

2023 CSR REPORT

NON-FINANCIAL REPORTING

CONTENÜR

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LETTER FROM

The CEO



**“I ENCOURAGE YOU TO ENJOY THIS
REPORT, WHICH DETAILS
OUR ACTIONS THROUGHOUT 2023
AND OUR KEY SUSTAINABILITY
INITIATIVES FOR 2024.”**



IÑIGO QUEREJETA
CEO - Managing Director

2023 has been a year of strong momentum in the **CONTENUR** project. The company has grown solidly in its key markets, both in terms of product sales and services, reaping the rewards of the significant investments and efforts made in previous years. We have strengthened our management and sales teams and have promoted several initiatives to improve the efficiency of our processes and the performance of our products.

On the economic front, the balance sheet is very positive. The turnover for 2022 has been exceeded by far and we have achieved financial results that are at record levels.

In the social dimension, in addition to ensuring a safe working environment and stable, quality employment, we have strengthened the initiatives aimed at improving the attraction and development of internal talent, boosting equality, and increasing diversity.

Regarding the environmental aspect, the increase in the number of CIRCLE® operations and the consequent increase in the consumption of recovered “end-of-life” materials (from used containers) in 2023 is to be highlighted. We have also managed to significantly reduce our emissions and energy consumption at all production sites.

CONTENUR aims to become the benchmark company in its sector at European level in terms of sustainability. To achieve this, we are drawing up an ESG Master Plan 2025-2028, which will include ambitious objectives and a large number of improvement initiatives in the environmental, social and corporate governance areas.

I encourage you to enjoy this report, which details our progress throughout 2023 and our key sustainability initiatives for 2024.

Regards,

Iñigo Querejeta
CEO- Managing Director of **CONTENUR**



About **CONTENÜR**



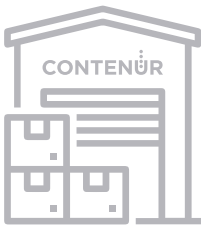
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ABOUT CONTENÜR

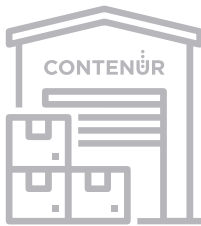
CONTENÜR is the Iberian market leader in its area of activity and Europe’s third player in the industry. **It owns four production facilities, one in Getafe (Spain), one in Mielec (Poland), one in Mandirituba (Brazil) and one in Knowsley (UK) and an underground container assembly centre in Getafe (Spain).**



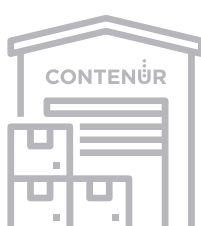
Getafe
(Spain)



Mielec
(Poland)



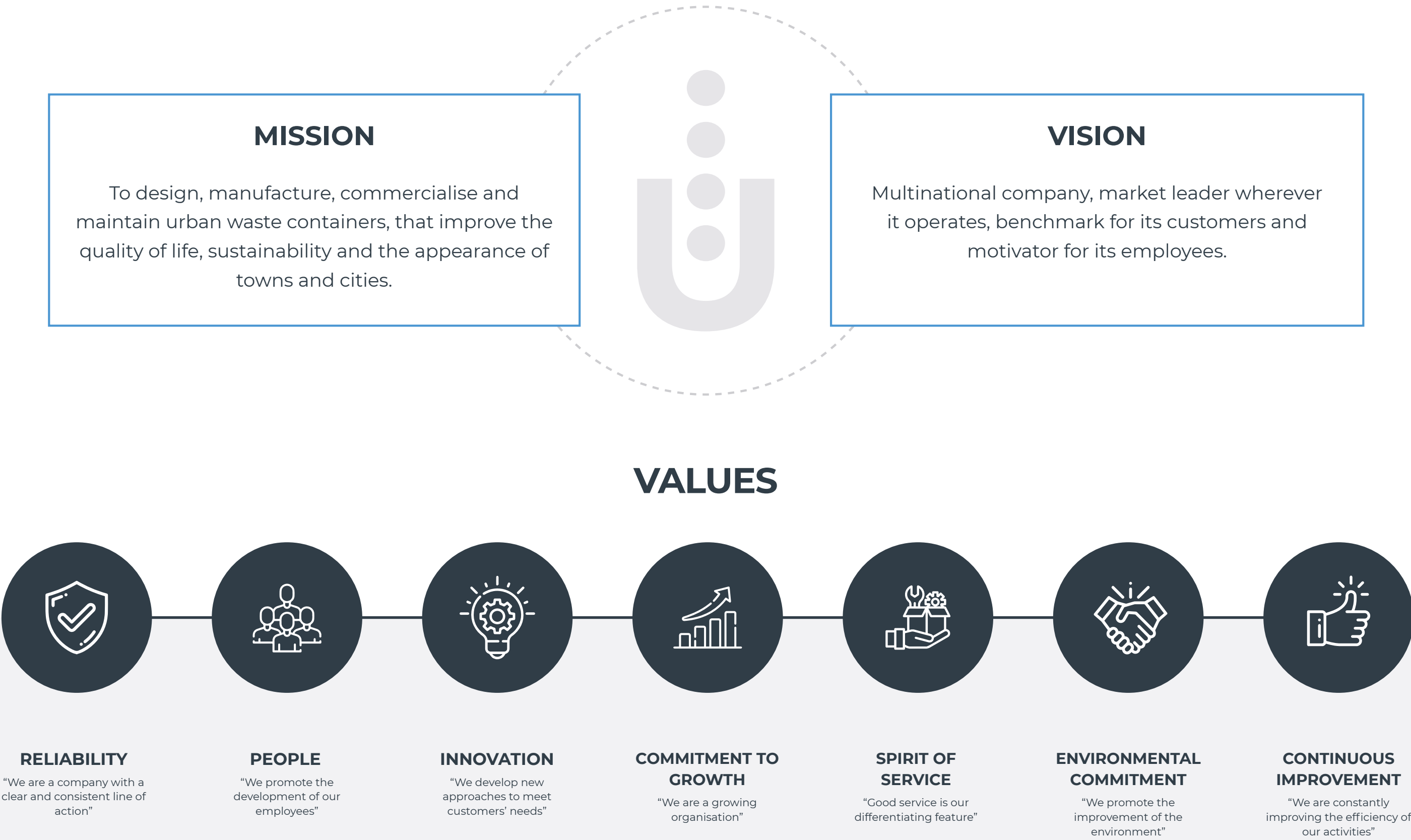
Mandirituba
(Brazil)



Knowsley
(UK)



ABOUT CONTENÜR



ABOUT CONTENUR

Range of products and services

CONTENUR is a leading provider of integrated waste containerisation solutions.



Services for container dimensioning, distribution, maintenance and cleaning.



Services for the **maintenance** and adaptation of playgrounds to comply with the UNE-EN 1176-1 standard.



