2024 SUSTAINABILITY REPORT

NON-FINANCIAL REPORTING

CONTENUR

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01

Introduction

→ 1.1 Message from the CEO



ANTONIO BELÁUSTEGUI

CEO at **CONTENUR**

2024 has been another year of strong momentum for the **CONTENUR** project. The company has once again achieved solid growth in its key markets, reaping the benefits of significant investments and initiatives undertaken in recent years.

Financially speaking, our balance sheet is very positive. In line with previous years, turnover grew by more than 8% this year. Record financial results were achieved, thanks to strong performance in the Iberian market, solid growth in the United Kingdom, and a healthy level of activity in France. **CONTENUR** has also been awarded the New York containerisation contract and has launched the first injection-moulded vertical loading container onto the market.

Socially, apart from fostering and ensuring a safe work environment and stable, quality employment, we also strengthened initiatives to continue improving talent attraction, integration, and development, to increase employee satisfaction and sense of belonging, and to promote equality and diversity.

In terms of the environment, it is worth highlighting the increase in the number of **CIRCLE®** operations and the subsequent increase in the consumption of recovered “end-of-life” materials (which originate from used containers). We have also managed to significantly reduce our emissions and energy consumption at all plants and service centres, as well as supplying all plants and virtually all service centres with 100% renewable energy.

CONTENUR is striving to become a leader in its sector in terms of sustainability. It is doing so with the drafting of the 2024-2027 ESG Master Plan, which includes 16 ambitious goals that will drive our environmental, social, and governance performance over the next three years.

I hope that you will enjoy this annual report, where we detail our progress throughout 2024 and our key sustainability initiatives for 2025.

Kind regards,

Antonio Belaustegui.



02

CONTENUR

→ 2.1 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.

PEOPLE

We foster the development of our professionals.

INNOVATION

Our approaches to respond to our customers' needs.

COMMITMENT TO GROWTH

We reinforce leadership in our key markets.

SERVICE ORIENTED

Everything we do revolves around our customers.

ENVIRONMENTAL COMMITTMENT

We promote environmental improvement.

CONTINUAL IMPROVEMENT

We constantly improve the efficiency of our operations.

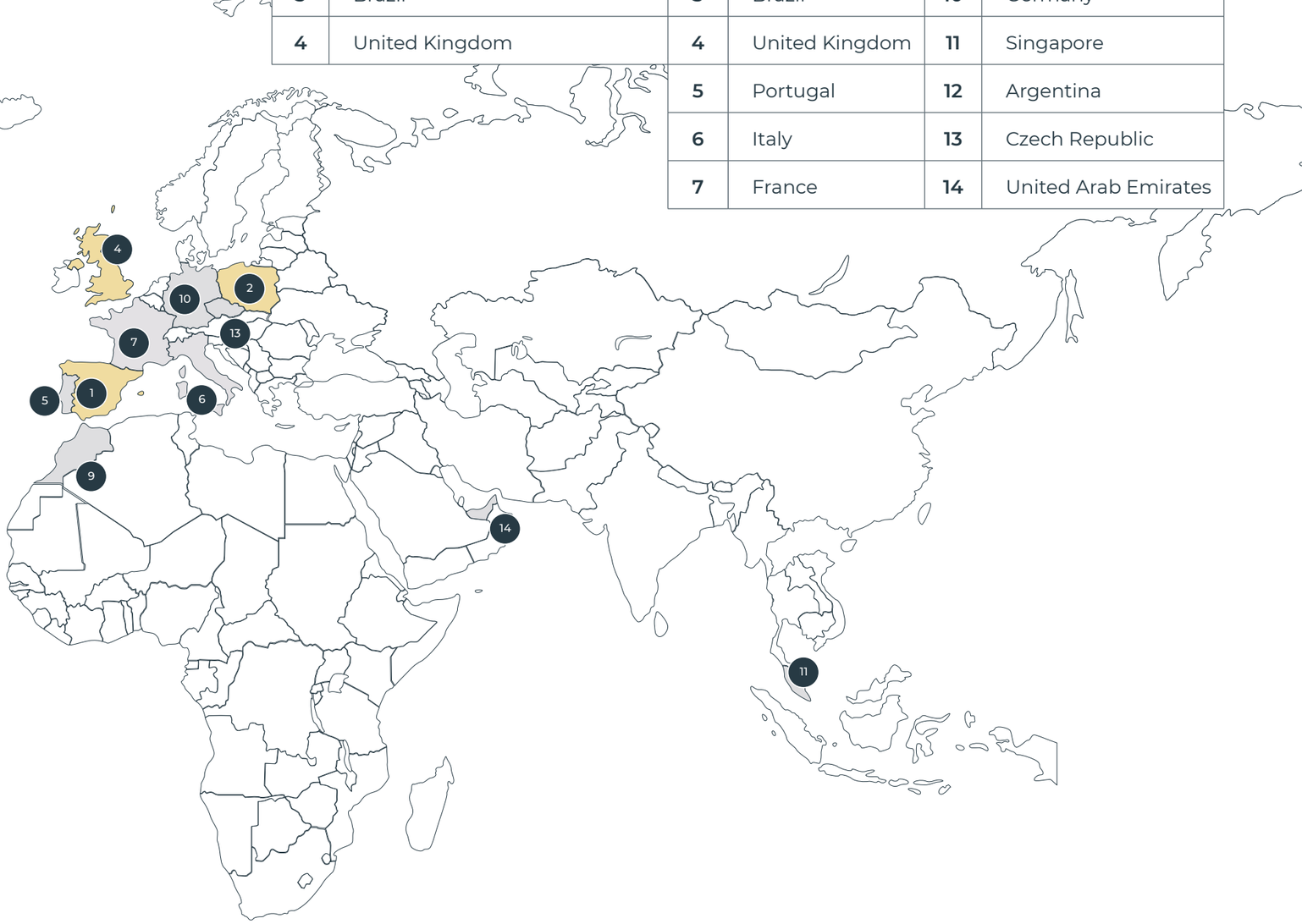
→ 2.2 Presence and business areas

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	Singapore
		5	Portugal	12	Argentina
		6	Italy	13	Czech Republic
		7	France	14	United Arab Emirates





→ 2.3 2024 milestones

JANUARY

1. **CONTENUR** celebrated the annual convention under the banner *"Keep Growing Together"*.
2. The Châlons-en-Champagne Aggregation Community choose the OPTIK igloo to refurbish its glass containers.
3. The Sector II Consortium from the Almería province installed more than 5,000 new OVAL containers.
4. **CONTENUR** participated in the "5th Cleaning and Equipment Conference" Municipal Services Together with the Public", organised by Madrid City Council.

FEBRUARY

1. **CONTENUR** welcomed students from the University of Deusto - San Sebastián to its facilities in Getafe (Madrid).
2. The City Council of Cartagena (Spain) awarded **CONTENUR** the contract for the maintenance of children's games, bio-health areas, and calisthenics equipment.
3. The municipality of Portoalegre (Portugal) selected **CONTENUR** for the installation of containers for organic matter.
4. **CONTENUR** was awarded the contract to install the fifth container in Jerez de la Frontera (Spain).

MARCH

1. **CONTENUR** celebrated 8 March, International Women's Day, and applauded the steps being taken in all areas toward real gender equality.
2. **CONTENUR** participated in the National Congress of Municipalities in Cartagena de Indias (Colombia).
3. Supply of more than 40,000 rear-loading containers in the Kaunas region (Lithuania).
4. More than 1,300 Side Loading containers in Calpe (Alicante).
5. Qatar chose **CONTENUR** to improve the country's containerisation.
6. **CONTENUR**, Parkalgar's main partner in the MotoGP test in Portugal.
7. Work began on the installation of 449 semi-underground containers in Gers (France).

APRIL

1. Badajoz acquired OVAL Side-Loading containers for organic waste collection.
2. The 120-litre container is a staple on collection routes in the Polish municipality of Ciepielów.
3. **CONTENUR** successfully held International Safety and Health Day at its 4 production centres.



MAY

1. **CONTENUR** participated successfully at IFAT2024.
2. Zaragoza begins its rollout of the brown waste container throughout the city.
3. **CONTENUR** UK received a visit from BIFFA at the Knowsley plant.
4. Launch of a new solution for the OMEGA litter bin range: the litter bin island.
5. Teambuilding sessions at Atresmedia Training.
6. **CONTENUR** published the Sustainability Report for 2023.
7. Supply of more than 13,000 containers for selective recycling in the Pomerania region (Poland).

JUNE

1. **CONTENUR** took part in TECMA with more than 250 metres of stand.
2. **CONTENUR** presented at the Clean Enviro Summit fair in Singapore.
3. Granada is committed to collecting organic matter.
4. B&B Executive Leadership training on the importance of the manager's participation in the selection process.
5. New underground containers in Bremen (Germany).

JULY

1. Nexxus Iberia, a Spanish private equity firm, closed the acquisition of a majority stake in **CONTENUR**.
2. Start of underground container cleaning and maintenance service in Liverpool (United Kingdom).
3. First Rear-Loading units in the Norwegian market.
4. **CONTENUR** assisted 33 patients at the 2nd Blood Donation Day.

AUGUST

1. **CONTENUR** revolutionised the user experience with the launch of its new 3D Online Configurator
2. The second phase of the Las Palmas de Gran Canaria cleanup got underway.



SEPTEMBER

1. **CONTENUR** Polska organised a major event at its Mielec facilities, bringing together key players in the waste sector.
2. **CONTENUR** attended the Corporate Sustainability Forum as a FORETICA partner, the annual benchmark event on business sustainability in Spain.
3. The INNOVille trade fair was held in Biarritz, France.
4. **CONTENUR** proud sponsor of ENLU Madeira.
5. More than 1,900 new Side-Loading containers in the city of Ávila.

OCTOBER

1. **CONTENUR** actively participated in the cleanup efforts in the areas affected by the DANA in Valencia.
2. Caen La Mer visited the **CONTENUR** facilities in Getafe (Spain).
3. Majadahonda is committed to organic waste collection with new side-loading containers.
4. **CONTENUR** UK main sponsor at LARAC 2024.
5. The Third Equality Plan (2024-2028) entered into force.
6. **CONTENUR** started a new phase in the Serbian market.

NOVEMBER

1. 55,000 new rear-loading containers in the municipalities of SMICTOM du GIENNOIS (France).
2. Side-loading containers in Porto.
3. **CONTENUR** participated in the #Ponle- Freno Madrid charity race.
4. Launch of the 360-container range.
5. **CONTENUR** won the New York City containerisation contract.
6. Participation in the first event for the plastics processing sector organised by ANAIP.

DECEMBER

1. First Side-Loading units in Germany.
2. The Portuguese municipality of Paredes de Coura installed OVAL side-loading containers.
3. The installation of underground and semi-underground containers in the French Basque Country was successfully completed.



