

Sustainability Report / CSR 2024



Note: This report corresponds to the Non-Financial Information Statement, in accordance with Law 11/2018 on Non-Financial Information and Diversity.

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Héctor Domínguez
President and

Letter from the Chairman

This report represents my commitment and the commitment of all GDES members to sustainability, reflecting our adherence to the United Nations Global Compact for more than a decade. This commitment is integrated into our business DNA, with services aimed at supporting the fight against the climate emergency and contributing to a more sustainable world.

Sustainability has been, until now, a long-term mission for family businesses: To build and bequeath a better company to those who will succeed us. However, in **2023 we decided to reorient the Group's purpose**, reviewing our cultural principles, our relationship with stakeholders and the markets in which we operate. We define the real value we want to bring to society and come to a clear conclusion: As a family business, our legacy must be a better planet from an environmental, social and economic point of view.

In 2024 and 2025, we continued advancing along this path, aligning all our services with this new Purpose, promoting the decarbonization of the economy with low carbon energies (renewable and nuclear), improvements in energy efficiency, circular economy and digital transformation to optimize processes and reduce inefficiencies.

The Sustainable Development Goals (SDG) are an intrinsic part of our activity and shape the direction of our services. Every year, we design and implement campaigns and actions to bring our corporate commitments to life, which revolve around energy, innovation, human talent, excellence and sustainability. These values drive our fulfilment of the most relevant SDGs of our company, without forgetting the importance of health and well-being, gender equality and quality employment.

One of the most significant events of 2024 was our response to the ravages caused by DANA. In an emergency context, we acted quickly to support the affected communities and contribute to the recovery of key infrastructure.

Our company mobilized with a comprehensive approach that included logistics support, donations, corporate volunteering and collaboration with local governments. In addition, to date, we have been involved in clean-up work and contracts for the rehabilitation of damaged civil and industrial infrastructures, contributing to ensure a sustainable and long-term reconstruction.

This effort, which is only one of those you will find in this report, reflects our vision of corporate social responsibility not only as a response to crises, but as a continuous commitment to society and the environment.

And since the commitment must be confirmed by facts, in the following pages, you will find in more detail the activities carried out in 2024 by GDES to contribute to a more sustainable world and continue to promote our eight strategic SDGs for the fulfilment of the 2030 Agenda.

Let us continue to build a better future together.





Company profile

What we do

GD Energy Services is a family group with international presence, whose services fall within the following categories:

- Nuclear Services
- Dismantling
- Surface Preparation
- Wind Power
- Energy and Photovoltaic Efficiency
- Circular Economy
- Digital Transformation and Business 4.0

GDES develops its services around values and strategic axes that are essential for the development and growth of the business:

VALUES:

- Sustainability
- Energy
- Innovation
- People
- Excellence

STRATEGIC AXES:

- Safety Culture
- Innovation and Technological Development
- Environmental Sustainability
- Internationalization

Key data

Sales	M€97.22
Capitalization	Net financial debt — M€ 3.83
	Own funds — M€ 19.56

No. of employees Group Total 1126 employees

Head Office: Parque Tecnológico,
Paterna, Valencia. (Spain)

Main Locations:

SPAIN | FRANCE | UNITED KINGDOM | ITALY | SWEDEN |
PANAMA | MEXICO | USA

Company Name:

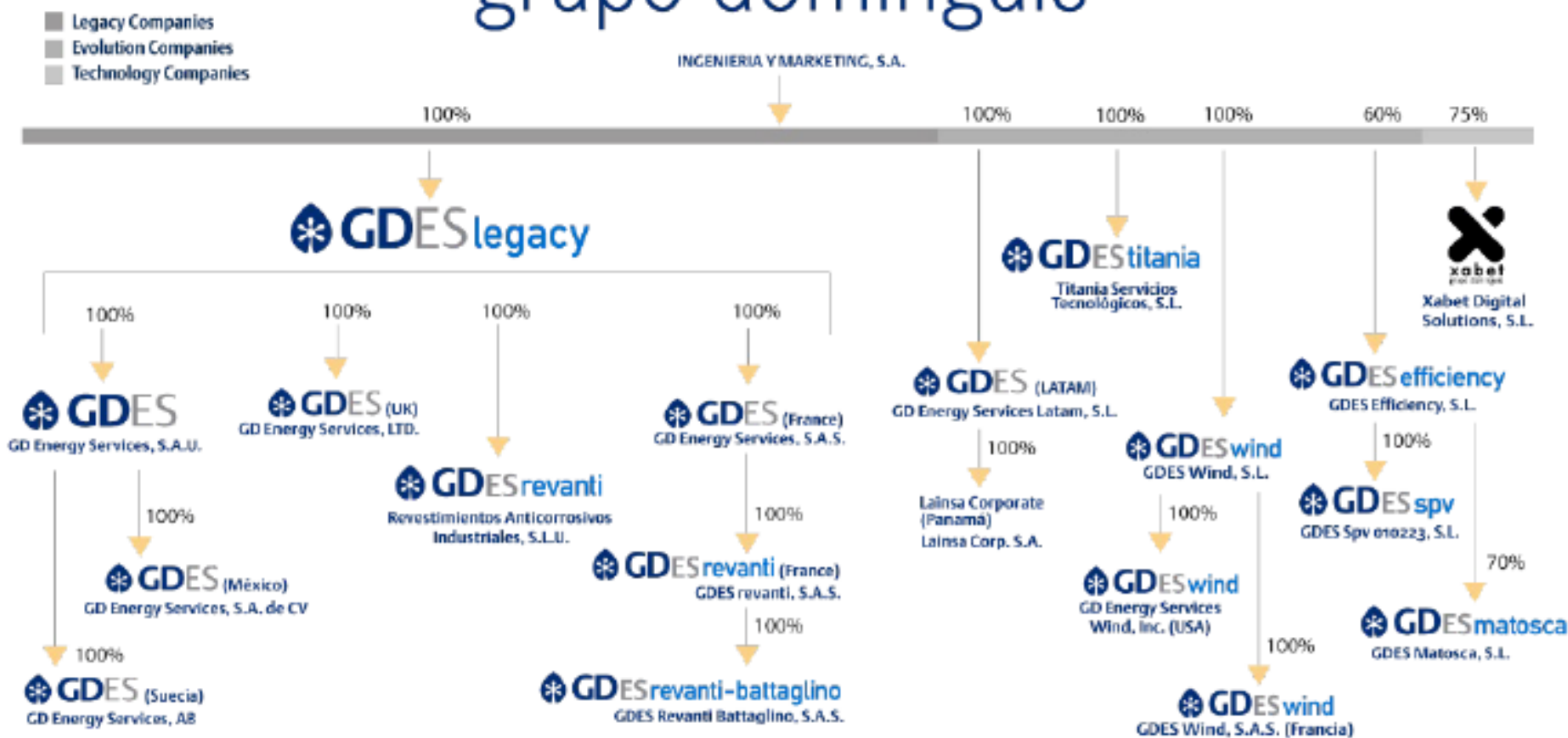
GDES (Ingéniera y Marketing, SA)
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Our company