SIDE-LOADING CONTAINERS



CRANE-LIFT CONTAINERS



REAR-LOADING CONTAINERS



BILATERAL-LOADING CONTAINERS



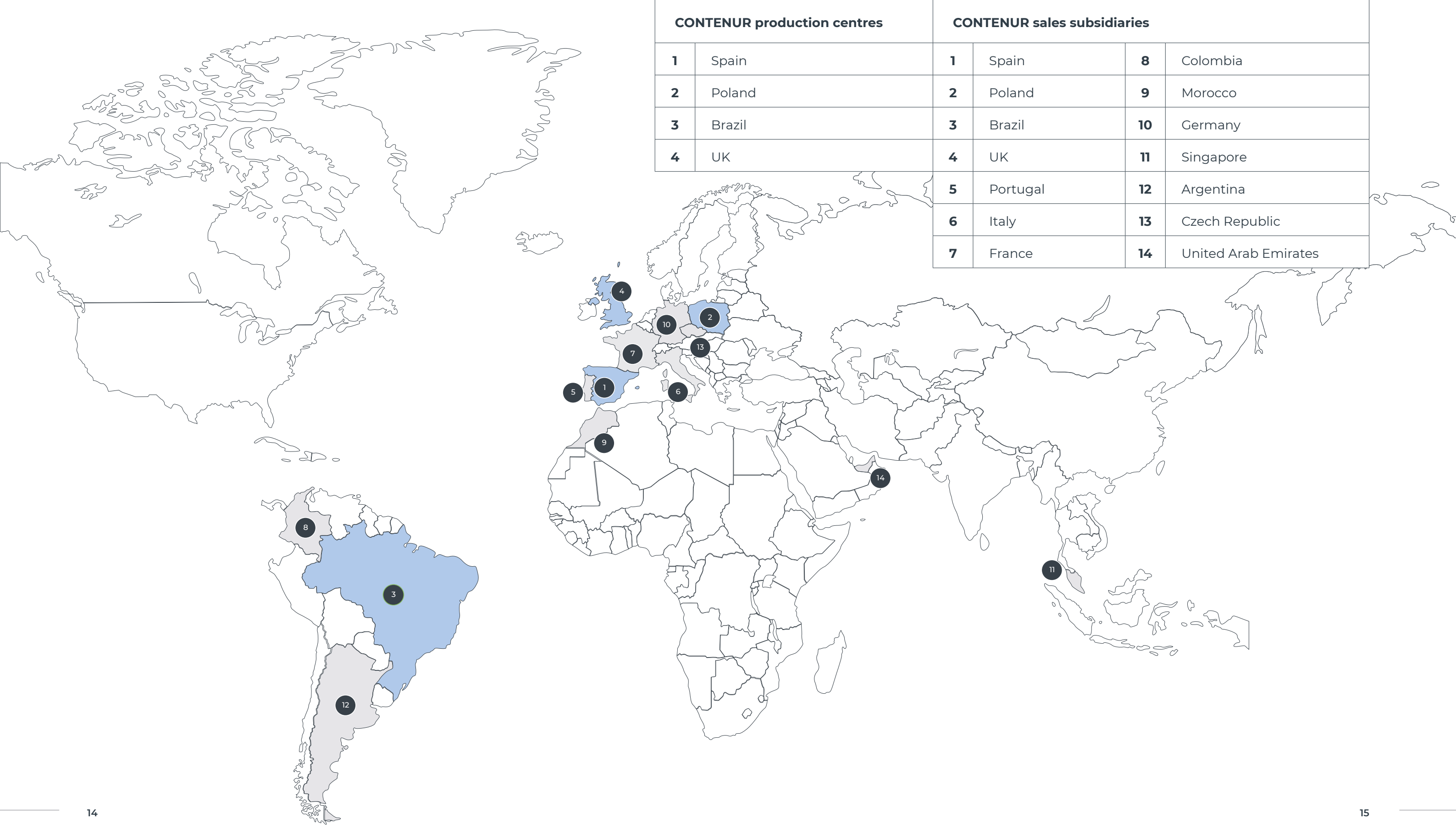
LITTER BINS



UNDERGROUND CONTAINERS

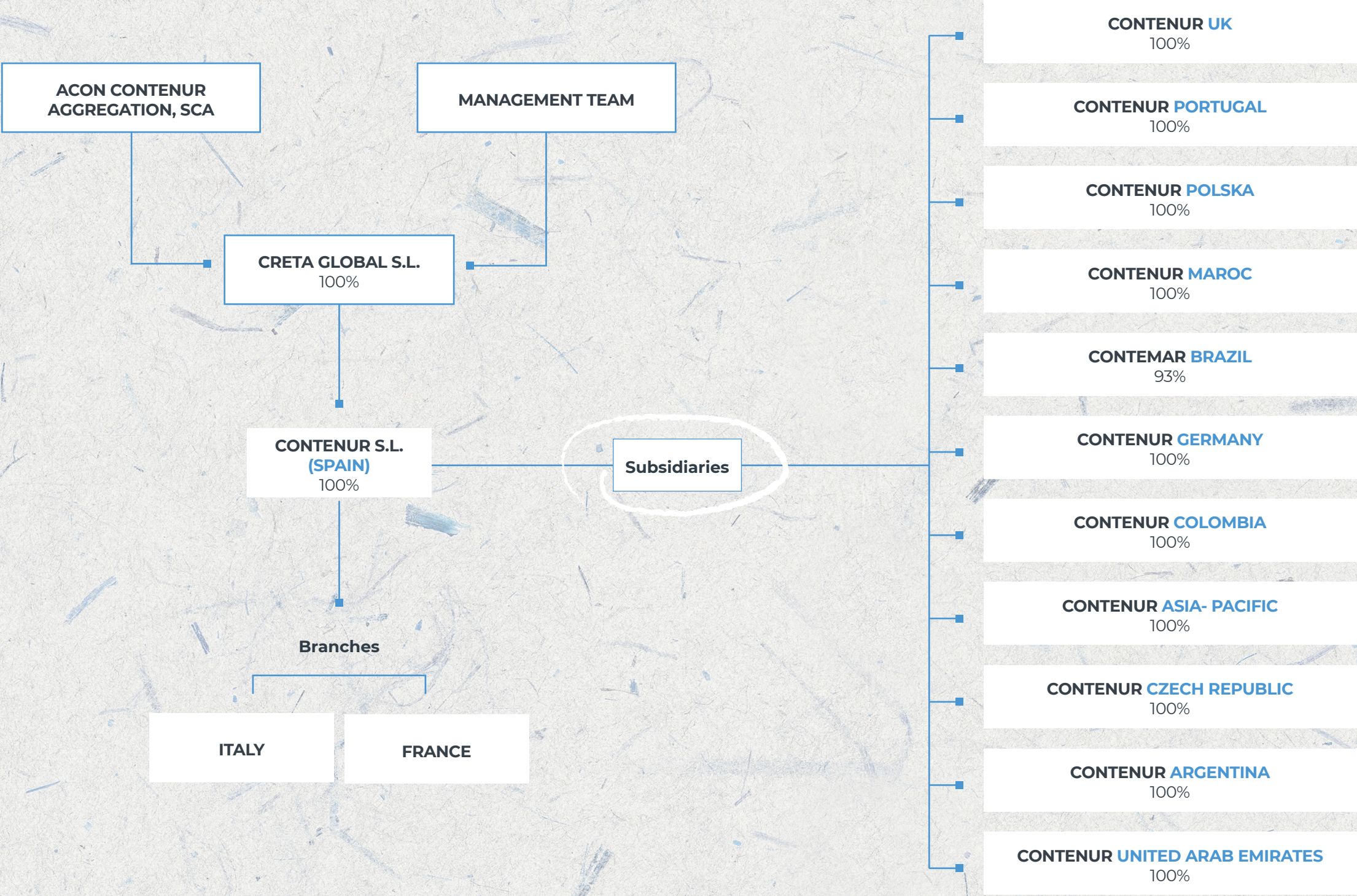
ABOUT CONTENÜR

Production centres and subsidiaries



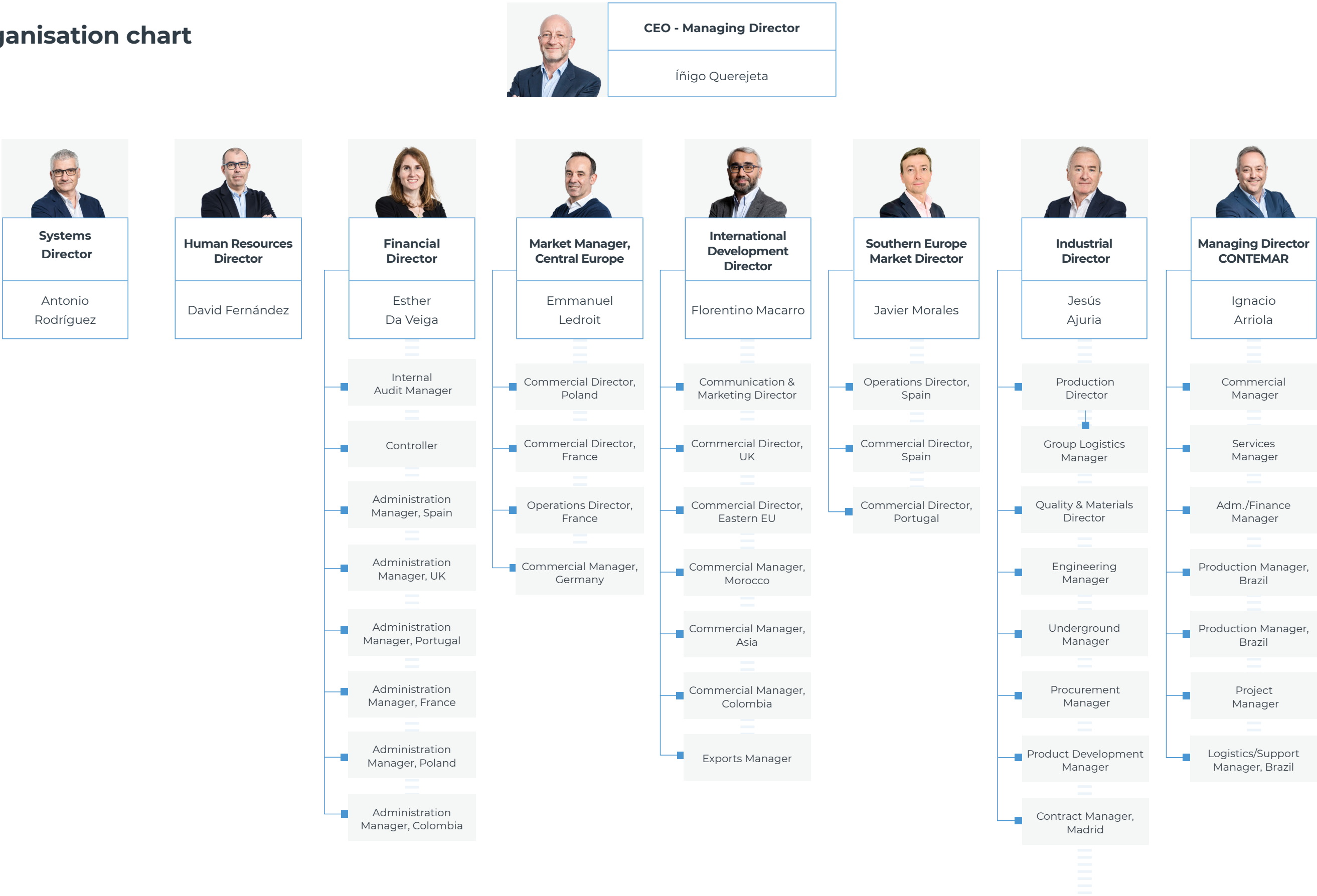
ABOUT CONTENÜR

Shareholders and corporate structure



ABOUT CONTENUR

Organisation chart



2023

Relevant figures

3



2023 RELEVANT FIGURES

2023 Relevant figures



ANNUAL TURNOVER OF THE GROUP



INDUSTRIAL PLANTS



CONTAINERS SOLD



CONTENUR SALES OFFICES AND
SUBSIDIARIES



EMPLOYEES WORLDWIDE



ASSEMBLY CENTRES FOR UNDERGROUND
CONTAINERS



COUNTRIES WHERE WE OPERATE



NUMBER OF CLIENTS

2023 RELEVANT FIGURES

2023 Relevant figures

GEOGRAPHICAL MARKETS	TURNOVER In millions of euros
Europe	152,363
America	14,752
Africa	3,204
Asia	310
Oceania	0



	NET EARNINGS 2023	TAX ON PROFIT PAID IN 2023	NET EARNINGS 2022	TAX ON PROFIT PAID IN 2022
CRETA GLOBAL, S.L. (Spain)	-€362 K	-€120 K	-€228 K	€75 K
CONTENUR S.L.U (Spain, France and Italy)	€9,442 K	€3,355 K	€1,946 K	-€1,955 K
CONTENUR UK Limited (United Kingdom)	-1.491 K€	-486 K€	-€2,450 K	€469 K
CONTENUR Portugal S.A. (Portugal)	€145 K	€21 K	€69 K	-€33 K
CONTENUR Maroc S.A.R.L. (Morocco)	-€20 K	€0 K	-€420 K	-€262 K
CONTENUR Polska sp z.o.o. (Poland)	€720 K	€57 K	-€376 K	-€49 K
CONTENUR Deutschland GMBH (Germany)	€66 K	€0 K	-€98 K	€0 K
CONTENUR Colombia S.A.S (Colombia)	€64 K	€82 K	-€53 K	€14 K
CONTENUR Ambiental Containers Ltda (Brazil)	1.734 K€	537 K€	1785 K€	-756 K€
CONTENUR Asia Pacific Pte Ltd (Singapore)	-€22 K	€0 K	€36 K	-€6 K
CONTENUR Česká republika s.r.o. (Czech Republic)	€24 K	€9 K	€42 K	-€12 K
CONTENUR Contenedores S.A.S. (Argentina)	-€1,157 K	€0 K	€151 K	-€102 K
CONTENUR Weme (United Arab Emirates)	€0 K	€0 K	-€38 K	€0 K







Main Milestones









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MAIN MILESTONES

<ul style="list-style-type: none">■ The Consortium of Public Environmental Services of the province of Toledo installs 1000 containers for organic waste in 38 municipalities.■ The delivery of more than 33,000 units of rear-loading containers begins in the Kaunas region of Lithuania.■ CONTENUR holds its Annual Convention with more than 120 participants.		<ul style="list-style-type: none">■ CONTENUR participates in Forbes SUMMIT SUSTAINABILITY Cordoba.■ The municipalities of Apulia region in southern Italy are choosing OMEGA litter bins from the CONTENUR brand.■ CONTENUR supports GPSO (France) in its fight against food waste.		<ul style="list-style-type: none">■ OVAL is a key player in the city of Sharjah during the visit of a Saudi delegation to the city.■ Madrid City Council presents the city's new container.	
					
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
					
<ul style="list-style-type: none">■ CONTENUR partners with Le Grand Charolais in the containerisation of its municipalities.■ CONTENUR attends the City+ Awards ceremony in Amadora (Portugal).■ Galati (Romania) chooses CONTENUR rear-loading containers to be installed throughout the municipality.		<ul style="list-style-type: none">■ New supply of OVAL 3000 side-loading containers at Syndicat Mixte Cyclad in the St Jean D'Angely sector (France).■ Mérida installs 1,200 new OVAL side-loading containers in all areas of the city.■ CONTENUR celebrates International Day for Safety and Health at work.		<ul style="list-style-type: none">■ CONTENUR presents its new Corporate Social Responsibility report.■ CONTENUR revolutionises the user experience with the launch of its new 3D Online Configurator in the UK, allowing users to interactively explore and customise a wide range of products.■ CONTENUR UK sponsored and participated in the 20th edition of the Waste Football World Cup, held in Beaconsfield.	

MAIN MILESTONES

<ul style="list-style-type: none">■ CONTENÜR ends its participation at the ExpoClean trade fair in Argentina with very good prospects.■ Medellín relies on CONTENÜR to continue the containerisation of the city and acquires more than 2,700 units of the 1,100 litre four-wheeled container.■ The implementation of 28,000 high-capacity containers kicks off in Madrid.		<ul style="list-style-type: none">■ The supply of 71,000 240 litre containers, manufactured at our Knowsley plant (UK) for Perth & Kinross Council begins.■ CONTENÜR collaborates with the Communauté de Communes Coeur de Berry (France).		<ul style="list-style-type: none">■ New OPTIK crane-lift containers in Nes, a municipality north-east of Oslo.■ CONTENÜR at the ECOMONDO trade fair (Italy).■ CONTEMAR, CONTENÜR's subsidiary in Brazil, opens a new service area in Serra to provide quality service and seek regional expansion.■ CONTENÜR wins one of the largest contracts in the company's history. More than 10,000 units of side-loading containers for the city of Zaragoza.	
					
JULY		AUGUST		SEPTEMBER	
		<ul style="list-style-type: none">■ The renovation of underground containers begins in the Salamanca district (Madrid).			
				<ul style="list-style-type: none">■ The Town Councils of Griñón and San Fernando de Henares renew their partnership with CONTENÜR for the management of children's playgrounds and bio-healthy circuits.■ CONTENÜR participates in the Municipalia and Poleco trade fairs held in Spain and Poland respectively.	
					
				<ul style="list-style-type: none">■ CONTENÜR, official sponsor of the 5th National Urban Cleaning Meeting held in Estoril (Portugal).	

Corporate Responsibility Strategy

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CORPORATE RESPONSIBILITY STRATEGY

Social Responsibility Basic Principles

CONTENUR promotes business excellence, efficient products and services, its employees' professional and personal career in equal conditions, health & safety prevention, respect for our surroundings and the environment, and the integration of underprivileged social groups.

The Company is working to improve its work environment and its relationship with its groups of interest (shareholders, clients, employees, suppliers and the local community), based on ethics, exemplariness and transparency.

The Company is working to improve its work environment and its relationship with its groups of interest.

CONTENUR's project seeks to obtain national and international recognition as a reference in its sector, based on the following lines of action:



Ethical and exemplary conduct in its activities, carried out in a professional environment that promotes transparency and an open and participative dialogue with all its stakeholders.



Sustained client trust, based on developing quality products and services that meet their expectations, helping build the cities of the future.



Promoting a respectful and participative working environment, furthering its employees' professional career and encouraging diversity and equality.



Developing projects and solutions to **integrate underprivileged social groups**.



Implementing effective systems to **prevent and reduce occupational risks** in its facilities, work centres and during maintenance activities, backed up by the training and awareness offered by its employees and suppliers. Any occupational risks detected refer to accidents at work.



Reduced environmental impact of its activities, based on strict waste prevention and management policies, responsible use of materials and standardised environmental management systems in place in all activities. The following environmental risks have been detected: CO2 emissions, waste, discharge and consumption of raw materials.