→ 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



Renting



Cleaning and disinfection



Installation



Kids' play areas

→ 2.5 Main operating figures

Turnover
185 M€

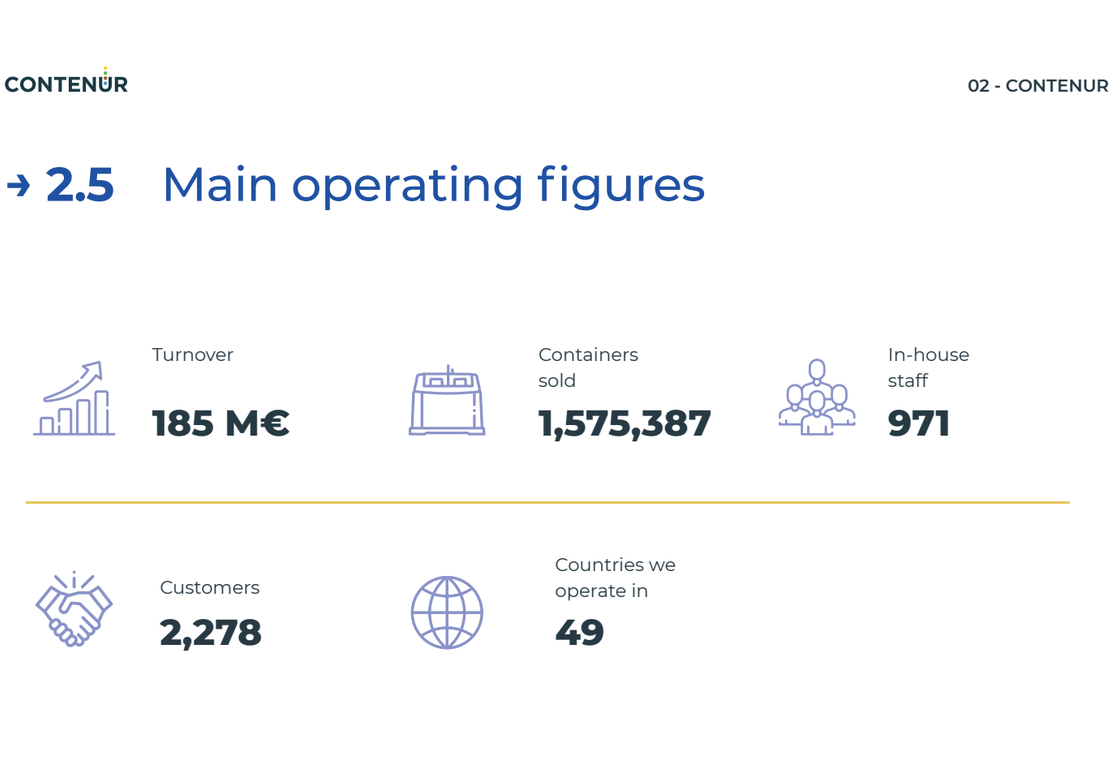
Containers sold
1,575,387

In-house staff
971

Customers
2,278

Countries we operate in
49

Income per continent:



	2024	2023	2022	2021
Sales growth	185 M€	171 M€	152 M€	122 M€
Countries with activity	54	53	53	52
Number of subsidiaries	14	14	14	14
Participation at fairs	4	4	3	3
No. people in the sales area	85	85	84	84

	Net results 2024	Income tax payments made in 2024	Net results 2023	Income tax payments made in 2023
Creta Global SL (Creta Global S.L.U.)	-1,938 K€	-482 K€	-362 K€	-120 K€
CONTENUR S.L.U (CONTENUR)	4,004 K€	2,318 K€	9,442 K€	3,355 K€
CONTENUR Portugal S.A. (Portugal)	374 K€	109 K€	145 K€	21 K€
CONTENUR UK Limited (UK)	82 K€	0 K€	-1,491 K€	-486 K€
CONTENUR Polska spzoo (Poland)	347 K€	53 K€	720 K€	57 K€
CONTENUR Maroc SARL (Morocco)	129 K€	37 K€	-20 K€	0 K€
Financial Fusion Solutions SL. (FSS)	-3,839 K€	0 K€	0 K€	0 K€
CONTENUR Ambiental Containers Ltda (Brazil)	1,378 K€	790 K€	1,734 K€	537 K€
CONTENUR Deutschland GMBH (Germany)	123 K€	0 K€	66 K€	0 K€
CONTENUR Colombia SAS (Colombia)	16 K€	10 K€	64 K€	82 K€
CONTENUR Asia Pacific (Asia - Pacific)	18 K€	0 K€	-22 K€	0 K€
CONTENUR Ceska Rep. (Czech Republic)	98 K€	0 K€	24 K€	9 K€
CONTENUR Contenedores SAS (Argentina)	114 K€	-29 K€	-1,157 K€	0 K€
CONTENUR Weme (United Arab Emirates)	-8 K€	0 K€	0 K€	0 K€

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.

Risks

- Geopolitical uncertainty and its influence on commodity markets.
- Entry of competitors into peripheral markets.
- Reduction in public spending on waste management.
- Exchange rate trends in non-Euro markets.

ACTIVITY 2024

2024 was a year involving growth in both sales and earnings.

The year was characterised by excellent performance in the Iberian market, particularly in Spain, a definitive take-off of activity in the British market, and very healthy business in the French market.

2024 was the first full year of execution of the maintenance services contract for Madrid, as well as the award of the contract for the supply and maintenance of Side-Loading containers for New York City. This contract could become one of the largest in the world for waste containerisation management.

Highly relevant new products were launched, such as the 360IGLOO, the first and only Vertical-Loading container of its kind manufactured using injection moulding, and numerous solutions were developed for different applications for our customers.

Finally, work has taken place on preparing an ESC Master Plan that includes a large number of actions across the three pillars of environmental, social, and governance sustainability.

Negative factors: Eastern European markets continue to suffer the effects of instability in the region, which has slowed their growth.

2025 FORECAST

We anticipate significant growth of 11% in our business in 2025, primarily driven by continued growth in the United Kingdom, supported by the implementation of recycling regulations and the recovery of activity in Eastern European markets.

Sales of our high-capacity containers will increase through promotion in new geographies.

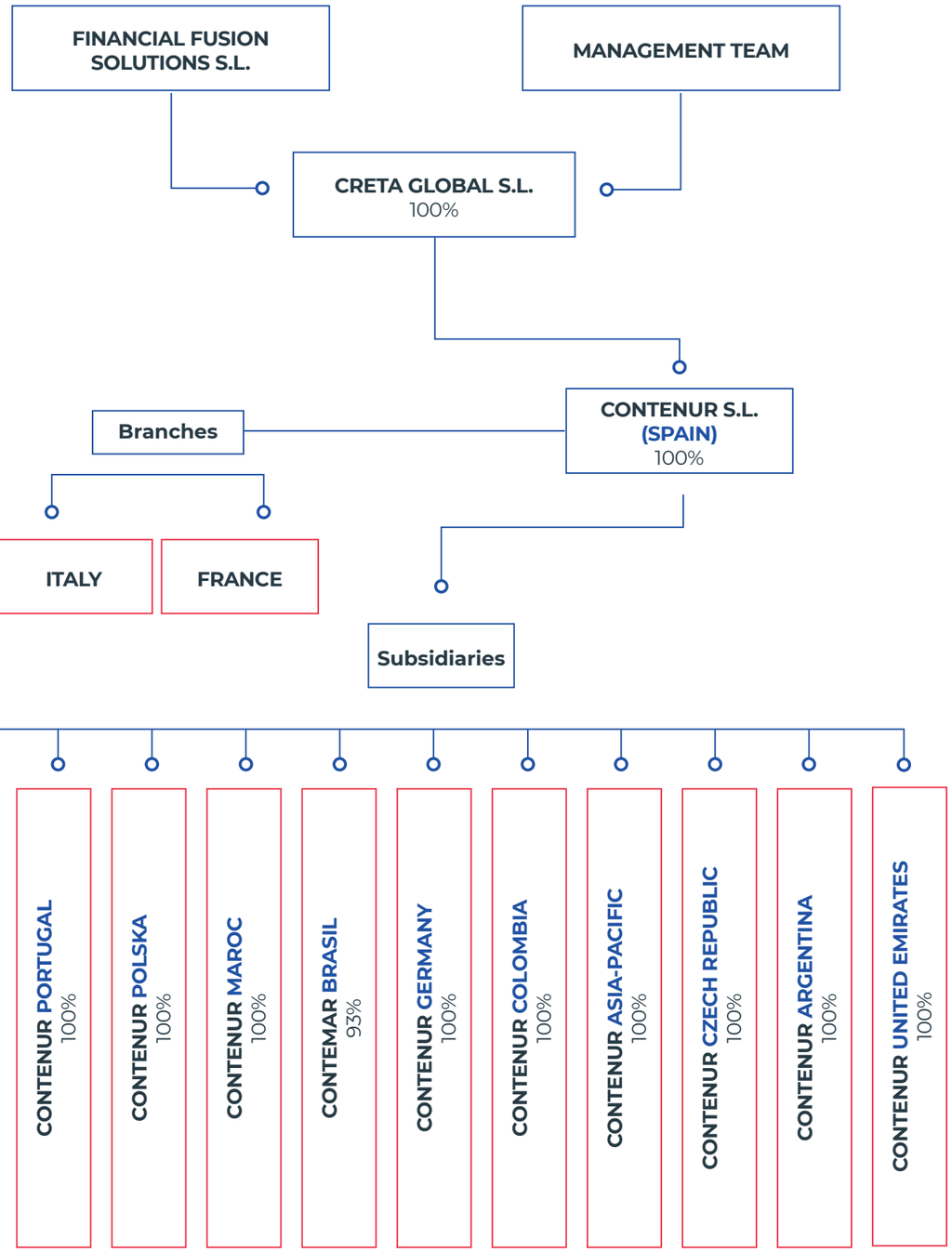
This will also be the year we launch our business in the United States market through the New York contract.

We also anticipate significant growth in our services activity in Spain.