grupo dominguis



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Our services

Nuclear Services	Dismantling	Surface Preparation	Circular Economy	Wind Power	Energy and Photovoltaic Efficiency	Digital Transformation and Business 4.0
<ul style="list-style-type: none"> • Operation and Maintenance Support: <ul style="list-style-type: none"> • Refuelling Support. • Waste Management and Maintenance. • Design, calculation and scaffolds assembly. • Decontamination. • Radiological emergencies. • Radiation protection. • Thermal protection. <ul style="list-style-type: none"> • Passive fire protection. • Sealing penetrations. • Thermal insulation • BIM modelling. • Disinfection solutions. 	<ul style="list-style-type: none"> • Dismantling of nuclear and radioactive facilities: <ul style="list-style-type: none"> • Nuclear power plants. • Experimental reactors. • Equipment and components (hot cells, gloves boxes...). • Radioactive installations. • Technical support • Risk assessment • Radiation protection. • Waste characterization and conditioning. • Decontamination for declassification. 	<ul style="list-style-type: none"> • Surface preparation: Abrasive blasting, dry blasting and pressure water. • Surface treatment by sponge method. • Anti-corrosive protections: Primers, maintenance, paints and coatings. • Concrete treatments: Structural repairs and reinforcements. • Pavements application. • Passive fire protection. • Metallization. 	<ul style="list-style-type: none"> • Warehouses Management <ul style="list-style-type: none"> • Reception and shipping. • Loading and unloading. • Picking, labelling, handling. • Internal transport. • Integral Logistics Management "In house": <ul style="list-style-type: none"> • Internal flows management. • Procurement • Internal distribution. • Manual finishes and packaging. • Packaging • Machinery optimization. 	<ul style="list-style-type: none"> • Maintenance (preventive and corrective) in the field and on site. • Retrofit. • Expert Opinion. • Inspection programmes (thermography and ultrasound). • Technical consulting. • Balancing rotors and vibration measurement. • Long-term operation. • Logistics of blades, parts and materials. • Cutting, scrapping and management of useless blades. • Manufacture of composite parts. 	<ul style="list-style-type: none"> • Photovoltaic and self-consumption (EPC – PPA) • Detailed engineering/design. • Construction. • O&M • Energy efficiency (EPC – PPA). • Energy Audit and Consultancy. • EMS monitoring. • Electric chargers. • Energy storage. • Solar thermal energy (EPC – HPA). • Heat generation. • Photovoltaic generation (EPC – PPA). • Design/Engineering • Provisioning and Construction. O&M 	<ul style="list-style-type: none"> • Digital maturity diagnosis. • Definition of the digital transformation roadmap. • Development of digital solutions oriented toward profitability: • Detection and definition of business problems and objectives. • Real-time data management and integration. • Optimization of processes through predictive algorithms. • Comprehensive processes improvement service combining engineering, business, data analysis, software development for: <ul style="list-style-type: none"> • Industry. • Energy. • Health. • Agrifood.

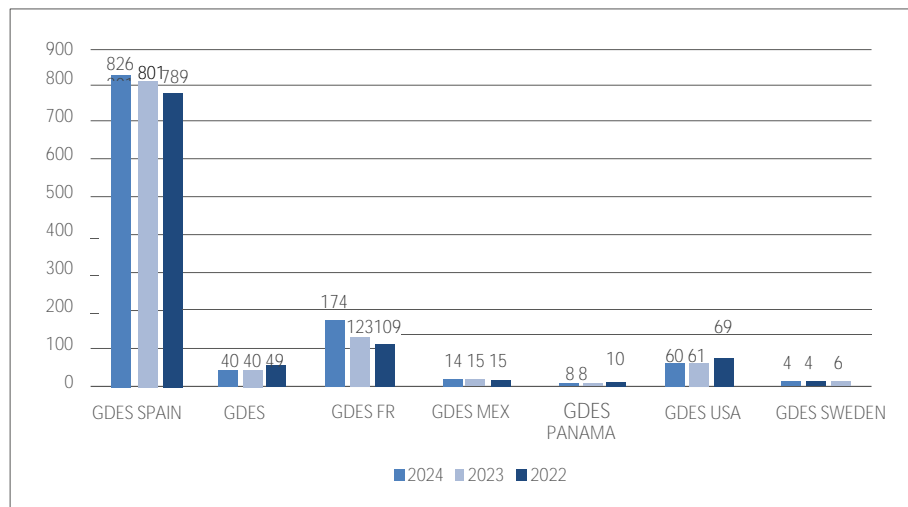
Global presence



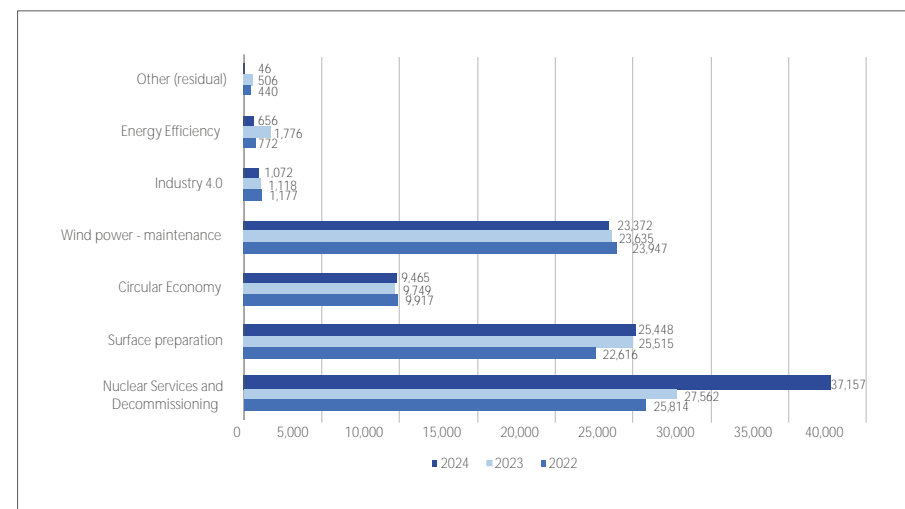


Some data

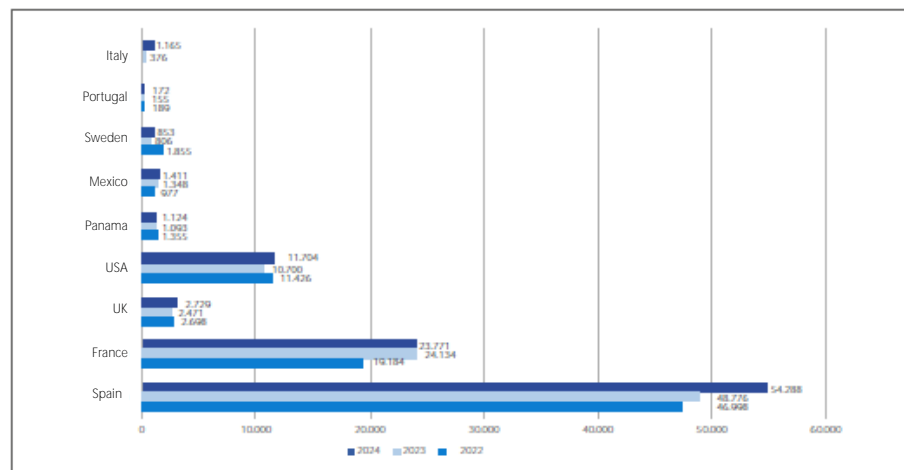
PERSONNEL



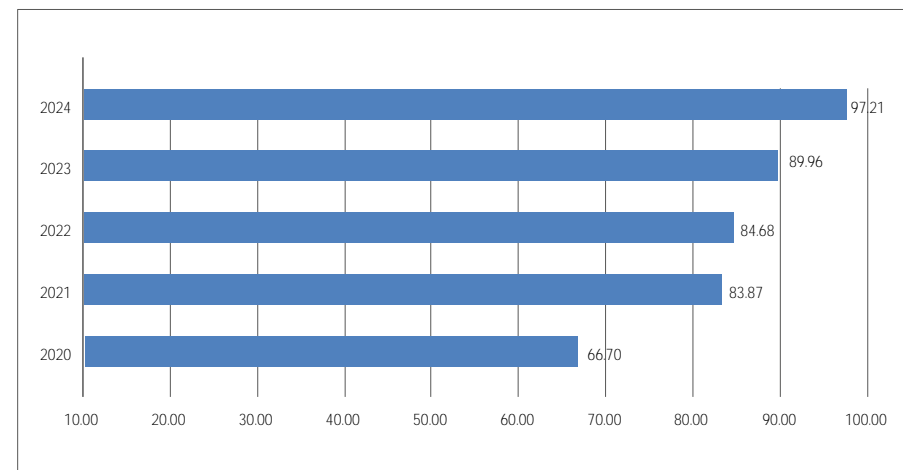
SALES DISTRIBUTION BY BUSINESS AREA (€'000)



GEOGRAPHICAL SALES DISTRIBUTION (€'000)



INVOICING OF CONTROLLED COMPANIES (€'000)



