensive experience in a range of sectors and consists of five members:

- Chairperson.
- Secretary (representing controlling shareholder)
- Three members (representing controlling shareholders)

The board also has a non-Board member Deputy Secretary.

CONTENUR's Board of Directors is composed of four men and one woman.

Duties of the Board of Directors.

The main duties of CONTENUR's Board of Directors, in compliance with the provisions of the Capital Companies Act, current legislation and the Company's articles of association, are as follows:

- Leading the company at the highest level.
- Cooperating in defining and approving the corporate strategy.
- Overseeing the company's management.
- Appointing and supervising the CEO and CFO.
- Approving matters set forth in the current articles of association.
- Responding to shareholders and third parties.

- Managing the board itself.
- Other duties to comply with current legislation.

Operation of the Board of Directors.

- The operating rules of the board are established in the company's articles of association, the Capital Companies Act, and current legislation.
- A minimum of four meetings must be held per year.
- The chairperson of the board will call the meetings, indicating the location and agenda of the matters to be discussed. The chairperson will promote discussion and individual contributions and will seek consensus in decision-making matters.
- The ordinary matters to be discussed at each meeting appear in the "annual activity map".
- The quorum, matters reserved for the board, and other functions of the board will be in accordance with the Capital Companies Act, other current legislation, and the provisions of the current articles of association.
- The minutes will be sent to the directors and signed as established in the company's current articles of association.

Committees of the Board of Directors.

CONTENUR's board of directors has four delegated committees:

AN INTERNAL AUDIT COMMITTEE:

- The Internal Audit Committee oversees the company's internal control and risk management processes. Its duties include reviewing the financial statements, internal auditing, and relations with external auditors.
- The committee has three members: a chairperson, a secretary, and a member.
- It meets at least once a year and may meet more times whenever circumstances require.

APPOINTMENTS AND COMPENSATION COMMITTEE:

- This committee is responsible for assessing the suitability of candidates for the Management Committee presented by the CEO, as well as approving compensation policies, salary increases, and bonuses for senior executives.
- The committee has two members: a chairperson and a secretary.
- It meets at least once a year and may meet more times whenever circumstances require.

SUSTAINABILITY COMMITTEE (ESG).

- The Sustainability Committee ensures the integration of sustainable practices in all areas of the company, approves the Sustainability Master Plan, and monitors its implementation on a regular basis.
- The Committee has three members: a chairperson, a secretary, and a member.
- The meetings are held four times a year (once per quarter).

COMPLIANCE COMMITTEE.

- The Compliance Committee approves the company's Anti-Corruption Manual and Policy and regularly monitors the proper functioning of the Anti-Corruption System (which is certified according to ISO 37001).
- The Committee has three members: a chairperson, a secretary and a compliance officer.
- The meetings are held four times a year.

Annual map of activities.

The annual plan of activities for the Board of Directors is as follows:

<p>Q1 MEETING</p> <ul style="list-style-type: none"> - Activity report (close of previous financial year). - Accounts' review and NFR and presented at the shareholders' general meeting. - Appointments and Compensation Committee Meeting. - Compliance Committee Meeting. 	<p>Q2 MEETING</p> <ul style="list-style-type: none"> - Activity Report. - Internal Audit Committee Meeting. - ESG Committee Meeting. - Compliance Committee Meeting.
<p>Q3 MEETING</p> <ul style="list-style-type: none"> - Activity Report. - End of year forecast. - Compliance Committee Meeting. 	<p>Q4 MEETING</p> <ul style="list-style-type: none"> - Activity Report. - Budget Approval. - ESG Committee Meeting. - Compliance Committee Meeting.

MISC.

The Board will prepare and approve a risk map throughout 2025.

Members of the Board of Directors do not undergo annual evaluations.

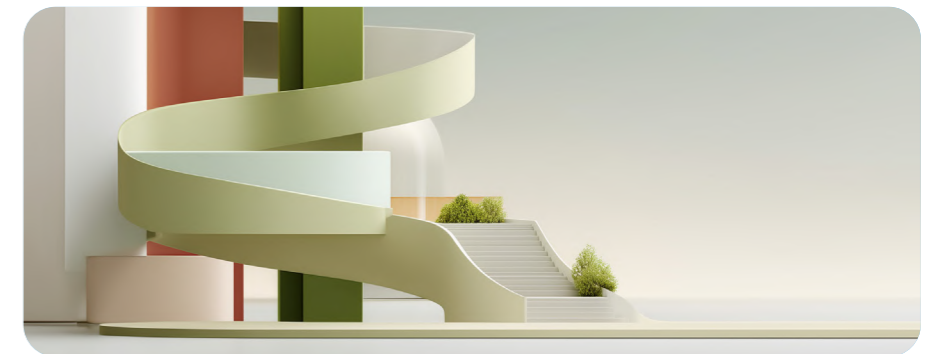
The Board of Directors does not have a Corporate Governance improvement plan.

Shareholders' Meeting.

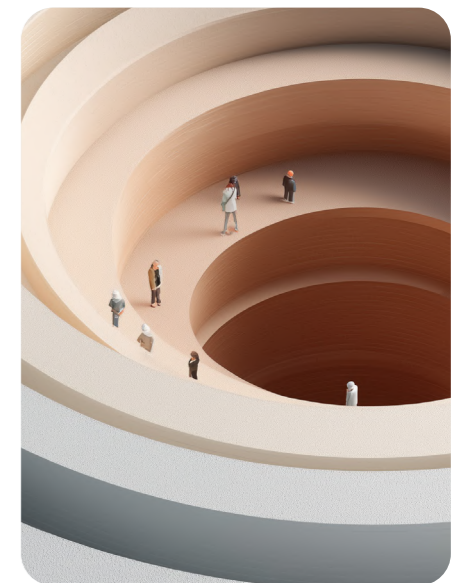
CONTENUR's shareholders' meeting is the body that represents the ownership and the highest authority within the company.

The main responsibilities of the Shareholders' Meeting, established by the Capital Companies Act and the company's Articles of Association, are as follows:

- Establishment and amendment of the company's articles of association.
- Establishment of the board structure. Appointment and dismissal of directors.
- Approval of the management report, the company's accounts, and the non-financial information report.



- Approval of directors' pay.
 - Other responsibilities established by law and the current articles of association.
- The Shareholders' Meeting shall meet at least once a year, during the first half of the year.
- The call, holding, and attendance at the Meeting, as well as reserved matters and other resolutions, are regulated by the current Articles of Associations.





Strategy and Sustainability at CONTENÜR

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3.1 Sustainability at CONTENUR

CONTENUR defines corporate sustainability as an integrated management model that, aligned with the overarching objective of sustainable development, combines business profitability with the creation of value for stakeholders and the bolstering of the economic, social and environmental systems in which it operates, both domestically and internationally.



3.2 Relationship between the ESG Master Plan and Business Plan

The integration of the ESG Master Plan into the company's 2024-2027 Strategic Plan develops the areas of the SP and reinforces CONTENUR's commitment to the environment, employees and society, improves corporate governance and impacts certain operational improvements, which contribute towards several items, including boosting the company's profitability. It is also a way to ensure that ESG risks and opportunities are appropriately leveraged, thereby managing project continuity.

The 2024-2027 ESG Master Plan establishes strategic lines in ESG determined

from impacts, risks and opportunities with financial materiality and sets specific progress objectives in the environmental, social and governance aspects for 2024-2027 at CONTENUR.

The Strategic Plan and its rollout include the Value Creation Plan (VCP), which is reviewed monthly, incorporating some of the IROs.

The 2025 financial year has once again been a key period in the advancement and consolidation of corporate sustainability, during which:

- We continued the projects and initiatives included in the 2024-2027 ESG Plan.
- The review, validation and approval of all sustainability-related matters have been consolidated through the ESG Committee and the ESG Commission of the Board of Directors.
- Progress has been made on key aspects relating to the European Taxonomy and regulatory compliance.

3.3 IROS and double materiality matrix

A materiality assessment is the process by which a company determines the material sustainability aspects related to IROs.

IROs (Impact, Risk, and Opportunities) within the context of double materiality refer to the Impacts, Risks, and Opportunities that a company must consider in its sustainability strategy and financial reporting.

Double materiality is a key concept in sustainability reporting regulations, such as the EU's Corporate Sustainability Reporting Directive (CSRD), and means that companies must assess and disclose information from two perspectives:

1. **Financial materiality:** How environmental, social, and governance (ESG) issues financially affect the company. Focuses on how these factors influence the organisation's profitability, access to capital, and economic stability.

2. **Impact materiality:** How the company's activities affect the environment, society, and the economy at large. Includes topics such as carbon emissions, human rights, and diversity.

IROs in double materiality represent the three key aspects that must be analysed within this framework:

- **Impact:** Positive or negative effects that the company has on society and the environment.

- **Risk:** Potential threats that may affect the company's sustainability due to environmental, social, or regulatory factors.

- **Opportunities:** Potential benefits derived from sustainability, such as energy efficiency, green product innovation, or access to new markets.

In short, IROs help structure the assessment of double materiality, ensuring that companies consider not only financial risks but also their impact on the world.

A sustainability issue is "material" whenever it meets the defined criteria for impact materiality, financial materiality, or both.

For identification purposes, we considered the full scope of environmental, social, and governance issues listed in paragraph AR16 of ESRS 1, as well as any other issues that are material from an entity-specific perspective.

The assessment includes both the upstream and downstream value chain, as well as its own operations.

Methodology

This materiality analysis follows the guidelines and recommendations set out in the EFRAC IC1 guidelines: Materiality Assessment Implementation Guidance, May 2024.

Material aspects

The identification of material ESG issues is limited by the technical and economic feasibility of collecting data and conducting the required analyses and assessments. CONTENUR is committed to obtaining direct and quantifiable information on its ESG issues and those of its stakeholders.

The materiality exercise identifies 10 sustainability issues with both material impact and financial relevance (double materiality).

In the environmental category, five stand out.

- Climate change mitigation.
- Resource input flows.

- Energy use.
- Water consumption.
- Microplastic losses.

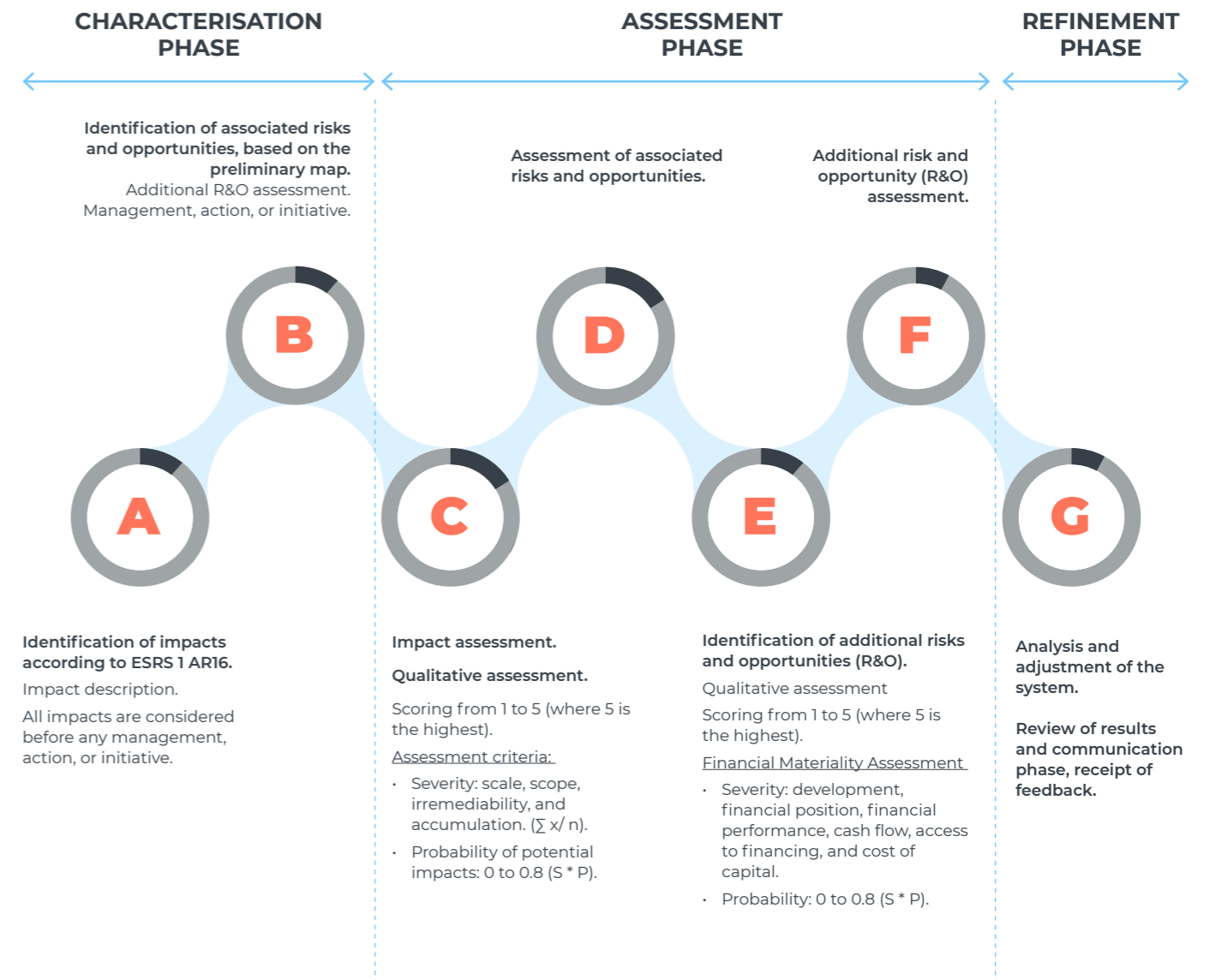
The social area has four:

- Gender equality.
- Diversity.
- Health and safety.
- Supplier Relations.

In terms of governance, the two most relevant due to their financial materiality are:

- Corporate culture.
- Corruption and bribery incidents.

The assessment process consists of two main steps: an initial characterisation to support the assessment and final adjustments to refine the results.



ESG materiality encompasses two distinct dimensions: the materiality of the impact on people and the environment; and financial materiality, the risks and opportunities of potential impact for the company.

The assessment should depend on the nature of the company's activities, its business relationships, the geographical areas in which it operates, and other relevant factors.

The materiality assessment should identify material IROs connected with **CONTENUR** a through its direct and indirect business relationships in the value chain, both upstream and downstream. It should focus on the areas where the impacts, risks and opportunities are most significant.

During the assessment, **CONTENUR** considered how its operations are influenced by its dependence on the availability of natural, human and social resources. These resources must be available at appropriate prices and quality levels, and this assessment must be conducted independently of the company's potential impacts on those resources.

CONTENUR uses appropriate quantitative and/or qualitative thresholds to effectively manage this context. These thresholds assist the company in determining the relevance of various factors within the dual impact and financial materiality framework, ensuring a comprehensive approach to understanding and managing its role and response to sustainability challenges.

Assessment criteria and thresholds

The main criteria are severity and probability.

Severity is determined by the following factors:

- Scale: rates the severity of the impact, i.e., the magnitude of a negative or positive impact on people or the environment.
- Scope: the extent of the negative or positive impacts. For environmental impacts, scope can refer to the degree of environmental damage or to a specific geographic area. For impacts on people, scope can be under-

stood as the number of individuals affected.

- Irremediable nature: whether and to what extent the negative impacts can be reversed, either by restoring the environment or returning the affected people to their original state.

The following is considered in the impact assessment: additionality or cumulative effects, determining whether the impact is exclusive to **CONTENUR**, if it is influenced by third parties outside its control or with limited supervision, and if it contributes to the effects of the value chain as a whole.

Time horizons

- Short-term: period applied by **CONTENUR** to submit its financial statements.
- Medium-term from the end of the short term to 5 years.
- Long-term: more than five years.

Material impact

A material impact is defined as an impact related to the actual or potential, positive or negative effects of the company on people or the environment, whether short-, medium-, or long-term. These impacts may be associated with:

- The company's own operations.
- The upstream and downstream value chain, including the impacts of its products and services.
- Its business relationships.

The following considerations apply for the impact assessment:

Financial materiality

The assessment of financial materiality involves identifying the information considered crucial to the primary users of general-purpose financial reports when making decisions about resource allocation to the organisation. Information is considered material if its omission, misstatement, or concealment could reasonably influence decisions made based on the entity's sustainability status.

Financial materiality covers:

- Information that triggers or is reasonably expected to trigger significant financial effects on the entity.
- Risks or opportunities that materially influence, or are reasonably expected to influence, the entity's development, financial position, performance, cash flows, access to financing, or cost of capital in the short, medium, or long term.
- Risks and opportunities related to business relationships beyond the scope of consolidation used in the preparation of the financial statements.
- Considerations that are not limited solely to matters within the entity's control.

CONTENUR also considers the following:

- The existence of dependencies on natural and social resources, in terms of their availability at appropriate prices and quality levels, regardless of the company's potential impacts on those resources.
- Their classification as sources of risk (contributing to a negative deviation in expected future cash flows or an increase in the deviation from expected future cash flows, and/or a negative deviation from an expected change in unrecognised equity in the financial statements) or opportunities (contributing to a positive deviation in expected future cash flows or a decrease in the deviation from expected future cash flows, and/or a positive deviation from the expected change in unrecognised equity in the financial statements).

Value Chain

CONTENUR collects data from its upstream and downstream value chain.

Whenever this information cannot be obtained despite reasonable efforts, the company estimates the necessary data using all reasonable and justifiable information available. This includes industry averages and other indirect indicators, without incurring undue cost or effort. Sources can be both internal and external, including:

- Data from indirect sources.
- Industry average statistics.
- Sample analyses.
- Market and reference group data.
- Other expenditure-based metrics.

Uncertainty

CONTENUR considers uncertainties that affect the quantitative metrics and monetary amounts reported in its sustainability statement.

The company uses reasonable assumptions and estimates, including scenario or sensitivity analysis where necessary.

CONTENUR considers the following when determining the materiality of information about potential future events:

- The potential financial effects of the events (possible outcomes).
- The severity and likelihood of impacts on people or the environment resulting from the potential events, considering severity factors.
- The full range of possible outcomes and the likelihood of their occurrence within that range.



Impact materiality

SCORING A/B/C	SCALE (A): How severe is the impact?	SCOPE (B): How widespread is the impact?	IRREDEMIABILITY(C): How difficult is it to reverse the impact?
5	Very high (e.g., a problem identified in the company or sector that does not meet legal requirements).	Global/total.	Irremediable/irreversible.
4	High (e.g., impact that meets legal requirements).	Extensive.	Very difficult to remedy in the long term. Remediable in the medium term.
3	Medium (e.g., impact that meets legal requirements with a small gap).	Medium (e.g., COD, SO2, NOX, dust, phosphorus, nitrogen, waste; resource use, etc.).	Not remediable in the short term (with or without effort). Difficult to remediate in the medium term.
2	Low (e.g., impact that meets legal requirements with a big gap).	Concentrated (e.g. soil from a centre).	Remediable with short-term efforts.
1	Minimal (e.g., impact without established legal requirements).	Limited.	Relatively easy to remedy in the short term.
0	None.	None.	Very easy to remediate.

FINANCIAL MATERIALITY

Level	Financial impact (€)
5	> €1 million
4	€ 500,000- €1 million
3	€100,000 €- 500,000
2	€10,000 € -100,000
1	< € 10,000

Level	Business Development – Impact
5	When it significantly affects one or more elements.
4	When it affects four or fewer, but in a significant manner.
3	When it affects three elements in an insignificant manner.
2	When it affects two and any other in an insignificant manner.
1	When it affects only one and any other in an insignificant manner.

(D) WHO CAUSED THE IMPACT?

- Direct (Only the company): 0.50
- Contribution (Company + third parties): 1.00
- Business relationship (Third parties only): 0.25
- Potential positive/negative impact: (P * S)

Level	Likelihood
0.8	High probability.
0.6	Medium probability.
0.4	Low probability.
0.2	Very low probability.

IMPACT CALCULATIONS:

- Current negative impact: (A+B+C+D) / 3
- Current positive impact: (A+B+C+D) / 3 (where the C criteria is always 3)

OTHER CONSIDERATIONS:

The scale may be modified according to the evaluator's expert judgement when:

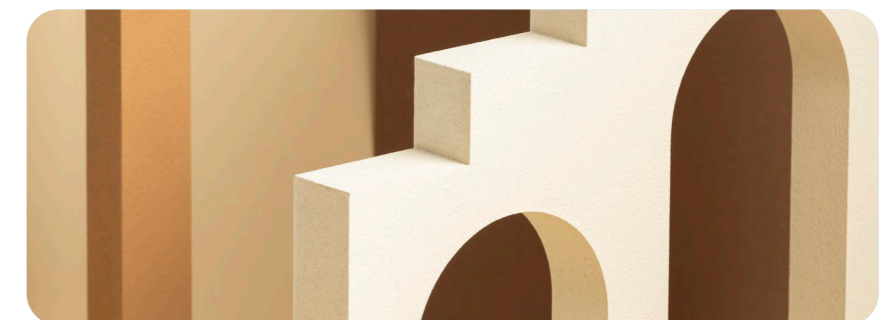
- There are current management actions or initiatives that reduce the impact.
- Identification as an IRO is achieved through sector analysis, SASB standards, or dialogue with stakeholders.