→ 2.6 Corporate and governance structure

Corporate structure





CONTENUR

Organisation chart



CEO – Managing Director

Antonio Beláustegui



Systems Director

Antonio Rodríguez



Human Resources Director

David Fernández



Financial Director

Esther Da Veiga

- Internal Audit Manager
- Controller
- Administration, Manager, Spain
- Administration Manager, UK
- Administration Manager, Portugal
- Administration Manager, France
- Administration Manager, Poland
- Administration Manager, Colombia



Central Europe Market Director

Emmanuel Ledroit

- Commercial Director, France
- Operations Director, France
- Commercial Manager, Germany
- Commercial Manager, Morocco



International Development Director

Florentino Macarro

- Communications and Marketing Director
- Commercial Director, UK
- Commercial Director EU East, Poland and Czech Republic
- Commercial Manager Asia
- Commercial Manager Colombia
- Exports Manager
- Commercial Director USA



Southern Europe Market Director

Javier Morales

- Operations Director Spain
- Commercial Director Spain
- Commercial Director Portugal



Operations Director

Diego Gagete

- Quality Director
- Engineering Manager
- Underground Manager
- Director Supply Chain
- Procurement Manager
- Product Manager Spain
- Product Manager Poland
- Product Manager UK
- Product Manager Brazil



Senior Advisor

Jesús Ajuria

- Product Development Manager
- Head of Contracts Madrid
- Head of Contracts NYC



Managing Director CONTEMAR

Ignacio Arriola

- Commercial Manager Brazil
- Urban Services Director Brazil
- Adm./Finance Manager
- Production Manager, Brazil
- Hospital and Projects Division Manager Brazil

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 (ESC).

- 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:

Q1 MEETING	Activity report (close of previous financial year). Accounts' review and NFR and presented at the shareholders' general meeting. Appointments and Compensation Committee Meeting. ESG Committee Meeting. Compliance Committee Meeting.
Q2 MEETING	Activity Report. Internal Audit Committee Meeting. ESG Committee Meeting. Compliance Committee Meeting.
Q3 MEETING	Activity Report. End of year forecast. ESG Committee Meeting. Compliance Committee Meeting.
Q4 MEETING	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 be held 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.

03

ESG Master Plan and Strategy

→ 3.1 Relationship between the ESG Master Plan and the strategic plan

The 2024–2027 ESG Master Plan sets out strategic ESG lines based on impacts, risks, and opportunities with financial materiality, and defines specific progress objectives in the environmental, social, and governance areas for the next three years at **CONTENUR**.

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

More specifically, the VCP explicitly contains the following objectives and actions of the ESG Master Plan, within the “ESG and sustainability,” “Operational Efficiency” and “M&A” axes:

— Implementation of the 2025-2027 ESG Plan, compliance with CSRD regulations, and progress toward eligibility as a sustainable investment (Article 9). Namely, implementation of the Master Plan as a whole.
— Increased consumption of "end-of-life" recycled materials. The VCP also incorporates a feasibility analysis for the purchase of a HDPE recycling plant.
— Energy cost optimisation.
— The development and implementation of talent attraction and retention plans.

→ 3.2 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:

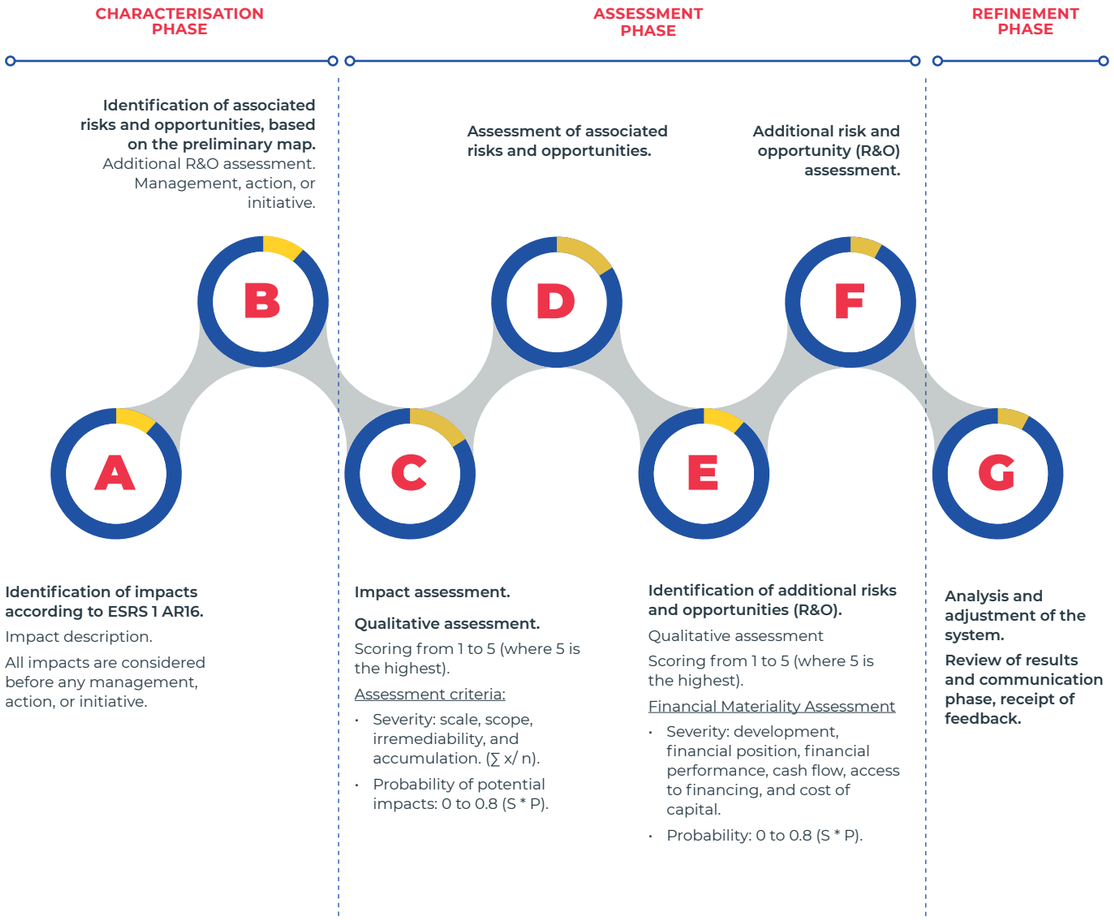
- Gender equality.
- Diversity.
- Health and safety.
- Supplier Relations.

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** 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:

A. **Scale:** rates the severity of the impact, i.e., the magnitude of a negative or positive impact on people or the environment.
B. **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 understood as the number of individuals affected.
C. **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.

In the impact assessment, **additionality** or cumulative effects are considered, determining whether the impact is exclusive to **CONTENUR**, influenced by third parties outside its control or with limited oversight, and whether it contributes to the overall effects of the value chain.

Time horizons

A. **Short-term:** period applied by **CONTENUR** to submit its financial statements.
B. **Medium-term:** from the end of the short term to 5 years.
C. **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:

For negative impacts:

— **Actual negative impacts** are assessed according to the severity of the impact, considering the scale, scope and irremediable nature.
— **Potential negative impact** are assessed according to their severity (scale, scope and irremediable nature) and the probability of occurrence.

For positive impacts:

— Actual positive aspects **are measured based on the severity of the impact, focusing on scale and scope.**
— **Potential positive impacts** are assessed according to severity (scale and scope) and probability of occurrence.

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:

A. The potential financial effects of the events (possible outcomes).
B. The severity and likelihood of impacts on people or the environment resulting from the potential events, considering severity factors.
C. 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?	Irremediability (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.

(D) Who caused the impact?

- Direct (Only the company): 0.50
- Contribution (Company + third parties): 1.00
- Business relationship (Third parties only): 0.25

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)
- 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.

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.

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.

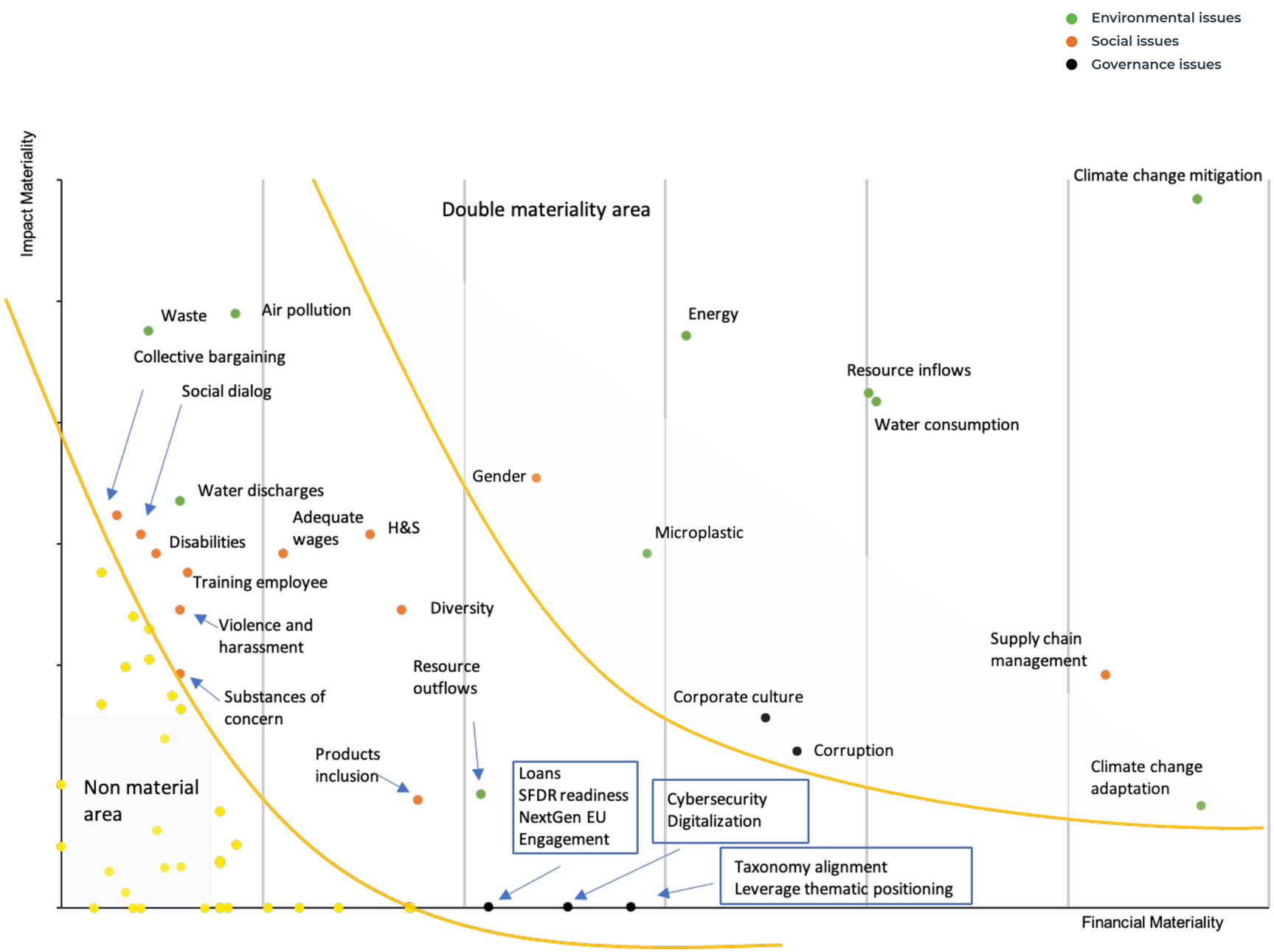
Notes:

- 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



→ 3.3 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.