Awards and Recognitions

- GDES Wind and Xabet Grupo Dominguis prize for the "Best Innovative Project" of 2021 of the Valencian Community Innovation Club.
- Xabet Grupo Dominguis El Suplemento National Award, category "Digital Solutions for Industry" in 2021.
- Xabet Grupo Dominguis, recognised as Spain's Digital Transformation Company of 2021 by Corporate Vision Magazine
- EDF Award for Best Work in Safety (1VD23), awarded by the Nogent sur Seine Nuclear Power Plant in 2019.
- GD Energy Services Company and SME Award 2017 by the Official Chamber of Commerce of Spain in France.
- GD Energy Services Community Service Award 2017 awarded by the Rotary Club Valencia Centro.
- Adoración Arnaldos González, Innovation and Technology at GDES Director, winner of the European FEM 'Energia Award 2017.
- Honourable Mention at the Gala AJEV 2017.
- Alberto Conde, xabet CEO and Director of the U.N. Digital Transformation and Business 4.0 by GDES, European Digital Influencer Award 2017 by GBM.
- Alberto Conde, xabet CEO and Director of the U.N. Digital Transformation and Business 4.0 by GDES, Spanish Gamechanger Award 2017, ACQ5 Global Awards.
- Llum Award (Valencian Business Confederation) for the Safe Company Track Record-PYME category 2016 for Revestimientos Anticorrosivos Industriales S.L.U. (GDES Revanti).
- Iberdrola Supplier of the Year Award 2015 in the Competitiveness and Innovation category.
- "Brigada Blas Aguilar Ortega 2015" award, from the Valencia NBQ regiment to the GDES Unidad Técnica de Protección Radiológica
- EDF Award for the best work in Occupational Risk Prevention awarded by the Blayais Nuclear Power Plant in 2013.
- 20th anniversary award of the Economía Magazine 3, 2012.
- José Dominguis, President of GDES, Actualidad Económica 2011 award to the best entrepreneur in the Valencian Community.
- UTO-EDF "Challenge de Sécurité" Award for the best Contractor in the Construction Safety field in France in the 1st quarter of 2011.

- Héctor Dominguis, CEO of GDES, finalist in the Ernst &Young Entrepreneur of the Year award in 2010 representing the Valencian Community region.
- Award for Best Innovator of the Year 2010 El Mundo.
- Honourable Mention in the Prever 2009 Occupational Risk Prevention Awards of the Spanish Ministry of Labour and Social Affairs.
- 2008 Chamber of Commerce Award for Best Family Business.
- Iberdrola Excellence Award 2006 to Supplier of the Year in the Occupational Risk Prevention category.
- Iberdrola Excellence Award 2004 to Supplier of the Year in the category of Services to Large Companies.
- Honourable mention in the Prever 2009 Awards for the Prevention of Occupational Risks of the Ministry of Labour and Social Affairs.
- Bancaja-UPV Acknowledgement in Educational Cooperation Programmes in 2011.
- Bancaja-UPV Acknowledgement in Educational Cooperation Programmes in 2007.
- General Electric – 2003 Project LX2 Award to the Safest Contractor of the Year.
- Jose Dominguis, President of GDES, and Hector Dominguis, CEO of GDES, Medals of Honour of the SNE (National Employment System)
- "Business track record on energy" Award at the 2023 EGECEnergy Gala (Energy Global Expo & Congress).
- José Dominguis Renard, GDES President, award in recognition of his commitment to the Energy Cluster of the Valencian Community.
- GDES wins the «28 de abril» 2023 award for outstanding performance in the Safety and Health field awarded by ANAV (Ascó-Vandellós II Nuclear Association).
- GD Energy Services S.A.U. wins the 2024 award for the best company in the prevention field awarded by the Cofrentes nuclear power plant (IBERDROLA GENERACIÓN).
- GDES wins the Banco Sabadell 2024 Company of the Year Award.

Organisations

- ADEGI - Entrepreneurs' Forum, Gipuzkoa Businessmen's Association
- ADEIT- University Business Foundation (University of Valencia).
- Spanish Wind Energy Association (AEE).

- Spanish Association for Quality (AEC).
- Spanish Association of Environmental Health Companies (ANECPLA).
- Technical Cleaning and High Pressure Cleaning Association (ALTAP).
- National Association of Companies for Vertical and Work at Height (ANETVA).
- Association for the certification and qualification of anti-corrosion paint (ACQPA).
- PEREN Association.
- Official Chamber of Commerce of Spain in France (COCEF).
- Innovation Club of the Valencian Community (CICV).
- Energy Cluster of the Valencian Community (CECV).
- Energy cluster of the Basque Country.
- Foreign Trade Advisers (CCE France).
- Nuclear Industry Forum.
- LAB Mediterráneo Foundation.
- Gie Atlantique.
- Industrial Painting Contractors Association (GEPI).
- French Nuclear Energy Industries Association (GIFEN).
- MASE Rhône Alps.
- Nuclear Valley.
- Nuclear Fission Energy Technology Platform (CEIDEN).
- National Radiation Protection R&D&I Platform (PEPRI).
- Spanish Society for Radiological Protection (SEPR).
- Spanish Nuclear Society (SNE).
- French Nuclear Energy Society (SFEN).
- Renewable Energy Union (SER).
- UK Nuclear Industry Association (NIA).
- UPTek, of the AFM machine tool association.
- Women in Nuclear (WIN).
- Club Cámara Valencia.
- Institute of Energy Technology (ITE).
- Mothers in Action.
- Adecco Foundation.
- Responsible and Sustainable Companies Club of the Valencian Community (CE/R+S).
- United Nations Global Compact.
- Proyecto Vivir Foundation
- Association of Entrepreneurs of the South of Spain (CESUR)
- Institute of Ceramic Technology (ITC)
- Prodis Foundation
- Llamada Solidaria Foundation
- Food Bank Rías Altas

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Characteristics of the report

Report Profile

Following up on the previous Corporate Social Responsibility Report, this report has been prepared with references to the GRI (Global Reporting Initiative) standards.

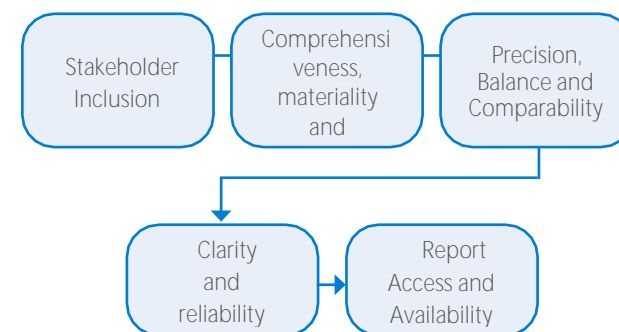
The information contained in the present report is for the year 2024, the last report submitted was for 2023 since it is prepared annually. No external verification is established beyond:

- The elements included in the mandatory audit required by the Spanish “Disclosure of non-financial and diversity information Law”, since this CSR report acts as the Disclosure of non-financial and diversity information (NFIS) for the purposes of said Law. This audit is carried out by the international professional services firm BDO, as the Group’s principal auditor.