CORPORATE RESPONSIBILITY STRATEGY

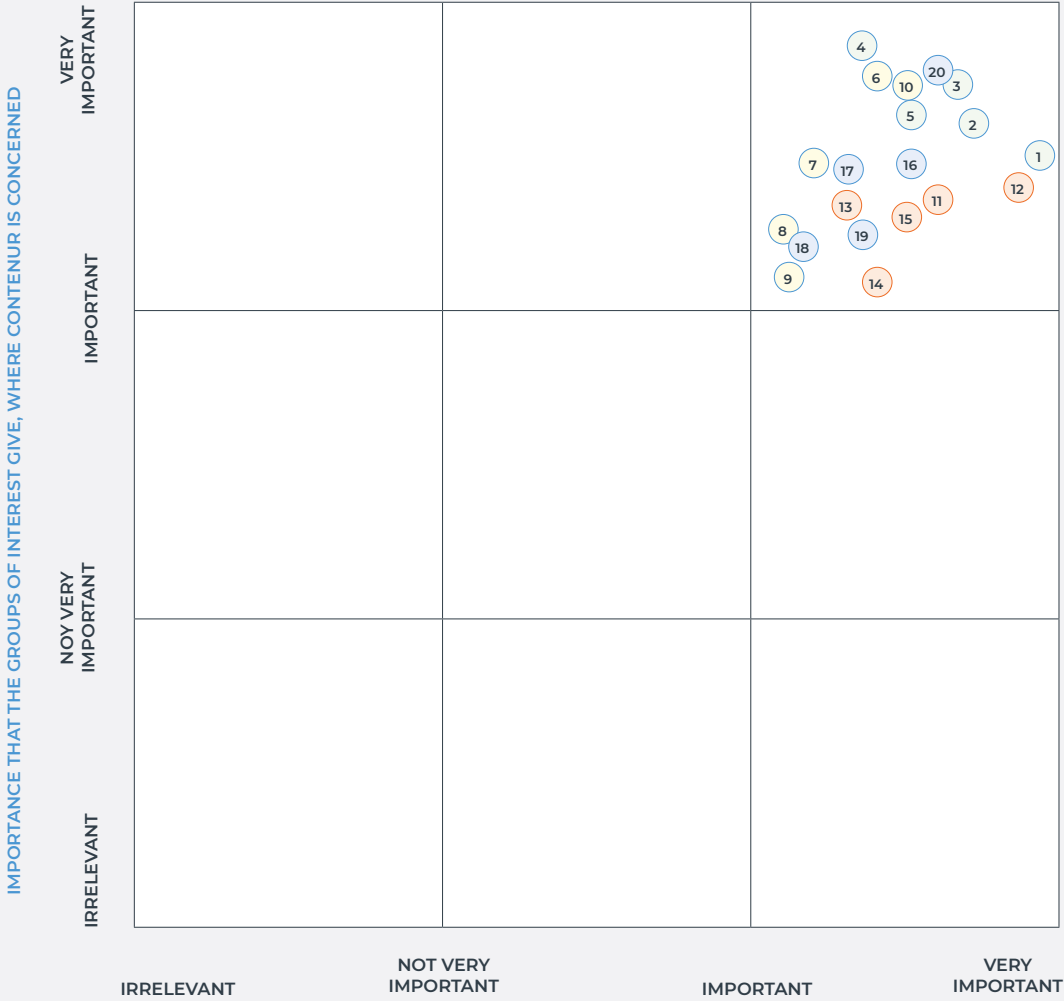
Materiality Analysis

One of the tools most widely used to establish priorities in matters concerning RSE is the analysis of materiality. This analysis, which is based on GRI (Global Reporting Initiative) standards, makes it possible to find out which subjects are the cause for greatest concern among the groups of interest defined (clients, suppliers, employees and shareholders).

In 2022, with the help of an external consultancy, **CONTENUR** conducted its first materiality analysis. The matrix that is attached below shows the subjects that the groups of interest found most important as a whole:



During 2024, **CONTENUR** will define its ESG Master Plan 2025-2028, which will include the new dual materiality matrix.



ENVIRONMENTAL	1	Environmental impact of products
	2	Energy & natural resources management
	3	Good consumption practices
	4	Mitigating climate change
	5	Plastic waste management
SOCIAL	6	Creating stable and quality employment
	7	Looking after labour relations
	8	Promotion of training
	9	Social inclusion, diversity and equality
	10	Commitment to OHS
ECONOMICAL	11	Economic financial success
	12	Value for money of the products
	13	Good purchasing practices
	14	Digital transformation
	15	Product innovation
GOOD GOVERNANCE	16	Ethical & anti-corruption behaviour
	17	Information privacy, security
	18	Transparency and communication
	19	Sector leadership
	20	Compliance with the Law and taxation

CORPORATE RESPONSIBILITY STRATEGY

17 sustainable development goals

What are the SDGs? —

The Sustainable Development Goals (SDGs) are a set of 17 targets and 169 goals aimed at resolving social, economic and environmental issues that will affect the world during the next 15 years (2015-2030).

The 2030 Agenda was adopted by world leaders as part of the **United Nations Global Compact and proposes 17 Sustainable Development Goals (SDGs)** requiring joint and collaborative emergency action in economic, social and environmental matters.

The following 17 Sustainable Development Goals have been proposed:



Sustainable Development Goals (SDGs)
CONTENUR's contribution to their achievement —

SDGs serve as a guide used by **CONTENUR** to find out if its social, economic and environmental impact contributes value to society, consequently strengthening its reputation and relations with various stakeholders.

CONTENUR is committed to making firm progress in some of these goals, generating a positive impact on society and the planet.

It is insufficient to avoid causing an economic impact. We must contribute to a positive impact for the common good, moving forward towards sustainable development.

What SDGs is **CONTENUR** directly involved in?

In the following pages, we will explain the lines of action that the company is currently working on, highlighting which of the 17 SDGs are impacted by **CONTENUR's** strategies and plans.

The company has acted in relation to the following SDGs:

- Economic dimension: 8,9,17
- Social dimension: 1,3,5,8,10
- Environmental dimension: 7,9,11,12,13,14,15,16



Economic Dimension

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ECONOMIC DIMENSION

This section analyses the evolution of the company in the economic aspects of its activity, based on:

- Growth in **sales and results.**
- **Compliance.**
- **Innovation** and product **development.**
- **Quality of its products and processes.**

Year in review

CONTENUR recorded the highest level of sales and results in its history in 2023, far exceeding the year’s targets. The Spanish market has maintained its high levels of activity, which has been complemented by good activity in the French market, growth in the UK, especially from the second half of the year onwards, and the recovery of the market in Eastern Europe.

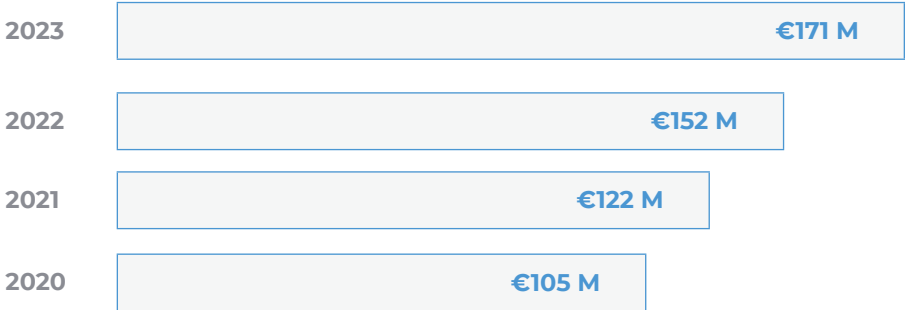
In 2023, we started the execution of the Madrid containerisation contract.

The stability in the price of raw materials and the price of energy has allowed a correct level of margin throughout the year, in 2024 we expect a significant increase in activity supported mainly by:

- The significant increase in activity in the United Kingdom, consolidating the path initiated in the second half of 2023.
- The recovery of activity in Poland.
- Growth in other geographies such as Italy, Portugal, Czech Republic, the Middle East and Colombia.



Sales performance



Indicators of commercial activity

	2023	2022	2021	2020
Countries with activity	53	53	52	49
Number of subsidiaries	14	14	14	14
Participation in trade fairs	4	3	3	4
N° of people in the commercial area	85	84	84	87

The waste collection sector is growing globally, thanks to the following aspects:

- Increase in waste generation.
- Increased environmental regulation.
- Increased regulation on recycling.
- Increase in mechanised collection in developing countries.
- Development of new collection models.

Potential risks linked to the Group's activities:

- Reduction in public spending.
- Increase in the cost of raw materials, energy and transport.
- Entry of new competitors (developing markets).
- Evolution of exchange rates.
- Increase in container vandalism.

The analysis, assessment and management of possible risks is carried out by the Management Committee. It meets monthly to monitor all indicators.

ECONOMIC DIMENSION

CERTIFICATIONS

- ISO 9001:2015 Quality Management Systems Certification (Spain, Poland, Portugal, Brazil, UK) and Services (9 centres in Spain).
- ISO 37001:2017 Anti-Bribery Management System Certification (Spain, Brazil, and Colombia).
- ISO 45001:2018 Health and Safety Management System Certification (Spain, France, Poland).
- Chain of Custody Certification based on the FSC standard (Spain).
- Chain of Custody Certification based on the PEFC standard (Spain).
- Certification in Eco-design Management System ISO 14006:2020 (Spain).
- Certification MA. CO2 verified (GHG Protocol) at the Getafe and Mielec factories as well as in the Services and Underground Division.
- Information Security Certification (ISO 27001) at **CONTENUR's** head office.
- Product certifications in accordance with the applicable European standards EN 840, EN 12574, EN 13071 and certification by TÜV Sud according to RAL GZ 951/1.
- Certification of a Universal Design Management System (SOLIDUN Model).

2023 ACTIONS

- Enhancement of the sales team in the UK market with the aim of improving market share in the municipal and commercial collection market.
- Progress in the use of end-of-life material in the manufacture of new products.
- Investments made to improve energy efficiency.
- Implementation of customer satisfaction survey.
- Incorporation of new markets into digital marketing initiatives.
- Improving our commercial management in the Middle East.

2024 PLAN

- Consolidation of leadership in the side-loading segment in Spain.
- Strong increase in commercial activity in the UK, both in the municipal and private collection segments.
- Increased activity in the Polish market.
- Promotion of new high-capacity solutions in central and southern European markets.
- Start of commercial activity in the USA.
- Execution of the improvement plan resulting from the customer satisfaction survey.
- Preliminary work carried out in preparation for reporting in accordance with the new CSRD directive and ESG Master Plan.

All environmental certifications can be found on page 76

ECONOMIC DIMENSION

Compliance

CONTENUR reinforces its ethical behaviour with the policies included in its **compliance system**.

The main risks detected in the company are:

- External and internal economic extortion.
- Internal and external conflict of interest.
- Influence peddling.
- Bribery in the private sphere (direct and indirect).
- Bribery of public officials (direct and indirect).

CONTENUR has carried out an analysis of direct risks, quantifying them using a multi-criteria methodology based on multiple criteria. To minimise these risks, it applies specific policies and controls. There is also limited monitoring of indirect risks.

There are regular, regulated communications with the Compliance Committee, the Board and senior management.

In 2023, revisions were made to the ethics channel manual and policies.

CONTENUR has renewed its Anti-Bribery Compliance System certification in Spain, Brazil and Colombia in accordance with ISO 37001.

CONTENUR bases its behaviour and decision-making on the policies included in the compliance system.

CONTENUR continually assesses the corruption risks faced by the organisation.

To this end, it carries out reviews, both internally and by independent bodies, to continually update procedures and ensure compliance.

CONTENUR tries to encourage the use of its Ethical Channel by means of specific communication and improving confidentiality by implementing an externally managed channel.

CONTENUR has not received any reports of human rights violations in 2023.

CONTENUR has not made any donations, and has made two sponsorships of €10,000 and €305.20 respectively, which have been subjected to the controls contemplated in the compliance policies.

CONTENUR did not receive any grants in 2023.



COMPLIANCE POLICIES*:

- Anti-corruption policy.
- Anti-Slavery policy.
- Policy on relations with public officials.
- Third Party Diligence policy and Guidance.
- Conflict of interest policy.
- Ethics Channel policy.
- Sponsorship and donations policy.
- Policy on gifts, entertainment and personal hospitality.
- Representation expenses policy.
- Personnel selection policy.

* These policies include the fight against bribery.

* The Company does not have a Code of Ethics as it considers that the policies implemented in the Company are sufficient for the ethical development of employees.

* Anti-money laundering policies are included in the compliance policies.

2023 ACTIONS

- Renewal of ISO 37001 certification in Spain.
- Review of all anti-bribery controls to find obsolete and inadequate ones and implementation of new ones.
- Review of the Ethics Channel procedure to adapt it to the new scope: Mobbing and abuse of power.
- Appointment of a new Compliance Officer for Brazil and the UK.
- Implementation of a training plan for specific areas of the company (staff particularly exposed to the risk of bribery).

2024 PLAN

- ISO 37001 certification in Poland.
- Appointment of a new compliance officer in Poland.
- Renewal audit of ISO 37001 certification in Spain and follow-up audits in Brazil and Colombia.
- Specific plan for review and assessment of controls.
- Intensify communication with senior management through scheduled briefings.
- Drafting of a code of ethics that includes sections against discrimination in employment, as well as the elimination of forced labour and child labour.

ECONOMIC DIMENSION

Innovation and product development

CONTENUR bases its innovation activity on technical solutions and developments in order to:

- Develop products that minimise the cost of waste collection.
- Develop products that help customers to improve recycling rates and the quality of recyclable material.
- Develop products that are increasingly environmentally friendly from their manufacture to their availability to the customer and their reuse at the end of their life cycle.

To this end, CONTENUR has an R&D&I department and a Product Development and Innovation Committee.

CONTENUR collaborates with prestigious designers and technological development centres, with the aim of improving design and incorporating state-of-the-art knowledge into its innovation projects.



Innovation indicators:

Innovation indicators	2023	2022	2021	2020
R&D personnel	6	5	6	6
Developments initiated	18	15	18	16
Patents, designs, utility models and trademarks	220	210	195	193

2023 ACTIONS

- Implementation of containers for the city of Madrid.
- Improvements in the side-loading model for the city of Zaragoza.
- Adapted solutions in igloos and bins.
- Islands for OMEGA litter bins.

2024 PLAN

- Development of a new 800L container model.
- Development of a new 240L container lid.
- New moulds for more efficient side-loading nozzles.
- Development of accessories and solutions for different markets.
- Improvement and adaptation of the current igloos in the different markets.
- Digitalisation of product information internally and externally.

ECONOMIC DIMENSION

2023 actions

Implementation of the containers for the city of Madrid —

Implementation of the Side-loading, Crane-lift, textile and underground models in the city of Madrid.



ECONOMIC DIMENSION

Updating and improving the Side Loading model for the city of Zaragoza —

With the acquisition of the contract for the renovation and maintenance of the new Zaragoza containers, after more than 10 years on the market, the product has been redesigned in some of its components to offer better functionality.



Tailor-made solutions in igloos and 2 wheeled bins —

Specific developments have been made in the rotomoulded igloos according to the needs of each city, adapting mainly the access to the user.