NOTES:

- Economic Impact: Includes financial position, financial performance, cash flow, access to financing, and cost of capital.
- Business development: Considers market, customers and competition, culture and talent, innovation and adaptation, access to capital and prudent financing, vision, and strategy.

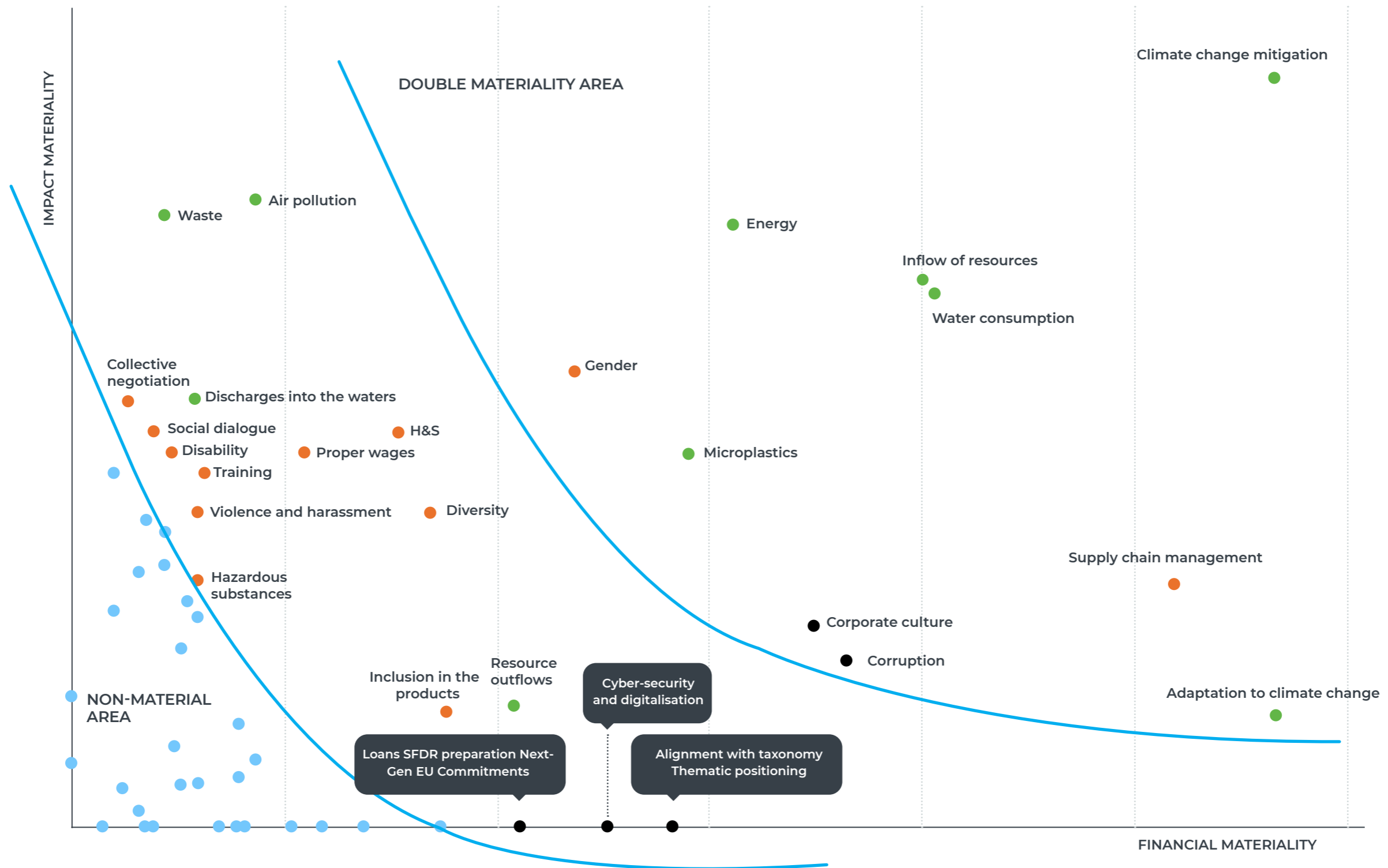
Assessment methodology

- Once the assessment value of each ESG aspect has been determined, the data is aggregated by sub-topic according to ESRS, establishing its relevance within the overall assessment.
- The Pareto principle (80-20) is applied: the aspects that represent 80% of the total value as a whole are considered materials, ordered from highest to lowest materiality.



DOUBLE MATERIALITY MATRIX

- Environmental issues
- Social issues
- Governance issues



3.4 ESG pillars

In the current environment, companies face the need to actively engage in management practices that balance economic profitability and business continuity risk management with environmental and social responsibility. This involves evolving to transform society and the economy with the goal of achieving economic growth with social well-being and environmental protection for current and future generations.

The ESG Master Plan establishes strategic actions to address and monitor material ESG impacts, risks, and opportunities.

It also describes **CONTENUR's** ambition to establish a robust sustainability strategy that encompasses and guides its sustainability and social responsibility endeavours. This strategy aims to meet the demands of the internal and external stakeholders affected in each case, reflecting the company's natural evolution.

CONTENUR's ESG Strategy Development included an assessment of its previous sustainability positioning and the identification of key areas for improvement with potential for value creation. This process led to the formulation of its

long-term sustainability goals and the creation of an actionable roadmap designed to maintain **CONTENUR's** competitive edge into the future.

The new ESG Strategy addresses urgent challenges, focusing on a planet that needs a circular economy and the fight against climate change, a society that is increasingly aware of and committed to the well-being of people in the workplace, and an economy that is moving toward responsibility and sustainability.



THE ENVIRONMENT

ESG PILLARS

- **We are leading the circular economy revolution**, driving an industry that represents the highest level of cleanliness and resource use efficiency. This involves maximising the use of recycled materials, eliminating the loss of microplastics in landfills, and reducing energy and water consumption.
- **We are part of the solution to climate change**, using renewable energy, reducing energy consumption and implementing decarbonisation strategies. We are also adapting our services and facilities to new environmental conditions and risks to strengthen our resilience.

SOCIAL

- **We create an environment that attracts and retains talent**, focusing on gender equality and diversity in the workplace, while maintaining the highest health and safety standards.
- **We improve excellence in the supply chain**, collaborating with partners who share our commitment to quality and responsible and sustainable workplace practices.

GOVERNANCE

- **We prioritise risk management to generate long-term value**, with a special focus on corruption prevention and cyber-security in all our operations. We believe that open communication and stakeholder engagement are essential to building trust and achieving long-term success.
- We align our activities with EU Taxonomy **to attract environmentally conscious investors**

TOPICS ESG

IROS



CIRCULAR ECONOMY

- Increasing the use of recycled plastic.
- Eliminating microplastic loss.
- Reducing water consumption.



CLIMATE CHANGE

- Focusing on reducing emissions.
- Preparing for climate change adaptation.
- Improving energy efficiency



PEOPLE

- Talent development and attraction.
- Commitment to gender equality and diversity within the team.
- Strict standards on health and safety.



SUPPLY CHAIN

- Supply chain management.
- Responsible workplace practices between suppliers.



BUSINESS CONDUCT AND CULTURE

- Business conduct.
- Anti-corruption behaviour.
- Cyber-security protection.
- Communication and commitment with stakeholders



SUSTAINABLE INVESTMENTS

- Alignment with the definition of sustainable investment (EU Taxonomy).

3.5 Commitment to the United Nations and CONTENUR's Contribution to the Sustainable Development Goals (SDGs)

Our ESG (Environmental, Social and Governance) Policy reflects our commitment to generating a positive impact on the environment, society and the economy, aligning ourselves with the United Nations Sustainable Development Goals (SDGs).

CONTENUR joined the United Nations Global Compact in 2025, integrating its principles into the corporate integrity framework, the Human Rights policy and the sustainability strategy.

CONTENUR declares its commitment to the main global guidelines and agreements on sustainability, particularly the

Sustainable Development Goals (SDGs) and its 2030 Agenda, the Paris Agreement, the OECD guidelines for multinational enterprises and the United Nations Guiding Principles on business and human rights, including the principles and rights established in the eight fundamental conventions identified in the International Labour Organization's Declaration on fundamental principles and rights at work and in the International Bill of Human Rights and the European Green Deal, among the most relevant.

CONTENUR aligns its ESG objectives with the Sustainable Development

Goals to understand and distribute its contribution to global progress, while improving transparency.



DIRECT IMPACT - POSITIVE CONTRIBUTION

12 - Responsible Consumption and Production

CONTENUR is committed to responsible production and consumption by developing initiatives for:



- i. Efficient energy management.
- ii. Maximum product quality, with an internal quality policy based on recognised standards.
- iii. A circular business model and a certified sustainability and circular economy strategy.
- iv. Chemical product management protocols.

11 - Sustainable cities and communities

CONTENUR fosters strategic alliances with municipalities to drive change, promoting waste reduction and recycling awareness. (CIRCLE@ project)

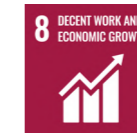


Their solutions promote the segregation and recycling of household urban waste, thus contributing to reducing the per capita environmental impact in urban areas.

INDIRECT IMPACT - POSITIVE CONTRIBUTION

8 - Decent work and economic growth

We develop training plans tailored to each department.
We guarantee a safe and healthy environment for our employees.



7- Affordable and clean cities

We demonstrate a growing rate of renewable energy use in all our production centres.
We implement energy efficiency measures at all our facilities, such as the installation of solar panels.



13 - Climate action

We are committed to mitigating climate change by using cleaner energy sources, such as transitioning from diesel to electric machinery or replacing service fleet vehicles with eco-friendly options.



We calculate and record our carbon footprint annually.



3.6 CONTENUR's ESG governance structure

The **CONTENUR** Group's ESG governing bodies represent the organisation's commitment to sustainability and corporate responsibility, establishing strategic guidelines, overseeing their implementation, and ensuring that environmental, social, and governance practices are comprehensive, transparent, and aligned with international standards and the expectations of our stakeholders.

Board of Directors

CONTENUR's Board of Directors is ultimately responsible for ESG matters.

It is its task to approve the ESG Policy and monitor and ensure its compliance in all geographical areas and activities pertaining to **CONTENUR**.

It reviews this annually to consider any necessary updates.

It also approves the 2024-2027 ESG Master Plan and monitors and tracks progress as one of the pillars of the company's strategy.

The ESG area will be included on the Board's agenda at its meetings, at least once a year.

Steering committee

The Steering Committee reviews the ESG Master Plan and proposes it to the Board of Directors for approval through the mechanism established for this purpose in the ESG Committee's organisational chart.

It oversees and monitors the progress of the ESG Master Plan and is responsible

for final approval of the ESG Committee's budget allocation and the investment and expenditure measures associated with the Master Plan.

ESG Committee

The **CONTENUR** Group's ESG Committee is the body responsible for overseeing, coordinating and promoting initiatives related to sustainability and environmental, social and corporate governance (ESG) within the organisation. This committee acts as a key pillar in the implementation of the ESG strategy, ensuring its alignment with the values, strategic objectives, and applicable international regulations.

Committee Objectives:

1. Defining and overseeing the ESG strategy:

- Establishing strategic sustainability objectives based on materiality analysis and the organisation's priorities. Ensuring the development and implementation of the ESG Master Plan and future plans.

- Ensuring the integration of ESG criteria into all corporate processes and activities.

2. Overseeing regulatory compliance and alignment with international standards:

- Ensuring that the Group's activities comply with current regulations, including the requirements of the

Corporate Sustainability Reporting Directive (CSRD), the Sustainable Development Goals (SDGs), and European Taxonomy.

- Periodically assessing progress in the implementation of ESG initiatives included in the 2024-2027 ESG Master Plan based on key performance indicators (KPIs).

3. Monitoring ESG risks and opportunities:

- Identifying and managing risks related to environmental, social, and governance impacts, promoting informed decision-making.

- Facilitating the identification of strategic opportunities arising from the adoption of sustainable practices.

4. Ensuring transparency and communication with stakeholders:

- Promoting the disclosure of results and progress through regular sustainability reports aligned with standards.

- Fostering ongoing dialogue with employees, investors, customers, and other relevant stakeholders.

5. Coordinating specific initiatives:

- Working in collaboration with different areas of the company to implement policies and projects that contribute to achieving the ESG objectives set out in the 2024-2027 ESG Master Plan.

Main functions:

1. Development, review, and proposal of the ESG Policy.
2. Preparation and development of the 2024-2027 ESG Master Plan.

3. Coordination of the development of the action plan arising from the 2024-2027 ESG Master Plan.
4. Monitoring the execution of the action plan.

5. Monitoring of actions and KPIs.
6. Reporting to the Steering Committee.
7. Communication to various stakeholders according to the designed communication plan.

3.7 Code of Ethics and Sustainability Policy

Code of Ethics

PURPOSE AND SCOPE OF APPLICATION

This Code is intended to serve as a guide for responsible action by all employees and managers belonging to the **CONTENUR** Group, focusing on sustainability, legality, respect for human rights, ethics and integrity.

CONTENUR must ensure that the principles established in this Code are observed in all companies and/or subsidiaries of the Group.

Respect for human rights

All of **CONTENUR's** activities and that of its employees shall fully respect the Human Rights and Public Freedoms included in the Universal Declaration of Human Rights.

Legality and integrity

All activities shall be performed in strict compliance with current legislation, based on the values of loyalty, honesty, respect and trustworthiness.

Commitment to the environment and the Sustainable Development Goals (SDGs)

All programmes and actions of employees, customers, supply chain, shareholders and other stakeholders shall be performed under the firmest commitment to the environment.

BEHAVIOUR

1. Respectful treatment, discrimination and equal opportunities.
2. Abolition of child labour.
3. Confidential information and data protection.
4. Relationship with public administrations, customers and suppliers.
5. Bribery and anti-corruption.
6. Laws against money laundering.
7. Fair competition.
8. Protection of business assets.

9. Conflict of interest and hiring of family members.

10. Occupational health and safety.

11. The environment and SDGs.

The Code of Ethics shall be published and available to all interested parties on **CONTENUR's** website.

Sustainability Policy

PURPOSE OF THE ESG POLICY

The policies and regulations that comprise **CONTENUR's** governance and sustainability System aim to ensure the alignment of all the company's actions with its mission, namely, to design, manufacture, market and maintain containers for urban waste, which improve the quality of life, sustainability and aesthetics of cities.

The purpose of this policy is to establish the general principles that should govern the Group's sustainable development strategy to ensure that all of the company's corporate activities and businesses are conducted in a way that promotes sustainable value creation for the stakeholders involved in its business activities.

The sustainable development strategy established by **CONTENUR** revolves around three major levers: environmental, social and corporate governance. Its implementation aims to be one of the key elements that makes **CONTENUR** stand out from its competitors and decisive for the consolidation of the company as the preferred company to work with by its Stakeholders.

The general principles and foundations set forth in this Policy are developed and specified in the company's impact on its stakeholders, as well as in specific environmental, social, and corporate governance policies that address the needs and expectations of its main stakeholders.

The ESG Policy is a fundamental document that embodies the values and guides activities to achieve the Group's purpose and vision.

GENERAL LINES OF ACTION

The ESG Policy is developed within the framework of **CONTENUR's** 2024-2027 ESG Master Plan drafted in 2024, describing the sustainability route for the period, the strategic lines that should guide decisions and actions to achieve this, as well as measurable and quantifiable objectives that mark the effort for the period and will offer clear information on the results.

The 2024-2027 ESG Master Plan was drafted following an analysis and assessment of the materiality of the ESG impacts, risks and opportunities of the different needs and realities posed by the relevant stakeholders for **CONTENUR**.



APPLICATION

The application of this Policy covers the relevant environmental, social and governance issues of **CONTENUR** relating to the relevant stakeholders identified as employees and workers' representatives, the environment, investors, financial institutions, customers and suppliers, the Public Administration and representative business associations.

It considers both the impacts on people and the Planet, as well as the risks and opportunities for **CONTENUR** arising from impacts and other additional ones from other sources.

It is the responsibility of all staff or professionals who provide services to **CONTENUR**, regardless of their hierarchical ranking, to be familiar with and apply it within the scope of their relationship with the company.

IMPLEMENTATION, COORDINATION AND GOVERNANCE

The ESG Policy is approved by the ultimate governing body of the company, which will monitor and ensure compliance in all geographical areas and activities pertaining to **CONTENUR**. It will be reviewed periodically to consider any necessary updates and is managed through the ESG committee, which assumes its duties regarding sustainable development and reputation.

The governing bodies are described in the specifications of the document entitled ESG Governing Bodies and their scope of operation.



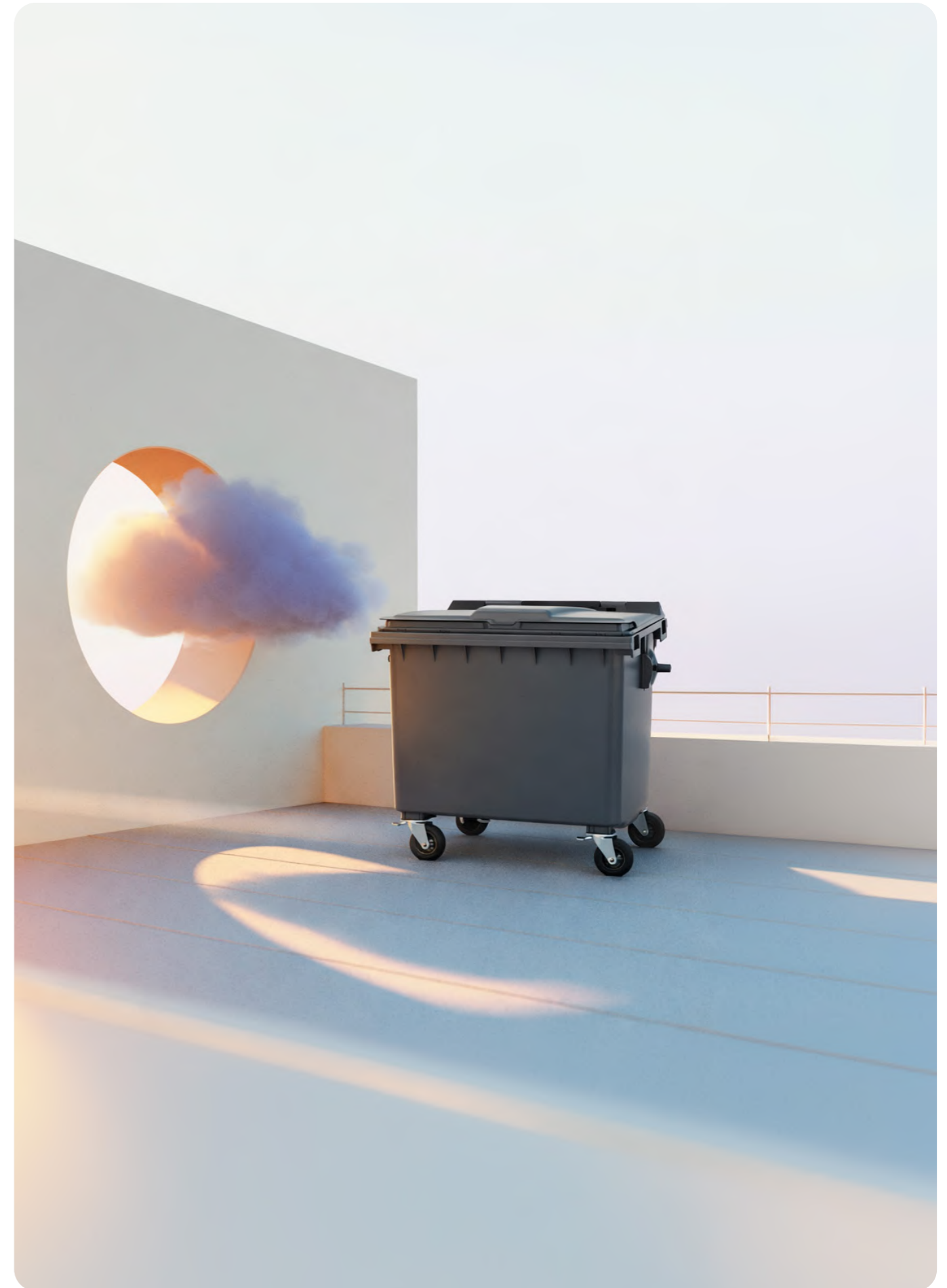
ESG POLICY DEVELOPMENT

The **CONTENUR** Group has established specific policies and commitments for the proper management of ESG issues, which develop the principles defined in this ESG Policy.

The most relevant of these include:

- Mission, vision and values.
- Code of Ethics.
- General Sustainability policy.
- Anti-corruption policy.
- Environmental Sustainability policy.
- Environmental and Quality Policy.
- Occupational Health and Safety Policy.
- Equality Plan.
- Protocol for the prevention of harassment.
- Information security policies.
- Supplier code of conduct

They comprise of **CONTENUR**'s ESG regulatory framework as a whole.