ESG PILLARS		ESG TOPICS	IROS
THE ENVIRONMENT	— **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.	CIRCULAR ECONOMY	— Increasing the use of recycled plastic. — Eliminating microplastic loss. — Reducing water consumption.
		CIRCULAR ECONOMY	— Focusing on reducing emissions. — Preparing for climate change adaptation. — Improving energy efficiency.
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.	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.
GOVERNANCE	— **We prioritise risk** 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.	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).

→ 3.4 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 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.

→ 3.5 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.

The monitoring of the 2024-2027 ESG Master Plan will be included in **CONTENUR's** Steering Committee monthly meeting on a quarterly basis.

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.

→ 3.6 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.

Basic principles

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.

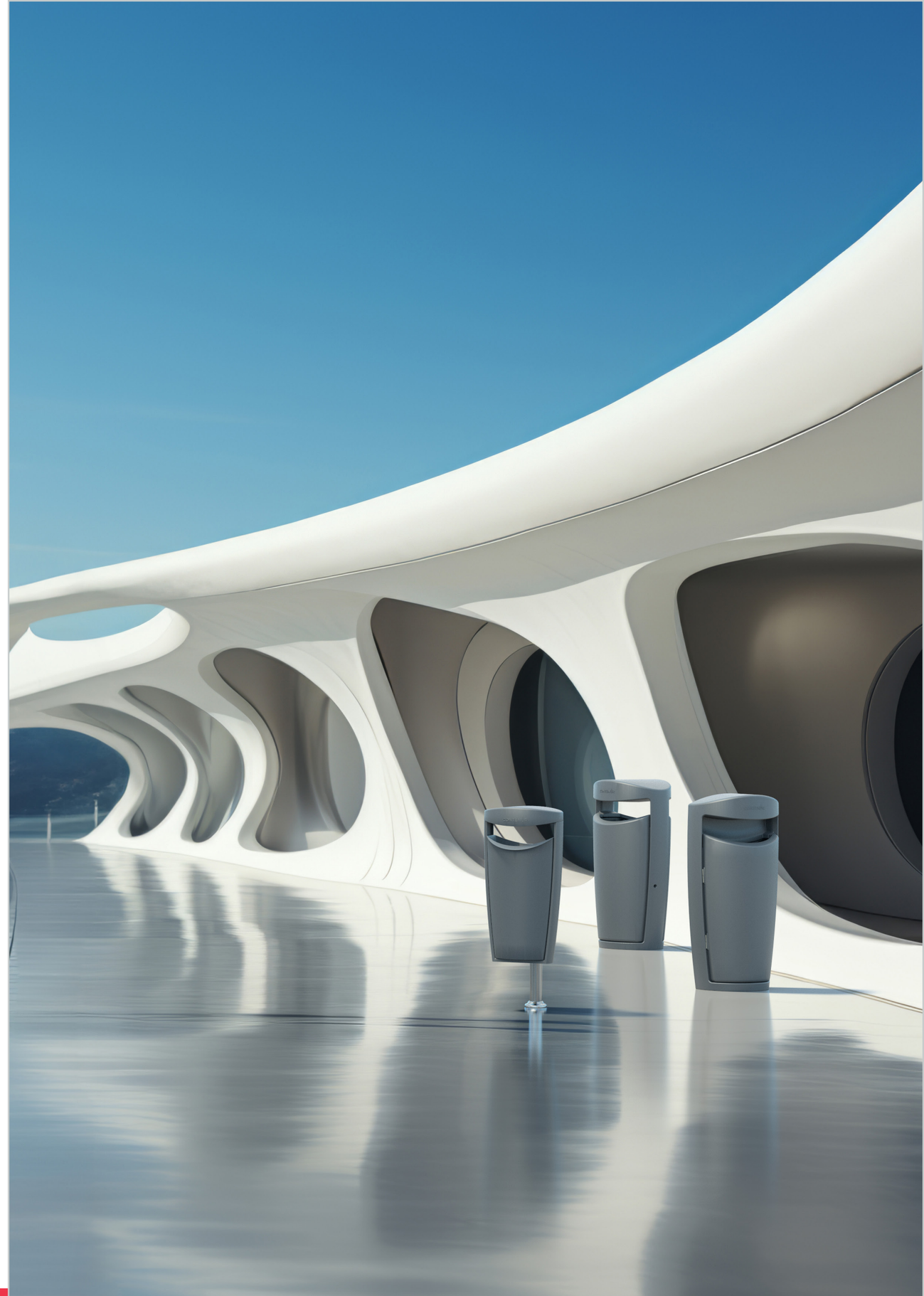
ESG Policy Development

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 ESG 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.



04

Environmental factors

→ 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 as a key pillar in the active management of climate change and the efficient use of resources.

4.1.1 Climate change

Climate change is one of the greatest challenges of our time, with impacts already affecting communities, ecosystems, and economies around the world. From rising temperatures and the frequency of extreme weather events to water scarcity, the effects of global warming are increasingly evident.

Faced with this reality, adaptation to climate change has become an urgent necessity. It is not just about reducing greenhouse gas emissions but also strengthening our capacity to respond to the inevitable changes already underway.

Investing in adaptation not only minimises economic and social damage but also creates opportunities for innovation and sustainable development.

It is possible to build a safer and more equitable future for present and future generations through strategies such as energy efficiency and sustainable city management.

Action on CO_2 emissions is essential to limit the global temperature increase to 1.5 degrees in accordance with the Paris Agreement.

In a circular economy that produces low CO_2 emissions, emissions can be reduced by improving the way we use resources to manufacture products and increasing the use of renewable energy.

We are acting on the main levers:

— Focusing on reducing emissions.
— Preparing for climate change adaptation.
— Efficient energy management.

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 2024 actions indicated below to meet these objectives and have outlined an action plan for 2025.



2024 ACTIONS

Getafe:

— Moving from 3 to 4 electric forklifts at the end of the current diesel rental contract.
— Replacing commercial vehicles with “eco”, hybrid, and/or electric vehicles during upgrades.
— Continuing to engage the rest of the supply chain through awareness raising.

Mielec:

— Contracting 100% renewable energy.

Services:

— Use of technology for route optimisation.

And generally throughout the company:

— Proper maintenance of refrigeration equipment (chillers, air conditioners) to prevent refrigerant gas leaks.

2025 PLAN

Getafe:

— Replacing one diesel forklift with an electric one, leaving only one to be replaced.
— Continue replacing company vehicles with more efficient and less polluting ones.

Knowsley:

— Replacing 2 propane forklifts with electric ones.

Services:

— 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.

INDICATORS

	2023	2022	2021
Getafe plant (Ale 1+2) ton.CO2 eq.	68.41	78.84	96.3
Mielec plant (Ale 1+2) ton.C02 eq.	4,081.51	5,517.28	7,875.92
Knowsley plant (Ale 1+2) ton.C02 eq.	137.17	311.28	-
Services Division + Underground (Ale 1+2) ton.C02 eq.	1,634.16	745.3	1,176.18
TOTAL	**5,921.25**	**6,652.7**	**9,148.4**

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, Mielec and Knowsley 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. Currently in the process of implementing ISO 50001 at the Mielec and Knowsley plants, certification is expected in the second half of 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%.



2024 ACTIONS

Mielec:

— Installation of high-speed doors so they are closed and save natural gas from the boiler.
— Working with the chiller turned off when temperatures are below 15°C, working only with the dry cooler (started in December 2023).
— Proper work habits.

Knowsley:

— Analyse whether the installed A/C equipment has a heat pump to be used instead of a boiler, reducing natural gas consumption.

Services:

— Use of technology for route optimisation.

And generally, throughout the company:

— Continuing working on awareness and best practices for efficient use of resources (efficient driving of forklifts and vehicles, efficient use of resources that consume electricity, etc.).

2025 PLAN

Mielec:

— Studying the possibility of replacing the boiler with a heat pump that recovers energy from the injectors.

Knowsley:

— Using the air conditioning equipment heat pump to heat the offices, rather than using the boiler.

Services:

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

INDICATORS

	2024	2023	2022
Electricity Mwh / ton Mwh/ton transformed (Getafe Plants-Mielec-Knowsley-Mandirituba).	0.95	1.06	1.2
% consumption Renewable Energy 100% (Plants Getafe-Mielec-Knowsley-Mandirituba).	100	62.3	49.63
% consumption Renewable Energy 100% (14 Service centres).	95.83	46.8	18.33
Litres of diesel/ton transformed.	2.14	1.80	1.94
Kg propane/ton transformed. (Mielec + Knowsley).	2.53	2.65	3.06
m^3 natural gas/ hours boiler used (Mielec + Knowsley).	1.55	2.53	6.39

4.1.2 Circular economy

The circular economy seeks to leverage resources to reduce, recycle, and reuse, giving products a second life.

CONTENUR has been committed to a circular economy model for many years based on eco-design, resource saving, waste reduction and the recovery of material from our containers with the project CIRCLE®.

CONTENUR places special emphasis on the design of our products with Ecodesign criteria, identifying all the environmental impacts that may occur in 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 and always taking into account that they comply with the premises of circularity.

From a design perspective (further information in the “product value” section), we are working on manufacturing more efficient moulds that require less energy and fewer natural resources for manufacturing.

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

CONTENUR has ISO 14006 certification in Ecodesign.

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.

MASTER PLAN OBJECTIVES:

1. To achieve a level of 60% recycled material consumption (second-life, pellets, and internal recovery).
2. To reduce pellet losses at our facilities and throughout the value chain by increasing pellet collection at the Getafe plant by 30% and also auditing OCS at the Knowsley and Mielec plants.
3. To increase water use efficiency by 10% in production (m^3/l) and by 5% in services (m^3/unit of containers washed).

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.



2024 ACTIONS

— Continuing to increase supply sources: number of suppliers and operations both in mainland Spain and in Portugal.
— Increasing the tonnage of roto-moulding recovered:
  · Greater consumption at suppliers.
  · Greater number of suppliers that can grind the material.
— Assessing the option of pelletising part of the CIRCLE® material to improve consumption at the plant.
— Increasing consumption at the plant.
  · Improving procedures.
  · Improved formulas (including pelletising assessment).
  · Improved machines (dosers, filters, etc.).

2025 PLAN

— Material cleaning station at the plant entrance.
— 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.

INDICATORS

	2024	2023	2022
Recycled material consumed	44.6 %	48.1 %	51.51 %
(TN RECYCLED CIRCLE®/TN PRODUCED)	24%	20%	9%

CIRCLE®

WHAT IS IT AND HOW DOES IT WORK?