—
OVAL Igloo for Lepe, adapted openings on both sides.



—
In the same way, specific solutions have been developed in bins and containers, covering the needs of each city.

—
800L container, magnet closure system for Portugal.



Selective collection in OMEGA litter bins —

For different cities in Spain, the selective collection version of the OMEGA litter bin has been developed, consisting of a recycling island.



ECONOMIC DIMENSION

Product and process quality

CONTENÜR strives to implement a culture of continuous improvement in the management of the company's processes and activities, through the highest quality standards.

CONTENÜR has a **Quality Policy** based on the following principles:

- 1. Understanding the expectations of internal and external customers, so that products and services guarantee their complete satisfaction.
- 2. To promote **CONTINUOUS IMPROVEMENT** in the Group's products and process management.
- 3. **PROMOTE** a culture of respect for the environment and sustainable development.

CONTENÜR strives to implement a culture of continuous improvement in the management of the company's processes and activities.



This quality policy extends to all activities and processes carried out by **CONTENÜR**, which are certified in accordance with ISO 9001: 2015 under the scope of “design, manufacture and marketing of waste containers and street furniture”.

In addition, the centres of the Services Division in Spain have the same ISO 9001: 2015 certification, the scope of which is for “maintenance of waste collection containers, maintenance of street furniture and maintenance of children’s playgrounds and bio-healthy facilities”.

CONTENÜR manufacturing facilities have test areas in which tests are carried out on finished products in accordance with UNE-EN 840, UNE-EN 12574, UNE-EN 13071 and RAL GZ 951/1 as well

as other internal tests defined in accordance with **CONTENÜR** protocols. Likewise, each of the factories has laboratories for testing the materials used in the injection moulding processes.

CONTENÜR is a member of the European Committee for Standardisation, with representation in the WG1 “Waste Containers” working group and the subgroups related to each of the types of containers we design, manufacture, market and maintain. Likewise, the company actively participates in the drafting of new standards and the revision of existing ones.

ECONOMIC DIMENSION

Product quality indicators	2023	2022	2021	2020
Accepted complaints *	76	99	79	90
Average resolution time (days)	11	13	10	15
Complaints regarding orders **	0,31%	0,39%	0,33%	0,42%

* In addition to those of previous years (Getafe, Mielec and Soterrados centre), the accepted complaints of a new work centre (Knowsley) from 2022 onwards are included.
** Orders supplied vs. total complaints accepted in the year.



CERTIFICATION ACTIVITY CARRIED OUT IN 2023:

1. Annual audit of the TÜV Sud certification in accordance with RAL GZ 951/1.

2. Renewal of EN840-5 certification for the C-360 bucket and the C-1000/1100F container.

3. Renewal of the EN 12574-2 certification of the C- 2400D and C-3200D side-loading containers.

4. Renewal of EN 13071 certifications for products: 2SideSystem (volumes 2000, 2800 and 3600), igloo OVAL 3000, SCV (Underground).

5. Follow-up audit of ISO 9001 certification in Brazil.

6. Renewal of ISO 9001 certification with extension of scope (Palma de Mallorca and Oviedo).

7. Certification of clinicals in accordance with UN3291 in the UK (240H3).

8. Certification of new SL and CL Madrid 360 containers.



CERTIFICATION ACTIVITY TO BE CARRIED OUT IN 2024:

1. Follow-up audit of EN 840-5 certification and TÜV Sud certification in accordance with RAL GZ 951/1.

2. Renewal of EN 840-5 for 1000/1100HD, 1100HD TC, 1000/1100H, 1100H TC, 120D and 120F containers, and EN 12574-2 certifications for 2200F, 3200F, OVAL 2000 and OVAL 3000 side-loading containers.

3. EN 13071 certification on the SCV underground container.

4. ISO 9001 follow-up audits with extension of the scope to the Getafe work centre of the Madrid contract.

5. Follow-up audit of ISO 9001 certification in Brazil.

6. Certification of new products.

ECONOMIC DIMENSION

Service quality indicators of the service	2023	2022	2021	2020
Delay in committed delivery date (days)	1.6	1.9	1.3	0.9
Orders delivered late (%)	7.5	8.3	5.7	5.7
Cycle days *	38.3	35.5	35.5	30.6

* Cycle days: The total number of days that elapse from the time the order is entered into the system until it is ready to be dispatched.
* The formula for calculating the indicators does not take into account weightings.

CONTENUR’s manufacturing site in Getafe (Spain) is ISO 9001, ISO 14001, ISO 45001, ISO 50001 certified, Mielec (Poland) is ISO 9001, ISO 14001, ISO 45001 certified, and the UK site is ISO 9001 and ISO 14001 certified.



2023 ACTIONS

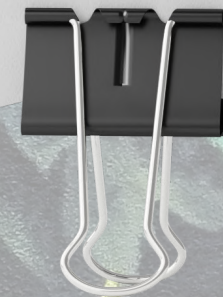
- Reduction of 23% in the number of quality complaints in comparison to the year 2022.
- Incorporation of sustainability criteria in the approval of suppliers.
- Improved complaint resolution time by 2 days compared to 2022.

2024 PLAN

- 5% reduction in the number of CCRs compared to the 2023 target.
- Continue to increase the network of suppliers with sustainability criteria.
- Improve complaint resolution time by 1 day compared to 2023.

Social Dimension

7






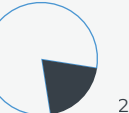




SOCIAL DIMENSION

This section describes **CONTENUR's** main actions in the following fields:

- Commitment to equality.
- Promotion of well-being at work.
- Integration of people with different capacities.
- Employee training and professional development.
- Prevention of occupational risks, health & safety.

CONTENUR's working staff at the end of 2023 totalled 952 employees.

CONTENUR Staff

	2023	2022	2021	2020
No. of workers	952	849	694	667
No of work centres	45	42	34	34
Men 2023 – 797 Women 2023 – 155	84%  16%	84%  16%	81%  19%	80%  20%
Permanent contracts 2023 – 848 Part-time contracts 2023 - 104	89%  11%	91%  9%	87%  13%	85%  15%
Average age of the staff Average seniority of the staff (in years)	40 8	43 9	45 11	45 11
Turnover rate	6.6%	7%	1%	1%

Information regarding the distribution of employees by gender, age, type of contract, salary, etc. can be found in Appendix A1 starting on page 100 of this document.
Turnover rate: The calculation method has been modified to take into account only the voluntary turnover rate.



Committed to equality

CONTENUR deploys its commitment to equality through its Equality Committee and Equality Plan, applied in Spain only.

The joint Equality Committee is made up of staff appointed by the company and freely elected workers' representatives. Annual meetings are held to monitor the actions included in the Equality Plan. On 14/02/2020 the second Equality Plan was signed. In 2024, negotiations for the signing of the 3rd Equality Plan will be resumed.

CONTENUR deploys its commitment to equality through its Equality Committee and Equality Plan applied in Spain only.



SOCIAL DIMENSION

The measures adopted for equal opportunities between men and women are:



In the field of access, recruitment and job classification —

- Ensure equal treatment and opportunities in selection processes and promote diversity.
- Progressively balance the presence of women in areas where the percentage difference is greater.
- Classify each worker in his or her group when the functions justify the change.



Promotion and professional development —

- Ensure objectiveness and no discrimination in promotions and raises.
- Ensure that the entire staff is informed of any vacancies.
- Foster women accessibility to management positions that are under-represented through promotion.



Balancing work/family —

- Apply the Guide on how to reach a balance between work, one's private life and family.
- Flexible working hours and 1 day a week of remote work.
- Allow rights to be upheld towards balancing one's private life, family and work.
- Demonstrate the company's commitment to achieving a balance between work/family, by improving issues foreseen by law (such as improving the reduction of working hours until the child is 14 years old).



Salary gap —

The salary gap between executives and managers is due to the comparison between professional groups and not posts, because there is no overlapping of positions of responsibility, which justifies this difference, e.g., Commercial Director for the country vs. Administration Manager for the country.

In technical and administrative positions where manufacturing plants exist, the salary gap is larger, as this is where maintenance personnel are located, with higher salaries according to the labour market.

The salary gap in production positions in Spain is justified by the concept of a standard bonus that is associated with seniority of the employee in the company and a women's collective for production positions has been recently introduced.



Prevention of mobbing, psychological and/or sexual harassment in the workplace —

Monitor and ensure strict compliance with the protocol on mobbing, psychological and/or sexual harassment at work.



Information, communication and awareness —

Facilitate an internal distribution and awareness of the contents of the Equality Plan, as well as the regulatory framework in force in equality matters and regarding a balance between work/family.



Training —

- Training and raising awareness on equal treatment and equal opportunities.
- Evaluate any training needs with the workers' participation.
- Provide the necessary training for a worker's subsequent promotion.



Communication with the company —

CONTENUR Spain has 3 Works Councils, one at the Getafe production plant and another two at the Getafe services centres.

* Not all measures are implemented.

SOCIAL DIMENSION

Fostering a climate of well-being, a sense of belonging and social dialogue

CONTENUR works towards employee well-being and social dialogue in various ways:

- Employee satisfaction survey.
- Meetings with co-workers.
- Development meetings.
- Welcoming and integration Plan.
- Meetings on the organisation's results.
- Annual meeting to report to the workers.
- Meetings held by organisation Committees:
 - Works Council. It convenes at least once a year. In Spain, there are works councils in 3 work centres. In France, there is one works council that represents all employees.
 - Occupational Health & Safety Committees convene each quarter or at the request of any of the parties involved.
 - Equality Committee. It convenes at least 1 time a year.

- Internal Communication Plan.
- Annual recognition awards.
- Annual Convention.
- Loyalty Awards (25 years).



Work environment	2023	2022	2021	2020
General satisfaction rate	82%	Not performed*	82%	Not performed*
Meetings with collaborators	55%	59%	85%	82%

* The employee climate and satisfaction survey is conducted every two years.



Disconnection from work

The majority of employees at **CONTENUR** work fixed hours and/or shifts, while the rest have the option of flexible working hours in accordance with our work-life balance guidelines. Even so, **CONTENUR** is working on a mobile device disconnection policy, which will be integrated into our work-life balance policy.

Integration of people with different capacities

CONTENUR has proven its commitment to the employment integration of people with different capacities, or those who are at risk of exclusion. To do this, **different work positions have been adapted** and agreements reached with the Adecco Foundation - with which we have been working since 2009 - towards the integration on the job market of people with different capacities.

In 2019, a collaboration agreement was signed with ECOEMBES, through the Fundación Tomillo, for the integration of people at risk of social exclusion.



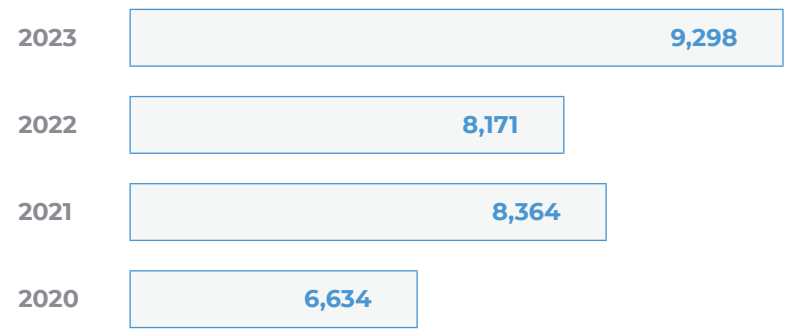
SOCIAL DIMENSION

Employee training and professional development

CONTENUR considers essential for the fulfilment of its objectives of growth and excellence, to have a motivated staff of workers with cutting-edge technical and professional training. For this, **CONTENUR** assigns a large part of its annual budget to its training plan.

The Training Plan is a consequence of the training needs detected during the annual development interviews, meetings with collaborators, employee satisfaction surveys and committee meetings.

TRAINING HOURS:



Hours in 2023: 5,592 delivered to office staff, technicians and managers.
3,706 given to operations personnel.



CONTENUR considers essential for the fulfilment of its objectives of growth and excellence, to have a motivated staff of workers with cutting-edge technical and professional training.

2023 ACTIONS

- Developing and encouraging talent diversity.
- Flexibilization of the working time.
- Improving integration and welcoming processes.
- Establishing 360° performance metrics.
- Key User Programme.
- Employee satisfaction survey.
- Staff rotation reduction programme.

2024 PLAN

- Employer branding.
- Loyalty and talent attraction programme.
- Employee satisfaction survey action plan.
- Code of ethics and good practice.
- Digital disconnection policy.

SOCIAL DIMENSION

Occupational risk prevention, health & safety.

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

The company's top management, in its Occupational Risk Prevention Policy, has established that the following principles should govern all conduct at any organisational level:

- Visible and permanent commitment of the Management and line of command.
- Integrated prevention of Occupational Health & Safety Risks.
- Commitment to the Regulations.
- Training.
- Communication and participation of workers and their representatives.
- Incident prevention.
- Planning.
- Commitment to continuous improvement of the Occupational Health & Safety Management System.

CONTENUR has its own prevention service in Spain, with two qualified risk prevention technicians dedicated exclusively to these tasks, who specialise in safety and ergonomics. In addition, the system has designated workers and technicians who provide support to the different work centres. The medical and hygiene specialities are managed by an external prevention service.

For the rest of the countries, there is collaboration with external prevention services or external consultants, as well as a qualified OHS technician for the United Kingdom.

Since 2010, **CONTENUR** has had an occupational health and safety management system certified in accordance with international standard ISO 45001. This certification covers 22 work centres in Spain, France and Poland.

* We comply with the General Chemical Industry Agreement on Occupational Health and Safety.