Environmental factors (E)

4.1 Material matters	P.46
4.1.1 Climate change	P.46
Data on GHG emissions (Scope 1, 2 and 3)	P.46
Energy Management	P.48
Preparing for climate change adaptation	P.49
4.1.2 Circular economy	P.49
Consumption of Recycled Materials (CIRCLE®)	P.49
Water consumption	P.52
Pellet loss	P.53



4.1 Material matters

Environmental sustainability is a key aspect at **CONTENUR** to ensure that it meets its objectives at all levels and to increase its value creation, with this s a key pillar in the active management of climate change and the efficient use of resources.

4.1.1 Climate change

Climate change represents one of the greatest challenges of our time, with increasing impacts on communities, ecosystems and economies on a global scale. Rising temperatures, the increased frequency and intensity of extreme weather events, and growing pressure on water resources highlight the urgency of a comprehensive and decisive response.

In this context, action on climate change must be addressed from a dual perspective: the mitigation of greenhouse gas emissions and adaptation to the unavoidable impacts already taking place. Beyond preparing for the effects of climate change, it is vital to address its root causes by steadily reducing our carbon footprint and contributing to the transition towards a low-carbon economy.

Mitigation is achieved through the progressive decarbonisation of our operations, continuous improvements in

energy efficiency, the electrification of processes and fleets, the use of renewable energy, and the promotion of circular economy models that optimise resource use and minimise waste generation. These actions not only contribute to limiting global warming in line with the 1.5°C target set out in the Paris Agreement, but also generate operational efficiencies and innovation opportunities.

Adaptation to climate change is also key to building the resilience of our activities, infrastructure, and services against the physical risks arising from climate change. This involves anticipating scenarios, assessing vulnerabilities, and developing solutions that ensure business continuity and the provision of essential services in increasingly demanding environments.

Investing in mitigation and adaptation not only reduces economic, social, and environmental risks, but also drives sustainable development and long-term competitiveness.

CONTENUR therefore structures its climate strategy around three main levers for action:

- **Reduced emissions and the decarbonisation of its operations.**
- **Efficient and sustainable energy management,** prioritising renewable sources and the continuous improvement of energy performance.

This integrated approach allows the company to actively contribute to the fight against climate change, aligning its activities with international commitments and generating sustainable value for society and future generations.

- **Preparation for climate change adaptation.**

Data on GHG emissions (Scope 1, 2 and 3)

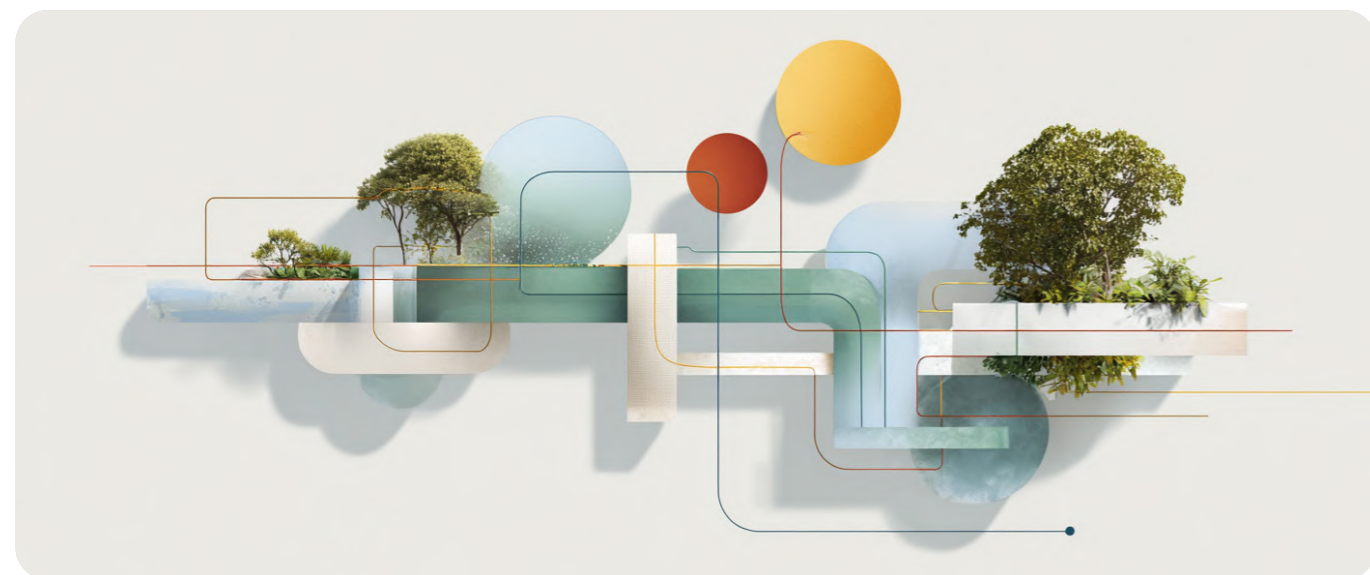
CONTENUR is implementing improvement plans and the calculation and verification of the carbon footprint of its activities using GHG Protocol as a reference.

CONTENUR continues to conduct actions that reduce direct and indirect emissions as a result of its activities.

MASTER PLAN OBJECTIVES:

- Scope 3 calculation for all plants in Spain, Poland, and the United Kingdom by 2025.
- Gradual implementation of Scope 3 categories each year until 2027.
- Minimisation of total GHG emissions in plants (Scope 1+2) by 20%.

We have worked on the 2025 actions indicated below to meet these objectives and have outlined an action plan for 2026.



←	→
2025 Actions	2026 Plan
<p>Getafe:</p> <ul style="list-style-type: none"> — To continue replacing company vehicles with more efficient and less polluting ones. — The rollout of air conditioning equipment replacement. <p>Mielec:</p> <ul style="list-style-type: none"> — Installation of electric doors at the facility. <p>Knowsley:</p> <ul style="list-style-type: none"> — Replacing 2 propane forklifts with electric ones. <p>Services:</p> <ul style="list-style-type: none"> — Continuing replacing fleet vehicles with more efficient and less polluting ones. — Working with leasing companies to ensure proper vehicle maintenance to avoid overconsumption. — Optimising routes in new installations and with the use of technology. — Using renewable diesel, whenever possible due to proximity to the source. 	<p>Getafe:</p> <ul style="list-style-type: none"> — Addition of two new electric forklifts, replacing one diesel unit. — Continued replacement of company vehicles (sales and management) with more efficient alternatives. — Completion of the replacement of air conditioning equipment across the facilities. <p>Mielec</p> <ul style="list-style-type: none"> — Analysis of the feasibility of introducing electric forklifts. — Installation of a control valve in refrigeration equipment. — Replacement of the boiler with a heat pump. — Replacement of air conditioning equipment across the facilities. <p>Knowsley:</p> <ul style="list-style-type: none"> — Replacement of the boiler with an air-source heat pump system. <p>Services:</p> <ul style="list-style-type: none"> — Continuing replacing fleet vehicles with more efficient and less polluting ones. — Working with leasing companies to ensure proper vehicle maintenance to avoid overconsumption. — Optimising routes in new installations and with the use of technology.

INDICATORS

	2024	2023	2022	2021
Getafe plant (Ale 1+2) ton.CO ₂ eq.	99.86	68.41	78.84	96.3
Getafe plant (Ale 3) ton.CO ₂ eq.	675.67	-	-	-
Mielec plant (Ale 1+2) ton.CO ₂ eq.	67.27	4,081.51	5,517.28	7,875.92
Mielec plant (Ale 3) ton.CO ₂ eq.	426.83	-	-	-
Knowsley plant (Ale 1+2) ton.CO ₂ eq.	116.23	137.17	311.28	-
Knowsley plant (Ale 3) ton.CO ₂ eq.	171.61	-	-	-
Services Division + Underground (Ale 1+2) ton.CO ₂ eq.	1,630.02	1,634.16	745.3	1,176.18
TOTAL	3,187.49	5,921.25	6,652.7	9,148.4

** 2025 data is still waiting to be calculated and verified due to the increase in the number of Scope 3 categories analysed.

Energy Management

Energy efficiency is a priority at our facilities and our fleet of vehicles as it contributes to reducing the environmental impact of our operations.

With this priority in mind, we ensure that we regularly review our procedures to align them with best practices, promoting continuous improvement and progress in the company's sustainability.

Our Integrated Management System, compliant with ISO 14001, allows us to advance the use of renewable energy and transition toward more efficient and circular management models. This

Integrated Management System is implemented and certified for our Getafe plants, and 10 service centres in Spain. **CONTENUR** also has ISO 50001 certification at the Getafe plant and the service vehicle fleet, which seeks to protect the environment by reducing energy consumption and responsible consumption. The implementation of ISO 50001 has allowed **CONTENUR** to better understand and make decisions about energy use, measure results, review how well the established plan is working, and continuously improve energy management. Energy management systems were implemented and certified at the Mielec and Knowsley plants in 2025.

MASTER PLAN OBJECTIVES:

- To increase the percentage of total renewable energy consumption up to 80%.
- To reduce the energy consumption ratio (kWh/ton of production): Getafe 2%; Knowsley 3%; Mielec 4%.

2025 Actions

Getafe

- Completion of the solar panel installation.

2026 Plan

Mielec:

- Installation of a control valve in refrigeration equipment.
- Replacement of the boiler with a heat pump.

Knowsley:

- Replacement of the boiler with an air-source heat pump system.
- Installation of a control valve in refrigeration equipment 1,2 and 3.
- Installation of a harmonic filter.
- Installation of solar panels on the plant roof.

Services:

- Contracting 100% renewable energy for the Las Palmas and Astigarraga centres

2026 Plan

Getafe:

- Installation of a sludge decanter for the M1234 circuit and improvement of the electrical consumption of these machines.
- Installation of new, more efficient vacuum pumps in the material transport circuit.
- Installation of a new, more efficient oil heat exchanger in M5.
- Improvement of the heat exchangers in machines 3 and 4.

*2026 activity continues in the next column.

INDICATORS

	2025	2024	2023	2022
Electricity Mwh / tonne transformed (Getafe, Mielec, Knowsley and Mandirituba Plants).	0.91	0.95	1.06	1.2
% consumption Renewable Energy 100% (Getafe, Mielec, Knowsley and Mandirituba Plants).	100%	100%	62.3%	49.63%
% consumption Renewable Energy 100% (14 Service centres).	96.87%	95.83%	46.8%	18.33%
Litres of diesel / hours used.*	2.45	2.14	1.80	1.94
Kg propane/ton transformed. (Mielec + Knowsley).	2.54	2.53	2.65	3.06
m3 natural gas / tonne transformed. (Mielec + Knowsley).	1.13	1.55	2.53	6.39

* Solo fábrica de Getafe

Preparation for climate change adaptation

Climate change adaptation focuses on anticipating and managing the impacts of already unavoidable changes, building the resilience of operations, infrastructure, and services. **CONTENUR** adopts a proactive approach based on the identification and assessment of climate risks, considering short-, medium-, and long-term scenarios.

MASTER PLAN OBJECTIVES:

- Conduct of physical and transition risk assessments by 2027.

4.1.2 CIRCULAR ECONOMY

Circular economy is a strategic pillar of **CONTENUR's** business model, aimed at optimising resource use, minimising waste generation, and extending product life cycles. This approach is based on the reduction, reuse, and recycling of materials, promoting their reintegration into the production cycle and contributing to a more efficient and sustainable use of resources.

In this context, **CONTENUR** has been promoting an integrated circular model for many years, supported by initiatives such as the CIRCLE® project, which fosters the recovery and repurposing of materials from end-of-life containers, closing the loop and reducing dependence on virgin raw materials.

Eco-design is a key element of this strategy, integrated from the initial stages of product and service development. This approach allows the company to identify and assess the environmental impacts associated with each stage of the life cycle, from material selection to manufacturing, use, and end of life, with the aim of minimising them without compromising product quality, functionality, or durability, while ensuring compliance with circularity criteria.

2025 Actions

- Commencement of the study on physical and transition risks.

2026 Plan

- Study results and adaptation action plan, if necessary.

INDICATORS

	2025
Activities and assets assessed for physical climate risk and vulnerability, and with implemented climate change adaptation actions (%)	100% activos evaluados

CONTENUR works on the development of more efficient design solutions, including the manufacture of next-generation moulds that optimise raw material consumption and reduce energy use per unit produced. Progress is also being made on the progressive adaptation of injection moulding machinery, with the aim of improving its energy efficiency and reducing the environmental impact of production processes.

The company maintains a strong commitment to the continuous improvement of its industrial processes in terms of operations, promoting the reduction, reuse, and recycling of materials across all activities, and integrating environmental criteria into decision-making.

This approach is supported by **ISO 14006** eco-design certification, which ensures the systematic integration of environmental considerations into product development and reinforces **CONTENUR's** commitment to sustainable innovation and the circular economy.

Consumption of Recycled Materials (CIRCLE®)

In terms of maintenance services, **CONTENUR** has extensive experience preserving product value and giving them more than one life, reusing their components and participating in the CIRCLE® project with container materials when their reuse is no longer possible.

This consumption has been increasing in terms of end-of-life container materials, now accounting for more than 30% of the total materials consumed at the Getafe plant and more than 10% at the other plants, thanks to the CIRCLE® project.

MASTER PLAN OBJECTIVES:

- To achieve a level of 60% recycled material consumption (second-life, pellets, and internal recovery).

2025 Actions

- Waste management registration.
- Increased recycling sources.
- Increased number of suppliers.
- Collaboration with sales network and services for access to operations.
- Assessment of the use of other materials.
- Raising market awareness about the use of recycled materials.

2026 Plan

- Project to increase recycled material content in all products.
- Increased sourcing of higher-demand colours and those with lower availability (light greys).
- Introduction of recycled material receipt and consumption tracking into the daily plant follow-up meeting.
- Collaboration with our plastic injection suppliers to increase the use of recycled materials.

INDICATORS

	2025	2024	2023	2022
Recycled material consumed	47.4 %	44.6 %	48.1 %	51.51 %
(Ton recicled CIRCLE® / tonne produced)	23.5%	24%	20%	9%



CIRCLE®
WHAT IS IT AND HOW DOES IT WORK?



<p>1. Strategic agreements with local councils to start up the CIRCLE® project in their cities.</p>	<p>5. Laboratory control of raw materials obtained. Process traceability, audited by an external entity. Trials and quality testing of recovered materials.</p>	<p>8. New containers are ready for delivery.</p>
<p>2. Collection of old containers.</p>	<p>6. New container manufacturing, meeting the highest quality standards.</p> <ul style="list-style-type: none"> • ISO 14.006 Ecodesign • ISO 50.001 100% Renewable Energy • OCS Certification Minor pellet losses 	<p>9. Promoted recycling. Extended useful life of our products. We encourage responsible citizen conduct.</p>
<p>3. Container transfer to a shredding facility.</p>		
<p>4. Recovery of raw materials. Treatment for cleaning, separation and shredding.</p>	<p>7. Completion of quality control tests on already manufactured products, to guarantee CIRCLE® project feasibility.</p>	<p>10. Maintenance. Adequate container maintenance helps extend the product's useful life.</p>

Water consumption

CONTENUR is aware of the critical importance of water consumption for life and ecosystems and the existing challenges regarding its availability and quality.

CONTENUR conducted various initiatives to reduce water consumption throughout 2025.

The reduction target was not achieved in the case of plants, with consumption increasing by 2% compared to 2024. However, in terms of Services, water consumption decreased by 12.6%.

New actions have been defined in 2026 to continue along these lines to reduce this consumption by 6% as a group.

And in order to go further in the upstream life cycle, CONTENUR will conduct awareness campaigns in 2026 with the main suppliers to whom this aspect applies so that they themselves will implement the programme and minimise this indirect aspect.

MASTER PLAN OBJECTIVES:

- To improve water consumption efficiency by up to 10% in production and 5% in services compared to 2024.



2025 Actions

Getafe:

- Replacing plant taps with automatic ones.
- Replacing the heat exchangers on machines 5-6 so that the cooling towers consume less water.
- Using the installed meters, analyse which areas consume the most water (towers, offices, mould change, etc.) to identify possible actions.

Mielec and Knowsley:

- Check the temperature of the dry cooler to improve water consumption.

Services:

- Installation of a water-saving system in toilet cisterns at work centres.
- Continue installing water diffusers in all bathrooms and showers at centres where this was not done in 2024.
- Purchase of hydro-cleaning equipment with flow control systems for cleaning at higher pressures and lower flows for new contracts or replacements.
- Training and awareness of workers in work procedures for the proper use and the exact amount of water, detergent, and solvent needed.
- Analysing the feasibility of changing the water channel hydro-cleaners' cleaning nozzle system to a rotating one, which significantly minimises water consumption.



2026 Plan

- The conduct internal awareness campaigns on good practices for water use and consumption.
- The conduct awareness campaigns with key suppliers to ensure the adoption of appropriate working procedures that help minimise water consumption during their processes

Plants:

- Installation of automatic taps at Mielec and Knowsley.
- Replacement of the heat exchanger of machine 5 in Getafe.
- Improvement of the heat exchangers of machines 3 and 4 in Getafe.
- Access to the feasibility of installing quick-connect fittings for mould hoses in Getafe.

Services:

- Assessing the potential for reusing container washing water at some service centre
- Development of a water management plan across all service operations.
- Assessing the feasibility of installing photovoltaic panels in large service centres.

INDICATORS

	2025	2024	2023	2022
m ³ / ton. Transformed (Getafe- Mielec- Knowsley-Mandirituba Plants)	0.49	0.48	0.53	0.45

Pellet loss

CONTENUR (the first certified company in Europe) has achieved significant improvements thanks to the implementation of the OCS (Operation Clean Sweep®) programme, an international initiative aimed at reducing the release of plastic pellets into the environment, such as:

- A reduction in pollution and discharge into the drainage system

(through containment measures and appropriate working procedures).

- Process optimisation (greater operational efficiency and reduced losses during the handling, transport, and storage of these materials).
- Cost reduction.
- Commitment to environmental sustainability.

MASTER PLAN OBJECTIVES:

- To reduce pellet losses by 10% at the Getafe plant compared to 2024 and achieve OCS certification across all plants.



2025 Actions

- Implementation of the OCS programme at the Mielec and Knowsley plants and obtaining certification.
- Initial assessment and establishment of an action plan for each plant.
- Training and awareness-raising for all employees involved.
- Defining the system for collecting spilled pellets (methodology, parties responsible, location, etc.), weigh, and report quantities for indicator monitoring.
- Conducting weekly checks to ensure compliance.



2026 Plan

- To continue working at the plants to improve processes in order to minimise pellet spills.
- To extend the OCS programme across the supply chain, aiming to influence the elimination of pellet losses upstream.
- To conduct monthly checks to ensure compliance.
- To implement OCS best practices in service centres where granulated material is handled (rubber for flooring).

INDICATORS

	2025	2024	2023	2022
kg/day of spilled pellets (Getafe plant)	5.62	5.65	3.67	3.17
kg/day of spilled pellets (Mielec plant)	0	-	-	-
kg/day of spilled pellets (Knowsley plant)	0	-	-	-

* No data available for 2025 due to the start of measurements once the OCS certification are obtained at the end of 2025.



Social factors (S)

5.1 Material matters	P.56
5.1.1 People	P.56
Talent development and attraction	P.56
Equality, inclusion and diversity at CONTENÜR	P.58
Employee Health, Safety, and Well-being	P.59
5.1.2 Supply chain management	P.62
Supplier Relations	P.62
Responsible workplace practices among suppliers	P.63



05

5.1 Material matters

We are working with our people to transition to sustainability, while playing an active role in our communities and with our stakeholders.

Sustainability offers opportunities for more inclusive growth with the solutions demanded by society.

Creating safe, diverse, and inclusive work environments is essential for people to drive the transition towards a circular economy.

A safe, diverse, and inclusive workplace is crucial to the development of our ESG Master Plan and our strategic objective of developing people's talent.



5.1.1 People

CONTENÜR a cierre de 2025 cuenta con 1054 people como personal asalariado en su plantilla (entendido como aquellos que cuentan con un contrato con alguna de las sociedades del grupo, ya sea Indefinite o Part-time, o a tiempo completo o parcial), repartidos en 55 centros de trabajo.

CONTENÜR define el área de people con la finalidad de crear un modelo de gestión de recursos humanos que permita atraer, desarrollar y fidelizar el talento, mediante su crecimiento profesional, haciéndoles partícipes del proyecto de la empresa y garantizándoles un puesto de trabajo digno y estable en un entorno diverso e inclusivo.

CONTENÜR workforce	2025
No. employees (31.12.25)	1054
No. work centres	55
Men	885
Women	169
Permanent contract	942
Temporary contracts	112
Average age of workforce	41.23
Average time spent working at the company by employees	6,58
Turnover rate	8.84%*

* Voluntary turnover

Talent development and attraction

CONTENÜR invests in human capital, investing time and resources in retaining and attracting professionals with skills, experience, and values that align with the company's vision and mission; developing specific programmes, based primarily on:

- Developing key skills by identifying and enhancing employees' essential skills
- Hiring the right people: not just focused on technical skills, but also on sharing our values and culture. We ensure the involvement of hiring managers during the entire selection process.
- Assessing performance and potential, thus identifying key personnel.