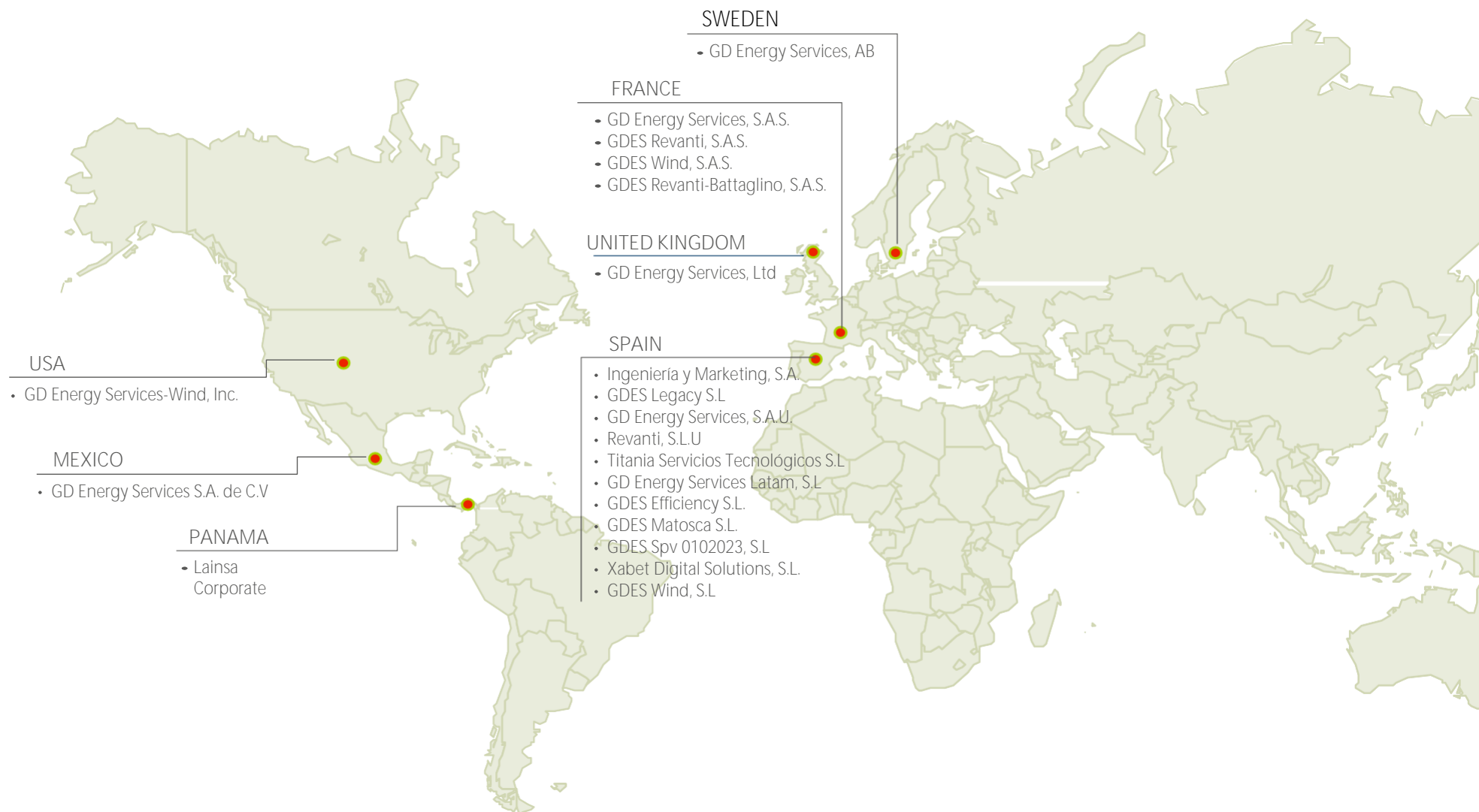
- External verification of the carbon footprint calculation is carried out by Bureau Veritas (Revanti) and SGS (GD Energy Services).

The ratio of tonnes of CO2 equivalent emitted per 1000 hours worked in the organisation in the year 2023 has been reformulated due to the recalculation of scope 1 emissions, and more specifically to the conversion of euros to litres of fuel, in which VAT was not taken into account for one of the two ERP categories. With this correction the value of 2023 goes from 1.04 to 1.15.

- This report is based on the following principles:



The scope of the information compiled for this report corresponds to the companies that consolidate financial statements in our Group.



There is no company that consolidates financial statements with the Group that has fallen outside the scope of this report, nor does it include information from other possible companies that are participating but do not consolidate their financial statements with the Group.

In 2024, the company GDES Matosca was established, 70% owned by the company GDES Efficiency, which belongs to our group.

There have been no other relevant changes in the structure, shareholder composition or structure of the chain of supply of the Group.

Strategy for Sustainability

During the first 2023 quarter, taking advantage of the our 90th anniversary and facing the great challenge posed by global warming, the Group reviewed its long-term strategy, with the aim of contributing significantly to making our planet more efficient, less polluting and therefore more sustainable, the objectives of this reflection were:

- Review the current Mission and Vision to define a new Business Purpose based on our values and that guides all our future actions"
- Formally establish the Strategic Plan for the 2024-2026 period

As a result of this process a new Purpose of our company emerges for the coming decades, respecting the framework of our values and commitments that remain unchanged to remain a sustainable, energetic, innovative, excellent and human company.

"As a family company we want to bequeath to future generations an environmentally, socially and economically

better planet. Contributing to decarbonization, energy efficiency, process optimization and circular economy through engineering, digitalization, talent and innovation in provision of services for the industry."

This new Purpose:

- It defines our roots as a family company with a long-term vision, being responsible for our legacy.
- It includes the ESG concept as an environmentally sustainable company being part of our corporate DNA.
- And it explains how we want to achieve this purpose, mentioning four future action lines (which we call our 4 blue oceans), some of which are already present in our more traditional business.

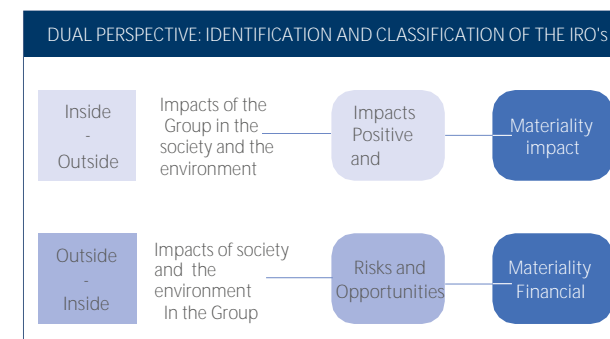
The Strategic Plan for the 2024-2026 period was also generated, which defines the strategic lines and objectives for that period, and the main global actions to be implemented in order to achieve it.

Materiality Analysis

During the year 2024 GDES has been working on adapting its non-financial report to the corporate sustainability reporting directive (CSRD), in this regard, the Group has developed its first double materiality analysis. In the coming months, through

the double materiality exercise which GDES has identified the CSRD standards that are material to its activity from the perspective of impact materiality and financial materiality, as well as the material impacts, both positive and negative, and the risks and opportunities that it must report in its sustainability report.

Dual materiality is a concept that emphasizes the need for organizations to consider not only how their activities affect their environment — both environmentally and socially — but also how these external factors affect their financial performance.



Phases of the double materiality analysis carried out by GDES:

1. Internal and external context analysis: conduct an internal and external context analysis with the objective of identifying the concerns and expectations of the sector and key stakeholders, in line with the requirements of new ESG regulations and standards.
2. Value Chain Definition: The value chain refers to the company's own operations and upstream and downstream value chain, including its products and services, its business relationships and its supply chain.
3. Understanding of the affected stakeholders: Identification of the most relevant stakeholders for the entity throughout the value chain and the role of each agent in the materiality analysis. The identified stakeholders are the following:
 - a. Shareholders
 - b. Employees
 - c. Clients
 - d. Society
 - e. Suppliers

4. Impacts, risks and opportunities: Identification of the positive and negative impacts that the Group generates or could generate on key actors with an inside-out approach, and identification of the impact that risks and opportunities could generate on the value of the company in the short, medium or long term with an outside-in approach.
5. Impact materiality assessment: With the objective to prioritize the positive and negative impacts that the Group generates or could generate on people and the environment (inside-out). To this end, GDES has developed a methodology to assess impacts, impact materiality, following the EFRAG, GRI guidelines and expert criteria. A methodology has been defined for the analysis of the *severity and probability* of impacts taking into account three time horizons (short, medium and long term).
6. Evaluation of financial materiality with the objective to prioritize the risks and opportunities that social and environmental aspects of the environment have or could generate on the value of the company in the short, medium or long term (outside-in). For this purpose, GDES has developed a methodology to assess the risks and opportunities, financial materiality following the EFRAG Guidelines. Methodology will be defined in

which the risks and opportunities will be assessed according to the financial effects produced and the probability of occurrence taking into account three time horizons (short, medium and long term).

7. Validation of results of double materiality, confirming that the findings and conclusions adequately reflect the situation and priorities of the Group in terms of sustainability.

Results of the 2024 GDES Double Materiality Process:

The main material themes identified by GDES, based on the list of topics established by EFRAG, after the double materiality process and their equivalence with GRI themes are presented in the following table.