1. **Strategic agreements with local councils** to start up the CIRCLE® project in their cities.
2. **Collection of old containers.**
3. **Container transfer** to a shredding facility.
4. **Recovery of raw materials.** Treatment for cleaning, separation and shredding.
5. **Laboratory control** of raw materials obtained. Process traceability, audited by an external entity.
   Trials and quality testing of recovered materials.
6. **New container manufacturing,** meeting the highest quality standards.
   - ISO 14.006 Ecodesign
   - ISO 50.001 100% Renewable Energy
   - OCS Certification Minor pellet losses
7. Completion of **quality control tests** on already manufactured products, to guarantee CIRCLE® project feasibility.
8. New containers are **ready for delivery.**
9. **Promoted recycling.** Extended useful life of our products. We encourage responsible citizen conduct.
10. **Maintenance.** Adequate container maintenance helps extend the product's useful life.

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 several initiatives in 2024 that allowed consumption to decrease by 94% in plants and maintain consumption in Services, with the incorporation of new centres.

New actions have been defined in 2025 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 2025 with the main suppliers to whom this aspect applies so that they themselves will implement the programme and minimise this indirect aspect.

2024 ACTIONS

Getafe

— Repair of a hidden water leak at a fire protection installation.
— Installation of an increased number of flow meters to prevent further potential water leaks.
— New water treatment system that loses less water discharged into the sewer.

Knowsley:

— Installing taps on mould connections to reduce water spills.
— Modification of the dry cooler work temperature to reduce water consumption.

Servicios:

— Installation of water diffusers in all the facilities' taps and showers.
— Changing the wash channel hydro-cleaners' cleaning nozzle system to a rotating system, which significantly minimises water consumption.
— Purchase of hydro-cleaning equipment with flow control systems for cleaning at higher pressures and lower flow rates.
— Training and awareness of workers in work procedures for the proper use and the exact amount of water, detergent, and solvent needed.

2025 PLAN

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 Knoswley:

— Install automatic taps.
— 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.

INDICATORS

	2024	2023	2022
m³/ton. Transformed (Plants Getafe-Mielec-Knowsley-Mandirituba)	0.48	0.53	0.45

OCS

The implementation of the OCS (Operation Clean Sweep®), an international initiative that seeks to reduce the dispersion of plastic pellets in the environment, **CONTENUR** (first certified company in Europe) have achieved significant improvements such as:

— Reduction of pollution and discharges into the network (containment measures and appropriate working procedures).
— Process optimisation (increased operational efficiency and reduction of losses during the handling, transportation, and storage of these materials).
— Cost reduction.
— Commitment to environmental sustainability.

2024 ACTIONS

Elimination of pellet loss

— 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.

2025 PLAN

Elimination of pellet loss

Implementation of the OCS programme at the Mielec and Knowsley plants for their subsequent certification.
— Initial diagnosis and establishment of an Action Plan.
— Training and awareness-raising for all workers involved in the process.
— Defining the system for collecting spilled pellets (methodology, parties responsible, location, etc.), weigh, and report quantities for indicator monitoring.
— Conducting monthly inspections to ensure compliance.

INDICATORS

	2024	2023	2022
kg pellets collected/day (Getafe plant)	5.65	3.67	3.17

05

Social factors

→ 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

CONTENUR had 971 paid employees on its payroll at the end of 2024 (understood as anyone with a contract with one of the group's companies, whether permanent or temporary, or full-time or part-time), spread across 52 work centres.

CONTENUR workforce	2024
No. employees (31.12.24)	971
No. work centres	52
Men	814
Women	157
Permanent contract	904
Temporary contracts	67
Average age of workforce	41.80
Average time spent working at the company by employees	8.57
Turnover rate	8.40%*

** Voluntary turnover*

CONTENUR defines the people area with the aim of creating a human resources management model that allows for the attraction, development and retention of talent through their professional growth, making them part of the company's project and guaranteeing them a decent and stable job in a diverse and inclusive environment.

MASTER PLAN OBJECTIVES:

- Reducing the closing period per position by 30% (number of days).
- Setting the employee turnover rate at 6%.
- Increasing the rate of female candidates (indirect labour in production and other positions) by 50%.
- Increasing the representation of women in leadership positions by 35%.
- Ensuring that employees over 50 years of age represent approximately 30% of the total.
- Training 50% of employees each year in diversity.
- Reducing the frequency rate by 30%.
- Striving to reduce the severity rate.

Talent development and attraction

CONTENUR 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.

2024 ACTIONS

- Potential and performance matrix: actions to be taken in each quadrant.
- Preparation of a welcome pack for employees.
- Digital disconnection policy.
- Developing the Code of Conduct.
- Employee meetings (at least 8 per year).
- Skills training for the Management Committee. Learn permit.
- Team building actions in Industrial, Financial, Systems and HR areas (1 year).
- Celebrating significant events and actions. Minimum recommended frequency: 2 per centre/year.
- Improving job descriptions. Minimum requirement. Training Guide Hiring managers.
- Promotion of events on social media (at least 1 a month).

2025 PLAN

Actions to improve STAFF RETENTION

- Potential and performance matrix 2025: actions to be taken in each quadrant.
- Conducting cross-cutting projects (at least one per area/department).
- Preparation of onboarding HCM (United Kingdom, Poland, France and Brazil).
- Publishing at least 50% of job openings (internal promotion).
- Preparing a 2025 compensation study (Mercer).
- Executing and monitoring the 2025 communications plan.
- Providing leadership training to the Management Committee.
- Teambuilding actions in Spain, United Kingdom, Poland, France and Brazil (1 year).
- Celebrating significant events and actions.
- Minimum recommended frequency: 2 per centre/year.

Actions to improve ATTRACTION

- Developing and communicating internal personnel selection procedures.
- Proposing HR improvements to enhance the company's brand (at least 3 per year).
- Promoting events on social media (at least 1 a month).

INDICATORS

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

INDICATOR	2024	2023
Turnover rate (%)	8.40%	6.62%
Replenishment rate (days)	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.

Creating an environment where every employee feels valued and respected, regardless of their background, gender, sexual orientation, religion, disability, or personal characteristics.

2024 ACTIONS

- Signing of the Third Equality Plan.
- Diversity, equity, and inclusion training for managers with staff under their responsibility on an overall basis, via an online platform.
- Assistance provided to staff with family members with disabilities.
- Hiring of people with disabilities above 2%.
- Use of inclusive language in job postings.
- Training for Hiring managers in unbiased selection processes.

2025 PLAN

- Provision of equality training 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.
- At least 50% of job openings to be promoted internally.
- Drafting of a staff selection process based on the principles of our equality plan.

INDICATORS

2024 (no previous data available)

Staff joining 2024	No.	%
Men	256	83.49%
Women	51	16.50%
Total	307	-

No. vacancies published internally: 0
No. employees trained in equality and diversity: 49

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.

2024 ACTIONS

- ISO 45001 recertification audit, including new centres, and a regulatory audit of the company's own prevention service conducted by AENOR. System integration at the Liverpool plant.
- Regular safety reports from management in plants and on public roads.
- Awareness campaigns via workplace screens, mailings, the corporate health and safety intranet, monthly accident rankings, and corporate OSH events at work centres.
- Specific practical training in occupational safety and 3D virtual reality.

2025 PLAN

- Internal audit and ISO 45001 follow-up.
- Implementation of the workplace safety system for the United States.
- Benchmarking in the field of prevention, promoting a culture of innovation. Generating value for people and aligning with the business.
- Liverpool plant fully integrated with ISO 45001.
- Practical actions to empower leaders in workplace safety.

WORKPLACE ACCIDENTS

		Men	Women
Workplace accidents	Involving leave	51	0
	Without involving leave	53	0
Accident frequency rates	Spain	41.6	0
	Poland	0	0
	France	43.95	0
	Brazil	24.77	0
	United Kingdom	22.6	0
Accident severity rates	Spain	0.7	0
	Poland	0	0
	France	7.45	0
	Brazil	0.31	0
	United Kingdom	0.1	0
Accident rate		**6.2**	**0**

INDICATORS

	2024	2023	2022	2021
Number of certified centres (ISO 45001:2018)	22	22	22	22
Number of accidents *	104	126	75	41
In-itinere accidents	3	9	3	4
Absenteeism rate	4.54%	5.92%	5.46%	5.26%
Occupational illness **	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 2024 at any of the* **CONTENUR** *centres.*
The number of days of absenteeism is 16,666.78. 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 900 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.

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 integrate 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.

2024 ACTIONS

- Formulation of the supplier code of conduct.
- Request for adherence to the code of conduct by key suppliers.
- Consulting work to improve supply chain management.

2025 PLAN

- Implementation of proposed changes to our consulting work with the goal of improving the organisation and service provided.
- Ensuring a greater number of companies adhere to our code of conduct.

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 2024 regarding possible breaches of the Code of Ethics by third parties.

2024 ACTIONS

- Determination of the actions necessary to achieve compliance by the entire supply chain with our ESG policies.

2025 PLAN

- Determining the necessary assessment points for supplier audits.
- Conducting the first audit of five for our main suppliers.

2024 INDICATORS

- Number of audits conducted: 0
- Percentage of relevant suppliers adhering to our code of conduct: 75%



06

Governance factors

→ 6.1 Material matters

6.1.1 Business conduct

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 2026, 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 working 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.

2024 ACTIONS

- Development of a Code of Ethics.
- Adaptation of the methodology for calculating corruption risk, considering its impact on the sanctions established in the Criminal Code for offences covered by Article 31 bis, regarding the criminal liability of companies.
- Conducting internal and external audits in relation to the different regulations affecting regulatory compliance:
- ISO 37001: Anti-bribery management systems.
- ISO 27001: Information security management.
- Implementation of training plans for specific areas of the company in relation to the aforementioned standards.

2025 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.
- Preparation for Tax Compliance Management Systems UNE19602 certification.

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

2024 ACTIONS

- Renewal of ISO 37001 certification in Brazil.
- 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. Change in the methodology for determining and controlling bribery risk.
- Appointment of a new Compliance Officer for Poland.
- Implementation of a training plan for specific areas of the company (staff especially at risk of bribery).
- Obtaining of ISO 37001 Certification in Poland.

2025 PLAN

- Obtaining of ISO 37001 Certification in the United Kingdom.
- Appointment of a new Compliance Officer for the United Kingdom.
- Conduct of ISO 37001 certification renewal audits in Colombia and follow-up audits in Spain, Brazil, and Colombia.
- Modified limits on entertainment and invitation expenses to adapt them to the rising cost of living.