— The development of an employer branding strategy that promotes employee satisfaction, professional development and commitment.

MASTER PLAN OBJECTIVES:

- Reducing the closing period per position by 30% (number of days).
- Setting the employee turnover rate at 7.5%.



2025 Actions

- Potential and performance matrix 2025.
- Preparation of on boarding HCM (United Kingdom, Poland, France and Brazil).
- Eighteen internal recruitment opportunities were published.
- Executing and monitoring the 2025 communications plan.
- Providing leadership training to the Management Committee.
- Team building actions in Spain, United Kingdom, Poland, France and Brazil (1 year).
- A range of events and initiatives were held throughout the year, such as International Women's Day, Health and Safety Day, etc.
- Publication of a new internal procedure for selection and internal promotion, in line with our Equality Policy and Code of Ethics.
- Dissemination of events on social media (UC3 Job Fair, Book Day).

2026 Plan

- Development of the 2025 employee satisfaction survey action plan based on the results obtained.
- Launch of the "Talent Without Gender" project.
- Total compensation study.
- Potential and performance matrix.
- ISO 45001 certification at the Liverpool plant.
- Implementation and monitoring of the Third Equality Plan.
- Development of the training plan.
- 2026 communication plan.
- Collective bargaining negotiations: Hemética (Madrid) and CONTENÜR contractor companies.

INDICATORS

The indicators are the turnover rate and replacement times during the selection processes.

INDICADOR	2025	2024	2023
Turnover rate (%)	8.84%	8.40%	6.62%
Replenishment rate (days)	56.74	53.87	69.41



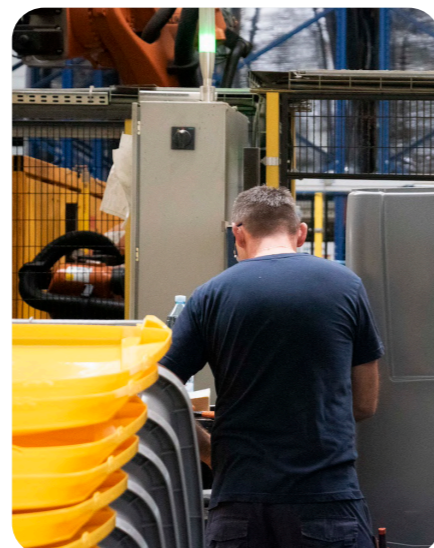
Equality, inclusion and diversity at CONTENUR

At **CONTENUR**, we are working towards building a work environment where equality, inclusion and diversity become fundamental values and are practised on a daily basis.

CONTENUR is currently working on the implementation and development of its Third Equality Plan (published in 2024), applicable in Spain, creating an environment where every employee feels valued and respected, regardless of their origin, gender, sexual orientation, religion, disability, or personal characteristics.

MASTER PLAN OBJECTIVES:

- An increase in the finalist candidate rate in recruitment processes to 40%.
- An increase in the representation of women in leadership positions to 30%.
- Ensuring that approximately 33% of employees hired are over 50 years old.
- Training 50% of employees each year in diversity.



2025 Actions

- Equality training has been provided for the entire workforce, ensuring that new hires and replacements receive this training.
- Assistance provided to staff with family members with disabilities.
- Hiring people with disabilities above 2%
- Raising awareness in the special campaign to mark the International Day for the Elimination of Violence against Women.
- Signature of an agreement with the Ministry of Equality to combat domestic violence.
- 18 internal promotion vacancies have been advertised.
- Development and implementation of the staff selection procedure, based on the principles of our equality plan

2026 Plan

- Providing equality training to new hires and transferred employees.
- Providing support to employees with family members with disabilities.
- Ensuring disability employment rate exceeds 2%.
- Raising awareness through a special campaign for the International Day for the Elimination of Violence against Women.
- Ensuring at least 50% of job openings are published internally for promotion.
- "Talent Without Gender" project (Spain and Portugal).
- Training in inclusive language.

INDICATORS

The indicators are staff turnover rate and hiring lead time.

Staff joining	2025	% 2025	2024	% 2024
Men	325	87.53%	256	83.49%
Women	46	12.47%	51	16.5%
Total	371	—	307	—

No. vacancies published internally: 18

No. employees trained in equality and diversity: 409

Employee Health, Safety, and Well-being

Occupational Health and Safety is another responsibility of the hierarchical chain, as established in our policy, where each manager is responsible for the safety of their area, and each worker will be accountable to their manager for any actions that affect their safety. We will continue to work on training, information, awareness, and improvements in health and safety observations.

Occupational risk prevention is a permanent and priority objective at **CONTENUR**, both for its social content and human aspect, as well as for its contribution to business efficiency.

The company's senior management Occupational Risk Prevention Policy establishes that all levels of the organisation must act in accordance with the following principles:

- Visible and ongoing commitment from management and the chain of command.
- Integrated Occupational Health and Safety Management.
- Commitment to regulations.
- Training.
- Communication and participation of workers and their representatives.
- Preventing Incidents.
- Planning.
- Commitment to continuous improvement of the Occupational Health and Safety Management System.

CONTENUR Spain has its own prevention service, with two senior occupational risk prevention technicians dedicated exclusively to these tasks, who manage the safety and ergonomics specialities.

The system also has designated workers and technicians who support the different work centres. The medical and hygiene specialities are managed by an external prevention service.

There is partnership in place with external prevention services or external consultants for all the other countries, in addition to a senior OSH technician for the United Kingdom.

CONTENUR has had an occupational health and safety management system in place since 2010, certified according to the international ISO 45001 standard. This certificate includes 22 work centres in Spain, France and Poland.

MASTER PLAN OBJECTIVES:

- 31% frequency rate reduction.
- Severity rate reduction.



2025 Actions

- Internal audit and ISO 45001 follow-up.
- Implementation of the workplace safety system for the United Kingdom.
- Benchmarking in the field of prevention, promoting a culture of innovation
- Implementing practical actions to empower leaders in workplace safety

2026 Plan

- Internal and follow-up ISO 45001 audit
- Integration of the Liverpool plant into the ISO 45001 certification process.
- Promotion of a preventive culture through a range of awareness-raising and visibility initiatives.
- Implementation of a tool for the coordination of business activities at **CONTENUR** Spain.

ACCIDENTES DE TRABAJO

	Men	Women	
Workplace accidents	Involving leave	48	0
	Without involving leave	61	0
Accident frequency rates	Spain	39.84	0
	Poland	0	0
	France	0	0
	Brazil	15.73	0
	United Kingdom	23.12	0
Accident severity rates	Spain	0.8	0
	Poland	0	0
	France	0	0
	Brazil	0.09	0
	United Kingdom	2.31	0
Accident rate	5.57	0	

INDICATORS

	2025	2024	2023	2022	2021
Number of certified centres (ISO 45001:2018)	22	22	22	22	22
Number of accidents *	109	104	126	75	41
In-itinere accidents	8	3	9	3	4
Absenteeism rate	6.67%	4.64%	5.92%	5.46%	5.26%
Occupational illness **	0	0	0	0	0

* Accidents in the entire group (with and without sick leave). The growth is due to the increase in staff due to the hermetic contract

** No occupational illnesses occurred in 2025 at any of the CONTENUR centres. The number of days of absenteeism is 1,29%. Absenteeism calculation formula = (total number of hours of absence / total number of planned hours) X 100



5.1.2 Supply chain management

As the importance of the circular economy continues to grow, the spotlight is on sourcing and supply chains, highlighting where and how products and materials are manufactured, and by whom.

As a global employer of over 1,000 people, supported by many more in our broader supply chains, we have a responsibility to respect and protect human rights.

We adopt a zero-tolerance policy toward modern slavery, both within our own operations and in our supply chains, with effective measures in place to promote human rights and prevent modern slavery.

Supplier Relations

CONTENUR believes that strategic alliances are essential to achieving our corporate objectives.

Our goal is to build lasting relationships based on trust, mutual respect, and transparency.

MASTER PLAN OBJECTIVES:

- Supplier adherence to the Supplier Code of Conduct for purchases exceeding €500,000 per year.

Key alliances

CONTENUR participates in domestic and international initiatives with the aim of promoting partnership, positive impact, and the development of a culture of sustainability.

- **AIMPLAS:** Plastics Technology Institute.
- **ANAIP:** Spanish Association of Plastics Manufacturers.
- **ANEPMA:** National Association of Public Environmental Companies.
- **AITIIP:** Technology Centre.
- University of Zaragoza.
- **ASELIP:** Association of Public Cleaning and Urban Environmental Care Companies.
- **AMEC:** Spanish Association of Internationalised Industrial Companies.
- **ATEGRUS:** Technical Association for Waste Management and the Environment.
- **CRE100DO:** Middle Market Foundation.
- **FORETICA:** A leading organisation in sustainability and corporate social responsibility in Spain.

We also encourage our suppliers to adhere to practices that are in line with the guidelines established in our Supplier Code of Conduct.

CONTENUR seeks to achieve a business that respects the principles of ESG/sustainability, honesty, transparency and ethics. This Code reflects the commitments and values that can be found in CONTENUR's ESG policies which are reinforced by their adherence to business behaviour models such as the Sustainable Development Goals (SDGs).

CONTENUR promotes responsible actions in its relationship with its suppliers. The principles that govern these actions are reflected in its Code of Ethics, as well as in its internal policies and procedures.

The total number of suppliers that have signed our Codes of Conduct now represents 75% of our major suppliers. Our Supplier Code of Conduct integrates ESG criteria, essential aspects that demonstrate our commitment to ethics, social responsibility, gender equality, and environmental preservation. This code transcends the concept of a simple set of rules, constituting a true expression of the values and principles that guide all our business interactions. The code guides our interactions with suppliers and establishes a framework that promotes both sustainable and ethical business relationships.

The Quality and Environment Policy is communicated to the rest of our suppliers on an annual basis, and they are also provided with environmental notifications to ensure they implement best practices.



Responsible workplace practices among suppliers

We integrate aspects as an essential element of our work responsibilities related to ethics and the defence of human rights into our supplier code of conduct.

We have established an ethics channel, accessible to anyone belonging to our ecosystem, including our employees and suppliers, or any third party. Complaints can be submitted anonymously through the complaints' mailbox located in this channel. These mechanisms are essential to help us identify and assess social, environmental, fundamental freedoms, and

workplace risks in an efficient and transparent manner. These procedures are part of our commitment to risk management and regulatory compliance.

We received zero communications through our ethics channel in 2025 regarding possible breaches of the Code of Ethics by third parties.

MASTER PLAN OBJECTIVES:

- Conduct audits of the 10 main suppliers every two years.

2025 Actions

- SMETA supplier audits – 5 SMETA audits carried out during the year in line with the ESG Master Plan.

2026 Plan

- Protocol for conducting SMETA audits within the CONTENUR group.
- SMETA audits to be conducted for new suppliers (between 3 and 5 suppliers).
- Contract signing with two of our main suppliers.

INDICATORS

	2025
Number of audits conducted	5
Percentage of relevant suppliers adhering to our code of conduct	+75%



2025 Actions

- Signature of the "due diligence" document with all suppliers included in the ESG Master Plan".

2026 Plan

- Implementation of a web-based module to monitor suppliers included in the ESG Master Plan.



Governance factors (G)

6.1 Material matters	P.66
Business conduct	P.66
Compliance	P.66
Anti-corruption	P.67
Cyber-security	P.68
Communication	P.69
European Union environmental taxonomy	P.70



6.1 Material matters

6.1.1 Business conduct

The system of **CONTENUR's** Governance and Sustainability System constitutes a distinctive feature of the company, the features of which are described in section 2.6 of this document.

The Code of Ethics responds to the duty of prevention imposed and to the principles of business ethics and transparency in all areas of action, establishing a set of principles and guidelines of conduct aimed at ensuring the ethical and responsible behaviour of all stakeholders.

The ESG committee's objectives and duties are defined on page 40.

Risk Management

Effective operational risk management has become a key factor in ensuring the sustainability and success of organisations in an increasingly dynamic and regulated business environment.

Aware of this need, a new active operational risk matrix will be implemented in 2025, within the Council's management practices.

The purpose of this initiative is to strengthen the Board's ability to proactively identify, assess, and mitigate risks, enabling more informed and strategic decision-making.

The organisation seeks to improve transparency, resilience, and responsiveness to potential contingencies, aligning itself with international best practices in risk management by integrating this matrix into its governance model.

The adoption of this tool will not only optimise the supervision of operational risks but will also foster an organisational culture that is more focused on prevention and the efficient management of potential threats.

6.1.2 Compliance

Compliance encompasses general regulatory compliance within the company. It includes the prevention of legal, regulatory, and ethical risks in all areas of the company (data protection, competition, environment, human rights, etc.).

In this regard, **CONTENUR** has undertaken to create an absolutely ethical work-

ing environment, free from the risk of corruption, while also establishing the requirements for implementing an Information Security Management System (ISMS), the purpose of which is to protect an organisation's information, ensuring its confidentiality, integrity, and availability against threats such as cyber-attacks, data leaks, or unauthorised access.

MASTER PLAN OBJECTIVES:

- Action plan to ensure full compliance.



2025 Actions

- Approval of the Human Rights Policy, including digital disconnection and the supply chain.
- Appointment of a head of the internal reporting system in Spain and Poland (EU Directive).
- Conduct of internal and external audits related to the various standards affecting regulatory compliance.
- Appointment of a head of the internal reporting system in the United Kingdom (EU Directive).
- ISO 37001: Anti-bribery management systems in the United Kingdom.
- Notification of the individual appointed by the Board as head of the internal reporting system to the Independent Authority for Whistleblower Protection (AIPI in Spanish).
- Delivery of training programmes for specific business areas in relation to the aforementioned standards.



2026 Plan

- Adaptation of the ethics channel Policy to unify all the Group's communication channels to allow the different types of crimes or incidents to be reported (bribery, extortion, influence peddling, abuse of power, mobbing, sexual harassment, inconsiderate treatment, mobbing, etc.) through a single channel, which is segmented by type of complaint and directs it to the relevant managing body for each type of complaint.
- Continue integrating the group's various standards to avoid duplication of policies and procedures, ensuring efficient alignment with the requirements of all high-level ISO standards.
- Preparation for UNE19601 certification: Criminal Compliance.
- New anti-money laundering group policy

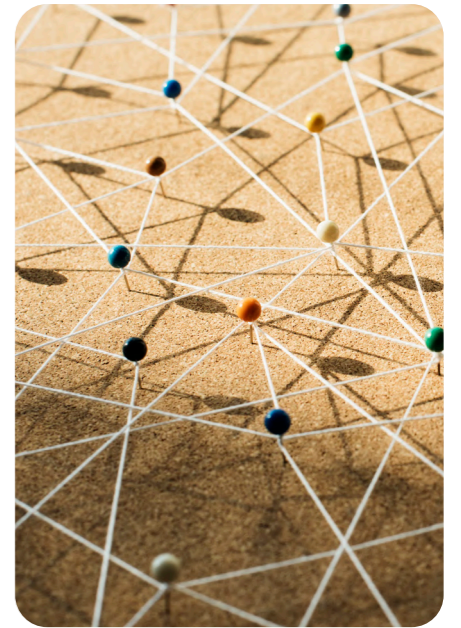
6.1.3 Anti-corruption

Anti-corruption is the aspect of compliance specifically related to the prevention and control of bribery and corruption within the framework of compliance. It is based on specific regulations such as ISO 37001 (Anti-Bribery Management System) or anti-corruption laws such as the FCPA (USA) or the Transparency and Anti-Corruption Act (Spain).

CONTENUR has conducted an analysis of the direct risks, quantifying them using a methodology based on a range of criteria. Specific policies and controls are implemented to minimise them. Limited control is also exercised over indirect risks.

CONTENUR continuously assesses the corruption risks faced by the organisation. To this end, it conducts reviews, both internally and by independent entities, to continuously update procedures and ensure compliance.

CONTENUR endeavours to promote the use of its ethics channel through specific communications and improved confidentiality, implementing an externally managed channel that ensures confidentiality and the absence of retaliation for the whistleblower aligning with Law 2/2023: Law on the protection of whistleblowers.



MASTER PLAN OBJECTIVES:

Corruption Incidents: 0



2025 Actions

- Renewal of ISO 37001 certification in Colombia.
- Obtaining of ISO 37001 Certification in the United Kingdom.
- Review of all anti-bribery controls to identify outdated and inadequate ones and implementation of new ones.
- Conduct of a risk assessment by an expert consulting firm in the United Kingdom.
- Appointment of a new Compliance Officer for the United Kingdom.
- Training on whistleblowing channel management for the system administrator.



2026 Plan

- Obtaining ISO 37001 certification in France.
- Appointment of a new Compliance Officer for France.
- Implementation of tax compliance policies (Cuatrecasas).
- Recertification audit for ISO 37001 in Spain and surveillance audits in Brazil, Colombia, Poland, and the United Kingdom.
- Inclusion of anti-money laundering within our anti-corruption policies.
- Training on internal investigations for the system manager.
- Internal audit and risk assessment to implement a criminal compliance policy (UNE 19601) in Spain.

INDICATORS

	2025
Employees adhering to the Anti-Corruption Policy:	100%
Employees have given the compliance training a rating of 9.72 out of 10	

INDICATORS

Progression of complaints received through the ethics channel.

2025	17
2024	8
2023	4
2022	5
2021	1

* Complaints received through the ethics channel have been analysed and addressed, and appropriate measures have been taken.

6.1.4 Cyber-security

We at **CONTENUR** are aware of the importance of Information Security and the constantly evolving digital environment.

Cyber-security is therefore a fundamental pillar for information protection, business continuity, and the trust of our stakeholders. We implement robust strategies within our organisation to prevent, detect, and respond to cyber threats, ensuring the security of our systems, data, and operations.

Our approach is based on continuous improvement, compliance with current regulations, and the adoption of indus-

try best practices. We strengthen our resilience to cyber risks through investments in technology, staff training, and collaboration with security experts.

In this section, we present our key cyber-security initiatives, highlighting the actions implemented to mitigate threats, improve digital governance, and ensure information protection throughout the organisation.

In accordance with the UNE-EN ISO 27001:2023 standard, the related policy is defined to demonstrate the company's commitment to Information Security.

MASTER PLAN OBJECTIVES

Damage from cyber-attacks: €0

2025 Actions

- Review ISO 27001:2022. Analysis of non-conformities.
- Expanded implementation of two-factor authentication.
- GDPR audit and RAT [Register of Processing Activities] update.

2026 Plan

- Cybersecurity training.
- Implementation of improvements identified in the GDPR audit.
- Access control system for secure areas (non-conformity identified in ISO 27001 audit).

INDICATORS

Damage from cyber-attacks	€
2025	0€
2024	0€
2023	0€
2022	0€

6.1.5 Communication

CONTENUR assumes its leadership role in the industry to respond to the sustainability agenda and lead the transition towards the circular economy.

Stakeholder engagement is a fundamental pillar of our sustainability strategy, as well as our broader business activities and commitments.

We maintain an ongoing dialogue with different stakeholders, listening to them to define our priorities. This includes our double materiality matrix, which involves consultation with a wide variety of stakeholders (see page 34).

This page shows examples of our stakeholder engagement.

STAKEHOLDERS	FROM INSIDE	WHAT THEY NEED	WHAT WE DO
CUSTOMERS	We train the teams from the different areas to support our customers with their sustainability challenges.	Customers can find sustainable solutions based on usage and regulation trends.	We design using the Ecodesign principles and Circular Economy processes. We facilitate collaboration in ESG audits.
INVESTORS	We commit to our investors in the management of ESG matters.	Investors hope to be transparent in carbon emissions, forest management and water use.	We present sustainable solutions, analyse our alignment with taxonomy, and provide non-financial data.
EMPLOYEES	We involve and inform employees about the delivery of our new ESG Master Plan.	Employees must feel the proud of their company and for their values to be reflected in their work.	Employee surveys, equality plans, improved collective bargaining agreements, talent development and training, works committees, and delegates.
SUPPLIERS	We focus on strategic suppliers with long-term sustainable relationships.	Suppliers must be familiar with our ESG plan and its conditions and how they can contribute to it.	We set standards for suppliers and encourage the search for the best solutions.
REGULATION AND STAKEHOLDERS	We have representatives in stakeholders (such as membership on the Board of Directors of Anaip, participation at ANEPMA, participation in the TECMA organising committee, etc.)	The main areas of action are in climate change, circular economy, social approach and governance areas affected by the ESG Master Plan.	Meetings with associations, commitment to climate goals, work in policy groups, action plans with associations, and representation at institutional events.

6.1.6 European Union environmental taxonomy

Analysis of eligibility and alignment

1. REGULATORY FRAMEWORK AND SCOPE

The EU Taxonomy, established by Regulation (EU) 2020/852, is a classification system designed to identify economic activities that can be considered environmentally sustainable. In compliance with Article 8 of the Taxonomy Regulation and Delegated Regulation (EU) 2021/2178, **CONTENUR** reports on the manner and extent to which its economic activities are associated with taxonomy-eligible and taxonomy-aligned activities.