ESG category	ESRS	NEIS theme	Sub - NEIS theme	Sub-sub-theme NEIS	GRI equivalent
ENVIRONMENT	ESRS E1	Climate change	Climate change mitigation		Emissions
			Energy		Energy
	ESRS E2	Pollution	Soil contamination		Environmental Compliance
	ESRS E3	Water and marine resources	Water	Water consumption	Water and effluents
	ESRS E5	Circular economy	Residues		Residues
SOCIAL	ESRS S1	Own Staff	Work conditions	Safe work	Employment
				Working hours	Employment
				Adequate wages	Employment
				Reconciliation of work and family life	Employment
			Equal treatment and opportunities for all	Social dialogue	Right of freedom of association and collective bargaining
				Freedom of association, existence of works councils and the rights of information, consultation and workers participation	Right of freedom of association and collective bargaining
				Collective bargaining, including the percentage of workers covered by collective agreements	Right of freedom of association and collective bargaining
				Safety and health	Health and Safety at Work
				Gender equality and equal pay for work of equal value	Non-discrimination
				Training and skills development	Training and education
				Employment and inclusion of persons with disabilities	Diversity and Equal Opportunities
				Measures against violence and harassment in the workplace	Non-discrimination
				Policy	Diversity and Equal Opportunities
			Other rights related to work	Adequate housing	Employment
				Privacy	Employment
GOVERNANCE	ESRS G1	Business conduct	Corporate culture		Socio-economic compliance
			Whistleblowers protection		Anti-corruption
			Supplier relationships, including payment practices management		Social evaluation of suppliers
			Corruption and bribery		Anti-corruption

In addition to this Report, information is included on the following subjects that, although not being material according to the analysis, are required by standards to which the Group voluntarily adheres or is legally bound:

SUBJECT	NFIS (*)	UNGC(**)
Economic Unemployment	X	
Materials	X	
Biodiversity	X	
Food Waste	X	
Unfair Competition	X	
Taxation	X	
Health and Safety of Clients	X	
Use of renewable energies	X	X
Child labour	X	X
Forced and Compulsory Labour	X	X
Indigenous Peoples rights		X
Human Rights Assessments		X
Local communities		X

(*) Information required in the Non-Financial Information Statements by the Spanish Law 11/2018, of 28 December, regarding non-financial information and diversity.

(**) Information required for the Progress Report of the United Nations Global Compact principles.

Governance structure

The Group's highest governing body, the Board of Directors of the parent company "Ingeniería y Marketing SA", is responsible for:

- Validating the Group's general strategy, through the approval of the Strategic Plan, which is prepared by a "Strategy Committee" formed by the Presidency/CEO, General Management, the Directors of Corporate Areas and the Managers of each Business Unit. The Strategy Committee itself monitors the Lines, Objectives and Milestones linked to the Plan on an annual basis.
- Approve the global budgets of the Group, which determine the general distribution of resources among different countries, companies and business units.
- For companies whose governing body is a Board of Directors quarterly meetings of the same are held, performing the same functions for each company as the Board of Directors of the parent company, in coordination with the Group's strategy and budget. For the rest of the companies with other types of governing bodies (e.g. Sole Administrator) quarterly meetings are held at country level, jointly for all the companies operating in said country, on the same terms as a Board of Directors meeting, but without the requirement to draw up minutes in the presence of a secretary.

The Board of Directors of the Group includes External Advisers, their function is to analyse the provided information and make recommendations that are subsequently forwarded to the Board of Directors for the final decision. At the same time, they analyse the company's strategy, structure and management, making recommendations and comments that are also forwarded to the Board of Directors.

The monitoring of the general management is carried out through Group Management Committees bimonthly, by 2025 it is also planned to establish Management Committees by Business Unit. These committees monitor strategy and oversee business management and performance, as well as actions and indicators.

The Supervision Structure is completed with:

- A quarterly Ethics and Compliance Committee, formed by the General Management, the Quality Management, Safety and CSR and the Company/HR Management, as well as an external Compliance Officer. This committee is responsible to ensure the legal compliance and respect for our Code of Ethics. As well as dealing with possible incidents or complaints that could occur through the enabled channels.
- For 2025, a quarterly Cybersecurity Committee has been established, formed by the Presidency/CEO, General Management, Quality Management, Security and CSR Management, Information Systems Management, Cybersecurity Head and External Advisers. This committee will oversee the implementation of our Cybersecurity Master Plan, including contingency protection and business continuity.

Stakeholders

The following table identifies the company's stakeholders and the communication channels which have allowed the collection of information for the realization of this Report, the stakeholders have been selected by the Management Committee, based on their relevance for our company and sector.

The Table also includes the relevant topics identified through said channels for each of the stakeholders.

STAKEHOLDERS	COMMUNICATION CHANNELS	FREQUENCY	RELEVANT TOPICS
Shareholders	Website	Continuous	Economic Performance · Human Rights Assessment · Training and education · Environmental impacts prevention and mitigation · Health and safety at work
	Board of Directors	Quarterly	
	Family council	Quarterly	
	Advisory Board	Periodically	
	Informative sessions / meetings	Periodically	
	Press releases	Periodically	
	General Shareholders' Meeting	Yearly	
Employees	Website	Continuous	Energy · Effluents and Waste · Prevention and Mitigation of Environmental Impacts · Anti-Corruption · Technological Innovation · Health and Safety at Work · Training and Education · Diversity and Equal Opportunities · Non-discrimination · Freedom of Association and collective bargaining
	DIME Programme	Triannual	
	INNOVA programme	Continuous	
	RedEr programme	Continuous	
	Intranet	Continuous	
	GDES Newsletter	Quarterly	
	Legal Committee/Works Committee/CSE/CSS/CHSCT	Periodically	
	Continuous improvement procedure	Continuous	
	Employee's Corner	Continuous	
	"Tu importas" (You are important) Mailbox	Continuous	
	Digital newsletter	Periodically	
	Ethical Committee Mailbox	Periodically	
	Health and Safety committee	Quarterly	
Clients	Website	Continuous	Energy · Emissions · Effluents and Waste · Prevention and Mitigation of Environmental Impacts · Economic Performance · Anti-Corruption · Technological Innovation · Occupational Health and Safety · Training and Education · Diversity and Equality of Opportunities · Health and safety of clients
	Requirements Approval/Qualification/Client Portals	Periodically	
	Attention to their demands	Continuous	
	Specific quality surveys	Yearly	
	Communication via written press and internet	Periodically	
Company	Website	Continuous	Energy · Use of Renewable Energy · Emissions · Effluents and Waste · Environmental Compliance · Prevention and Mitigation of Environmental Impacts · Anti-Corruption · Socio-economic Compliance
	Belonging to different associations and community collectives	Continuous	
	Collaboration with NGOs	Periodically	
	Development of collaboration agreements with the government (central, regional and local)	Periodically	
	Publications and communications	Periodically	
	Permanent bidirectional care	Continuous	
	Sponsorships management and development	Periodically	
	Collaboration with the university and training entities	Periodically	
Suppliers	Website	Continuous	Anti-Corruption · Occupational Health and Safety · Economic Performance · Prevention and Mitigation of Environmental Impacts
	Satisfaction survey of key suppliers	report	
	QHSE Commitment Letter from subcontractors	Periodically	
	Periodic evaluation of suppliers	Yearly	
	Collaboration agreements with R&D&I and Innovation key suppliers	Periodically	

Note: In bold the main channel for the identification of relevant topics of each stakeholder.

3

We bring value to provide
energy to the world



The Values, Corporate Social Responsibility and Sustainability at GD Energy Services

The Group's corporate social responsibility develops very closely in line with the Group's vision of the future, purpose and values, reflecting its culture.

1. **FUTURE VISION:** Towards a more efficient, less polluting and more sustainable planet.
2. **PURPOSE:** As a family company we want to bequeath to future generations an environmentally, socially and economically better planet. Contributing to decarbonization, energy efficiency, process optimization and circular economy through engineering, digitalization, talent and innovation in the provision of services for industry."
3. **VALUES:** "Contributing value to provide ENERGY to the world" is the GDES emblem. A motto built based on the 5 commitments of our company:

Sustainability

Everything we do we have to do to continue growing in the long term. All the Group's decisions must be sustainable and forward-looking. GDES is a family business and that's why we look beyond a few years, and think about future generations.

Sustainability = solidarity, responsibility, security, ethics.

Energy

Energy, which not only speaks of the industry in which we work, but defines our vital energy: Work with enthusiasm and passion that differentiates our efforts from those of our competitors.

Energy = passion, illusion, effort.

Innovation

Innovation is one of the most important core strategies for GDES, which makes us stand out in the energy sector. It is what allows us to maintain leadership in the markets in which we work.

Innovation = creativity, questioning attitude and differentiation.

People

People are everything for the Group and it is the commitment of all GDES workers that this never changes. Commitment to people is the way we generate trust, convey empathy and show respect for both the client and our colleagues.

People = trust, empathy, respect and customer orientation.

Excellence

Excellence is our commitment to always achieve the highest quality standards. Being efficient, flexible and having the ability to work as a team only responds to one purpose: To be excellent.

Excellence = reliability, efficiency, flexibility, teamwork.