INDICATORS

- Employees adhering to the Anti-Corruption Policy: 100%

Evolution of complaints received.S	
2024	8
2023	4
2022	5
2021	**1**

- Employees have given the compliance training a rating of 9.5 out of 10.

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 industry 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

2024 ACTIONS

- Renewal of ISO 27001:2022: We adapted the previous standard to the new certification.
- Expanded implementation of two-factor authentication.
- GDPR audit and RAT [Register of Processing Activities] update.

2025 PLAN

- Development of an ethical hacking and social engineering plan.
- Implementation of improvements identified in the GDPR audit.

INDICATORS

Damage from cyber-attacks	€
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 32).

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 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.	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.



07

Key performance indicators (KPIS)

→ 7.1 Key environmental, social and governance metrics of the ESG Master Plan

Key environmental, social and governance metrics of the ESG Master Plan.

Once the material Impacts, Risks and Opportunities (IROs) have been identified and the general commitments of its Sustainability Policy have been established, **CONTENUR** has committed to setting specific objectives linked to these Impacts, Risks and Opportunities (IROs), which are as follows:



CONTENUR 2024 NON-FINANCIAL REPORTING

ESG PILLAR	ESG TOPIC	ESG IRO	KPI	KPI 2025	KPI 2026	2027 GOAL
E	CIRCULAR ECONOMY	Consumption of recycled materials	Recycled plastic as an input in manufacturing plants (%)	50%	60%	60%
			Supply of recycled materials in products (%)	15%	15%	15%
		Elimination of pellet loss	Loss of pellets	OCS Mielec + United Kingdom <10% Getafe	<10% in each plant	10% vs. KPI 2024 (Getafe) + OCS all plants
		Water consumption	Water efficiency index (m3 / ton of product)	6%	10%	10% reduction
			Water efficiency index (m3/unit of containers washed according to contract)	0.0298	0.0292	5% reduction
	CLIMATE	Reduction in emissions	GHG emissions (scopes 1+2+3) (tons CO2e)	Achieve Scope 3	<20%	20% reduction
			GHG emissions intensity index (scopes 1+2) tons CO2e / tons of product)	15%	20%	20% reduction
		Climate change adaptation readiness	Activities and assets assessed for physical climate risk and vulnerability, and with climate change adaptation actions implemented (%)	70%	100%	100% activities and assets
		Energy Management	Renewable energy consumption (%) (Plants and services)	70%	80%	80%
			Energy consumption ratio (kWh / ton of production)	Getafe - 1% | Mielec - 1.5% | Knowsley - 1%	Getafe - 2% | Mielec - 4% | Knowsley - 3%	Reduction: Getafe - 2% | Knowsley - 3% | Mielec - 4%
S	PEOPLE	Talent development and attraction	Closing period per position (number of days)	53 (25%)	50 (30%)	30% reduction
			Employee turnover rate (%)	7.50%	7%	7%
		Equality, inclusion and diversity	Rate of female candidates (indirect work in production and other positions) (%)	40%	50%	50%
			Representation of women in leadership positions (Management Committee) (%)	28%	35%	35%
			Ratio of employees over 50 years of age (total figure) to total employees (%)	35%	35%	35%
			Employees trained in diversity (%) - Europe	50%	50%	50%
		Employee health, safety, and well-being	Incident severity rate (#)	0.7	0.4	0.1
			Incident frequency rate	31	30	30
	SUPPLY CHAIN	Supplier Relations	Suppliers adhering to the supplier code of conduct with purchases exceeding €500,000 per year (%)	100%	100%	100%
		Responsible workplace practices among suppliers	Audits of the top 10 suppliers within two years (%)	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	Implemented (yes)
		Business compliance	Action plan to ensure full legal compliance at all facilities	60%	100%	Implemented (yes)
		Anti-corruption	Corruption Incidents (#)	0	0	0
	SUSTAINABLE INVESTMENTS	Cyber-security	Damage from cyber-attacks (€)	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)

The purposes cover the entire corporate structure at **CONTENUR** and have been defined considering the opinions of the stakeholders, reflected in the Double Materiality analysis.

These objectives are monitored annually by the ESG Committee, which analyses established metrics to assess performance. Data collection is also conducted at the same frequency, ensuring continuous monitoring. Progress is reviewed monthly by the ESG Committee, where results are presented, and potential deviations are identified.

The areas responsible also conduct analyses to identify key trends and adjust the strategy as needed.

The defined indicators, metrics and objectives combine the Company's strategic commitments in its Business Plan with Sustainability aspects, addressing the Impacts, Risks and Opportunities (IROs) relevant to 2024. Its time horizon is aligned with **CONTENUR's** strategy for the 2025-2027 period, with the purpose of enhancing opportunities and mitigating risks identified in the Double Materiality analysis.



08

Methodology and reporting framework

This report reaffirms our commitment to clear and accurate communication about our performance and actions during 2024, 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 2024 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 2024. 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 2024 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 6 ESG 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.



09

Appendices

→9.1 Other ESG matters

9.1.1 Innovation and sustainable design of products



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

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

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

CONTENUR partners with prestigious designers and technological development centres, with the aim of improving design and incorporating cutting-edge knowledge into its innovation projects.

INNOVATION INDICATORS

	2024	2023	2022	2021
Staff dedicated to R&D	6	6	5	6
Developments initiated	20	18	15	18
Patents, designs, utility models and trademarks	197	220	210	195

Registers abroad:

30	35
Community Designs	Trademarks Abroad, Including European Trademarks
11	2
Patents in Other Countries	Designs in Other Countries

Registers in Spain:

3	85
Patents	Industrial Design
8	23
Brands	Utility models

2024 ACTIONS

- Marketing of new high-capacity 360 models to other markets.
- Development of the F90 system for vertical load picking.
- Development of the OVAL model for New York City.
- Improved accessibility for the OVAL model.
- New high-capacity solutions with Diamond Pickup.
- Optimised solutions for 2W models.

2025 PLAN

- Development of accessories and solutions for different markets.
- Digitisation of the entire internal process with the addition of a new technician.

Marketing of new high-capacity 360 models to other markets

Promotion and adaptation of solutions in different markets for the high-capacity CL360 and 360IGLOO models.









Development of the F90 system for vertical load picking

The F-90 vertical load collection system has been developed for the different vertical load collection models.





Development of the OVAL model for New York City

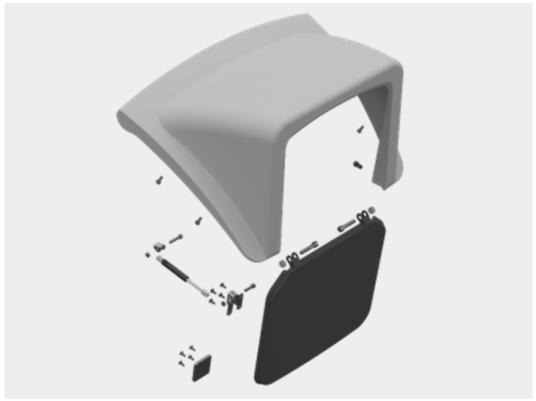
A series of developments have been made for New York City based on product customisation through identifiers and the incorporation of an electronic lock for access control to each home.





Improved accessibility for the OVAL model

High-capacity openings have been developed to improve user accessibility. These openings require less effort to open and can be equipped with a cushioning system that reduces falls and noise.







New high-capacity solutions with Diamond Pickup

A new gripping system has been developed for high-capacity containers.

The Diamond system allows the container to be collected from the front.



Optimised solutions for 2W models

The 2W bio-container solutions have been optimised, improving their strength and performance by optimising materials.

An eco-designed product that reduces the carbon footprint by optimising its assembly and transportation.



A new lid design has been developed for the UK market

The product has been optimised using eco-design with a more modern and refined aesthetic.





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 2024 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 2025, 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 have 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. A new roofed structure with containment tanks was also built in Mielec in 2024, in which the oil tanks for the machines have been placed, improving the previous installation.

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.

To minimise the impact of ambient noise, loading and unloading of materials and products is not carried out and, as far as possible, work is carried out with the doors of the production halls closed.

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.

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 2024, 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 2024.

The civil liability premiums in 2024 also amounted to €125,067, distributed across Morocco, Colombia, Singapore, 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.

Objectives

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

Actions were outlined for 2024 to meet this goal. Some of these will be postponed to 2025, while others have been rejected. There is also an action plan in place for 2025.



2024 ACTIONS

Hazardous Waste:

— Getafe: the conduct of testing for the recycling and reuse of contaminated rags (ECOTRAPO). Postponed to 2025.
— Mielec and Knowsley: the proper separation of the aqueous phase to minimise its volume. Knowsley has not generated any as the plant is new while Mielec has not done so.
— At all three plants: Quarterly plant audits to verify the application of proper working procedures. Getafe only.

Non-hazardous waste:

— Continue working on Ecodesign to reduce packaging generated by **CONTENUR**. In progress.
— Working with the Purchasing department and suppliers to reduce packaging and work with reusable containers. In the case of foreign suppliers who have an authorised representative and make their own declarations. In progress.

2025 PLAN

Waste

Hazardous Waste:
— Replacement of the current management of contaminated rag waste with the implementation of rag recycling and cleaning, eliminating waste (Getafe).
— 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).

INDICATORS

	2024	2023	2022
ton of hazardous waste / ton transformed (Getafe-Mielec-Knowsley plants)	0.0036	0.0048	0.007
ton of non-hazardous waste / ton transformed (Getafe-Mielec-Knowsley plants)	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”.

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 subgroups 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. Chain of Custody Certification based on the FSC standard (Spain).
5. Chain of Custody Certification based on the PEFC standard (Spain).
6. ISO 14006:2020 Ecodesign Management System Certification (Spain).
7. Information Security Certification (ISO 27001) at **CONTENUR** headquarters.
8. Product certifications in accordance with applicable European standards EN 840, EN 12574, EN 13071, as well as other European industry standards.
9. 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.
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 2024

1. Annual follow-up audits of product certifications in compliance with applicable European standards at the Getafe, Mielec, and Knowsley plants.
2. Renewal of the EN 840-5 certifications for the 1000/1100HD, 1100HD TC, 1000/1100H, 1100H TC, 120D, and 120F containers, and of the EN 12574-2 certifications for the 2200F, 3200F, OVAL 2000, and OVAL 3000 Side-Loading containers.
3. Renewal of the EN 13071 certification for the SCV underground container.
4. ISO 9001 follow-up audits, extending the scope to the Getafe work centre of the Madrid contract.
5. ISO 9001 Certification Renewal Audit in Brazil.
6. New Product Certification.