The Taxonomy analysis was conducted for the 2025 financial year and covers the activities undertaken by **CONTENUR** in the manufacturing, supply, and management of waste collection and management solutions, in line with its corporate sustainability and circular economy strategy.

2. METHODOLOGY FOR ELIGIBILITY AND ALIGNMENT ANALYSIS

CONTENUR has systematically worked on the analysis of the eligibility and alignment of its activities with the EU Taxonomy since 2024. This framework has become a key reference in defining and developing its 2025–2027 ESG Master Plan, reinforcing the inclusion of sustainability into its corporate strategy.

The methodology used by **CONTENUR** to assess the eligibility and alignment of its activities with the EU Taxonomy is structured in the following phases:



1. Identification of economic activities: A review has been conducted of the company's overall activities, products, and services, with a particular focus on any related to waste management, resource optimisation, product durability, and the circular economy.
 - A. Substantial contribution to one or more of the environmental objectives defined in the Regulation, particularly the transition to a circular economy.
 - B. Do No Significant Harm (DNSH) principle with respect to the remaining environmental objectives.
 - C. Compliance with minimum social safeguards, in accordance with the OECD Guidelines and the UN Guiding Principles.
 - D. Compliance with the Technical Screening Criteria (TSC) set out in the applicable Delegated Regulation.
2. Eligibility assessment: The identified activities have been cross-checked against those included in the EU Taxonomy Delegated Regulation in order to determine which of them can be considered eligible economic activities.
1. Alignment assessment: Compliance with the four requirements established by the regulation has been assessed for eligible activities:



3. RESULTS OF THE ELIGIBILITY ASSESSMENT

Following the analysis, **CONTENUR** has identified the following activities as eligible economic activities under the EU Taxonomy, primarily manufacturing activities that may fall under category 3.6 “Manufacture of other low carbon technologies”, as well as certain repair, refurbishment, and remanufacturing activities aligned with category 5.1 “Repair, refurbishment and remanufacturing”.

Based on the analysis performed, **CONTENUR**'s waste container manufacturing activity falls under category 3.6 “Manufacture of other low carbon technologies”, associated with NACE code 22.29 – Manufacture of other plastic products, under which **CONTENUR** operates and which is included as an eligible activity in the EU Taxonomy. This classification reflects the enabling nature of the activity, as it provides essential physical infrastructure for selective waste collection, efficient transport, and proper municipal waste management, which are key elements for climate change mitigation and the transition to a circular economy.

The eligibility of its operations is further supported by the technical and functional features of the manufactured products, which include improvements aimed at resource efficiency and the reduction of environmental impacts throughout their life cycle. One particular feature is how the containers designed and manufactured by **CONTENUR** integrate eco-design principles such as weight reduction, increased durability, ease of repair and disassembly, and extended service life through maintenance and refurbishment services. These improvements indirectly contribute to reducing fuel consumption and associated emissions in waste collection and transport operations.

The activity also incorporates practices aligned with circular economy principles, including the use of recycled materials, with products containing approximately 51% recycled plastic, and the reintegration of by-products and recovered materials into the production process, thereby reducing dependence on virgin raw materials. This is supplemented by active end-of-life management of products, prioritising the repair, reuse, and recycling of end-of-life containers over disposal.

Container manufacturing also takes place within a context of continuous environmental performance improvement, supported by the implementation of certified environmental management systems (ISO 14001) across most sites, the use of renewable energy for self-consumption and supply through guarantees of origin, and the application of energy efficiency plans.

While these elements do not in themselves determine alignment, they reinforce the activity's coherence with the environmental objectives of the Taxonomy.

Overall, these factors allow us to conclude that **CONTENUR**'s waste container manufacturing activity qualifies as an eligible activity under the EU Taxonomy.

Furthermore, the activities of repair, maintenance, refurbishment, and remanufacturing of containers conducted by **CONTENUR** can also be considered eligible economic activities under the EU Taxonomy, as they are included in the Delegated Regulations and aligned with the environmental objectives defined in Regulation (EU) 2020/852.

These activities specifically fall under category 5.1 “Repair, refurbishment and remanufacturing”, associated with the objective of transitioning to a circular economy, and covering activities aimed at extending the useful life of products that have already been used for their original purpose. The eligibility of this activity does not depend on any specific NACE code, but instead on the nature of the services provided, which in **CONTENUR**'s case includes the repair, component replacement, preventive and corrective maintenance, and refurbishment of waste containers.

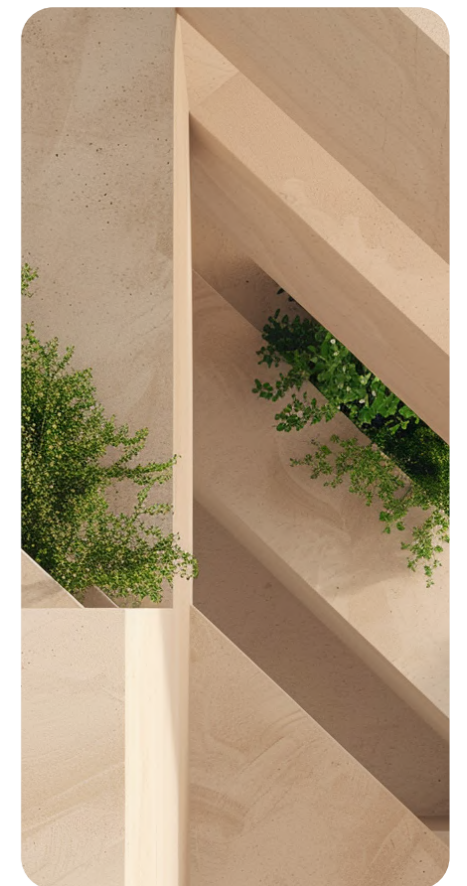
Container repair activity is a key element of **CONTENUR**'s circular model, as it helps prevent the premature replacement of assets, reduce waste generation, and decrease the demand for new products, thereby achieving savings in raw materials, energy, and emissions associated with manufacturing. Repair and refurbishment are therefore a direct driver of resource efficiency, in line with the principles of the Taxonomy and the EU Circular Economy Action Plan.

The analysis also highlights how this activity incorporates operational criteria aligned with the circular economy, such as:

- The systematic extension of container lifespan through maintenance and repair programmes.
- The reuse of components and materials, where technically feasible, prioritising their reintegration over replacement with new parts
- End-of-life management of components and materials, aimed at recycling or recovery whenever reuse is not possible.

These practices help reduce both waste streams and the consumption of virgin resources, underpinning the activity's eligibility when it comes to Taxonomy.

Repair activities are also performed within the framework of environmental and operational control, supported by the implementation of environmental management systems (ISO 14001) across most sites and by internal procedures aimed at minimising impacts related to waste, resource consumption, and emissions. This operational context helps ensure that the activity takes place in a manner consistent with the environmental objectives of the Taxonomy, while not directly determining its alignment.



4. RESULTS OF THE ALIGNMENT ASSESSMENT

CONTENUR has assessed the degree of alignment of the activities identified as eligible, with the EU Taxonomy. Activities that meet the criteria of making a substantial contribution, DNSH, minimum social safeguards, and Technical Screening Criteria are considered aligned with the EU Taxonomy.

The analysis shows that **CONTENUR**'s manufacturing and container repair activities are eligible but not currently aligned, due to addressable gaps in technical criteria, DNSH, and minimum safeguards. **CONTENUR** has incorporated specific actions into its ESG Master Plan to achieve progressive alignment with the EU Taxonomy by 2027.

According to the Taxonomy analysis, **CONTENUR** demonstrates overall compliance with minimum safeguards, supported by the Spanish regulatory framework, the absence of significant sanctions, the implementation of a Code of Ethics, and **CONTENUR**'s commitment to the UN Global Compact (UNGC).

CONTENUR's container manufacturing activity, classified under category 3.6 of the EU Taxonomy, shows clear alignment potential and is currently undergoing technical and methodological strengthening to demonstrate its environmental contribution.

CONTENUR is conducting a comprehensive carbon footprint calculation in this regard, based on a life cycle approach (LCA), in accordance with ISO 14064, progressively incorporating the different Scope 3 emission categories. The aim of this exercise is to demonstrate significant emission reductions associated with the manufacturing process and its positive contribution to climate change mitigation, thereby providing evidence of compliance with the Technical Screening Criteria related to substantial contribution under the EU Taxonomy.

In terms of the Do No Significant Harm (DNSH) principle, **CONTENUR** has conducted a comprehensive assessment of physical and transition climate risks, in line with the criteria set out in Annex A of the EU Taxonomy and the recommendations of the TCFD, considering three-time horizons (2030, 2040, and 2050). In terms of physical risks, the RCP

4.5 (baseline) and RCP 8.5 (pessimistic) scenarios have been analysed, while transition risks have been assessed under the RCP 4.5 (accelerated transition) and RCP 6.0 (more gradual transition) scenarios. The results show that the identified risks are currently manageable and have enabled the definition of specific adaptation and resilience recommendations, which will be integrated into operational and investment planning.

Finally, **CONTENUR** has made progress in improving the measurement and systematic promotion for reuse, the identification and traceability of substances of concern, as well as conducting an initial biodiversity screening.

Furthermore, the service line focused on the repair, maintenance, refurbishment, and remanufacturing of containers falls under category 5.1 "Repair, refurbishment and remanufacturing" of the EU Taxonomy and also shows clear alignment potential, subject to closing and properly documenting certain technical requirements.

From the perspective of substantial contribution, this activity has played a key role in 2025 in extending product lifespans, through systematic repair and refurbishment actions that help prevent premature help avoid premature replacements, reduce the need to manufacture new assets and, consequently, lower resource consumption and associated emissions. The activi-



ty also incorporates practices aligned with the Taxonomy criteria, such as the existence of warranties for parts and products and the formalisation of agreements linked to public procurement processes, thereby bolstering traceability and the technical basis required to demonstrate such contribution under activity 5.1.

In terms of the Do No Significant Harm (DNSH) principle, the repair activity is supported by the corporate climate risk management framework developed in 2025, which includes an assessment of physical and transition risks aligned with Annex A of the Taxonomy and the TCFD recommendations, the results of which are described in the previous section.

Furthermore, as part of the ongoing improvement initiatives, **CONTENUR** is making progress on the formalisation and documentation of a specific waste management plan for repair and remanufacturing activities, as well as in strengthening controls and evidence related to pollution prevention, including information on substances and their proper management. In line with the progress already described for manufacturing, the company has continued to develop the measurement and systematic promotion of reuse in 2025, along with the identification and traceability of substances of concern, thereby laying a solid foundation for the progressive alignment of activity 5.1 with the EU Taxonomy.

CONTENUR will continue to make progress in the progressive integration of EU Taxonomy requirements into its operational, product design, and investment processes, with the aim of gradually increasing the level of alignment of its economic activities and furthering its contribution to the transition towards a circular economy model.

5. TAXONOMY KEY PERFORMANCE INDICATORS (KPIs)

CONTENUR is currently in the data collection and development stage and will present the data relating to the different KPIs in 2027, in accordance with the action plan set out in the 2025–2027 ESG Master Plan and in compliance with Article 8 of the Taxonomy Regulation.

1. Percentage of turnover associated with economic activities that are eligible and aligned with EU Taxonomy.
2. Percentage of CapEx associated with assets and processes linked to activities aligned with EU Taxonomy.
3. Percentage of OpEx associated with operating expenses related to activities aligned with EU Taxonomy.

The indicators will be calculated as a percentage of amounts associated with eligible activities and in accordance with the methodological requirements set out in Delegated Regulation (EU) 2021/2178 when applicable, ensuring the consistency, traceability, and comparability of the reported Taxonomy-aligned information.

6. CONSIDERATIONS AND FUTURE DEVELOPMENTS

The alignment analysis is based on the information available at the date of this report and on the current interpretation of EU Taxonomy Delegated Regulation. The analysis may be reviewed in subsequent reporting periods as the regulatory framework evolves as well as future extensions of the activities covered by the Taxonomy.

CONTENUR considers the EU Taxonomy a key tool to enhance transparency, improve the comparability of information, and consolidate its position as an organisation committed to sustainability, circular economy, and the decarbonisation of the sector.

The Taxonomy also supports the identification, substantiation, and alignment of **CONTENUR**'s economic activities with the requirements applicable to financial products classified under Article 9 of the SFDR.



Performance indicators (KPIs)

7.1 Key environmental, social and governance metrics

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ESG PILLAR	ESG TOPIC	ESG IRO	KPI	KPI 2025	2025 RESULT	KPI 2026	2027 GOAL
E	CIRCULAR ECONOMY	Consumption of recycled materials	Recycled plastic as an input in manufacturing plants (%)	50%	51%	60%	60%
			Supply of recycled materials in products (%)	15%	18.14%	15%	15%
		Elimination of pellet loss	Loss of pellets	OCS Mielec + United Kingdom <10% Getafe	OK Mielec and Knowsley Getafe: - 41%	<10% in each plant	10% vs. KPI 2024 (Getafe) + OCS all plants
				Water consumption	Water efficiency index (m3 / tonne of product)	6%	↓ 9.50%
	CLIMATE CHANGE	Reduction in emissions	GHG emissions (scopes 1+2+3) (tons CO2e)	Achieve Scope 3	OK	<20%	20% reduction
				GHG emissions intensity index (scopes 1+2) tons CO2e / tons of product)	15n	67%	20%
		Climate change adaptation readiness	Activities and assets assessed for physical climate risk and vulnerability, and with climate change adaptation actions implemented (%)	70%	100% evaluation	100%	100% activities and assets
				Energy Management	Renewable energy consumption (%) (Plants and services)	70%	97%
		Energy Management	Energy consumption ratio (kWh / tonne of production)	Getafe - 1% Mielec - 1.5% Knowsley - 1%	Getafe - 6,6% Mielec - 13.3% Knowsley - 7.4%	Getafe - 2% Mielec - 4% Knowsley - 3%	Reduction: Getafe 2% Knowsley 3% Mielec 4%
				S	Talent development and attraction	Closing period per position (number of days)	53 (25%)
Employee turnover rate (%)	7.50%	8.84%	7%			7%	
Equality, inclusion and diversity	Rate of female candidates (indirect work in production and other positions) (%)	40%	36%		50%	50%	
	Representation of women in leadership positions (Management Committee) (%)	28%	24%		35%	35%	
	Ratio of employees over 50 years of age (total figure) to total employees (%)	35%	32%		35%	35%	
	Employees trained in diversity (%) - Europe	50%	61%		50%	50%	
Employee health, safety, and well-being	Incident severity rate (#)	0.7	0.51		0.4	0.1	
		Incident frequency rate	31		24.84	30	30
SUPPLY CHAIN	Supplier Relations	Suppliers adhering to the supplier code of conduct with purchases exceeding €500,000 per year (%)	100%	89%	100%	100%	
	Responsible workplace practices among suppliers	Audits of the top 10 suppliers within two years (%)	100%	100%	100%	100% Top 10 Suppliers	
G	BUSINESS CONDUCT AND CULTURE	Business conduct	Implement an active operational risk matrix within the Board's management practices by 2026	OK	OK	OK	Implemented (yes)
		Business compliance	Action plan to ensure full legal compliance at all facilities	60%	73%	100%	Implemented (yes)
		Anti-corruption	Corruption Incidents(#)	0	0	0	0
	SUSTAINABLE INVESTMENTS	Cyber-security	Damage from cyber-attacks(€)	0	0	0	0
		Communication & engagement	Improve the satisfaction rating on ESG communication (%)	N.A.	-	70%	70%
		Alignment with Taxonomy	Be eligible as an entity that complies with Article 9 of the Taxonomy	N.A.	-	Eligible (Yes)	Eligible (Yes)

* 5 auditorías por año.

** No se incluye Brazil en los datos.

Methodology and reporting framework

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This report reaffirms our commitment to clear and accurate communication about our performance and actions during 2025, aimed at all of our stakeholders. It presents our management and commitments in both financial and non-financial aspects, highlighting progress and the implementation of policies aligned with the 2025 trajectory.

In compliance with Law 11/2018 on non-financial information and diversity, and in preparation for the European Sustainability Reporting Standards (ESRS) within the European Sustainability Reporting Directive (CSRD), we conducted a double materiality analysis in 2025. This process has allowed us to identify key issues for the company and its stakeholders, incorporating strategic learnings for the future.

A preliminary approach was taken in 2025 to the European Sustainability Reporting Standards (ESRS), part of the European Sustainability Reporting Directive (CSRD), applying them to the double materiality analysis. This process allowed us to identify key issues for both the company and its stakeholders, laying the foundation for management that is more aligned with sustainability challenges and opportunities.

We identified a total of 123 actions and defined 17 material themes organised into 6ESG Topics that will serve as a guide for our future actions.

This strategy allows us not only to anticipate market transformations and social expectations, but also to consolidate our leadership in the design, manufacturing, and maintenance of containerisation solutions for cities. Our commitment to sustainability translates into long-term value creation for all our stakeholders, ensuring a positive and responsible impact on our environment.



LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Business model		
Brief description of the Group's business model, including its business environment.	GRI 2-6	2.1 Our unique value – mission and values → pg. 11. 2.4 Main products and services → pg. 16. 9.1.4 Product value (circular approach of the model) → pg. 104.
Business environment.	GRI 2-6	2.5 Key operating figures → pg. 17-19 2.6 2025 Activity / 2026 Plan → pg. 20
Its organisation and structure.	GRI 2-1 GRI 2-2	2.6 Corporate and governance structure → pg. 21-25. Group Organisational Chart → pg. 23 Corporate Governance Structure → pg. 24-25. 3.6 ESG governance structure → pg. 40.
Markets it operates in.	GRI 2-6	2.2 Where it is present and business areas → pg. 12-13 2.5 Key operating figures → pg. 18. 2.6 2025 Activity / 2026 Plan → pg. 20.
Its objectives and strategies.	GRI 2-22	3.1 Sustainability at CONTENUR → pg. 28. 3.2 Relationship between the ESG Master Plan and Business Plan → pg. 28. 3.4 ESG pillars → pg. 36-37
Main factors and trends that may affect its future development.	GRI 2-6; GRI 2-12; GRI 2-13; GRI 2-15	2.6 Market growth drivers and risks → pg. 20. 3.3 IROS and double materiality matrix → pg. 28-35 4.1 Climate change → pg. 46. 6.1 Risk management and compliance → pg. 66-68 6.1.6 EU environmental taxonomy → pg. 70-73
Environmental issues - General		
B) A description of the Group's policies regarding environmental matters, including the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, as well as verification and control processes, including the measures adopted.	GRI 2-23; GRI 3-3; GRI 2-24; GRI 101-2; GRI 102-1; GRI 303-2; GRI 306-2	3.7 Code of Ethics and Sustainability Policy → pg. 41. 9.1 ESG regulatory framework (list of policies) → pg. 42. 3.3 IROS and double materiality matrix → Pgs. 28-35 3.3 Materiality Assessment Methodology (EFRAG IG 1) → pg. 29-33 9.1.3 Processes and product quality → pg. 102.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Environmental issues - General		
C) Outcomes of the Group's environmental policies, which must include relevant non-financial key performance indicators that enable the monitoring and assessment of progress and support comparability between companies and sectors, in accordance with the national, European, or international reference frameworks used for each area.	GRI 3-3; GRI 101-2; GRI 102-4; GRI 103-2; GRI 303-1; GRI 306-1; GRI 307-1; GRI 308-2	7. Key Performance Indicators (KPIs) → pg. 76-77 4. Environmental factors (E) → pg. 46-53. 7. KPIs → pg. 76-77
D.1) The main environmental risks associated with the Group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have negative impacts in these areas.	GRI 3-3; GRI 101-4; GRI 102-1; GRI 102-2; GRI 303-1; GRI 306-1; GRI 308-2	3.3 IROS and double materiality matrix → pg. 28-35 6.1.6 EU environmental taxonomy → pg. 70-73
D.2) How the Group manages the main environmental risks, describing the procedures used to identify and assess them in accordance with the relevant national, European, or international reference frameworks for each area.	GRI 3-3; GRI 102-1; GRI 102-2; GRI 103-2; GRI 308-2	3.2 3.2 Relationship between the ESG Master Plan and Business Plan → pg. 28. 3.3 IROS and double materiality matrix → pg. 28-35
D.3) Must include information on impacts identified, including a breakdown of the same, in particular the main short-, medium- and long-term risks.	GRI 3-3; GRI 101-1; GRI 101-2; GRI 102-1; GRI 103-2; GRI 303-2; GRI 303-3; GRI 306-1; GRI 306-2; GRI 308-2	3.3 IROS and double materiality matrix → pg. 28-35
E) Relevant non-financial key performance indicators related to the specific business activity.	GRI 3-3; GRI 102-4; GRI 103-4; GRI 303-5; GRI 306-3; GRI 307-1; GRI 308-2	7. KPIs → pg. 76-77.
Environmental issues- significant information		
Detailed information on the current and expected impacts of the company's activities on the environment.	GRI 3-3; GRI 102-1; GRI 102-2; GRI 102-4; GRI 102-5; GRI 102-6; GRI 102-7; GRI 101-2; GRI 101-4; GRI 101-5; GRI 303-1; GRI 303-2; GRI 306-1; GRI 306-2; GRI 308-2	Detailed in Environmental Factors and materiality → pg. 46-53, 28-35.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Environmental issues – significant information		
Detailed information on the current and anticipated impacts of the company's activities, where applicable, on the health and safety of people (non-employees).	GRI 416; GRI 413; GRI 410	Addressed in waste, noise, and discharges management → pg. 98-101
Environmental certification or assessment procedures.	GRI 3-3; GRI 301; GRI 307; GRI 308; GRI 303; GRI 306	4. Environmental factors (E) – Environmental management and control systems → pg. 46-53 9.1.3 Processes and product quality (ISO certification) → pg. 102-104 OCS – Operation Clean Sweep® (microplastics prevention) → pg. 53. 6.1.6 EU environmental taxonomy (assessment and alignment) → pg. 70-73
Resources dedicated to environmental risk prevention.	GRI 102-1; GRI 102-2; GRI 307; GRI 3-3	3.6 ESG governance structure (committees and responsibilities). → pg.40 4. Environmental factors (E) (operational measures and plans) → pg. 46-53 7. Key performance indicators (KPIs) (resource monitoring and outcomes) → pg. 76-77. 9.1.2 Waste, soil, noise, and pollution management (preventive measures and technical controls)
Application of the precautionary principle.	GRI 3-3; GRI 101-2; GRI 101-3; GRI 102-1	Implemented through preventive management and environmental control → pg. 46-53, 98-101.
Number of provisions and guarantees for environmental risks	GRI 3-3; GRI 102	6. Governance factors (G) – Risk management and compliance → pg. 66-68
Pollution: measures to prevent, reduce, or remediate carbon emissions that significantly harm the environment, taking into account any activity-specific forms of air pollution, including noise and light pollution.	GRI 102-1; GRI 102-3; GRI 102-4; GRI 102-5; GRI 102-6; GRI 102-7; GRI 307; GRI 3-3	Pollution and emissions (carbon, noise, and light) addressed in 4.1.1 and 9.1.2. → pg. 46-49, 98-101.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Environmental issues - General		
Circular economy and waste prevention and management: measures for prevention, recycling, reuse, other forms of recovery and disposal of waste; actions to combat food waste.	GRI 306-1; GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5	Circular economy and waste management detailed in 4.1.2 and 9.1.2 → pg. 49-53, 98-101.
Sustainable use of resources: water consumption and supply in line with local constraints; raw material consumption and measures taken to improve resource efficiency; direct and indirect energy consumption, measures adopted to improve energy efficiency and the use of renewable energy.	GRI 103-1; GRI 103-2; GRI 103-3; GRI 103-4; GRI 103-5; GRI 303-1; GRI 303-2; GRI 303-3; GRI 301-1; GRI 301-2; GRI 301-3	Sustainable use of resources in 4.1.1 and 4.1.2 → pg. 48-53
Climate change: key aspects of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces; measures taken to adapt to the impacts of climate change; and voluntarily established medium- and long-term emission reduction targets, as well as the means implemented to achieve them.	GRI 102-1; GRI 102-2; GRI 102-3; GRI 102-4; GRI 102-5; GRI 102-6; GRI 102-7; GRI 3-3	Climate change addressed in 4.1.1 → pg. 46-47
Biodiversity protection: measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	GRI 101-1; GRI 101-2; GRI 101-3; GRI 101-4; GRI 101-5	Biodiversity: no impacts on protected areas, see 9.1.2 → pg. 98-99