In GDES Corporate Social Responsibility is articulated based on the Group's activity and four fundamental areas:



Talent management



Technological innovation



Environmental protection



Support for society

On these four axes, GDES addresses its sustainability strategies and Corporate Social Responsibility that allow it to continue innovating and growing on an ethical, social and environmental basis.

Since 2021, in line with our increased commitment to the United Nations Global Compact principles and seeking our contribution to sustainability, the Group decided to align its strategy with the Sustainable Development Goals (SDGs).

To this end, we have worked in several lines:

- Identification of the SDGs to which the Group is intrinsically related due to its strategy, activity and the type of operations it carries out.
- Identification of other SDGs to which the group can contribute with a positive impact.

Based on these two premises that have been worked on in the Strategy Committee, priority SDGs have been determined.

In 2024 they remained the same as the previous period:



To monitor the alignment of the strategy with these SDGs, the following monitoring indicators have been established:

	Sustainability Strategic Indicator	GRI	2023 Value	2024 Objective	2024 Results
ODS3-Health	No. of social initiatives linked to ODS 3	N/A	10	Maintain	13
	Overall Accident Frequency Rate (IFG)	403-9, 403-10	12.78	Decrease	14.04
	Absenteeism (%)	403-6	4.86	Maintain	4.81
ODS5-Equality	No. of social initiatives linked to ODS 5	N/A	5	Maintain	8
	Total women %	405-1	15	Grow	16
ODS7-Clean energy	Business in renewables %	N/A	32	Grow	29
	Installed power in Photovoltaic Projects (MW)	N/A	0.82	Grow	0.65
ODS8-Growth and Decent Work	Turnover / workforce (€/worker)	N/A	76,221	Grow	76,221
	Permanent recruitment %	401.1	89	Maintain	93
	Voluntary turnover %	401-1	9.91	Decrease	7.02
ODS9-Industry and Innovation	Economic Value Generated (M€)	201-1	90.23	Grow	97.98
	Internal Creativity	N/A	17	Maintain	15
	Level of creation of the Innovation Ecosystem	N/A	25	Maintain	22
ODS11-Sustainable Cities and Communities	No. of social initiatives linked to ODS 11	N/A	22	Maintain	19
	Installed power in Photovoltaic Projects (MW)	N/A	2.82	Grow	0.65
ODS12-Production and Responsible Consumption	No. of social initiatives linked to ODS 12	N/A	10	Maintain	4
	Waste generated (Tn/10 ⁶ hours)- Triannual Moving Average	306-2	27.10	Decrease	33.32
	Invoicing in Circular Economy Business %	N/A	0.24	Grow	0.30
	Volume managed at the Waste Treatment Plant (Tn)	N/A	2,895	Maintain	1,964
ODS13-Climate Action	Business in Carbon-Free activities %	N/A	82	Maintain	83
	Carbon intensity (TnCO2/ 1000 HR)	305-4	1.15	Decrease	1.04

Note: Maintaining implies a variation less than 15%”

4

The activity of the Group

Policies

GDES is a business group that has over 90 years of experience in providing industrial services in a wide variety of sectors, all of them mentioned in the Company Profile.

KEY INDICATORS

80%

of the figure of
business with
triple certification
Quality,
Environment and
Safety and Health

42

multiannual contracts
of services managed for
clients of the
energy sector, with
permanent
presence in 7
countries

83

of the turnover
in services
related to
Carbon-Free
energies

Under the Sustainability Commitment, the Strategic Committee Members, Country Vice-President, Business Unit Directors and Corporate Area Directors, carried out a new reflection process in 2023 in order to define the Group's future strategic lines, in particular aligning them with the challenges linked to the sustainability challenge defined in the Group's new purpose. The result of this reflection is our Strategic Plan for the 2024-2026 period that includes the lines of work and objectives for each Business Unit and Corporate Area.

The company has a Sustainability Policy, this policy, reviewed in October 2023, represents the deployment of our commitments and values in the Corporate Social Responsibility field, since GDES as a family group is focused beyond a few years, thinking about future generations, incorporates three key commitments:

- The economic viability of the company, symbolized in the economic growth enhancement in the environments in which we operate, generating wealth for all stakeholders.

- The positive social and environmental impact of our activities within the framework of our accession to the United Nations Global Compact in order to collaborate in achieving its Sustainable Development Goals.
- Respect at all times for the principles of the Universal Declaration of Human Rights, ILO fundamental Conventions and the United Nations Convention against Corruption.

This Policy is complemented by our “QHSE Integrated Management Policy” which was revalidated in October 2023 without relevant changes, and with our “Security Culture Strategy”, also revalidated in 2023 as a guiding document that should guide all our activities in the adoption of the Culture for Safety defined by the World Association of Nuclear Operators (WANO) and the recommendations of the International Nuclear Safety Advisory Group (INSAG)-4.

This strategy reaches all the activities undertaken by GDES in its responsibility as a worldwide service provider for the industry. Always safety being our first priority, we apply it to all our services and to all the functions of our Company. This strategy contains the following commitments:

- Involvement of the leaders of the Company as an example and support of the values of the company

- Commitment of all members of the Company to ensure positive promotion of safety and quality through our deliberate and thoughtful action.
- Guarantee the protection of workers, the public and the environment against undue risks, achieving and maintaining adequate operating conditions, avoiding accidents and mitigating the possible consequences of the same.
- Guarantee a high safety and quality level in all our projects and services, promoting a solid Culture for Security shared throughout our supply chain, which integrates safety and quality in all processes.
- Transparency and high-level dialogue with stakeholders, both internal and external, coupled with a commitment to continuous improvement where review continues and the exchange of experiences and lessons learned is key.

Risk Management and Precautionary Principle

The Group applies the Precautionary Principle in all its activities, both in the planning and execution of operations as well as in the development of new services. In accordance with this principle, when the Risk Analysis prior to each of these activities shows possible results qualified as catastrophic, the activity is not carried out without applying measures to avoid said result.

This risk analysis is developed according to a general procedure based on ISO 31000 “Risk Management Guidelines”, and applies the “Consequence/Probability Matrix” methodology, described in Section 29 of Standard ISO31010 “Risk Assessment Techniques”, and includes:

- Risk analysis for all projects, including:
 - Operational risks of the project (Temporary, Economic and Quality)
 - Safety Risks (-Nuclear/Industrial Safety, Occupational Safety and Health, Radiological Protection, and Environment)

When it comes to a project that includes several stages, including R&D&I, design or engineering, when identifying risks, all stages included in the project are considered, from the initial study of the project to the finishing tasks, including the provision of the service on site.

- The evaluation of generic risks or opportunities of a strategic or operational nature associated to the general activity of the Group or of a particular company, line of business or Service Area.

The last external diagnosis of generic risks associated with the Group carried out in 2023 by the Marsh entity interviewed at key levels of the company, the result identified the following as the main potential risks to be managed by the organisation:

- Cyberattack
- Personnel Safety and Occupational Risk Prevention
- Talent recruitment and retention
- Regulatory and legal compliance.

For all identified risks, the established barriers and control procedures are analysed.

At the end of 2024 and the beginning of 2025, a new IRO analysis (Impacts-Risks-Opportunities) is being prepared, associated with the materiality analysis of the new Sustainability Information Reporting under the CSRD Directive.

Business Evolution:

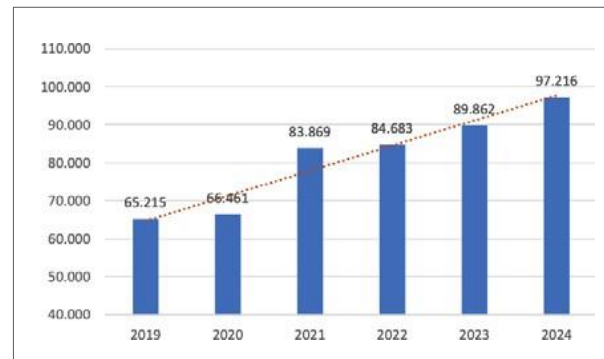
As a family company we are committed to bequeath to future generations an environmentally, socially and economically better planet, contributing to decarbonization, energy efficiency, digitalization and circular economy through talent, engineering and innovation in the provision of services for the industry.

To this end, we have been strengthening our geographical presence and our range of services with the firm objective to provide an effective response to the challenges of the energy transition and the new Carbon-Free energy mix, which is essential in the global energy transition towards a sustainable economy.