Prevention indicators

	2023	2022	2021	2020
Number of certified centres (ISO 45001:2018)	22	22	22	22
Number of accidents *	126	75	41	53
In Itinere Accidents	9	3	4	3
Absenteeism rate	5.92%	5.46%	5.26%	4.24%
Professional illnesses **	0	0	0	0

* Group-wide accidents (with and without sick leave). The growth is due to the increase in staff for the hermetic contract.

** There were no occupational illnesses at any of the **CONTENUR** centres in 2023.

The number of absenteeism days corresponds to 19,938. Absenteeism calculation formula = (no. of total hours of absence / total no. of planned hours) X 100.

Occupational accidents		Men	Women
Occupational accidents	With work leave	55	2
	Without work leave	64	5
Accident frequency rate	Spain	39.5	14.8
	Poland	32.3	0
	France	21.9	0
	Brazil	27	0
	UK	82.9	0
Accident seriousness rate	Spain	0.6	0.04
	Poland	1.4	0
	France	0.2	0
	Brazil	0.2	0
	UK	0.3	0
Incidence rate		5.6	1

Calculations referenced to official Occupational Health and Safety regulations.

Calculation methods and description in Appendix I - page 113.

Percentage data is applied in the incidence rate.

2023 ACTIONS

- Documentary implementation of the system in the UK.
- Setting up the SPP in Spain.
- Follow-up audit for ISO 45001: 2018.
- Integration of the management system in the new hermetic centre Madrid.

2024 PLANS

- ISO45001 and legal recertification audit of the company's own prevention service.
- Implement the Health and Safety Management Operation System at the Liverpool site.
- Campaign to raise awareness, consciousness and communication of the health and safety system.
- Specific road safety training.

8

Environmental Dimension



ENVIRONMENTAL DIMENSION

Environmental Strategy

This section describes the policies and steps that **CONTENUR** is carrying out in environmental matters:

CONTENUR's activity
is closely linked to
environmental sustainability
as the manufacturer and
supplier of equipment aimed
at encouraging and improving
recycling in the cities.



ENVIRONMENTAL
CERTIFICATIONS



CONSUMPTION OF NATURAL
RESOURCES



USE OF RENEWABLE ENERGY AND
PROMOTION OF RECYCLING



REDUCING EMISSIONS
INTO THE ENVIRONMENT



REDUCING THE WASTE GENERATED



MAINTAINING PRODUCT VALUE

ENVIRONMENTAL DIMENSION

Environmental certifications

CONTENUR endorses its concern over the environment by certifying **every principle of the Circular Economy**, as well as certifications that guarantee environmental sustainability as a whole:

- Implementation in new services and maintenance of the ISO 14001 Certificate for Environmental Management Systems at the 9 major service centres in Spain and the 3 manufacturing plants in Europe.
- Certification for the Sustainable Strategy and contribution to the Circular Economy Principles.
- Certification ISO 50001 for the Energy Management System at the Getafe Plant and the fleet of service vehicles (Principle 1: reduction in the use of natural resources).
- Certification of the percentage consumption of Recycled Material. (Principle 2: renewable energy and promotion of recycling).
- MORE Certificate, granted by EuPC and ANAIP, which certifies commitment to the Circular Economy with the integration of Recycled Plastic. (Principle 2: renewable energy and promotion of recycling).
- Calculation, verification and recording of the carbon footprint at the Spanish Climate Change Agency, at 11 work centres and at the Getafe Plants. (Principle 3: reduction of emissions into the environment).
- Verification and certification of the OCS (Operation Clean Sweep) Programme at the Getafe Production Centre (Principle 4: waste reduction).
- Ecodesign Management Certificate in compliance with ISO 14006 for the entire range of products designed and commercialised by **CONTENUR**. (Principle 5: keeping up the products' value).
- FSC and PEFC Certificate for custody chain traceability for children's playground apparatus as regards the materials used coming from sustainable woodland. (Principle 5: keeping up the products' value).
- Awareness of the value of environmental damage, **CONTENUR** signed a specific policy for environmental pollution at the Getafe Plant with a cover of €3,000,000 per claim in 2021.
- Moreover, the amount for the Civil Liability Premiums in 2023 amounted to €112,066.44 divided between Morocco, Colombia, Singapore, Brazil, Argentina, Poland, Italy, France, Spain, Germany, the UK and Portugal.
- Carbon Footprint recording in the SACE (Andalusian Emission Compensation System Recording).

Consumption of natural resources

Energy consumption for services has remained constant throughout the years.

CONTENUR will carry on with its gradual implementation of LED lighting and replacing vehicles with other more energy-efficient ones to keep up the good energy efficiency record at its work centres.

From a design perspective (more detailed information can be found in the section entitled "keeping the value of the products") work is being done on the manufacture of moulds that can be manufactured using less energy and commodities.

Training our workers and making them more aware must be added to all the aforementioned activities. All of this means that the impact our products have on the environment is becoming increasingly low.

The first principle of circularity is to encourage a reduction in the consumption of natural resources.

As it is a transformation industry, **CONTENUR's** activity is closely linked to electricity consumption, which is its biggest expense when it comes to natural resources (apart from the raw materials, which will be dealt with in subsequent sections).

In the services area, fuel for the vehicles is the most consumed natural resource.

An energy efficiency management programme has been implemented and certified according to ISO 50001; it seeks to protect the environment by reducing energy intensity and responsible consumption.

The consumption level at the three plants is analysed individually, considering the circumstances affecting each one of them (manufacturing volume, environment, action capacity, etc.).

During 2024, a series of investments will be made to update the facilities and machinery at the Getafe and Mielec Plants. Furthermore, activities will be undertaken to optimise consumption at the Knowsley Plant (details of the actions can be found in the Action Plan section).

The reduction target at the Mielec Plant is 4% compared to 2023, whereas the reduction target at the Getafe and Knowsley Plants is 3%.



ENVIRONMENTAL DIMENSION

Use of renewable energy and promoting recycling

It could be said that the second principle of circularity, promoting recycling, is essentially **CONTENUR's** driving force, as a company that seeks solutions for helping to increase its recycling percentages.

On an internal level, **CONTENUR** is committed to working on the design of processes and products that minimise the environmental impact of its industrial activity by reducing, reusing and recycling all its components.

Throughout the years, stable and quality supply sources have been guaranteed that have enabled the company to increasingly utilise recycled materials to manufacture its products.

These actions have allowed us to use all our end-of-life materials (CIRCLE®), turning waste into resources.

In 2023 almost one quarter of the recycled material consumed was CIRCLE® and **CONTENUR's** goal is to increase by 10% the entry of such material in 2024.

For many years, the business strategy has opted for developing formulae that will enable the company to maintain the same quality for its products while consuming recycled material.

Regarding the consumption of renewable energy, we currently consume 100% renewable energy at the Getafe and Knowsley Plants, as well as at some service centres in Spain. In 2024, it is planned not only to enlarge the Mielec and Brazil Plants, but also the rest of the service centres in Spain.

In 2023, solar panels were installed at the Getafe Plant, and during the course of 2024, they will also be installed at the Knowsley Plant.



Consumption of recycled material *

2023 >>> 48,1%

Consolidated for Getafe+Mielec+Knowsley+Brazil

2022 >>> 51,51%

Consolidated for Getafe+Mielec+Knowsley

2021 >>> 52%

* Internal and external consumption, CONTENUR Group consolidated consumption.

* The data regarding percentage of recycled consumption refers to the average percentage consumed in one year and can reach 100% used for each product depending on the design and colour.

* In view of the business strategy and the sensitivity of the data that form part of the company's expertise, the total consumption of commodities is not furnished.

ENVIRONMENTAL DIMENSION

Reduction of emissions into the environment

As **CONTENUR** is committed to reducing CO2 emissions and to improving Climate Change, in compliance with the third circularity principle, the company is continuing to take actions to cut down on the use of fossil fuels, both at its Plants and its Services work centres.

The aim of the actions concerned will be to change the types of vehicles, not only in services, by gradually replacing the fleet of vehicles with zero and eco types, but also at the Plants, where **CONTENUR** will replace some of its diesel forklift trucks with electric ones.

By taking all these actions, in 2024 we intend to reduce CO2 emissions by 2% when compared to the 2023 percentage at the Knowsley and Getafe Plants, and by 75% at the Mielec Plant. An overall reduction amounting to 60% of the total emissions is estimated.

Another way of reducing CO2 is by using end-of-life materials for our containers (CIRCLE®) instead of consuming virgin raw materials, **CONTENUR** issues a Carbon Footprint reduction certificate to the clients that collaborate with the project by returning the containers they are no longer going to use.

The Greenhouse Gas (GHG) Protocol is used as a reference when calculating **CONTENUR**'s carbon footprint. Noise pollution and light pollution are also considered to be emissions.

Environmental noise measurements have been taken at the Getafe Plant and the Palma de Mallorca and Asturias Service Centres, in compliance with local applicable legislation. Improvement actions have been established for specific deviations.

At the Mielec Plant, noise measurements are taken at the Industrial Estate where the factory is located, and the results comply with the applicable legislation.

As far as noise is concerned, no risks to the environment have been detected at any of the Service Centres. Noise measurements were taken at all the Centres that have been awarded the ISO 14001 Certificate, and all of them comply with the limits established by the municipal by-laws.

No significant environmental risk has been detected regarding light pollution either at the Plants or at the Service Centres, which explains why no measures of any kind have been detected.

As part of our continuing Operation Clean Sweep (OCS) commitment, we wish to improve the management of plastic pellet and granules at all of our Plants. With a view to this, we are not only increasing the involvement of all our workers through training, but we are also purchasing new collection equipment and improving the facilities and installations involved in order to ensure that no pellets or granules reach the sanitation network.

The environmental aspects and the legal requirements regarding applicable environmental requirements have also been analysed in Brazil.

2023 DATA:

63,16 TnCO ² eq	1247,79 TnCO ² eq	4081,51 TnCO ² eq	137,17 TnCO ² eq
AT THE GETAFE PLANT	AT 11 SERVICE CENTRES	AT THE MIELEC PLANT	AT THE KNOWSLEY PLANT
<small>* Awaiting certification for 2023. Scope 1 and 2 ** The estimated data were obtained taking into account the factors published in 2023.</small>	<small>* Awaiting certification for 2023. Scope 1 and 2 ** The increase is due to the inclusion of the Centre at C/ Herreros, 41</small>	<small>** Calculated and verified Scope 1 + 2. Emission factors in force in Poland (KOBIZE, Directives IPPC and DEFRA)</small>	<small>* Calculated and verified Scope 1 + 2. Emission factors (UK Government)</small>

2022 DATA:

78,84 TnCO ² eq	745,30 TnCO ² eq	5517,28 TnCO ² eq	311,28 TnCO ² eq
AT THE GETAFE PLANT	AT 11 SERVICE CENTRES	AT THE MIELEC PLANT	AT THE KNOWSLEY PLANT

2021 DATA:

96,30 TnCO ² eq	1176,18 TnCO ² eq	7875,92 TnCO ² eq
AT THE GETAFE PLANT	AT 11 SERVICE CENTRES	AT THE MIELEC PLANT

2020 DATA:

75,72 TnCO ² eq	861,25 TnCO ² eq	7443,51 TnCO ² eq
AT THE GETAFE PLANT	AT 11 SERVICE CENTRES	AT THE MIELEC PLANT

Actions taken to limit these values can be found on Page 91 in the section entitled Energy Efficiency



ENVIRONMENTAL DIMENSION

Reduction in the waste generated

Continuing with the fourth principle of circularity, two waste types are generated by our activity, hazardous (oily, and packaging contaminated by the maintenance activity, mainly) and non-hazardous (packaging that protects some of our shipments and that is not currently returned).

All the hazardous waste is treated through authorised waste contractors.

Every year, the workers are made aware of the need to comply with good codes of practice to reduce the amount of hazardous waste.

CONTENUR is still reducing its hazardous and non-hazardous waste levels, both at the Plants and at the Service Centres. In 2024, we are focusing on timber, because it constitutes the greatest volume of non-hazardous waste. Our aim is to reduce it by 5%, to this end we are working closely with the suppliers on the return of packaging and seeking alternatives to the use of wood.

CONTENUR is still collaborating on the design of a collective system of extended producer responsibility that is conducive to compliance with the extended producer responsibility under the new Royal Decree on Packaging.

Another waste type to which **CONTENUR** is paying special attention as a company that transforms plastic, is the pellets resulting from its activity. It has implemented actions and was the first firm to be certified with AENOR in OCS (Operation Clean Sweep®), a global initiative from the plastic industry to limit the potential escape of pellets (primary microplastics), in the form of chips, flakes or powdered resin, into the environment.

OCS certification recognises that **CONTENUR** has actively and voluntarily committed itself to reducing the emissions of this waste into the environment by implementing a rigorous plan of action that involves not emitting this kind of waste.

Actions to combat **food waste** have not been considered, as the organisation has canteens for the self-consumption of products.

Retaining the value of the products

The fifth principle of circularity is focused on keeping the value of the products.

From the moment our products are designed, **CONTENUR** places special emphasis on ecodesign criteria, pinpointing from the outset exactly which environmental impacts could be caused by its products or services throughout the different phases of their life cycles, in order to reduce such effects to a minimum, but without adversely affecting their quality or benefits.

All our products are thus designed to be easily dismantled, so all the parts can be reused. Moreover, all the materials can be recycled for use in our own new products. All of this means our products retain their value in time.

One of the actions established from an ecodesign perspective is the utilisation of new-generation moulds that optimise the use of raw materials and energy consumption per unit produced and the injection machinery is gradually adapted so it can also optimise energy consumption.

The maintenance services have given **CONTENUR** extensive experience in retaining the products and giving them more than one life, reusing their components and participating in the CIRCLE® Project with the material from the containers, when it is no longer possible to reuse them.