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Employee Matters - General		
B) A description of the Group's policies regarding employee matters, (including equality, non-discrimination, disability, and universal accessibility), including the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, as well as verification and control processes, including the measures adopted.	GRI 3-3; GRI 401-1; GRI 401-2; GRI 402-1; GRI 403-1; GRI 403-2; GRI 403-5; GRI 404-1; GRI 404-2; GRI 404-3; GRI 405-1; GRI 405-2; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1	3.7 Code of Ethics and sustainability policy (principles, non-discrimination, human rights) → pg. 41. 3.6 CONTENÜR's ESG governance structure (due diligence, oversight, verification and control) → pg. 40. 5.1 People → pg. 56. Talent development and attraction → pg. 56. Equality, inclusion and diversity at CONTENÜR → pg. 58. Employee Health, safety, and well-being → pg. 59.
C) The outcomes of those policies regarding employee matters, which must include relevant non-financial key performance indicators that enable the monitoring and assessment of progress and support comparability between companies and sectors, in accordance with the national, European, or international reference frameworks used for each area.	GRI 401-1; GRI 401-2; GRI 403-9; GRI 403-10; GRI 404-1; GRI 404-3; GRI 405-1; GRI 405-2; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1	5.1 People → pg. 56. Talent development and attraction → pg. 56. Equality, inclusion and diversity at CONTENÜR → pg. 58. 7. Key performance indicators (KPIs) (social measure monitoring and control) → pg. 76-77
D.1) The main risks associated with employees linked to the Group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have negative impacts in these areas.	GRI 3-3; GRI 403-2; GRI 403-7; GRI 407-1; GRI 408-1; GRI 409-1	3.3 IROs and double materiality matrix (identification and assessment of social risks, including employee-related risks) → pg. 28-35 5.1 People (people management risks) → pg. 56. Equality, inclusion and diversity (discrimination risks). → pg. 58. Employee health, safety, and well-being (risks in OHS) → pg. 59.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Employee Matters – General		
D.3) Must include information on impacts identified, including a breakdown of the same, in particular the main short-, medium- and long-term risks.	GRI 3-3; GRI 401-1; GRI 403-9; GRI 403-10; GRI 405-1; GRI 405-2; GRI 406-1	3.3 IROs and double materiality matrix (identification and assessment of social risks, including employee-related risks) → pg. 28-35 5.1 People (people management risks) → pg. 56. Equality, inclusion and diversity (discrimination risks). → pg. 58. Employee health, safety, and well-being (risks in OHS) → pg. 59.
E) Relevant non-financial key performance indicators related to the specific business activity.	GRI 3-3; GRI 401-1; GRI 403-9; GRI 403-10; GRI 405-1; GRI 405-2; GRI 406-1	7. Key performance indicators (KPIs) (social measure monitoring and control) → pg. 76-77
Employee matters – significant information		
Employment: total number and distribution of employees by gender, age, country, and professional category; total number and distribution of employment contract types, average annual number of permanent, temporary, and part-time contracts by gender, age, and professional category; number of dismissals by gender, age, and professional category; average remuneration and its evolution, disaggregated by gender, age, and professional category or equal value; gender pay gap; remuneration for equal jobs or average company remuneration; remuneration of directors and senior management, including variable pay, allowances, severance payments, contributions to long-term savings schemes, and any other benefits, disaggregated by gender; implementation of work-life disconnection policies; employees with disabilities.	GRI 401-1; GRI 401-2; GRI 405-1; GRI 405-2; GRI 406-1	Employment and remuneration in 5.1 and KPIs and annexes → pg. 56-59, 76-77, 108-121.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Employee matters – significant information		
Health and safety: occupational health and safety conditions; work-related accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender.	GRI 403-1; GRI 403-2; GRI 403-3; GRI 403-4; GRI 403-5; GRI 403-9; GRI 403-10	Health and safety in 5.1 and KPIs → pg. 59, 76-77
Social relations: organisation of social dialogue, including procedures for informing and consulting employees and negotiating with them; percentage of employees covered by collective bargaining agreements by country; and the outcome of collective agreements, particularly in the field of occupational health and safety.	GRI 402-1; GRI 407-1; GRI 403-4	Social relations and social dialogue in 5.1.2 and KPIs → pg. 62-63, 76-77.
Training: the policies implemented in the field of training; the total number of training hours by professional categories.	GRI 404-2; GRI 404-1	Training in 5.1 and KPIs → pg. 56, 76-77
Universal accessibility for people with disabilities.	GRI 406-1; GRI 405-1	Accessibility and disability in equality, inclusion and diversity → pg. 58-59
Equality: measures adopted to promote equal treatment and equal opportunities between women and men; equality plans; measures adopted to promote employment; protocols against sexual harassment and harassment based on sex; the integration and universal accessibility of people with disabilities; policies against all forms of discrimination and diversity management, where applicable.	GRI 405-1; GRI 405-2; GRI 406-1	Equality and non-discrimination in sections 3.7 and 5.1 → pg. 41, 58-59

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Social issues - General		
B) A description of the policies applied by the group regarding these social issues (communities, local employment, procurement, dialogue with society, sustainable development), including the due diligence procedures implemented for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control processes, including the measures adopted.	GRI 3-3; GRI 413-1; GRI 413-2; GRI 414-2; GRI 401-1	3.7 Code of Ethics and Sustainability Policy (social principles, responsible taxation, relationship with communities) → pg. 41 3.6 CONTENUR's ESG governance structure (procedures for due diligence, oversight, and control) → pg. 40 3.3 IROs and double materiality matrix (identification and assessment of social risks and impacts) → pg. 28-35
C) The results of those social policies (communities, local employment, procurement, dialogue with society, sustainable development), which must include relevant key non-financial performance indicators that allow monitoring and assessment of progress and that facilitate comparability between companies and sectors, in accordance with national, European, or international reference frameworks used for each matter.	GRI 3-3; GRI 401-1; GRI 413-1; GRI 413-2; GRI 414-1; GRI 414-2	5. Social factors (S) → pg. 56-63 5.1.2 Supply chain management (suppliers, responsible practices, social due diligence) → pg. 62-63 9.2 Relationship with local communities (social action, sustainable development and environment) → pg. 107. 7. Key performance indicators (KPIs) (social measure monitoring, verification and control) → pg. 76-77
D.1) The main risks related to these social issues (communities, local employment, procurement, dialogue with society, sustainable development), linked to the group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have adverse impacts in these areas.	GRI 3-3; GRI 413-2; GRI 414-2; GRI 411-1	3.3 IROs and double materiality matrix (identification and assessment of social risks and impacts) → pg. 28-35
D.2) How the group manages the main risks related to these social issues (communities, local employment, procurement, dialogue with society, sustainable development), explaining the procedures used to identify and assess them in accordance with national, European, or international reference frameworks for each area.	GRI 3-3; GRI 413-1; GRI 413-2; GRI 414-2; GRI 401-1	3.3 IROs and double materiality matrix (identification and assessment of social risks and impacts) → pg. 28-35

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Social issues - General		
D.3) Information must be included on the impacts identified in relation to communities, local employment, procurement, dialogue with society, and sustainable development, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.	GRI 3-3; GRI 413-2; GRI 414-2; GRI 401-1	Social risk management in 3.3, 3.6 and 5.1.2, → pg. 28-35, 40, 62-63.
E) Relevant non-financial key performance indicators related to the specific business activity	GRI 3-3; GRI 413-2; GRI 414-2; GRI 401-1	3.3 IROs and double materiality matrix (identification and assessment of social risks and impacts). → pg. 28-35
Social issues- significant information		
Company commitments to sustainable development: the impact of the company's activities on employment and local development.	GRI 401-1; GRI 413-1; GRI 413-2	Commitment to local development and employment in 3.5 and 9.2 → pg. 38, 107.
Company commitments to sustainable development: the impact of the company's activities in local communities and the surrounding area.	GRI 413-1; GRI 413-2	Impact on local communities and the surrounding area in 3.5 and 9.2 → pg. 38, 107.
Company commitments to sustainable development: the relationships maintained with local community stakeholders and the ways in which dialogue is conducted with them; partnership and sponsorship activities.	GRI 413-1; GRI 413-2	Impact on communities and sponsorships in 3.5 and 9.2 → pg. 8, 107.
Subcontracting and suppliers: the inclusion of social, gender equality, and environmental issues on the procurement policy.	GRI 414-1; GRI 414-2; GRI 308-1; GRI 308-2	Responsible procurement and social and environmental inclusion in 5.1.2 and 3.7 → pg. 41, 62-63
Subcontracting and suppliers: consideration of their social and environmental responsibility in relationships with suppliers and subcontractors.	GRI 414-1; GRI 414-2; GRI 308-1; GRI 308-2	Social and environmental responsibility of suppliers in 5.1.2 and 3.7 → pg. 62-63, 41.
Subcontracting and suppliers: monitoring and audit systems and their results.	GRI 414-2; GRI 308-2	Supplier monitoring and audits in 5.1.2 and KPIs → pg. 62-63, 76-77.
Consumers: measures for consumer health and safety, complaint systems, complaints received, and their resolution.	GRI 416-1; GRI 416-2; GRI 2-25	Consumers: health, safety and complaints in section 9.1.3 → pg. 104.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Human Rights issues – Significant information		
Tax information: profit obtained by country; income taxes paid; and public subsidies received.	GRI 207-4; GRI 201-1; GRI 201-4	Tax information per country in 2.5 → pg. 19.
Human Rights issues - General		
B) A description of the group's policies regarding human rights issues, including the due diligence procedures applied for the identification, assessment, prevention, and mitigation of significant risks and impacts, as well as verification and control processes, including the measures adopted.	GRI 3-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 410-1; GRI 411-1; GRI 412-1; GRI 412-2; GRI 412-3; GRI 414-2	3.7 Code of Ethics and Sustainability Policy (human rights, non-discrimination, principles and commitments) → pg. 41. 3.6 CONTENUR's ESG governance structure (monitoring, verification, and control) → pg. 40. 3.3 IROs and double materiality matrix (identification, assessment and prioritisation of risks and impacts) → pg. 28-35
C) The results of those policies regarding human rights issues, which must include relevant key non-financial performance indicators that enable the monitoring and assessment of progress and facilitate comparability between companies and sectors, in accordance with the national, European, or international reference frameworks used for each area.	GRI 3-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 410-1; GRI 411-1; GRI 412-1; GRI 412-2; GRI 412-3; GRI 414-2	3.3 IROs and double materiality matrix (identification, assessment and prioritisation of risks and impacts). → pg. 28-35 5. Social factors (S) (application of human rights policies in people management) → pg. 56-59 5.1.2 Supply chain management (human rights due diligence with suppliers). → pg. 62-63 7. Key performance indicators (KPIs) (measure control and monitoring) → pg. 76-77
D.1) The main risks related to human rights issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have adverse impacts in these areas.	GRI 3-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 410-1; GRI 411-1; GRI 412-1; GRI 414-2	3.3 IROs and double materiality matrix (identification, assessment and prioritisation of risks and impacts) → Pg. 28-35
D.2) How the group manages the main human rights-related risks, explaining the procedures used to identify and assess them in accordance with national, European, or international reference frameworks for each area.	GRI 3-3; GRI 412-1; GRI 412-2; GRI 412-3; GRI 414-2	5. Social factors (S) (application of human rights policies in people management) → pg. 56-59

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Human Rights issues – General		
D.3) Information must be included on the impacts identified in relation to human rights issues, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.	GRI 3-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 410-1; GRI 411-1; GRI 412-1; GRI 414-2	5. Social factors (S) (application of human rights policies in people management). → pg. 56-59
E) Key non-financial performance indicators relevant to the company's specific business activity in relation to human rights issues.	GRI 3-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 410-1; GRI 411-1; GRI 412-1; GRI 412-2; GRI 412-3; GRI 414-2	7. Key performance indicators (KPIs) (measure control and monitoring) → pg. 76-77
Human Rights issues – Significant information		
Application of human rights due diligence procedures; prevention of risks of human rights violations and, where applicable, measures to mitigate, manage, and remedy potential abuses; complaints regarding human rights violations; promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labour; and the effective abolition of child labour.	GRI 3-3; GRI 412-1; GRI 412-2; GRI 412-3; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 411-1; GRI 414-2; GRI 2-25	Human rights due diligence in 3.3, 3.5, 3.6, 3.7 and 5.1.2 → pg. 28-35, 38-39, 40-41, 62-63.

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Issues related to the fight against corruption and bribery- General		
B) A description of the group's policies regarding anti-corruption and anti-bribery issues, including the due diligence procedures applied for the identification, assessment, prevention, and mitigation of significant risks and impacts, as well as verification and control processes, including the measures adopted.	GRI 3-3; GRI 205-1; GRI 205-2	<p>3.7 Code of Ethics and Sustainability Policy (principles of integrity, zero tolerance for corruption and bribery) → pg. 41.</p> <p>6. Governance factors (G) → pg. 66-68 Business conduct and compliance → pg. 66. Anti-corruption (regulatory framework and preventive measures) → pg. 67.</p> <p>3.6 CONTENUR's ESG governance structure (roles, oversight, verification, and control by governing bodies)→ pg. 40.</p>
C) The results of those anti-corruption and anti-bribery policies, which must include relevant key non-financial performance indicators that enable the monitoring and assessment of progress and facilitate comparability between companies and sectors, in accordance with national, European, or international reference frameworks used for each area.	GRI 3-3; GRI 205-2; GRI 205-3	<p>3.3 IROs and double materiality matrix (identification and assessment of corruption and bribery risks.). → pg. 28-35</p> <p>7. Key performance indicators (KPIs) (monitoring and control of governance performance) → pg. 76-77</p>
D.1) The main risks related to anti-corruption and anti-bribery issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have adverse impacts in these areas.	GRI 3-3; GRI 205-1; GRI 205-3	<p>3.3 IROs and double materiality matrix (identification and assessment of corruption and bribery risks.). → pg. 28-35</p> <p>7. Key performance indicators (KPIs) (monitoring and control of governance performance) → pg. 76-77</p>
D.2) How the group manages the main risks related to anti-corruption and anti-bribery issues, explaining the procedures used to identify and assess them in accordance with national, European, or international reference frameworks for each area.	GRI 3-3; GRI 205-1; GRI 205-2	<p>6. Governance factors (G) → pg. 66-68 Business conduct and compliance → pg. 66. Anti-corruption (regulatory framework and preventive measures) → pg. 67.</p> <p>3.6 CONTENUR's ESG governance structure (roles, oversight, verification, and control by governing bodies)→ pg. 40.</p> <p>3.3 IROs and double materiality matrix (identification and assessment of corruption and bribery risks.). → pg. 28-35</p>

LAW 11/2018	GRI (2026)	2025 CONTENUR SUSTAINABILITY REPORT
Issues related to the fight against corruption and bribery- general		
D.3) Information must be included on the impacts of anti-corruption and anti-bribery measures that have been identified, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.	GRI 3-3; GRI 205-3	<p>3.3 IROs and double materiality matrix (identification and assessment of corruption and bribery risks.). → pg. 28-35</p> <p>6. Governance factors (G) → pg. 66-68 Business conduct and compliance → pg. 66. Anti-corruption (regulatory framework and preventive measures) → pg. 67.</p>
E) Key non-financial performance indicators that are relevant to the company's specific business activities concerning anti-corruption and anti-bribery areas.	GRI 205-2; GRI 3-3	<p>7. Key performance indicators (KPIs) (monitoring and control of governance performance)→ pg. 76-77</p>
Issues related to the fight against corruption and bribery- Significant information		
Measures adopted to prevent corruption and bribery; measures to combat money laundering; contributions to foundations and non-profit organisations.	GRI 205-1; GRI 205-2; GRI 201-1	<p>6. Governance factors (G) → pg. 66-68 Business conduct and compliance → pg. 66. Anti-corruption (regulatory framework and preventive measures) → pg. 67.</p> <p>7. Key performance indicators (KPIs) (monitoring and control of governance performance) → pg. 76-77</p>



Other material matters not included within the scope of double materiality

9.1 Other ESG matters	P.96
Innovation and sustainable design of products	P.96
Waste, soil, noise, and light pollution management	P.98
Processes and product quality	P.102
Value of the products	P.104
Workplace conditions	P.105
Work-life balance and accessibility	P.105
Employees (workplace climate)	P.105
Training and development programmes	P.106
9.2 Relationship with the local communities	P.107
Customer satisfaction	P.107
Partnership projects with society	P.107

9.1 Other ESG matters

9.1.1 Innovation and sustainable design of products

CONTENUR continues to offer innovative solutions to the market, always considering the following key pillars:

- Developing products that increase waste collection efficiency.
- Developing products that enable its customers to improve recycling rates and quality.
- Developing products that are accessible, ergonomic, and user-friendly.
- Developing products that are increasingly environmentally friendly throughout their entire life cycle.

CONTENUR has an R&D&I department and a product development and innovation committee for this purpose.

CONTENUR collaborates with renowned organisations and technology development centres during the design stage with the aim of incorporating the latest market solutions into its products.

INDICATORS DE INNOVACIÓN

	2025	2024	2023	2022
Staff dedicated to R&D	8	6	6	5
Developments initiated	22	20	18	15
Patents, designs, utility models and trademarks	198	197	220	210

Registers abroad:

30	35	3	85
Community Designs	Trademarks Abroad, Including European Trademarks	Patents	Industrial Design
11	2	8	24
Patents in Other Countries	Designs in Other Countries	Brands	Utility models

Registers in Spain:

Total registros: 198

2025 Actions

- New 800L container for Madrid
- Development of the Double Lid system for 1,100L models

2026 Plan

- Development of accessories for different markets.
- Development of a new handling system.