With this commitment we have achieved a 49% growth in the last 5 years providing services and solutions to all actors in the carbon-free energy sector.

Our recent growth has focused on renewable energies (wind and photovoltaic), energy efficiency and Industry 4.0, as well as strengthening our presence in markets such as France and the United States.

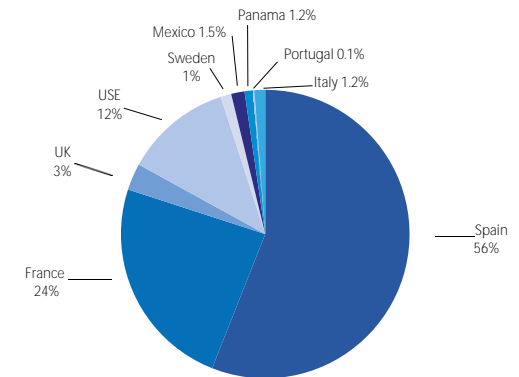
Business Turnover Evolution (thousand €)



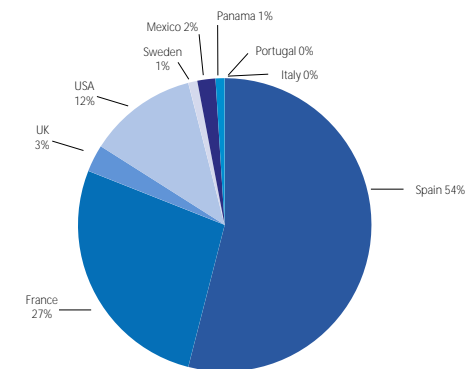
In 2024, the Group achieved a consolidated turnover of **M€97.2 (compared to M€89 in the previous year)**. The annual variation in revenues reaches 8.2%, highlighting the strength of our business in providing different services in the nuclear sector.

Regarding the sales distribution by country, Spain remains the main market representing 56% of total sales. France is consolidated as our second market with 24% of total sales, where the consolidated position of the Surface Treatment business is joined by the progress in decommissioning and maintenance activities in the nuclear sector.

Turnover per country 2024

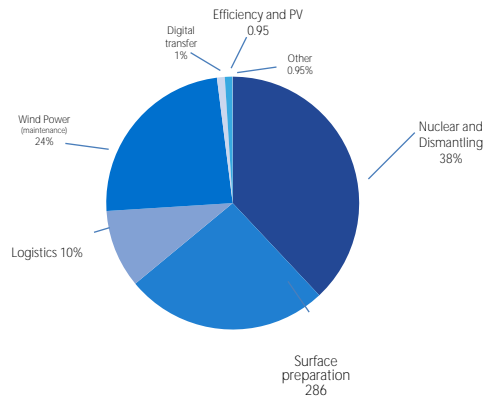


Turnover per country 2023

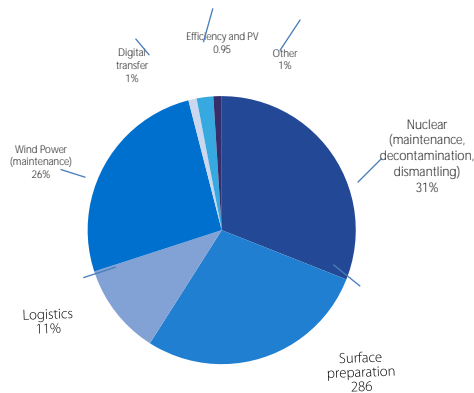


As for the distribution sales for the different services we provide, there are few variations regarding the distribution of recent years. The nuclear, wind and surface treatment sectors account for 87% of the consolidated turnover.

Turnover per Service 2024



Turnover per Service 2023



Regarding the Group's profit or loss for the year 2024 it closes with a positive profit before tax, despite the efforts arising from the investment required for the start-up, integration and reorganisation of the new businesses, especially the industrial area in France.

Delving into the evolution of the different business units, we highlight:

- **Nuclear:** This business unit brings together support and maintenance activities, thermal protection and radiation protection in nuclear environments. This year the operating result of this business unit has been much higher than expected for the year thanks to the sales boost (M€29.6 +26% revenues improvement compared to the budget and +30% compared to the previous year). We highlight:

→ *In the year we have consolidated our position in activities related to container loading and fuel movement. In the future we want to remain as a reference provider and we see growth prospects in the coming years due to the increase in the services to be provided in this area.*

→ *Presence in all the Spanish GDES plants in the thermal activity protection: in September of 2023 we obtained the sealing contract with ANAV. With this contracts GDES makes*

the thermal insulation of all Spanish NPP. We have also obtained our first contract in France, which was launched at the end of 2024 and will run until mid-2025.

→ *Growth in profitability in the French business*

- **Surface Preparation** We have presence mainly in the Spanish and French markets.

→ In Spain, we highlight a 4.3% growth in revenues compared to the previous year. The revenue comes mainly from the provision of services in nuclear power plants and the diversification of services in the industrial area (coatings, SATE, metallizations).

→ France remains our main market for this business unit since it accounts for about 82% of the sales. The operating margin of the industrial area in France, for which we expect an improvement in the results of this business unit from 2025.

- **Wind:** The revenues of the business unit have remained stable compared to the previous year, highlighting the good performance in the North American market. The 2024 achievements:

- In the USA, revenues have grown by 9.5%, which has allowed us to improve profit before tax by almost 8%. Part of this improvement is the result of customers diversification that we started in 2023 (*until that date we only had a single customer and in 2024 additional customers already account for 20% of total sales*).
- In 2024 we opened a warehouse in Albacete to provide repair service on site to customers in the central area. The objective of this new facility is to expand our geographical influence where we can develop this type of services.
- Finally, in Spain we highlight the reinforcement of the commercial and planning areas to improve our offer and service to our customers. We hope that this reorganization, as well as new opportunities in the sector derived from the repowering of wind farms, will allow the profitability improvement of this business unit in the coming years.
- Dismantling: It is one of the business units with the fastest growth in the year, since revenues have increased a 36% compared to 2023. This growth in sales, supported by the development of our international subsidiaries, has meant that we have a positive result of the business unit compared to the losses of the previous year. We highlight:

- *In the United Kingdom we continue to develop the project in Dounreay with a 10% advance in sales compared to 2023.* This improvement in revenues, together with improved efficiency in the execution of the project and a reduction in the subsidiary's costs, has allowed us to improve our results in that country by 51% compared to the previous year.
- *In France, sales have grown by 116% compared to 2023 and we have achieved a positive result in the BU (in losses in 2023).*
- *Finally, we highlight that, in Sweden, we have completed the last phase of the project started in 2020.* This project was a challenge for the Group due to the great complexity of the work to be carried out, the segmentation of the Dry Well cover, as well as the reactor vessel head and post-segmentation of the vessel.
- Logistics and Circular Economy: We also highlight the positive evolution, both in sales and in the result. The increase in sales reaches 13% compared to the previous year and this growth is achieved in all the geographical areas in which we currently participate (Spain, Mexico and Panama).

At the same time, the Group continues to focus in this business unit, strengthening the new services of metal recovery, waste management and refractory recovery, thus reinforcing our position in the circular economy, where GDES is already working on very interesting projects in the circular economy and recycling of blades and batteries.

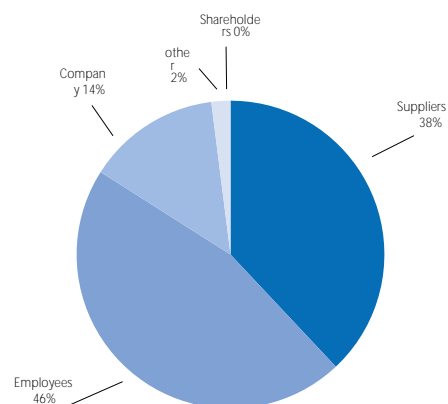
- Finally, the Energy Efficiency and Industry 4.0 business units are 2 business areas *developed in the last 3 years with the objective to diversify the Group's services.* Currently they have little weight (2%) compared to the global sales of the group, but with important business opportunities in the coming years thanks to the diversification of services we are proposing to our customers. *We expect these 2 business units to account for 7.2% of the Group's total sales in 2025.*

In short, we closed 2024 with a significant growth of our turnover and completing the operational reorganization of France Industry areas and Wind in Spain. With this, we lay the foundations for the improvement of the expected profitability in the coming years according to our strategic plan (2024 – 2026).