With a view to retaining the value of its products, **CONTENUR** is prepared to reuse elements of its products at the end of their working life and to recycle 100% of the containers that cannot be repaired.

ENVIRONMENTAL DIMENSION

CIRCLE® PROJECT

CIRCLE® is the concept that agglutinates and defines **CONTENÜR**'s strategy, positioning, working method, obligations and developments in environmental sustainability matters, to include all items referring to European Commission recommendations in specific topics and activities regarding environmental sustainability and the recycling of plastic.

CIRCLE® is based on 4 ideas

OCS —

The OCS certificate amounts to recognition that **CONTENÜR** has voluntarily and actively committed itself to the reduction of these chips, flakes and microplastics, by implementing a thorough plan of action.

ECODESIGN —

The eco design certificate serves as proof that **CONTENÜR** has adopted a management system to pinpoint and control the environmental aspects of its products and/or services and to apply ongoing improvement to that system, providing its clients with information about the products that feature environmental improvements through their design, in compliance with Spanish Standard UNE-EN ISO 14006.

ENERGY EFFICIENCY —

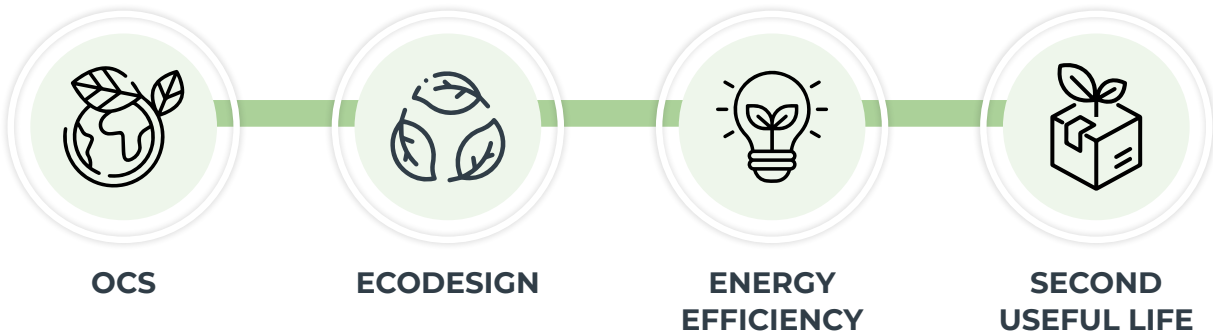
There is an energy efficiency programme, which seeks to protect the environment by reducing the energy intensity and responsible consumption.

PRODUCT RECYCLING AT THE END OF ITS WORKING LIFE —

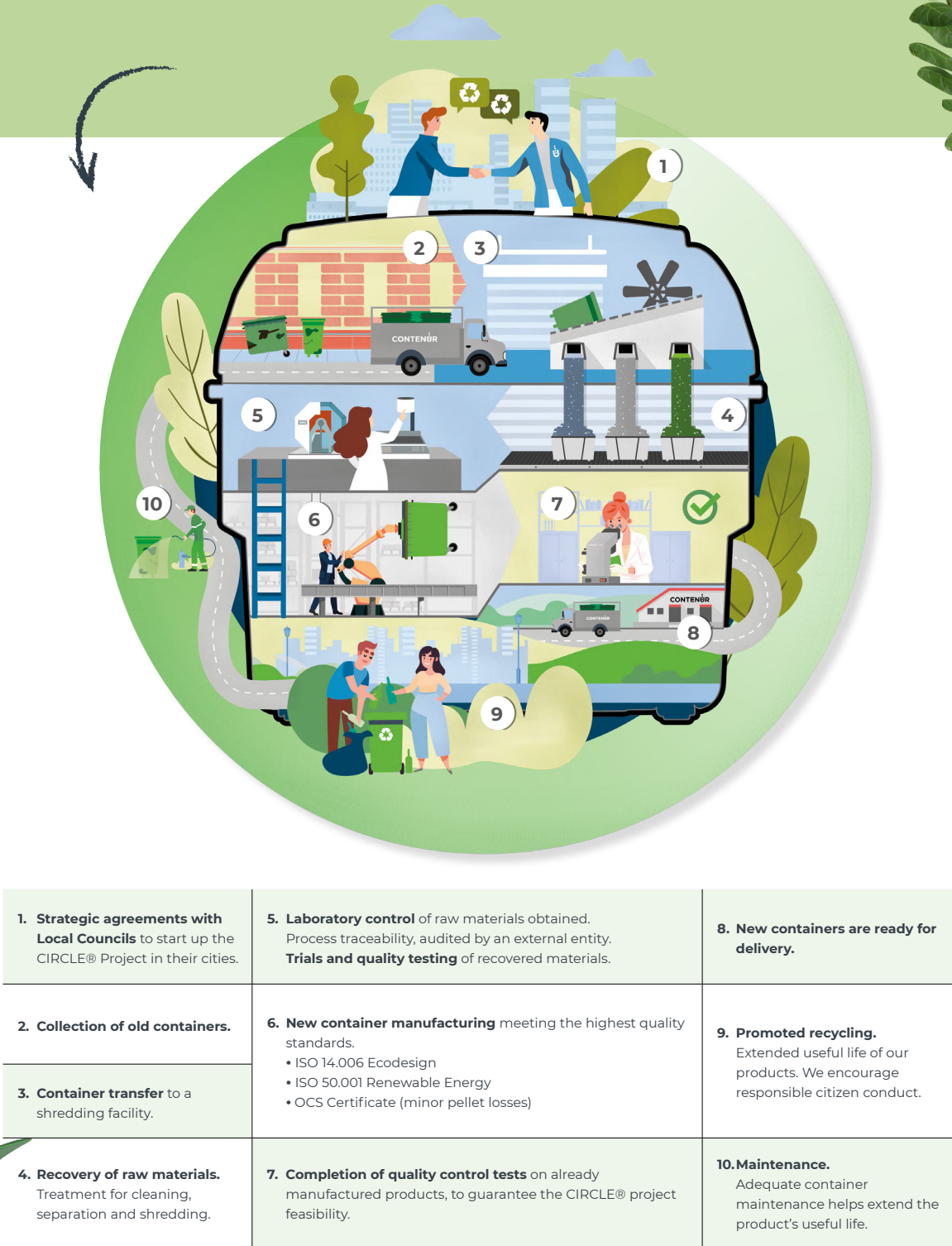
The object of a recycling process is to convert waste into resources or raw materials for subsequent use in new products.

We start with end-of-life materials from our customers and our services, treat them through recyclers previously approved by **CONTENÜR** and turn them into new containers for our customers.

CONTENÜR has a laboratory that facilitates the work and development of formulae that allow the use of end-of-life materials in new raw materials with the addition of antioxidants, UV protectors and impact modifiers.



CIRCLE®
WHAT IS IT AND HOW DOES IT WORK?



ENVIRONMENTAL DIMENSION

Enviromental indicators

Consolidated Hazardous Waste managed in the manufacturing process (Getafe + Mielec Plants)*			
	2023	2022	2021
Kg hazardous waste/ Transformed Tn	0,0049	0,0070	0,0081
<div><div>* No control of waste under management was carried out at the Brazilian Plant as the Environmental Management System is not yet implemented and there is still no operational control.</div><div>** 2023: Getafe + Mielec + Knowsley 2022 and 2021: Getafe + Mielec</div><div>*** Data for 2022 modified due to errors in the previous version.</div></div>			

Non-Hazardous Consolidated Waste managed at Plant (Getafe + Mielec + Knowsley Plants)*			
	2023	2022	2021
Tn of non-hazardous waste / transformed Tn	0,016	0,016	0,016
<div><div>* No control of waste under management was carried out at the Brazilian Plant as the Environmental Management System is not yet implemented and there is still no operational control.</div><div>** 2023: Getafe + Mielec + Knowsley 2022 and 2021: Getafe + Mielec</div><div>*** Data for 2022 modified due to errors in the previous version.</div></div>			

Consolidated water consumption at Plants (Getafe + Mielec + Knowsley + Brazil Plants)			
	2023	2022	2021
kwh/transformed Tn*	1,06	1,20	1,29
<div><div>* Since 2020, the Brazil Plant is included, before that, there was no operating control over this plant.</div></div>			

Consolidated water consumed in the manufacturing process (Getafe + Mielec + Knowsley + Brazil Plants)			
	2023	2022	2021
M³/transformed Tn*	0,53	0,45	0,55
<div><div>* Water consumption started to be measured in Brazil in 2022 (4th quarter). As consumption measurement is only available for 4 months, it is not included.</div><div>** 2023: Getafe + Mielec + Knowsley + Brazil. 2022 and 2021: Getafe + Mielec.</div><div>*** Data for 2022 modified due to errors in the previous version.</div></div>			

Diesel oil consumed for forklifts (Getafe Plant)			
	2023	2022	2021
Litres consumed*	21.964	28.070	34.462
<div><div>* The amount of diesel oil consumed by the Brazilian Plant has not been calculated given that the Environmental Management System is not yet implemented and there is still no operational control.</div><div>** Data for 2022 modified due to errors in the previous version.</div></div>			

Propane consumed for fork-lift trucks (Mielec + Knowsley Plants)			
	2023	2022	2021
Kg	24.474	22.891	15.620
<div><div>* Measurements at the Knowsley Plant started to be taken in 2022.</div></div>			

Consumption of gas for boiler (Mielec + Knowsley Plants)			
	2023	2022	2021
m³ consumed*	23.526	47.759	52.665
<div><div>* There is only a gas boiler at the Mielec Plant. Water consumption started to be measured at the Knowsley Plant in 2022.</div><div>** Data for 2022 modified due to errors in the previous version..</div></div>			

Water consumed in services			
	2023	2022	2021
m³	2.814	2.752	2.787
<div><div>* Due to the situation triggered by the COVID 19 Crisis, it has not been possible to implement the Environmental Management System at the Brazil Plant. Work is being done with a view to having the data available from all the Plants. The Service Centre at Herreros, 41 is not included.</div></div>			

Fuel consumed for services (diesel oil) (11 centres)			
	2023	2022	2021
Litres consumed	244.689	227.357	335.641
<div><div>* The Service Centre at Herreros, 41 is not included.</div></div>			

Fuel consumption at services (petrol) (11 centres)			
	2023	2022	2021
Litres	42.234	26.474	37.008
<div><div>* The Service Centre at Herreros, 41 is not included.</div></div>			

Fuel consumed for services (Autogas (LPG)) (11 centres)			
	2023	2022	2021
Litres	35.618	44.231	93.960
<div><div>* The Service Centre at Herreros, 41 is not included..</div></div>			

ENVIRONMENTAL DIMENSION

2023 ACTIONS

CERTIFICATIONS:

- Renewal of the ISO 14001 and ISO 50001 Certificates, incorporating the new centres in Oviedo and Palma de Mallorca.
- Calculating and verifying the CO2 emissions for the Getafe, Mielec and Knowsley Plants, as well as for the Underground and Services Division (11 centres).
- Follow-up audits for environmental certifications: OCS, Ecodesign complying with ISO 14006 and “Sustainability Strategy and contribution to the Circular Economy Principles” as required by AENOR.

REDUCTION IN CONSUMPTION OF NATURAL RESOURCES (ENERGY MANAGEMENT)

- Replacing motors with servomotors (“more efficient”) in 2 machines at the Getafe and Mielec Plants.
- Installing LED lighting at the Getafe Plant and Warehouse and, gradually, in the Services.
- Installing electrical cabinets that reduce consumption at the Getafe Plant (energy quality equipment).
- Replacement of air coolers with lower-consumption models at the Getafe Plant.
- Replacement of cooling equipment at the Mielec Plant.
- Installing automatic system for switching off sending pumps at the Getafe Plant.

USE OF RENEWABLE ENERGY AND PROMOTING RECYCLING

- Installing solar panels at the Getafe Plant (600 panels / 3% contracted capacity).
- Study with a view to installing panels at the Mielec and Knowsley Plants.
- Keeping energy contracts 100% renewable at the Getafe and Knowsley Plants and at 10 work centres.
- The consumption percentage of end-of-life material has doubled, rising from 10% in 2022, to 20% in 2023.
- Recycling 100% of the container material in Madrid that is not repaired.
- Increasing the recycler network.
- Extending the CIRCLE® Project to include Portugal.
- Establishing relations with new recycling suppliers and preparing the rules (formulations and delivery conditions, machine testing, etc.) for the future.

REDUCING EMISSIONS INTO THE ENVIRONMENT (CLIMATE CHANGE)

- Partially replacing diesel-powered forklift trucks with electric ones in Getafe.
- Continuing to replace vehicles in the Service fleet with eco-efficient vehicles, hybrid and/or electric.
- Use of CIRCLE® material: reducing the Carbon Footprint by using recycled material instead of new materials.

REDUCING WASTE AND INCREASING REUSE (GOOD ENVIRONMENTAL CODES OF PRACTICE)

- OCS: good codes of practice to reduce the loss of chips.
- Dispensing with the retaining clip in the axles for transport.
- Reducing the number of piling accessories (feet, wood, film) by redesigning the products.
- Encouraging the recycling of all the accessories that can no longer be used or reused.
- Collaborating with the design for the new SCRAP for the Packaging & Packing Royal Decree.

KEEPING UP THE VALUE OF THE PRODUCTS

- Ecodesign actions that:
 - a. Make it easier to separate the parts of the product.
 - b. Make it possible to use all the accessories.
- Standardisation of the new container for Madrid (more efficient).
- Redesigning CL containers to reduce the number of metal parts (more recyclable).