CERTIFICATION ACTIVITY TO BE CARRIED OUT IN 2025

1. Annual follow-up audits of product certifications in compliance with applicable European standards at the Getafe, Mielec, and Knowsley plants.
2. Renewal of certifications for 80H, 180H, 120H2, 240H2, 140H, 240H3, and OPTIK 2000/3000/4000 products in accordance with applicable European standards.
3. Certification of new products in accordance with applicable European standards (new 800L container and new 240L bucket).
4. Annual follow-up audit of ISO 9001 certification (Getafe, Mielec, and Knowsley plants, Underground, and 10 service centres in Spain).
5. Annual follow-up audit of Brazil's ISO 9001 certification.

PRODUCT QUALITY INDICATORS

	2024	2023	2022
Claims accepted*	63	72	99
Average resolution time	8	11	13
Claims regarding total orders**	**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 improvement 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**.

2024	Days of delay	Order cycle days	Service Level
Getafe	9.18	44.05	43.26%
United Kingdom	10.51	43.25	42.99%
Poland	3.91	22.97	61.77%
Total	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

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.

We have work-life balance measures in place, and new ones are being incorporated (such as remote working) and different ways of organising work based on the service and needs.

INDICATORS

	2023	2021	2019
Participation	48%	65%	67%
Satisfaction	82%	82%	79%

MASTER PLAN OBJECTIVES

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

2024 ACTIONS

— Team building events and promoting external actions.
— Communicating the company culture and shared goals to employees, rather than solely emphasising individual departmental goals.
— Holding monthly joint meetings with the different department heads.

2025 PLAN

— 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.

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.

INDICATORS

	2024	2023	2022
Hours per employee	18.3	10.1	10
Total hours	**17,804.1**	**9,298**	**8,171**

2024 ACTIONS

— Retention and talent attraction programme 2024.
— Employer branding.
— Training Selection without bias.

2025 PLAN

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



→9.2 Relationship with the community

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 2023, we aimed to achieve a satisfaction score above 67 out of 100 and ended up achieving 70.

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

The next survey will be conducted in 2025.

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.

	2023	2021	2019
Overall valuation	70	67	70

Actions based on survey results

— Actions to increase participation.
— Actions to increase the index in certain markets.
— Reducing claim timeframes.
— Actions to improve CSR perception.

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 developed different social actions throughout 2024. In Spain, assistance was provided to Valencian citizens during the DANA thanks to a donation of 240 refuse containers, distributed among the municipalities of Massanassa, Utiel, Requena, Paiporta, L'Alcudia, and Torrent, valued at €24,000. A donation of €10,000 was made to the CRE100DO Foundation and €5,000 to Cáritas. Cleaning equipment and basic necessities were also sent.

Participants also participated in the Ponle Freno race for road safety and blood donations were made to the Red Cross. In the United Kingdom, we participated in Christmas Jumper Day, an initiative organised by the NGO Save the Children, where £249 were raised for the most disadvantaged children.



→9.3 Additional information and data table

Total contracts by age

Contracts in force throughout 2024	< 30 Years	> 30 and <= 50 Years	> 50 Years	Total
Spain	107	420	259	**786**
France	4	27	14	**45**
Portugal	-	5	2	**7**
Italy	-	1	-	**1**
UK	17	46	14	**77**
Eastern Europe	2	1	-	**3**
Poland	9	44	8	**61**
Asia	-	1	-	**1**
Morocco	-	1	1	**2**
Colombia	-	11	2	**13**
Brazil	102	127	21	**250**
Argentina	1	1	-	**2**
Germany	-	-	1	**1**
Total	**242**	**685**	**322**	**1,249**

Contracts at 31.12.2024	< 30 Years	> 30 and <= 50 Years	> 50 Years	Total
Brazil	71	95	18	**184**
Asia	-	1	-	**1**
Czech Rep.	2	1	-	**3**
Colombia	-	10	2	**12**
Argentina	1	1	-	**2**
Germany	-	-	1	**1**
Morocco	-	1	1	**2**
Poland	7	39	8	**54**
Portugal	-	4	1	**5**
France	4	25	10	**39**
Italy	-	1	-	**1**
Spain	67	323	217	**607**
UK	10	37	13	**60**
Total	**233**	**633**	**289**	**971**

Contracts by type of work day

	< 30 Years		> 30 y <= 50 Years		> 50 Years		
Types of contracts in force during 2024	**Full Time**	**Part Time**	**Full Time**	**Part Time**	**Full Time**	**Part Time**	**Total**
Spain	95	12	398	22	237	22	**786**
France	4	-	26	1	14	-	**45**
Portugal	-	-	4	1	2	-	**7**
Italy	-	-	1	-	-	-	**1**
UK	16	1	45	1	13	1	**77**
Eastern Europe	2	-	1	-	-	-	**3**
Poland	9	-	44	-	8	-	**61**
Asia	-	-	1	-	-	-	**1**
Morocco	-	-	1	-	1	-	**2**
Colombia	-	-	10	1	2	-	**13**
Brazil	91	11	127	-	21	-	**250**
Argentina	1	-	1	-	-	-	**2**
United Arab Emirates	-	-	-	-	-	-	**0**
Germany	-	-	-	-	1	-	**1**
Total	**218**	**24**	**659**	**26**	**299**	**23**	**1,249**

Remuneration by age, category and gender

< 30 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	-	-	-	-	€4,298.18	€3,439.00	€4,136.55	-
Czech Republic	-	-	-	-	€21,562.20	-	-	-
France	-	-	-	-	€16,773.12	€20,752.98	-	-
Spain	-	-	-	-	€21,879.05	€23,083.75	€24,405.54	-
UK	-	-	-	-	€42,854.40	€35,748.22	€32,201.00	-
Poland	-	-	-	-	€19,008.45	-	€14,657.73	-

> 30 and <= 50 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	€26,923.43	-	€11,890.55	-	€9,012.93	€6,349.98	€5,347.78	€3,361.86
France	-	-	€51,189.42	-	€42,558.97	€31,226.08	€25,696.44	-
Spain	€73,331.99	€82,780.05	€45,486.19	€50,124.62	€35,708.18	€31,298.62	€24,530.94	€22,839.29
UK	-	-	-	-	€42,659.48	€37,638.21	€34,799.30	-
Colombia	-	-	-	-	-	-	€5,836.29	-
Poland	€81,917.12	-	€44,229.35	-	€22,125.26	-	€17,406.11	-

> 50 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	€64,459.73	-	-	-	€8,806.58	-	€5,760.95	-
Poland	-	-	-	-	-	-	€14,616.71	-
France	€89,463.30	-	€58,388.48	-	-	-	€27,200.88	-
Spain	€134,741.48	€70,743.35	€49,091.73	€49,208.83	€33,975.20	€33,448.33	€25,648.29	€24,948.67
UK	-	-	€65,979.63	-	€43,686.54	€36,329.82	€31,198.00	-
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.
The data concerning Management include: Management and Senior Management except data concerning the Managing Director at Creta Global.

Dismissals during 2024

< 30 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	-	-	-	-	-	-	7	-
Spain	-	-	-	-	-	-	4	-
UK	-	-	-	-	-	-	1	-

> 30 and <= 50 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	-	-	-	1	1	-	13	-
Spain	-	-	-	-	3	4	4	-
UK	-	-	-	-	-	1	1	-

> 50 Years	Managers		Junior Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Brazil	-	-	-	-	-	-	1	-
Spain	-	-	1	-	-	1	5	-
UK	-	-	-	-	-	-	-	-

** No dismissals took place in any other countries in 2024.*

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 31.12.2024	Workers	Workers with different capacities
Brazil	184	4
United Arab Emirates	1	-
Czech Republic	3	-
Colombia	12	-
Argentina	2	-
Germany	1	-
Morocco	2	-
Poland	54	1
Portugal	5	-
France	39	-
Italy	1	-
Spain	607	14
UK	60	-
Overall total	**971**	**19**

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 31.12.2024	Managers	Technicians and Administrative Assistants				Production Staff		Total
	Indefinite	Indefinite		Part-time		Indefinite	Part-time	
	Male	Male	Female	Male	Female	Male	Male	
Brazil	-	6	9	1	6	49	-	**71**
Asia	-	-	-	-	-	-	-	**0**
Czech Republic	-	1	1	-	-	-	-	**2**
Colombia	-	-	-	-	-	-	-	**0**
Argentina	-	-	1	-	-	-	-	**1**
Germany	-	-	-	-	-	-	-	**0**
Morocco	-	-	-	-	-	-	-	**0**
Poland	-	2	-	1	-	3	1	**7**
Portugal	-	-	-	-	-	-	-	**0**
France	1	1	1	-	1	-	-	**4**
Italy	-	-	-	-	-	-	-	**0**
Spain	1	6	9	3	1	44	4	**68**
UK	-	1	4	-	-	5	-	**10**
Total	**2**	**17**	**25**	**5**	**8**	**101**	**5**	**163**

> 30 and <= 50 Years

Type of contract at 31.12.2024	Senior Management		Management			Managers		Technicians and Administrative Assistants				Production Staff			Total
	I	I	I	I	T	I	I	I	I	T	T	I	I	T	
	M	F	M	F	F	M	F	M	F	M	F	M	F	F	
Brazil	-	-	2	1	-	7	1	8	16	-	-	57	3	-	**95**
Asia	-	-	1	-	-	-	-	-	-	-	-	-	-	-	**1**
Czech Republic	-	-	-	-	-	1	-	-	-	-	-	-	-	-	**1**
Colombia	-	-	1	1	-	2	1	-	2	-	-	2	-	1	**10**
Argentina	-	-	-	-	-	1	-	-	-	-	-	-	-	-	**1**
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	-	**1**
Poland	-	-	2	-	1	3	1	7	6	1	4	8	-	6	**39**
Portugal	-	-	-	2	-	-	1	-	1	-	-	-	-	-	**4**
France	-	-	-	-	-	4	1	6	10	1	-	3	-	-	**25**
Italy	-	-	-	-	-	1	-	-	-	-	-	-	-	-	**1**
Spain	2	1	6	2	-	11	5	25	27	-	-	219	4	20	**322**
UK	-	-	2	-	-	2	-	8	4	-	-	21	-	-	**37**
Total	**2**	**1**	**15**	**6**	**1**	**32**	**10**	**54**	**66**	**2**	**4**	**310**	**7**	**27**	**537**

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

> 50 Years												
Type of contract at 31.12.2024	Senior Management	Management		Managers		Technicians and Administrative Assistants			Production Staff			Total
	I	I	I	I	I	I	I	T	I	I	I	
	M	M	F	M	F	M	F	M	M	F	M	
Brazil	1	2	-	1	-	4	-	-	10	-	-	18
Asia	-	-	-	-	-	-	-	-	-	-	-	0
Czech Republic	-	-	-	-	-	-	-	-	-	-	-	0
Colombia	-	-	-	1	-	-	-	-	1	-	-	2
Argentina	-	-	-	-	-	-	-	-	-	-	-	0
Germany		1	-	-	-	-	-	-	-	-	-	1
Morocco	-	-	-	-	-	-	1	-	-	-	-	1
Poland	-	-	-	-	-	1	-	1	6	-	-	8
Portugal	-	-	-	-	-	-	1	-	-	-	-	1
France	1	2	-	2	-	1	1	-	3	-	-	10
Italy	-	-	-	-	-	-	-	-	-	-	-	0
Spain	6	4	3	5	4	11	11	1	152	6	14	217
UK	-	1	-	5	-	2	2	-	3	-	-	13
Total	8	10	3	14	4	19	16	2	175	6	14	271