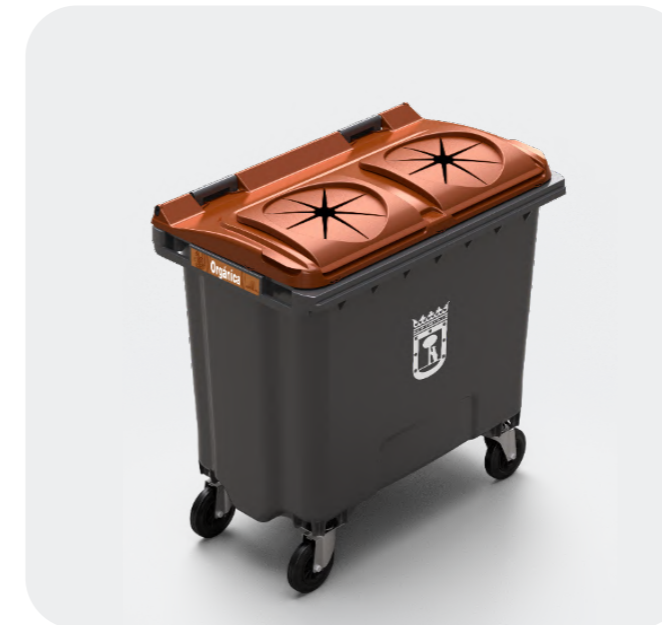


2025 Actions

NEW 800L CONTAINER FOR MADRID

A new rear-loading 800-litre capacity model has been developed for the city of Madrid.

This new design is part of the same product line as the large-capacity models already installed in the city.



DEVELOPMENT OF THE DOUBLE LID SYSTEM FOR 1,100L MODELS

CONTENUR offers a more ergonomic and functional solution for 1,100-litre models.

With the Double Lid system, the main lid is split to allow users to dispose of waste more ergonomically by lifting only the front lid.



9.1.2

Waste, soil, noise, and light pollution management

Waste

Most of **CONTENUR's** hazardous and non-hazardous waste is generated during manufacture activities, all of which is managed through authorised managers.

Hazardous waste is generated primarily at the Getafe, Mielec, and Knowsley plants. The main waste generated is oily sludge and contaminated rags and absorbents. Efforts are being made to reduce the generation of all types of waste in this regard.

In terms of non-hazardous waste, the focus in 2025 was on the generation of wood from packaging, due to being the non-hazardous waste with the largest volume. Significant quantities are being reused, either by returning it to the plants or to nearby suppliers for reuse in new supplies, thus eliminating/minimising the generation of this waste.

Efforts will continue to add value to this type of waste in 2026, attempting to give it a second life through its reuse.

The generation of hazardous and non-hazardous waste in the services division is very low and is mainly due to packaging waste. Just like at the plants, all workplaces have waste treatment contracts with local managers to ensure proper waste management.

CONTENUR continues to collaborate in the design of a SCRAP that favours compliance with the EPR under the new Royal Decree on Packaging.

Contaminated soil

CONTENUR's manufacturing facilities currently has a floor with an epoxy resin on top of the cement that is the base of the floor, which perimeter pipes are added to in all machines to avoid spill, in order to be able to collect any possible spills and centralise their collection in the water, oil and sludge decanters.

However, maintenance programmes and inspections of both the facilities

and machinery are in place to detect any possible wear and tear and immediately repair the same. This fact is considered one of the most effective measures to prevent soil contamination at **CONTENUR**.

The storage of large quantities of liquid products (mainly machine oil) is one of the main sources of soil contamination in plants. **CONTENUR** has containment tanks on which equipment, moulds, machines or tanks that may pose a risk of spillage are placed to allow these potential spills to be collected without any risk to the ground. There are procedures in place that establish the systematic approach to act immediately in the event of accidental spills to prevent soil contamination.

Ambient noise

All of **CONTENUR's** ISO 14001 certified companies have measured ambient noise in accordance with the legislation applicable in each municipality where the work site is located.

Work involving the loading and unloading of materials and products is not carried out and work takes place with the doors of the manufacturing plants closed as much as possible to minimise the impact of ambient noise.

Regarding the Services Division, all vehicles in the fleet have undergone the corresponding vehicle inspection (ITV), which guarantees that their noise levels comply with applicable legal requirements.

Ambient noise measurements will be carried out at the Getafe plant in 2025 in accordance with the Getafe City Council's Municipal Regulations.

Noise measurements are being carried out for the Mielec plant, at the industrial estate where the plant is located, in compliance with applicable legislation.

Due to the location of the Knowsley plant, noise measurements are not applicable. Measurements have not begun at the Brazil plant.

Measurements have not yet been initiated at the Brazil plant.

Environmental noise will be measured at the new service centres to be included in the ISO 14001 certification (Dos Hermanas and Cartagena) in 2026.

Discharges

All of **CONTENUR's** work sites that are certified according to ISO 14001 that use water and discharge into the sewage system, have characterised them, with the discharge permit only applicable to the plants and the Baracaldo work site.

The checks and analyses established in the discharge permits take place at all centres.

No accidental discharges have occurred that need to be reported to the Administration.

Light pollution

No significant environmental risk from light pollution has been identified at any of **CONTENUR's** service centres or plants. However, despite not being a critical aspect, it is taken into account at **CONTENUR's** facilities.

To prevent light pollution, certain preventive measures have been implemented, such as correctly orienting light sources, installing motion sensors to turn on lights only when necessary, using low-impact lamps, lighting only work areas, and turning off lights in non-work areas.

Other matters

No actions have been considered to combat food waste, as the organisation has cafeterias for the self-consumption of products.

In 2025, no sanctions or fines related to environmental non-compliance were registered.

Aware of the value of environmental damage, **CONTENUR** signed a specific policy for environmental pollution at the Getafe plant providing coverage of €3,000,000 per claim in 2025.

The civil liability premiums in 2025 also amounted to €124,964.94, distributed across Morocco, Colombia, United States, Brazil, Argentina, Poland, Italy, France, Spain, Germany, the United Kingdom, and Portugal.

Due to the location of the plants and given that the company does not operate in protected areas or depend on natural resources associated with biodiversity, this aspect does not apply.

MASTER PLAN OBJECTIVES:

- The main objective set by **CONTENUR** in this area is the reduction of both hazardous and non-hazardous waste.





2025 Actions



2026 Plan

Waste Hazardous Waste:

- Correct separation of the aqueous phase to minimise its volume (Mielec and Knowsley).
- Quarterly plant audits to verify the implementation of proper working procedures (Getafe, Mielec, and Knowsley).

Non-hazardous waste:

- Continue working on Ecodesign to reduce packaging generated by **CONTENUR**.
- Work with the Purchasing department and suppliers to reduce packaging and use reusable containers.

Soil contamination:

- Proper maintenance of machinery and vehicles to prevent leaks and spills of oils, fuels, and other materials.
- Paving of all surfaces where machinery and vehicles are located to prevent direct contact with soil from accidental spills.
- Quarterly plant audits to verify the implementation of proper working procedures (Getafe, Mielec, and Knowsley).

Ambient noise:

- Ambient noise measurement at the Getafe plant.
- Negotiations with raw material suppliers on the use of electric tankers to reduce noise during unloading.

Discharges:

- Proper maintenance of sludge collection systems at the plants.
- Analysis of discharges at work centres where applicable to verify compliance with discharge permit parameters.
- Quarterly plant audits to verify the implementation of proper working procedures (Getafe, Mielec, and Knowsley).

Waste Hazardous Waste:

- The proper separation of the aqueous and oily phases at manufacturing sites to reduce the amount of oily sludge waste.
- Conducting internal awareness campaigns on good practices that contribute to waste reduction and improved waste management.

- Quarterly audits at manufacturing plants and semi-annual audits at service centres to verify the implementation of working procedures.

Non-hazardous waste:

- Continue working on Ecodesign to reduce packaging generated by **CONTENUR**.
- Continue working with the Purchasing department and suppliers to reduce packaging and use reusable containers.

Soil contamination:

- Proper maintenance of machinery and vehicles to prevent leaks and spills of oils, fuels, and other materials.
- Quarterly audits at manufacturing plants and semi-annual audits at service centres to verify the implementation of working procedures.

Ambient noise:

- Engaging raw material suppliers to use electric tankers to reduce noise during unloading operations.
- Conducting noise measurements at the new sites to be certified under ISO 14001.

Discharges:

- Proper maintenance of sludge collection systems at the plants.
- Analysis of discharges at work centres where applicable to verify compliance with discharge permit parameters.
- The proper implementation of OCS procedures to prevent pellet spills into the drainage system.
- Quarterly audits at manufacturing plants and semi-annual audits at service centres to verify the implementation of working procedures.

INDICATORS

	2025	2024	2023	2022
tonne of hazardous waste / tonne transformed (Getafe-Mielec-Knowsley plants)	0.0016	0.0036	0.0048	0,007
tonne of non- hazardous waste / tonne transformed (Getafe-Mielec-Knowsley plants)	0.0021	0,030	0,018	0,022



9.1.3 Processes and product quality

CONTENUR endeavours to implement a culture of continuous improvement for the management of the company's processes and activities, through the highest quality standards.

CONTENUR has a Quality Policy that is based on the following principles:

1. Understanding the expectations of internal and external customers to allow the products and services to guarantee their complete satisfaction.
2. Promoting CONTINUOUS IMPROVEMENT for the Group's products and process management.
3. PROMOTING a culture of respect for the environment and sustainable development.

This Quality Policy extends to all activities and processes developed by CONTENUR and are certified according to ISO 9001:2015 under the scope of "design, manufacture and marketing of waste containers and urban furniture elements".

The 10 Services Division centres in Spain also have the same ISO 9001:2015 certification, which covers "maintenance of waste collection containers, maintenance of street furniture, and maintenance of children's and bio-healthy playgrounds". Expansion to new Service Centres planned for 2026.

CONTENUR's manufacturing facilities have test areas where tests are carried out on finished products in accordance with the UNE-EN 840, UNE-EN 12574, UNE-EN 13071 standards, as well as other European standards in the sector or other tests defined with CONTENUR's protocols. Each plant also has laboratories for testing the materials used in the injection processes.

CONTENUR belongs to the European Committee for Standardisation, with representation in the "Waste Containers" WG1 working group and the sub-

groups related to each of the types of containers that we design, manufacture, market and maintain. The company also actively participates in the development of new standards and the review of existing ones.



Certifications

1. ISO 9001:2015 Quality Management Systems Certification (Spain, Poland, Portugal, Brazil, United Kingdom) and Services (10 centres in Spain).
2. ISO 37001:2017 Anti-Bribery Management System Certification (Spain, Brazil, and Colombia).
3. ISO 45001:2018 Health and Safety Management Systems Certification (Spain, France, Poland).
4. Information Security Certification (ISO 27001) at CONTENUR headquarters.
5. Product certifications in accordance with applicable European standards EN 840, EN 12574, EN 13071, as well as other European industry standards.
6. Certification of a Universal Design Management System (SOLIDUN Model).

Environmental certification

1. ISO 14001 Environmental Management System certification at the Getafe, Mielec, and Knowsley plants, as well as at the 10 most important service centres in Spain.
2. Ecodesign Management Certification according to ISO 14006 for the

entire range of products designed and marketed by CONTENUR.

3. ISO 50001 Certification of the Energy Management System at the Getafe plant and the service vehicle fleet. The certification is planned to be extended to the Mielec and Knowsley plants in 2025.
4. Sustainability Strategy Certification and contribution to Circular Economy principles.
5. Certificate of % Recycled Material Consumption.
6. MORE Certificate, awarded by EuPC and ANAIP, certifying the company's commitment to the Circular Economy through the integration of Recycled Plastic.
7. Carbon footprint calculation and verification, as well as registration with the Spanish Agency for Climate Change for the Getafe plant and the Underground Services Division (11 work centres).
8. Carbon Footprint registration with SACE (Andalusian System Registry) for the Getafe plant and the Underground Services Division (11 work centres).
9. Carbon Footprint calculation and verification at the Knowsley and Mielec plants (scope 1+2 + certain 3 categories in accordance with the GHG Protocol).
10. Verification and certification of the OCS programme at the Getafe production centre. Certification planned for the Mielec and Knowsley plants in 2025.
11. FSC and PEFC certification for chain of custody traceability (for children's play equipment) of materials used from sustainable forests.

CERTIFICATION ACTIVITY TAKING PLACE IN 2025

Product:

- Annual follow-up audits of product certifications in compliance with applicable European standards at the Getafe, Mielec, and Knowsley plants.
- Renewal of certifications for 2- and 4-wheel products.
- Certification of new products in accordance with applicable European standards (New 800L container and new 240L bin).
- Renewal of the EN 13071 certification for the SCV underground container.

Systems:

- Surveillance audits for ISO 9001, ISO 14001, ISO 14006, ISO 50001 certifications and the OCS programme.
- Renewal of eco-design (ISO 14006) and Sustainability Strategy certification and contribution to circular economy principles.
- Recertification audit of ISO 9001 in Brazil.
- Carbon footprint verification at the Getafe, Mielec, and Knowsley plants and the Services Division.

CERTIFICATION ACTIVITY TAKING PLACE IN 2026

Product:

- Annual follow-up audits of product certifications in compliance with applicable European standards at the Getafe, Mielec, and Knowsley plants.

Systems:

- Annual surveillance audits for eco-design (ISO 14006) and OCS certifications. Verification of CO₂ emissions and Sustainability Strategy.
- Recertification audits for ISO 9001 and ISO 14001, extending the scope of the Cartagena and Dos Hermanas service centres.
- Recertification audit for Energy Management System certification (ISO 50001).
- ISO 9001 Certification Renewal Audit in Brazil.
- Calculation and verification of the company's carbon footprint, expanding new Scope 3 categories.

PRODUCT QUALITY INDICATORS

	2025	2024	2023	2022
Claims accepted *	57	63	72	99
Average resolution time	8	8	—	13
Claims regarding total orders**	0,23%	0,25%	0,31%	0.39%

* Includes accepted claims (Getafe, Mielec, Knowsley, and the Soterrados centre). Knowsley from 2022 onwards

** Orders supplied versus total claims accepted in the year.



Service quality indicators:

CONTENUR has measured service levels across three levels over the past few years: Delay on the committed delivery date (days), Orders delivered late (%), and cycle days.

CONTENUR, along with a specialised consultancy, decided to thoroughly analyse

its processes, performance, and reporting systems, as well as other aspects, in 2024.

One of the key details the company focused on was the precise and up-to-date parameterisation of the Service Level.

The QS department, together with IT, developed a tool that allows for the accurate and automatic assessment, measurement, and identification of areas for improve-

ment that directly impact Service Quality.

Once the new indicators were agreed upon and updated, this laborious and exclusive system was launched during the second quarter of 2024.

As of today's date, a distinction can be made of CONTENUR's service level into three branches, the last of which is the most relevant: Days of delay, Order Cycle Days and Service level

	2025			2024		
	Days of delay	Order cycle days	Service Level	Days of delay	Order cy-cle days	Service Level
Getafe	8.4	40,11	38,67%	9,18	44,05	43,26%
United Kingdom	40.11	36.37	60,71%	10,51	43,25	42,99%
Poland	4.24	26.39	65,16%	3,91	22,97	61,77%
Total	6.86	36.69	48,51%	8,53	40,19	46,46%

9.1.4 Value of the products

The fifth principle of circularity focuses on maintaining the value of products.

CONTENUR places special emphasis on the design of our products with Ecodesign criteria, identifying all the environmental impacts that may occur during the different phases of its life cycle at the time a product or service is designed in order to reduce them to a minimum, without diminishing their quality or performance.

All our products are therefore easily disassembled, all parts can be reused, and the materials are recyclable for our own products. This ensures that our products maintain their value over time.

The actions implemented through an eco-design lens include the use of next-generation moulds that optimise raw material use and energy consumption per unit produced, and the gradual

adaptation of injection moulding machinery to optimise energy consumption.

In terms of maintenance services, CONTENUR has extensive experience preserving product value and giving them more than one life, reusing their components and participating in the CIRCLE® project with container materials when their reuse is no longer possible.

In order to maintain the value of the product CONTENUR is able to reuse the elements of its products at the end of their useful life and recycle 100% of the containers that cannot be repaired.

The actions carried out have a two-pronged approach:

- Reusing as many components as possible, both in our services and in end-of-life material removal operations under the CIRCLE® project.

- Recycling all plastics thanks to the easy separation of metal parts and the homogeneity of used plastics.

9.1.5 Workplace conditions

Work-life balance and accessibility

CONTENUR has integrated work-life balance through a range of measures such as:

- Right to disconnect: a procedure aimed at defining the balance between down time and working time by establishing measures that ensure the right to disconnect.
- Remote working and flexible working hours: flexible start and finish times, as well as a voluntary working arrangement where employees can work one day a week from home.
- Leave and absences: the company provides employees with a range of leave and absence entitlements, including maternity, paternity, breastfeeding, and marriage leave to name a few. The company also improves the conditions applicable to statutory care-related leave and facilitates time

off for attending school meetings at workplaces located in Spain.

- Support for families with members with disabilities: the company provides a financial fund to be distributed among employees with dependents who have a certified disability.


CONTENUR is committed to implementing appropriate accessibility measures at its workplaces whenever required to enable employees to perform their duties and access their workplace.

Employees (workplace climate)

CONTENUR conducts an employee satisfaction survey every two years through an external consultant, thus ensuring anonymity and analysing topics such as customer orientation, communication, relationships with other departments, and professional development.


OBJETIVOS DEL PLAN DIRECTOR

- Its main purpose is to perform actions to improve those results below 70%.



2026 Plan

- Redesign of the survey format.
- Organisation of team-building events and joint celebration of company achievements.
- Promotion of a collaborative culture across departments.



2025 Actions

- Increased awareness of the survey launch and encourage participation.
- Team building events and promoting external actions. Communicating the company culture and shared goals to employees.
- Improving communication, both formal and informal.

INDICATORS

	2025	2024	2023	2022
Participation	47%	48%	65%	67%
Satisfaction	84%	82%	82%	79%

Training and development programmes

CONTENUR considers having a motivated workforce with cutting-edge technical and professional training in place vital to achieve its growth and excellence objectives. CONTENUR therefore allocates a significant amount of budget annually to its training plan.

The Training Plan is informed by the training needs identified during annual development interviews, employee meetings, employee satisfaction surveys, and committee meetings, and is developed by the HR department.



2025 Actions

- Retention and talent attraction programme 2025.
- Employer branding.
- Potential and performance matrix actions.
- Leadership training.
- Equality and diversity training.



2026 Plan

- Talent attraction and retention initiatives-
- Employer branding.
- Training in inclusive language.
- Development programme (Talent Without Gender).

INDICATORS

	2025	2024	2023	2022
Hours per employee	21.70	18.3	10.1	10
Total training hours	22,815	17,804.1	9,298	8,171



9.2 Relationship with the local communities

9.2.1 Customer satisfaction

Our business areas conduct biannual surveys on customer expectations and satisfaction. We also analyse the various indices analysed, which allows us to gain a more comprehensive view of the customer experience. In 2025, we aimed to achieve a satisfaction score above 70 out of 100 and ended up achieving 91.

The survey results are analysed, and an action plan is established that allows results to be improved.

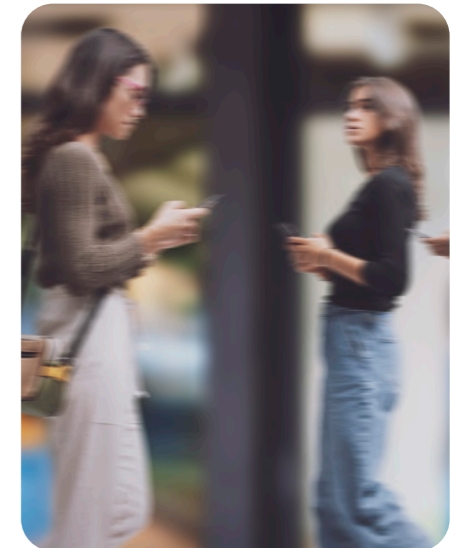
The next survey will be conducted in 2027.

All of CONTENUR's interactions are based on internal procedures to detect, record, and control customer complaints. The ones that are recorded are analysed to provide the most appropriate response and to define improvement actions.

	2025	2023	2021	2019
Overall satisfaction	91	70	67	70

Actions based on the survey results

- Measures to increase participation.
- A change in the model in order to obtain data more quickly and be able to take action in the short-term.



9.2.2 Partnership projects with society

Our actions enable us to view community engagement as a strategic tool for the development of society and the environment where we operate.

Our actions reflect the commitment of our employees and our desire to be an important player. We focus on the groups most in need, ensuring the development and growth of the communities where we operate is sustainable and inclusive. The CONTENUR Group conducted a range of social initiatives throughout the year, reaffirming its commitment to the community and to charitable initiatives. Activities included a book donation initiative to mark World Book Day, aimed at promoting reading and cultural engagement. A charitable donation was also made to the Dedines Association at Christmas, contributing to supporting

its work and improving the well-being of the people it serves.