ENVIRONMENTAL DIMENSION

2024 PLAN

1. CONSUMPTION OF NATURAL RESOURCES

Objective: A 2% reduction in the consumption of fuel in services and a 15% reduction in the consumption of propane at the Mielec and Knowsley Plants.

- Getafe:
 - Replacing the oil exchanger for Machines 5-6 with a more efficient one, so that they only cool with the tower and not with the Carrier.
 - Modifying the Carrier pump for Machines 1, 2, 3 and 4 in order to improve the load curve.
 - Continuing to work with the Energy Quality team to find out if the planned saving is achieved.
 - Making sure the Plant carries out the quarterly audit to find out if the suitable work procedures are being complied with.
- Mielec
 - Installing a new and more efficient machine or fitting servomotors to the machines which are not equipped with them.
 - Fitting presence detectors to optimise lighting consumptions.
 - Making sure the Plant carries out the quarterly audit to find out if the suitable work procedures are being complied with.
- Knowsley:
 - Installing solar panels.
 - Implementing wibeas to measure and analyse data, with a view to establishing improvement actions.
 - Fitting presence detectors to optimise lighting consumptions.
 - Making sure the Plant carries out the quarterly audit to find out if the suitable work procedures are being complied with.

2. USE OF RENEWABLE AND RECYCLABLE RESOURCES

Objective: Increase by 8 points the consumption of end-of-life material at the three Plants, when compared to the 2023 objective.

- Continuing to increase supply sources: number of suppliers and operations, not only on the Spanish Mainland but also in Portugal.
- Increase the number of tonnes of rotational moulding recovered:
- Greater number of suppliers that are able to crush and mill the material.
- Assessing the possibility of covering and finishing part of the CIRCLE® material to improve the consumption at the Plant.
- Increasing consumption at the Plant.
- Improving procedures.

- Improving formulae (this includes assessing the finishing and covering).
- Making improvements to machines (proportioners, filters, etc.).

3. EMISSIONS INTO THE ENVIRONMENT

Carbon footprint:

Objective: to reduce the Carbon Footprint at the Getafe and Knowsley Plants and in the services by 2% and by 75% at the Mielec Plant, when compared to the previous year.

- Getafe:
 - Going from 3 to 4 electric fork-lift trucks at the end of the renting contract for one of the gasoil ones.
 - In renewals, replacing the commercial vehicles with ecologically-friendly, hybrid and/or electric vehicles.
- Mielec:
 - Using renewable energy in 2024.
 - Installing a new and more efficient machine or fitting servomotors to the machines which are not equipped with them.
 - Fitting presence detectors to optimise lighting consumptions.
 - Installing quick-closing doors so they are shut and make it possible to save on natural gas from the boiler.
 - Working with the chiller switched off when the temperature falls below 15° C, working only with the dry cooler (this began in December 2023).
 - Suitable habits at work.
- Knowsley
 - Installing a new machine for the internal manufacture of 240 L lids (reduction of Hydrocarbons (HCs) in transport).
 - Analysing whether the items of Air Conditioning equipment installed are provided with heat pumps so they can be used instead of the boiler, thereby reducing the consumption of natural gas.
- Services:
 - Extending the renewable energy contract at the Las Palmas Centre.
 - Carrying on working on the replacement of vehicles with other that pollute less.
 - Use of technology to optimise routes.
 - Keeping the cooling equipment properly maintained (coolers, air-conditioning) to prevent coolant gas leakage.
 - Continuing to work on awareness and good codes of practice as regards the efficient use of resources (efficient driving of fork-lift trucks and vehicles, efficient use of the resources that consume electricity...)

ENVIRONMENTAL DIMENSION

2024 PLAN

- Additionally and generally throughout the entire Company:
 - Keeping the cooling equipment properly maintained (coolers, air-conditioning) to prevent coolant gas leakage.
 - Continuing to work on awareness and good codes of practice as regards the efficient use of resources (efficient driving of fork-lift trucks and vehicles, efficient use of the resources that consume electricity...)
 - Continuing to involve everyone through creating awareness throughout the supply chain.

OCS:

- Defining the system for collecting the spilt plastic pellets or granules (methodology, those responsible, location, etc.), weighing them and informing about the amounts in order to monitor the indicator.
- Carrying out weekly checks to guarantee compliance.

4. WASTE GENERATED AND PROMOTING ITS RECYCLING

Objective: Reducing by 5%, the management of contaminated rags and cloths at the Getafe Plant and by 10%, the management of sludge at the Mielec and Knowsley Plants.

- Getafe: conducting tests for the recycling and reuse of contaminated rags and cloths (ECOTRAPO).
- Mielec and Knowsley: correct separation of the aqueous phase to minimise the amount.
- At all 3 Plants: quarterly Plant audits, to make sure suitable work procedures are being applied.
- Continuing to work with the suppliers to ensure that the packaging is reused (packaging to be returned).
- Continuing to work on the reappraisal of non-hazardous waste.
- Working with the Procurements Department and the suppliers to reduce the amount of packaging and to encourage them to work with reusable packaging; in the case of foreign suppliers, ensuring that they have an authorised agent and that they make their own declarations.

5. VALUE OF THE PRODUCTS

Objective: Continuing with Reuse as the first R in our service.

- Reusing elements of the products at the end of their useful working life: tyres, wheels, accessories, working elements fittings, etc.
- Recycling 100% of the containers that are beyond repair.

SUSTAINABILITY



Suppliers and Associations

Dimension



SUPPLIERS AND ASSOCIATIONS DIMENSION

Each year, **CONTENUR follows up on its suppliers** through an evaluation further to its Management System, encouraging them to adopt **CONTENUR's** same environmental initiatives.

A new working methodology was implanted in 2019, providing greater environmental control over our suppliers, partly subcontracted for part of the product. It was necessary for all suppliers to hold an ISO 14001 certification or, by default, to be audited in order to clearly identify any environmental issues derived from their activity for **CONTENUR**.

In 2023, the approval and assessment procedures for suppliers was reviewed and updated to include the social, gender-equality and human rights requirements. (Included in the Supplier Approval & Assessment procedure).

CONTENUR belongs to several associations in the plastics and waste collection and treatment industries, as well as other associations related to management, such as:

- AIMPLAS: Technological Institute for Plastics.
- ANAIP: Spanish Association of Plastics Manufacturers.
- ANEPMA: Spanish Association of Public Environmental Companies.
- AITIIP: Technological Centre.
- University of Zaragoza
- ASELIP: Association of Companies for Public Cleaning and Urban Environmental Services.
- AMEC: Spanish Association of Internationalised Industrial Companies.
- ATEGRUS: Technical Association for Waste Management and the Environment.
- CREI00DO: Middle Market Foundation.

Other information of interest

Beyond the need to maintain our FSC and PEFC certifications, no other biodiversity objectives have been taken into account. Our company has a very low direct impact on **biodiversity**. No activities are carried out in or close to protected natural surroundings.

Each year, all other suppliers are provided with our Quality & Environmental Policy. They also receive environmental reports in order to implement best practices.





APPENDICES

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APPENDICES

Appendix 1

Total contracts by age

Contracts in force throughout 2023	< 30 Years	> 30 and <= 50 Years	> 50 Years	Total
Spain	103	417	234	754
France	7	23	15	45
Portugal	0	4	3	7
Italy	0	1	0	1
UK	13	39	18	69
Eastern Europe	1	2	0	3
Poland	13	44	8	65
Asia	0	1	0	1
Morocco	0	1	1	2
Colombia	1	11	2	14
Brazil	70	122	18	210
Argentina	2	2	0	4
Germany	0	0	1	1
Total	210	667	300	1,178

Contracts at 31.12.2023	< 30 Years	> 30 and <= 50 Years	> 50 Years	Total
Spain	67	344	208	619
France	4	21	14	39
Portugal	0	4	2	6
Italy	0	1	0	1
UK	10	29	10	49
Eastern Europe	1	2	0	3
Poland	9	37	7	53
Asia	0	1	0	1
Morocco	0	1	1	2
Colombia	0	11	2	13
Brazil	51	97	15	163
Argentina	1	1	0	2
United Arab Emirates	0	0	0	0
Germany	0	0	1	1
Total	143	549	260	952

Contracts by type of work day

Types of contracts in force during 2023	< 30 Years		> 30 y <= 50 Years		> 50 Years	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Timel
Spain	94	9	398	19	214	20
France	7	0	22	1	15	0
Portugal	0	0	3	1	3	0
Italy	0	0	1	0	0	0
UK	13	0	39	0	18	0
Eastern Europe	1	0	2	0	0	0
Poland	13	0	44	0	8	0
Asia	0	0	1	0	0	0
Morocco	0	0	1	0	1	0
Colombia	1	0	10	1	2	0
Brazil	56	14	122	0	18	0
Argentina	2	0	2	0	0	0
United Arab Emirates	0	0	0	0	0	0
Germany	0	0	0	0	1	0
Total	187	23	645	22	280	20



APPENDICES

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
Spain					26.535	25.419	22.291	
France								
UK						28.888	26.670	
Poland							54.411	
Brazil					33.274	18.971	22.064	
Colombia								

>30 and <= 50 Years								
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Spain	73.254	78.568	40.072	41.804	31.825	27.838	22.421	21.551
France			43.635		31.320	29.967	24.412	
UK			52.104		38.293	32.094	27.159	
Poland	284.078		146.896		81.409	79.778	67.270	
Brazil	155.882		62.095		49.374	33.612	27.861	
Colombia							22.657.356	

>50 Years								
	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M	F	M	F	M	F	M	F
Spain	100.372	62.269	42.011	43.941	31.061	32.134	24.021	23.252
France	82.466		54.555				26.132	
UK			55.833			32.479	26.398	
Poland							55.842	
Brazil			73.617				33.074	
Colombia								
<div>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. The data concerning Management include: Management and Senior Management except data concerning the Managing Director at Creta Global.</div>								

* The amounts indicated are given in the local currency of the country concerned.

Dismissals during 2023

	<= 30 Years					
	Junior Managers		Technicians and Administrative Assistants		Production Staff	
	M		M	F	M	F
Spain	-		-	1	3	-
UK	-		-	-	2	-
Poland	-		-	-	-	-
Brazil	-		-	1	8	-
France	1					
Total	1		-	2	13	-

	30 and <= 50 Years						
	Junior Managers		Technicians and Administrative Assistants		Production Staff		Senior Management
	M	F	M	F	M	F	M
Spain	1	1	2	0	13	-	-
UK	-	-	-	-	5	-	-
Brazil	-	-	1	1	9	-	-
Poland	-	-	-	-	-	-	1
Total	1	1	3	1	27	-	1

	>50 Years							
	Junior Managers		Technicians and Administrative Assistants		Production Staff		Senior Management	
	M	F	M	F	M	F	M	F
Spain	-	-	-	2	5	-	-	-
UK	-	-	-	1	2	-	-	1
Portugal	-	-	-	-	-	-	-	-
Brazil	1	-	-	1	-	-	-	-
Total	1	-	-	4	7	-	-	1

APPENDICES

Local employment by country

CONTENÜR 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.

CONTENÜR 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.

	Workers	Workers with different capacities
Spain	754	13
France	46	1
Portugal	7	0
Italy	1	0
UK	70	0
Eastern Europe	3	0
Poland	65	1
Asia	1	0
Morocco	2	0
Colombia	14	0
Brazil	210	3
Argentina	4	0
Germany	1	0
Total	1175	18

CBA coverage

	Spain	Brazil	Rest of the world	Total
Production covered by a CBA	100%	100%	0%	80%

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

Type of contract at 31.12.23	<= 30 Years								
	Managers		Technicians and Administrative Assistants				Production Staff		
	Indefinite		Indefinite	Part-time	Indefinite	Part-time	Indefinite	Part-time	
	M	F	M	M	F	F	M	M	F
Spain	1	0	9	2	13	4	41	32	0
France	1	1	1	0	1	0	0	1	0
Portugal	0	0	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0
UK	0	0	1	0	4	0	8	0	0
Eastern Europe	0	0	0	0	1	0	0	0	0
Poland	0	0	2	1	1	1	3	4	0
Asia	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	0	0	0	1
Brazil	0	0	5	0	7	11	44	0	0
Argentina	0	0	0	0	2	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0
Total	2	1	18	2	29	16	96	37	1

Type of contract at 31.12.2023	> 30 and <= 50 Years															
	Senior Management		Management			Managers			Technicians and Administrative Assistants				Production Staff			
	I	I	I	I	T	I	I	T	I	T	I	T	I	T	I	T
	M	F	M	F	F	M	F	F	M	M	F	F	M	M	F	F
Spain	2	1	6	2	0	18	5	0	33	0	31	3	226	82	6	1
France	0	0	1	0	0	4	1	1	5	0	9	0	3	0	0	2
Portugal	0	0	0	2	0	1	1	0	0	0	0	0	0	0	0	0
Italy	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
UK	0	0	2	0	0	3	0	0	6	0	6	0	22	0	0	0
Eastern Europe	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0
Poland	0	0	5	0	1	3	0	1	6	2	6	3	10	7	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Colombia	0	0	1	1	0	2	1	0	0	0	2	0	3	1	0	0
Brazil	0	0	3	1	0	8	2	0	8	0	18	0	82	0	0	0
Argentina	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	1	20	6	1	42	10	2	58	2	74	6	346	90	6	2