Contracts by age, category, type and gender

M - Male | F - Female | FT - Full-Time | PT - Part-Time

< 30 Years								
Contracts in force throughout 2024	Managers	Technicians and Administrative Assistants				Production Staff		Total
	I	I	T	I	T	I	T	
	M	M	M	F	F	M	M	
Spain	1	9	6	9	3	52	27	107
France	1	1	-	1	1	-	-	4
Portugal	-	-	-	-	-	-	-	0
Italy	-	-	-	-	-	-	-	0
UK	-	2	-	7	-	8	-	17
Eastern Europe	-	1	-	1	-	-	-	2
Poland	-	2	1	-	-	3	3	9
Asia	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	0
Colombia	-	-	-	-	-	-	-	0
Brazil	-	6	2	12	9	73	-	102
Argentina	-	-	-	1	-	-	-	1
Germany	-	-	-	-	-	-	-	0
Total	2	21	9	31	13	136	30	242

Contracts by age, category, type and gender

> 30 and <= 50 Years														
Contracts in force throughout 2024	Senior Management		Managers			Technicians and Administrative Assistants				Production Staff				Total
	I	I	I	I	T	I	I	T	T	I	I	T	T	
	M	F	M	F	F	M	F	M	F	M	F	M	F	
Spain	2	1	21	8	-	31	37	-	1	242	6	70	1	420
France	-	-	4	1	-	6	11	1	1	3	-	-	-	27
Portugal	-	-	1	3	-	-	1	-	-	-	-	-	-	5
Italy	-	-	1	-	-	-	-	-	-	-	-	-	-	1
UK	-	-	4	-	-	8	-	-	-	26	-	-	-	46
Eastern Europe	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Poland	-	-	6	1	1	7	3	6	5	8	7	-	-	44
Asia	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Colombia	-	-	3	2	-	-	2	-	-	3	-	1	-	11
Brazil	-	-	10	3	-	9	19	-	-	83	3	-	-	127
Argentina	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	0
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	2	1	54	18	1	61	84	4	7	365	9	78	1	685

> 50 Years													
Contracts in force throughout 2024	Senior Management		Managers		Technicians and Administrative Assistants				Production Staff				Total
	I	T	I	I	I	I	T	T	I	I	T	T	
	M	M	M	F	M	F	M	F	M	F	M	F	
Spain	6	-	10	7	12	16	1	-	168	6	33	-	259
France	1	-	6	1	2	1	-	-	3	-	-	-	14
Portugal	-	-	-	-	1	1	-	-	-	-	-	-	2
Italy	-	-	-	-	-	-	-	-	-	-	-	-	0
UK	-	-	6	-	2	2	-	1	3	-	-	-	14
Eastern Europe	-	-	-	-	-	-	-	-		-	-	-	0
Poland	-	-	-	-	1	-	1	-	6	-	-	-	8
Asia	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	1	-	-	-	-	-	-	1
Colombia	-	-	1	-	-	-	-	-	1	-	-	-	2
Brazil	1	-	3	-	4	-	-	-	13	-	-	-	21
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	0
Germany	-	-	1	-	-	-	-	-	3	-	-		1
Total	8	0	27	8	22	21	2	1	194	6	33	0	322

Contracts by age, category, type and gender

<= 30 Years								
Type of work day at 31.12.2024	Managers	Technicians and Administrative Assistants				Production Staff		Total
	FT	FT	FT	PT	PT	FT	PT	
	M	M	F	M	F	M	F	
Brazil	-	6	9	1	6	49	-	71
Asia	-	-	-	-	-	-	-	0
Czech Republic	-	1	1	-	-	-	-	2
Colombia	-	-	-	-	-	-	-	0
Argentina	-	-	1	-	-	-	-	1
Germany	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	0
Poland	-	3	-	-	-	4	-	7
Portugal	-	-	-	-	-	-	-	0
France	1	1	2	-	-	-	-	4
Italy	-	-	-	-	-	-	-	0
Spain	1	8	8	1	2	40	8	68
UK	-	1	4	-	-	4	1	10
Total	2	20	25	2	8	97	9	163

M - Male | F - Female | FT - Full-Time | PT - Part-Time

> 30 y <= 50 Años															
Type of work day at 31.12.2024	Senior Management		Management			Managers		Technicians and Administrative Assistants			Production Staff				Total
	FT	FT	FT	FT	PT	FT	FT	FT	FT	PT	FT	FT	PT	PT	
	M	F	M	F	F	M	F	M	F	F	M	M	H	F	
Brazil	-	-	2	1		7	1	8	16	-	57	3	-	-	95
Asia	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Czech Republic	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Colombia	-	-	1	1	-	2	1	-	1	1	3	-	-	-	10
Argentina	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Poland	-	-	2	1	-	3	1	8	10	-	14				39
Portugal	-	-	-	1	1	-	1	-	1	-	-	-	-	-	4
France	-	-	-	-	-	4	1	7	9	1	3	-	-	-	25
Italy	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Spain	2	1	6	2		11	5	25	24	3	226	3	13	1	322
UK	-	-	2	-	-	2	-	8	3	1	21	-	-	-	37
Total	2	1	15	6	1	32	10	56	64	6	324	6	13	1	537

> 50 Years												
Type of work day at 31.12.2024	Senior Management	Management		Managers		Technicians and Administrative Assistants			Production Staff			Total
	FT	FT		FT	FT	FT	FT	PT	FT	FT	PT	
	M	M	F	M	F	M	F	M	M	F	F	
Brazil	1	2	-	1	-	4	-	-	10	-	-	18
Asia	-	-	-	-	-	-	-	-	-	-	-	0
Czech Republic	-	-	-	-	-	-	-	-	-	-	-	0
Colombia	-	-	-	1	-	-	-	-	1	-	-	2
Argentina	-	-	-	-	-	-	-	-	-	-	-	0
Germany	-	1	-	-	-	-	-	-	-	-	-	1
Morocco	-	-	-	-	-	-	1	-	-	-	-	1
Poland	-	-	-	-	-	2	-	-	6	-	-	8
Portugal	-	-	-	-	-	-	1	-	-	-	-	1
France	1	2	-	2	-	1	1	-	3	-	-	10
Italy	-	-	-	-	-	-	-	-	-	-	-	0
Spain	6	4	3	5	4	11	11	1	152	6	14	217
UK	-	1	-	5	-	2	2	-	3	-	-	13
Total	8	10	3	14	4	20	16	1	175	6	14	271



Contracts by age, category, type and gender

Contracts in force throughout 2024	<= 30 Years							Total
	Managers	Technicians and Administrative Assistants				Production Staff		
	FT	FT	PT	FT	PT	FT	PT	
	M	M	M	F	F	M	M	
Spain	1	13	2	10	2	71	8	107
France	1	1	-	2	-	-	-	4
Portugal	-	-	-	-	-	-	-	0
Italy	-	-	-	-	-	-	-	0
UK	-	2	-	7	-	7	1	17
Eastern Europe	-	1	-	1	-	-	-	2
Poland	-	3	-	-	-	6	-	9
Asia	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	0
Colombia	-	-	-	-	-	-	-	0
Brazil	-	6	2	12	9	73	-	102
Argentina	-	-	-	1	-	-	-	1
Germany	-	-	-	-	-	-	-	0
Total	2	26	4	33	11	157	9	242

M - Male | F - Female | FT - Full-Time | PT - Part-Time

Contracts in force throughout 2024	>30 and <= 50 Years											Total
	Senior Management		Managers			Technicians and Administrative Assistants			Production Staff			
	FT	FT	FT	FT	PT	FT	FT	PT	FT	PT	FT	PT
	M	F	M	F	F	M	F	F	M	M	F	F
Spain	2	1	21	8	-	31	34	4	295	17	6	1	420
France	-	-	4	1	-	7	11	1	3	-	-	-	27
Portugal	-	-	1	2	1	-	1	-	-	-	-	-	5
Italy	-	-	1	-	-	-	-	-	-	-	-	-	1
UK	-	-	4	-	-	8	7	1	26	-	-	-	46
Eastern Europe	-	-	1	-	-	-	-	-	-	-	-	-	1
Poland	-	-	6	2	-	10	11	-	15	-	-	-	44
Asia	-		1	-	-	-	-	-	-	-	-	-	1
Morocco	-	-	1	-	-	-	-	-	-	-	-	-	1
Colombia	-	-	3	2	-	-	1	1	4	-	-	-	11
Brazil	-	-	10	3	-	9	19	-	83	-	3	-	127
Argentina	-	-	1	-	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	-	-	-	0
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	0
Total	2	1	54	18	1	65	84	7	426	17	9	1	685

Contracts by age, category, type and gender

Contracts in force throughout 2024	> 50 Years													Total
	Senior Managers			Managers		Technicians and Administrative Assistants				Production Staff				
	FT	PT	FT	FT	FT	FT	PT	FT	PT	FT	PT	FT	PT	
	M	M	F	M	F	M	M	F	F	M	M	F	F	
Spain	6	-	-	1-	7	12	1	14	2	182	19	6	0	259
France	1	-	-	6	1	2	-	1	-	3	-	-	-	14
Portugal	-	-	-	-	-	1	-	1	-	-	-	-	-	2
Italy	-	-	-	-	-	-	-	-	-	-	-	-	-	0
UK	-	-	-	6	-	2	-	2	1	3	-	-	-	14
Eastern Europe	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Poland	-	-	-	-	-	2	-	-	-	6	-	-	-	8
Asia	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Morocco	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Colombia	-	-	-	1	-	-	-	-	-	1	-	-	-	2
Brazil	1	-	-	3	-	4	-	-	-	13	-	-	-	21
Argentina	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Germany	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Total	8	0	0	27	8	23	1	19	3	208	0	6	0	322

Salary Gap

	Senior Managers	Junior Managers	Technicians and Administrative Assistants	Production Staff
Spain	24%	-8%	5%	4%
France	-	-	22%	-
UK	-	-	15%	-
Poland	-	-	8%	-
Brazil	-	-	33%	31%

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

Torneros, 3 Pol. In. Los Ángeles
28906 Getafe. Madrid. España
MK25CORP.MEM.ENG.V1

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