The CONTENUR Group actively participated in the educational and employability fields, delivering a lecture at Universidad Rey Juan Carlos [King Juan Carlos University] and taking part in various job fairs, with the aim of raising awareness of the company among students and professionals and showcasing career development opportunities within the organisation.

A range of donations were made to organisations throughout 2025 for the following amounts:

- Northumberland County Council – £799.50
- Fundación CRE100DO – €10,000
- United Nations Global Compact (UNGC) – €2,000
- Gwynedd Council – £1,500
- Highland Council – £5,717.03
- Save the Children – €1,620

Additional information and data table

10



Total contracts by age

Contracts in force throughout 2025	< 30 Years	> 30 y <= 50 Years	> 50 Years	Total
Spain	105	427	258	790
France	10	26	13	49
Portugal	1	6	2	9
Italy	-	1	-	1
United Kingdom	14	48	14	76
Czech Republic	1	2	-	3
Poland	17	40	11	68
United Arab Emirates	-	1	-	1
Morocco	-	1	1	2
Colombia	-	10	2	12
Brazil	146	151	29	326
Argentina	1	1	-	2
Germany	-	-	1	1
United States	2	5	-	7
Total	297*	719	333	1,349

* A total of 19 interns/trainees within this range are not reflected in the other lists.

Contracts at 31.12.2025	< 30 Years	> 30 y <= 50 Years	> 50 Years	Total
Brazil	88	114	20	222
United Arab Emirates	-	1	-	1
Czech Republic	-	2	-	2
Colombia	-	9	2	11
Argentina	1	1	-	2
Germany	-	-	1	1
Morocco	-	1	1	2
Poland	13	31	10	54
Portugal	1	5	2	8
France	6	16	12	34
Italy	-	1	-	1
Spain	77	350	222	649
United Kingdom	12	38	10	60
United States	2	3	-	5
Total	200	572	282	1,054

Contracts by type of work day

Types of contracts in force during 2025	< 30 Years		> 30 and <= 50 Years		> 50 Years		Total
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
	Spain	87	18	403	24	234	
France	10	-	25	1	13	-	49
Portugal	1	-	5	1	2	-	9
Italy	-	-	1	-	-	-	1
UK	14	-	47	1	13	1	76
Czech Rep.	1	-	2	-	-	-	3
Poland	17	-	40	-	11	-	68
United Arab Emirates	-	-	1	-	-	-	1
Morocco	-	-	1	-	1	-	2
Colombia	-	-	9	1	2	-	12
Brazil	129	17	150	1	29	-	326
Argentina	1	-	1	-	-	-	2
United States	2	-	5	-	-	-	7
Germany	-	-	-	-	1	-	1
Total	262	35	690	29	308	25	1,349

Remuneration by age, category and gender

	< 30 Years							
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	-	-	-	-	BRL41,623.03	BRL31,074.63	BRL25,738.61	-
France	-	-	-	-	€29,879.05	-	-	-
Spain	-	-	-	-	€28,510.81	€27,466.23	€25,098.13	-
UK	-	-	-	-	-	-	GBP29,516.40	-
Poland	-	-	-	-	PLN93,711	-	PLN 61,197.60	-
	> 30 and <= 50 Years							
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	-	-	BRL64,862.13	-	BRL57,501.26	BRL36,201.86	BRL33,259.43	BRL24,736.12
France	-	-	-	-	-	€36,822.86	-	-
Spain	€68,451.70	-	€46,540.72	€55,114.02	€35,061.48	€33,465.98	€25,445.84	€24,521.85
UK	-	-	-	-	GBP34,700	GBP32,362.16	GBP29,861.40	-
Poland	-	-	PLN19,0640	-	PLN82,398	PLN94,889.14	-	PLN70,492.62
	> 50 Years							
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	-	-	-	-	-	-	BRL34,648.50	-
Poland	-	-	-	-	-	-	PLN70,570.50	-
France	-	-	€58,109.75	-	-	-	-	-
Spain	-	-	-	€45,225.92	€36,588.15	€35,527.60	€26,334.03	€25,438.60
UK	-	-	GBP58,307.34	-	-	-	-	-
Colombia	-	-	-	-	-	-	-	-

The evolution of salary remuneration in the different countries is as indicated in the agreement or CPI. Variable remuneration is not included, and the gross annual salary is included when calculating it. The information is not indicated for confidentiality reasons, because it affects less than three people.

Dismissals during 2025

< 30 Years								
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	-	-	-	-	-	1	18	-
Spain	-	-	-	-	1	-	3	-
UK	-	-	-	-	-	-	-	-

> 30 and <= 50 Years								
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	1	-	1	-	2	-	12	-
Spain	-	1	-	-	-	1	7	-
France	-	-	-	-	1	1	1	-
UK	-	-	-	-	-	-	2	-
United States	-	-	1	-	-	-	-	-

> 50 Years								
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Brazil	-	-	-	-	-	-	3	-
Spain	1	-	1	1	-	-	6	1
United Kingdom	-	-	-	-	-	-	-	-

The governance data include the management committee.

Senior management data are not included

* No dismissals took place in any other countries in 2025

Local employment by country

CONTENUR is committed to sustainable development and how the company's activity impacts local employment and development.

Its recruitment policy is carried out by country, based on proximity to each work centre.

CONTENUR Spain complies with the requirements imposed by virtue of Royal Legislative Decree 1/2013, dated 29th November, whereby approval is given to the Consolidated Text of the Spanish Rights of the Disabled and Their Social Inclusion Act, complying with it by employing 2% of disabled persons.

As at 31.12.2025	Workers	Workers with different capacities
Brazil	222	4
United Arab Emirates	1	-
Czech Republic	2	-
Colombia	11	-
Argentina	2	-
Germany	1	-
Morocco	2	-
Poland	54	1
Portugal	8	-
France	34	-
Italy	1	-
Spain	651	15
UK	60	1
United States	5	-
Overall total	1,054	21

CBA coverage

	Spain	Brazil	Rest of the world	Total
Production covered by a CBA	100%	100%	0%	82%

The countries included in the "Rest of the world" category (France, Portugal, Italy, UK, Czech Rep., Germany, Poland, Singapore, Morocco, Colombia, UAE and Argentina) do not have CBAs.

There is no record of any labour disputes.

Contracts by age, category, type and gender

<= 30 Years								
Type of contract at 31.12.2025	Junior Managers		Technicians and Administrative Assistants			Production Staff		Total
	Indefinite		Indefinite		Part-time	Indefinite		
	M	M	F	M	F	M	M	
Brazil	-	4	12	-	-	61	-	77
United Arab Emirates	-	-	-	-	-	-	-	0
Czech Republic	-	-	-	-	-	-	-	0
Colombia	-	-	-	-	-	-	-	0
Argentina	-	-	1	-	-	-	-	1
Germany	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	0
Poland	-	3	1	1	2	1	5	13
Portugal	-	-	-	-	-	-	1	1
France	-	3	-	1	-	-	-	4
Italy	-	-	-	-	-	-	-	0
Spain	3	9	12	1	-	36	14	75
UK	-	1	3	-	-	8	-	12
United States	-	-	-	-	-	2	-	2
Total*	3	20	29	3	2	108	20	185

*There are 15 work experience students/trainees within this range.

> 30 and <= 50 Years														
Type of contract at 31.12.2025	Senior Management		Managers		Junior Managers		Technicians and Administrative Assistants				Production Staff			T
	I	I	I	I	I	I	I	I	T	T	I	I	T	
	M	F	M	F	M	F	M	F	M	F	M	F	F	
Brazil	-	-	2	1	7	1	8	17	-	1	69	8	-	114
United Arab Emirates	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Czech Rep.	-	-	-	-	1	-	-	1	-	-	-	-	-	2
Colombia	-	-	1	1	1	1	-	2	-	-	2	-	1	9
Argentina	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Poland	-	-	2	1	3	1	4	5	-	2	10	-	3	31
Portugal	-	-	-	2	-	1	-	1	-	-	1	-	-	5
France	-	-	1	-	3	1	3	7	-	-	1	-	-	16
Italy	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Spain	2	1	6	1	17	5	26	26	-	-	225	4	37	350
UK	-	-	2	-	1	1	8	5	1	-	20	-	-	38
United States	-	-	1	-	-	-	1	-	-	-	1	-	-	3
Total	2	1	16	6	36	11	50	64	1	3	329	12	41	572

> 50 Years														
Type of contract at 31.12.2025	Senior Management		Managers			Junior Managers		Technicians and Administrative Assistants			Production Staff			Total
	I	I	I	T	I	I	I	I	T	T	I	I	T	
	M	M	F	F	M	F	M	F	M	F	M	F	M	
Brazil	1	2	-	-	1	-	3	-	-	-	13	-	-	20
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Czech Rep.	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Colombia	-	-	-	-	1	-	-	-	-	-	1	-	-	2
Argentina	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Poland	-	-	-	-	1	-	1	-	-	-	7	-	1	10
Portugal	-	-	-	-	-	-	-	1	-	-	-	-	1	2
France	1	1	-	-	4	-	2	1	-	-	3	-	-	12
Italy	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Spain	6	3	2	1	3	4	10	14	2	-	153	5	21	224
UK	-	1	-	-	4	-	1	1	-	1	2	-	-	10
United States	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	8	8	2	1	14	4	17	18	2	1	179	5	23	282

M - Male | F - Female | I - Indefinite Contract | T - Part-time Contract

Contracts by age, category, type and gender

< 30 Years										
Contracts in force throughout 2025	Managers		Technicians and Administrative Assistants				Production Staff			Total
	I	M	I	T	I	T	I	T	T	
	M	F	M	F	M	F	M	F	F	
Spain	3		10	2	14	5	41	26	1	102
France	1		4	1	1	-	-	-	-	7
Portugal	-		-	-	-	-	-	1	-	1
Italy	-		-	-	-	-	-	-	-	0
UK	-		1	-	4	-	9	-	-	14
Czech Rep.	-		1	-	-	-	-	-	-	1
Poland	-		3	2	1	2	3	6	-	17
United Arab Emirates	-		-	-	-	-	-	-	-	0
Morocco	-		-	-	-	-	-	-	-	0
Colombia	-		-	-	-	-	-	-	-	0
Brazil	-		5	1	16	3	108	-	-	133
Argentina	-		-	-	1	-	-	-	-	1
Germany	-		-	-	-	-	-	-	-	0
United States	-		-	-	-	-	2	-	-	2
Total*	4		24	6	37	10	163	33	1	278

* There are 19 work placement students/trainees within this range who are not included in the list.

M – Male | F – Female | I – Indefinite Contract | T – Part-time Contract

> 30 and <= 50 Years														
Contracts in force throughout 2025	Senior Management		Management		Managers		Technicians and Administrative Assistants				Production Staff			Total
	I	M	I	F	I	F	I	T	T	I	I	T	T	
	M	F	M	F	M	F	M	F	M	F	M	F	M	
Spain	2	1	7	2	19	6	29	28	1	256	4	71	1	428
France	-	-	1	-	4	1	4	11	1	3	-	-	-	26
Portugal	-	-	-	2	-	1	-	2	-	1	-	-	-	6
Italy	-	-	-	-	1	-	-	-	-	-	-	-	-	1
UK	-	-	2	-	3	1	8	6	1	27	-	-	-	48
Czech Rep.	-	-	-	-	1	-	-	1	-	-	-	-	-	2
Poland	-	-	2	1	3	1	6	7	1	4	10	-	5	40
United States	-	-	2	-	1	-	1	-	-	1	-	-	-	5
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Colombia	-	-	1	1	2	1	-	2	-	2	-	1	-	10
Brazil	-	-	4	1	8	1	10	19	1	99	8	-	-	151
Argentina	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	0
United Arab Emirates	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Total	2	1	20	7	43	12	58	75	3	7	399	12	77	719

> 50 Years														
Contracts in force throughout 2025	Senior Management		Management		Managers		Technicians and Administrative Assistants				Production Staff			Total
	I	M	I	T	I	F	I	T	T	I	I	T	T	
	M	F	M	F	M	F	M	F	M	F	M	F	M	
Spain	7	4	2	1	5	5	11	14	2	-	174	6	29	260
France	1	2	-	-	4	-	2	1	-	-	3	-	-	13
Portugal	-	-	-	-	-	-	-	1	-	-	-	-	1	2
Italy	-	-	-	-	-	-	-	-	-	-	-	-	-	0
UK	-	1	-	-	6	-	1	1	-	1	4	-	-	14
Czech Rep.	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Poland	-	-	-	-	1	-	1	-	-	-	8	-	1	11
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	1	-	-	-	-	-	0
Colombia	-	-	-	-	1	-	-	-	-	-	1	-	-	2
Brazil	1	2	-	-	2	-	4	-	-	-	20	-	-	29
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Germany	-	1	-	-	-	-	-	-	-	-	-	-	-	1
United States	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	9	10	2	1	19	5	19	18	2	1	210	6	31	333

Contracts by age, category, type and gender

<= 30 Years								
Type of work day at 31.12.2025	Managers		Technicians and Administrative Assistants			Production Staff		Total
	JC		JC	JC	JP	JC	JP	
	M		M	F	M	M	M	
Brazil	-		4	12	-	61	-	77
United Arab Emirates	-		-	-	-	-	-	0
Czech Rep.	-		-	-	-	-	-	0
Colombia	-		-	-	-	-	-	0
Argentina	-		-	1	-	-	-	1
Germany	-		-	-	-	-	-	0
Morocco	-		-	-	-	-	-	0
Poland	-		4	3	-	6	-	13
Portugal	-		-	-	-	1	-	1
France	-		4	-	-	-	-	4
Italy	-		-	-	-	-	-	0
Spain	3		9	12	1	44	6	45
UK	-		1	3	-	8	-	12
United States	-		-	-	-	2	-	2
Total*	3		22	31	1	122	6	185

*Hay 15 becarios/estudiantes en prácticas en este rango que no se contemplan en el listado

> 30 and <= 50 Years															
Type of work day at 31.12.2025	Senior Management		Management			Managers		Technicians and Administrative Assistants			Production Staff				Total
	JC	JC	JC	JC	JP	JC	JC	JC	JC	JP	JC	JC	JP	JP	
	M	F	M	F	F	M	F	M	F	F	M	F	M	F	
Brazil	-	-	2	1	-	7	1	8	17	1	69	8	-	-	114
United Arab Emirates	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Czech Rep.	-	-	-	-	-	1	-	-	1	-	-	-	-	-	2
Colombia	-	-	1	1	-	1	1	-	1	1	3	-	-	-	9
Argentina	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Poland	-	-	2	1	-	3	1	4	7	-	13	-	-	-	31
Portugal	-	-	-	1	1	-	1	-	1	-	1	-	-	-	5
France	-	-	1	-	-	3	1	3	6	1	1	-	-	-	16
Italy	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Spain	2	1	6	1	-	17	5	26	22	4	250	3	12	1	350
UK	-	-	2	-	-	1	1	9	4	1	20	-	-	-	38
United States	-	-	1	-	-	-	-	1	-	-	1	-	-	-	3
Total	2	1	16	5	1	36	11	51	59	8	358	11	12	1	572

> 50 Years															
Type of work day at 31.12.2025	Senior Management		Managers			Junior Managers		Technicians and Administrative Assistants			Production Staff			Total	
	JC		JC	JP	JC	JC	JC	JC	JP	JP	JC	JC	JP		
	M		M	F	F	M	F	M	F	M	F	M	F		M
Brazil	1		2	-	-	1	-	3	-	-	-	13	-	-	20
United Arab Emirates	-		-	-	-	-	-	-	-	-	-	-	-	-	0
Czech Rep.	-		-	-	-	-	-	-	-	-	-	-	-	-	0
Colombia	-		-	-	-	1	-	-	-	-	-	1	-	-	2
Argentina	-		-	-	-	-	-	-	-	-	-	-	-	-	0
Germany	-		1	-	-	-	-	-	-	-	-	-	-	-	1
Morocco	-		-	-	-	-	-	-	1	-	-	-	-	-	1
Poland	-		-	-	-	1	-	1	-	-	-	8	-	-	10
Portugal	-		-	-	-	-	-	-	1	-	-	1	-	-	2
France	1		1	-	-	4	-	2	1	-	-	3	-	-	12
Italy	-		-	-	-	-	-	-	-	-	-	-	-	-	0
Spain	6		3	2	1	3	4	10	13	2	1	155	5	19	224
UK	-		1	-	-	4	-	1	1	-	1	2	-	-	10
United States	-		-	-	-	-	-	-	-	-	-	-	-	-	0
Total	8		8	2	1	14	4	17	17	2	2	180	5	19	282

M - Male | F - Female | JC - Full-Time | JP - Part-time

Contracts by age, category, type and gender

<= 30 Years										
Contracts in force throughout 2025	Managers		Technicians and Administrative Assistants			Production Staff			Total	
	JC		JC	JP	JC	JP	JC	JC		JP
	M	F	M	F	F	M	F	M		
Spain	3		10	2	14	5	57	1	10	102
France	1		5	-	1	-	-	-	-	7
Portugal	-		-	-	-	-	1	-	-	1
Italy	-		-	-	-	-	-	-	-	-
UK	-		1	-	4	-	9	-	-	14
Czech Rep.	-		1	-	-	-	-	-	-	1
Poland	-		5	-	3	-	9	-	-	17
United Arab Emirates	-		-	-	-	-	-	-	-	-
Morocco	-		-	-	-	-	-	-	-	-
Colombia	-		-	-	-	-	-	-	-	-
Brazil	-		5	1	16	3	108	-	-	133
Argentina	-		-	-	1	-	-	-	-	1
Germany	-		-	-	-	-	-	-	-	-
United States	-		-	-	-	-	2	-	-	2
Total*	4		27	3	39	8	186	1	10	278

H – Hombre | M – Mujer | JC – Full Time | JP – Part Time

* There are 19 work placement students/trainees within this range who are not included in the list.

> 30 and <= 50 Years															
Contracts in force throughout 2025	Senior Management		Management		Managers		Technicians and Administrative Assistants			Production Staff				Total	
	JC	JC	JC	JC	JP	JC	JC	JC	JP	JC	JP	JC	JP		
	M	F	M	F	F	M	F	M	F	F	M	M	F		F
Spain	2	1	7	2	-	19	2	29	24	5	309	18	4	1	427
France	-	-	1	-	-	4	1	5	11	1	3	-	-	-	26
Portugal	-	-	-	1	1	-	2	-	2	-	1	-	-	-	6
Italy	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
UK	-	-	2	-	-	3	-	9	5	1	27	-	-	-	48
Europa del Este	-	-	-	-	-	1	-	-	1	-	-	-	-	-	2
Poland	-	-	2	1	-	3	2	7	11	-	15	-	-	-	40
United States	-	-	2	-	-	1	-	1	-	-	1	-	-	-	5
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Colombia	-	-	1	1	-	2	2	-	1	1	3	-	-	-	10
Brazil	-	-	4	1	-	8	3	10	19	1	99	-	8	-	151
Argentina	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Arab Emirates	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Total	2	1	20	6	1	44	12	61	74	9	458	18	12	1	719

Contracts by age, category, type and gender

> 50 Years														
Contracts in force throughout 2025	Senior Management			Managers		Technicians and Administrative Assistants			Production Staff				Total	
	JC	JC	JP	JC	JC	JC	JC	JP	JC	JP	JC	JP		JC
	M	M	F	F	M	F	M	M	F	F	M	M		F
Spain	7	4	2	1	5	5	11	2	13	1	183	20	6	260
France	1	2	-	-	4	-	2	-	1	-	3	-	-	13
Portugal	-	-	-	-	-	-	-	-	1	-	1	-	-	2
Italy	-	-	-	-	-	-	-	-	-	-	-	-	-	-
UK	-	1	-	-	6	-	1	-	1	1	4	-	-	14
Czech Rep.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poland	-	-	-	-	1	-	1	-	-	-	9	-	-	11
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Morocco	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Colombia	-	-	-	-	1	-	-	-	-	-	1	-	-	2
Brazil	1	2	-	-	2	-	4	-	-	-	20	-	-	29
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	-	1	-	-	-	-	-	-	-	-	-	-	-	1
United States	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	9	10	2	1	19	5	19	2	17	2	221	20	6	333

Salary Gap

	Senior Managers	Junior Managers	Technicians and Administrative Assistants	Production Staff
Spain	-4.16%	-8.88%	4.40%	1.47%
France	-	-	-2.57%	-
UK	-	-	7.61%	-
Poland	-	-	-0.64%	-
Brazil	-	-	32.98%	18.03%

* There are no women so calculating the gap is not possible.
* Senior management is not included.

Training hours in 2025 by country and category

	Management	Technicians and Administrative Assistants	Commercial staff	Production Staff	Total
Spain	415	6,566	1,006	2,733	10,720
Poland	201	501	763	332	1,797
Brazil	85	1,266	404	7,254	9,009
UK	9	149	15	903	1,076
France	6	139	61	7	213
Total	716	8,621	2,249	11,229	22,815



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