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

APPENDICES

Contracts by age, category, type and gender

Type of contract at 31.12.2023	> 50 Years													
	Senior Management		Management		Managers		Technicians and Administrative Assistants				Production Staff			
	I	T	I	I	I	I	I	I	T	T	I	T	I	T
	M	M	M	F	M	F	M	F	M	F	M	M	F	F
Spain	4	1	5	3	3	4	11	17	0	0	153	29	3	1
France	1	0	3	0	4	1	2	1	0	0	3	0	0	0
Portugal	0	0	0	0	1	0	1	1	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	1	1	4	0	2	3	0	0	8	0	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	0	1	0	0	0	6	1	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Colombia	0	0	0	0	1	0	0	0	0	0	1	0	0	0
Brazil	1	0	2	0	3	0	0	1	0	0	11	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Total	6	1	12	4	14	5	17	24	0	0	182	30	3	1

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



Contracts by age, category, type and gender

Contracts in force throughout 2023	<= 30 Years						
	Managers		Technicians and Administrative Assistants			Production Staff	
	Indefinite		Indefinite	Part-time	Indefinite	Part-time	Indefinite
	H		H		M	M	H
Spain	1		8	2	9	2	36
France	0		1	0	1	0	1
Portugal	0		0	0	0	0	0
Italy	0		0	0	0	0	0
UK	0		1	0	3	0	6
Eastern Europe	0		0	0	1	0	0
Poland	0		2	0	1	0	3
Asia	0		0	0	0	0	0
Morocco	0		0	0	0	0	0
Colombia	0		0	0	0	0	1
Brazil	0		5	0	4	6	35
Argentina	0		0	0	1	0	0
Germany	0		0	0	0	0	0
Total	1		17	2	20	8	88

Contracts in force throughout 2023	> 30 and <= 50 Years												
	Senior Management		Managers			Technicians and Administrative Assistants				Production Staff			
	I	I	I	I	T	I	T	I	T	I	T	I	T
	M	F	M	F	M	M	M	F	F	M	M	F	F
Spain	2	1	21	5	1	26	0	30	1	208	41	5	2
France	0	0	4	1	0	4	0	9	0	3	0	0	0
Portugal	0	0	1	3	0	0	0	0	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0	0
UK	0	0	5	0	0	6	0	6	0	11	0	0	0
Eastern Europe	0	0	1	0	0	0	0	1	0	0	0	0	0
Poland	0	0	6	2	0	6	2	5	2	9	6	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	0	2	0	3	1	0	0
Brazil	0	0	10	3	0	5	0	15	0	66	0	0	0
Argentina	0	0	1	0	0	0	0	0	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0
United Arab Emirates	0	0	1	0	0	0	0	0	0	0	0	0	0
Total	2	1	56	16	1	47	2	66	3	300	48	5	2

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

APPENDICES



Contracts during the year 2023 by age, category, type and gender

Contracts in force throughout 2023	> 50 Years											
	Senior Management		Managers		Technicians and Administrative Assistants				Production Staff			
	I	T	I	I	I	I	T	T	I	T	I	T
	M	M	M	F	M	F	M	F	M	M	F	F
Spain	4	1	8	7	10	13	1	3	14	20	3	0
France	1	0	6	1	2	1	0	0	3	0	0	0
Portugal	0	0	0	0	1	1	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	4	0	1	2	0	0	3	0	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	1	0	0	0	6	0	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	1	0	0	0	0	0	0
Colombia	0	0	1	0	0	0	0	0	11	0	0	0
Brazil	1	0	3	0	0	0	0	0	0	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	1	0	0	0	0	0	0	0	0	0
Total	6	1	23	8	15	18	1	3	164	20	3	0

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

Contracts by age, category, type of work day and gender

Type of work day at 31.12.2023	<= 30 Years								
	Managers		Technicians and Administrative Assistants				Production Staff		
	JC	JC	JC	JP	JC	JP	JC	JP	JC
	M	F	M	M	F	F	M	M	F
Spain	1	0	11	0	15	2	66	7	0
France	1	1	1	0	1	0	0	0	1
Portugal	0	0	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0
UK	0	0	1	0	4	0	8	0	0
Eastern Europe	0	0	0	0	1	0	0	0	0
Poland	0	0	3	0	2	0	5	0	0
Asia	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	0	1	0	0
Brazil	0	0	5	0	7	11	44	0	0
Argentina	0	0	0	0	2	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0
Total	2	1	21	0	32	13	126	7	1

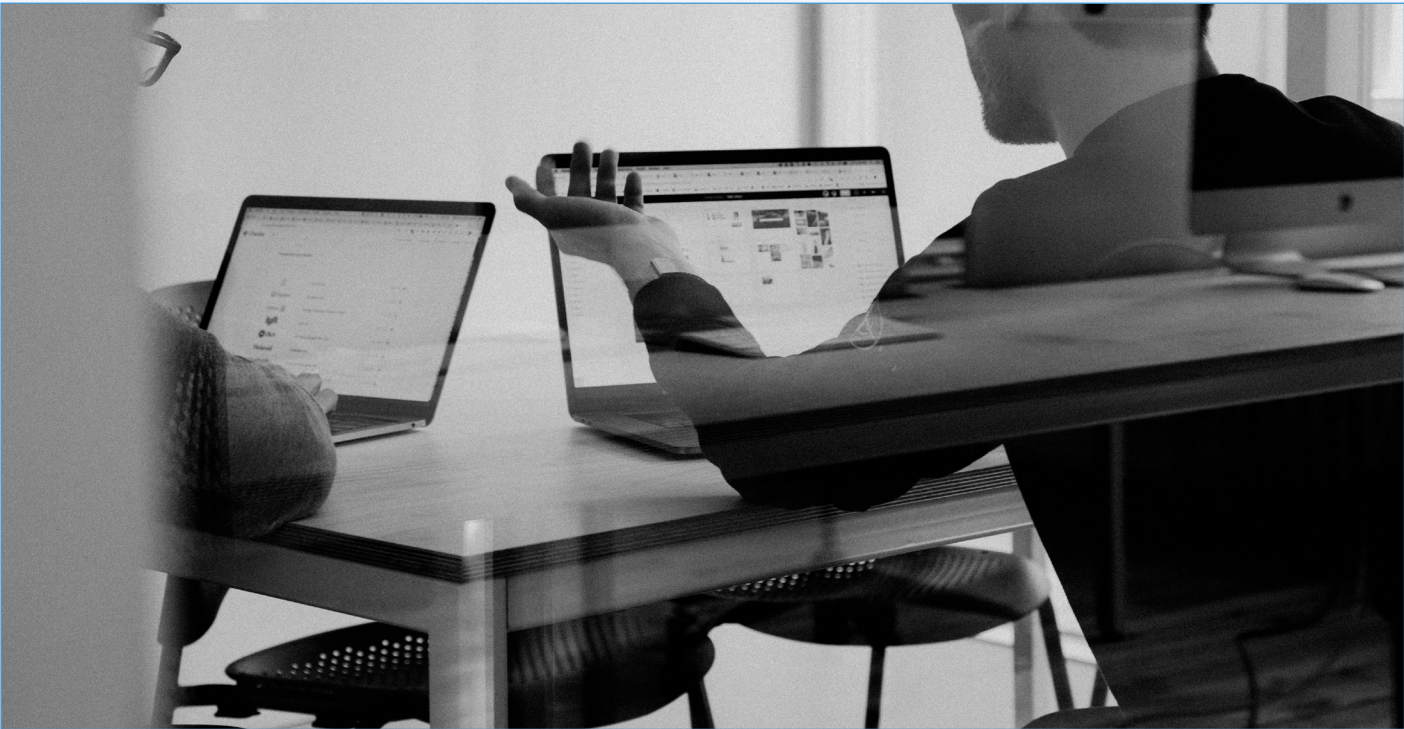
Type of work day at 31.12.2023	> 30 and <= 50 Years											
	Senior Management		Managers			Technicians and Administrative Assistants			Production Staff			
	JC	JC	JC	JC	JP	JC	JC	JP	JC	JP	JC	JP
	M	F	M	F	F	M	F	F	M	M	F	F
Spain	2	1	18	5	2	33	31	3	294	14	6	2
France	0	0	5	1	0	5	8	1	3	0	0	0
Portugal	0	0	1	2	1	0	0	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0
UK	0	0	5	0	0	6	6	0	22	0	0	0
Eastern Europe	0	0	1	0	0	0	1	0	0	0	0	0
Poland	0	0	8	1	0	8	9	0	17	0	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	1	1	4	0	0	0
Brazil	0	0	11	3	0	8	18	0	82	0	0	0
Argentina	0	0	1	0	0	0	1	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	1	65	15	3	60	75	5	422	14	6	1

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

APPENDICES

Type of work day at 31.12.2023	> 50 Years										
	Senior Management			Managers		Technicians and Administrative Assistants			Production Staff		
	JC	JP	JC	JC	JC	JC	JC	JP	JC	JP	JC
	M	M	F	M	F	M	F	F	M	M	F
Spain	4	1	0	8	7	10	17	2	165	16	4
France	1	0	0	7	1	2	1	0	3	0	0
Portugal	0	0	0	1	0	1	1	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	0	4	0	2	3	0	8	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	1	0	0	7	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	1	0	0	0	0
Colombia	0	0	0	1	0	0	0	0	1	0	0
Brazil	1	0	0	5	0	0	1	0	11	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	0	1	0	0	0	0	0	0	0
Total	6	1	0	27	8	16	24	2	195	16	4

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



Contracts by age, category, type of work day and gender

	<= 30 Years						
Contracts in force throughout 2023	Managers	Technicians and Administrative Assistants				Production Staff	
	JC	JC	JP	JC	JP	JC	JP
	M	M	M	F	F	M	F
Spain	1	10	0	10	1	38	6
France	0	1	0	1	0	1	0
Portugal	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0
UK	0	1	0	3	0	6	0
Eastern Europe	0	0	0	1	0	0	0
Poland	0	2	0	1	0	6	0
Asia	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	1	0
Brazil	0	5	0	4	6	35	0
Argentina	0	0	0	1	0	0	0
Germany	0	0	0	0	0	0	0
Total	1	19	0	21	7	85	6

Contracts in force throughout 2023	> 30 and <= 50 Years											
	Senior Management		Managers			Technicians and Administrative Assistants			Production Staff			
	JC	JC	JC	JC	JP	JC	JC	JP	JC	JP	JC	JP
	M	F	M	F	F	M	F	F	M	M	F	F
Spain	2	1	21	5	0	26	29	2	236	13	5	2
France	0	0	4	1	0	4	8	1	3	0	0	0
Portugal	0	0	1	2	1	0	0	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0
UK	0	0	5	0	0	6	6	0	11	0	0	0
Eastern Europe	0	0	1	0	0	0	1	0	0	0	0	0
Poland	0	0	6	2	0	8	7	0	15	0	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	1	1	4	0	0	0
Brazil	0	0	10	3	0	5	15	0	66	0	0	0
Argentina	0	0	1	0	0	0	0	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0
United Arab Emirates	0	0	1	0	0	0	0	0	0	0	0	0
Total	2	1	55	15	1	49	67	4	335	13	5	2

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Contracts in force throughout 2023	> 50 Years												
	Senior Management			Managers		Technicians and Administrative Assistants				Production Staff			
	JC	JP	JC	JC	JC	JC	JP	JC	JP	JC	JP	JC	JP
	M	M	F	M	F	M	M	F	F	M	M	F	F
Spain	4	0	0	8	6	10	1	12	1	147	14	3	0
France	1	0	0	6	1	2	0	1	0	3	0	0	0
Portugal	0	0	0	0	0	1	0	1	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	0	4	0	1	0	2	0	3	0	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	1	0	0	0	6	0	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0	1	0	0	0	0	0
Colombia	0	0	0	1	0	0	0	0	0	1	0	0	0
Brazil	1	0	0	3	0	0	0	0	0	11	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	0	1	0	0	0	0	0	0	0	0	0
Total	6	0	0	23	8	15	1	17	1	171	14	3	0

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

Salary Gap

	Senior Managers	Junior Managers	Technicians and Administrative Assistants	Production Staff
Spain	18%	-7%	7%	4%
France	*	14%	5%	*
UK	*	*	13%	*
Poland	1%	-6%	6%	*
Brazzil	*	*	39%	*

* There are no women so calculating the gap is not possible

Appendix 2

DESCRIPTION AND CALCULATION METHOD USED FOR ACCIDENT, SERIOUSNESS AND INCIDENCE RATES, ACCORDING TO THE INSHT (SPANISH INSTITUTE FOR OCCUPATIONAL HEALTH & SAFETY)

Incidence rate

It compares the number of accidents to the average number of persons exposed to a risk in a period of reference.

$$R_i = \frac{\text{No. of occupational accidents with leave} \times 10^5}{\text{Average no. of workers exposed}}$$

The number of accidents occurring during the work day is calculated (in itinere accidents excluded), in the same way as official statistics of the Spanish Ministry of Employment.

The number of workers is the average exposed to a risk in the period of reference.

This same formula may be used to calculate the incidence rate of fatal accidents.

Incidence rate (fatal accidents)

$$RR_M = \frac{\text{No. of fatal occupational accidents} \times 10^5}{\text{Average no. of workers exposed}}$$

Frequency rate

$$R_f = \frac{\text{No. of occupational accidents with leave} \times 10^6}{\text{Total no. of hours effectively worked}}$$

The number of occupational accidents refers to those occurring during the work day (in itinere accidents excluded).

Frequency rate (fatal accidents)

$$RF_F = \frac{\text{No. of fatal occupational accidents} \times 10^8}{\text{Total no. of hours effectively worked}}$$

When calculating the frequency rate (fatal accidents), this is based on one hundred million hours worked.

Seriousness rate

$$R_s = \frac{\text{No. of work days not worked due to an occupational accident with leave} \times 10^3}{\text{Total no. of hours effectively worked}}$$

Any work day lost is accounted for, as the difference in calendar days (without deducting holidays or vacation time) between the reinstatement date and date of leave. Work days lost represent the seriousness of the accident occurring during the year or period of reference.



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