Value generated and distributed (K€)

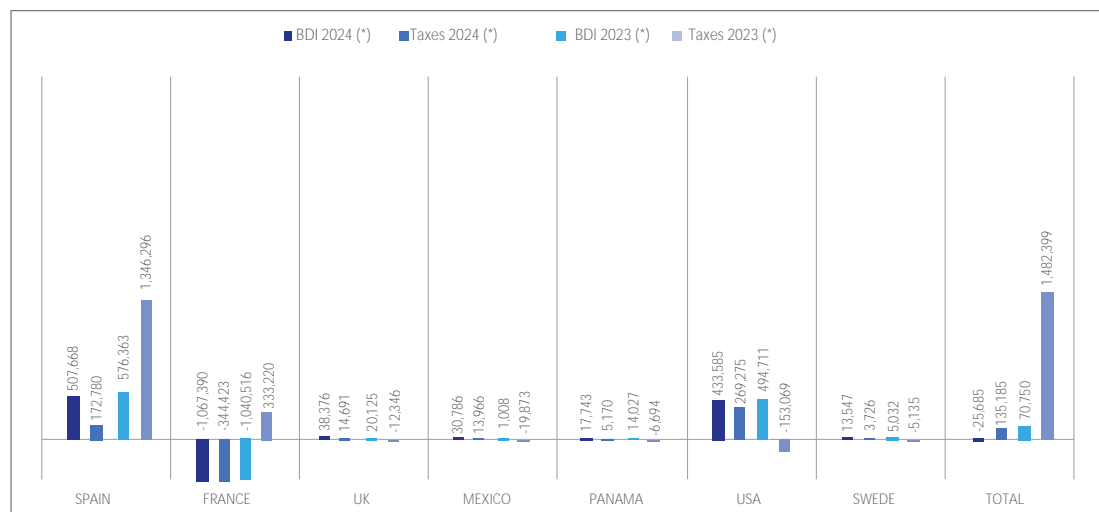
	2024	2023
Direct economic value generated (K€)	97,978	90,229
Turnover net amount	97,215	89,861
Other operating income	732	318
Finance income	31	39
Results on disposal of fixed assets	0	11
Participation in corporate profits	0	0
Distributed economic value (K€)	98,005	90,158
Retained economic value (K€)	-27	71

Distribution of value generated among stakeholders (2024)

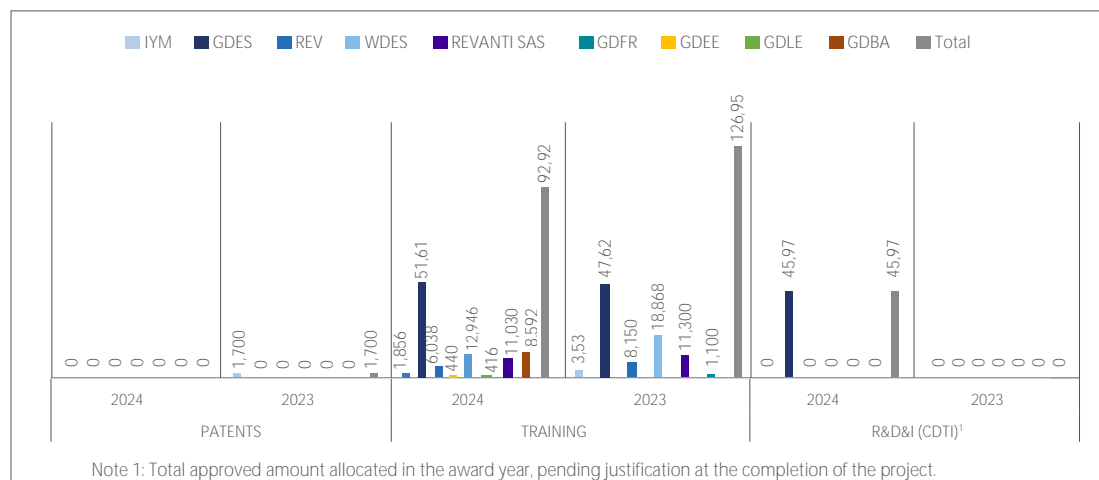


Employees: Salaries, Social Costs and Training; **Suppliers:** Purchase of goods and services; **Shareholders:** Creation of Value for the Company; **Society:** Taxes, Social, Environmental Investments. **Others:** Amortizations and financial expenses.

Benefits after taxes and taxes paid by country (€)



Received grants and bonuses (€)



Note 1: Total approved amount allocated in the award year, pending justification at the completion of the project.

Taxation

The tax strategy is approved by the Board of Directors and is adapted to the legislation of each country where we operate, being supervised by our Compliance Structure.

Quality and Certifications

Within its commitment to Excellence in Management, GDES joins efforts to develop its activities according to an Integrated Management System, generally developed according to the guidelines and ISO 9001, ISO 14001 and ISO 45001, as well as the applicable sector standards.

For the Group, the relationship with the customer at all levels is essential and ensure maximum satisfaction in all aspects of the service. For this purpose, it develops its activities according to an Integrated Management System, through which it is intended to take advantage of the advantages it brings to the company:

- Obtain objective and reliable information internally on the processes of the Company.
- Detect the strengths and improvement areas, ensuring effective, efficient and safe operation and control of the processes.
- Lead the company towards the customer and achieve customer loyalty.

	ISO 9001	ISO 14001	ISO 45001	ISO 19443	MASE	CEFRI	UNE73401	EDF
GD Energy Services, SAU	❄️	❄️	❄️				❄️	
Revestimientos Anticorrosivos Industriales, SLU	❄️	❄️	❄️				❄️	
GD Energy Services S.A.S.	❄️	❄️	❄️	❄️		❄️		❄️
GDES Revanti S.A.S.	❄️	❄️	❄️	❄️	❄️	❄️		❄️
GDES Revanti Battaglino SAS								❄️
GD Energy Services Ltd	❄️	❄️	❄️					
GDES WIND, S.L	❄️	❄️	❄️					
GDES Nuclear S.A. de C.V.	❄️							
Lainsa Corporate	❄️							

- Enhance communication, participation, training and information at all levels.

During 2024, the Implementation Plan and triple certification of the Integrated Management System was followed, reaching the following levels:

- 83% turnover certified according to the ISO 9001 Quality Standard
- 80% turnover certified according to the ISO 14001 Quality Standard
- 80% turnover certified according to the Safety and Health Standard ISO 45001

Additionally:

- The GD Energy Services SAS (France) and GDES Revanti SAS (France) companies are certified according to the ISO 19443 Quality Management standard for suppliers providing products and services important for Nuclear Safety
- GDES Revanti SAS (France) is certified according to the common French MASE-UIC Safety, Health and Environment standard.

- GD Energy Services SAU (Spain) and Revanti SLU (Spain) are certified according to the UNE 73401 Quality Assurance Standard for the Spanish Nuclear Sector.
- Energy Services SAS (France) and GDES Revanti SAS (France), are certified according to the NT 85/114 Quality Assurance standard for the French nuclear sector. GDES Revanti Battaglino SAS is qualified by EDF for the anti-corrosion coating of hydraulic plants.
- GD Energy Services SAS (France) is qualified according to the CAEAR specifications to provide services in the French Alternative Energies and Atomic Energy Commission (CEA).
- GD Energy Services SAU (France) and GDES Revanti SAS (France) are certified according to the CEFRI radiation protection standard.

There have been no relevant changes in 2024 affecting the Management System.

Fight against Corruption and Socioeconomic Compliance

During 2024, the Group has maintained its commitment to combating all forms of corruption through main lines of action:

- Strict compliance with our "Code of Ethics" supervised by a Monitoring Committee to ensure its effective implementation. In 2024 we continued to provide this code of ethics to our key suppliers, through the delivery of the same and the inclusion

of the commitment of its fulfilment in the QHSE requirements document that said suppliers sign in order to be authorized by our company.

- Maintenance of the procurement policy, which places particular emphasis on this aspect, ensuring, depending on the nature of the procurement, a number of at least three tenders for each service or supply. The purchasing policy, as well as the Code of Ethics of the company, establishes the prohibition of sending gifts to suppliers and / or customers.
- Development of the Criminal Offences Prevention Plan (COPP), which has allowed us to evaluate all our companies and operations regarding risks related to corruption. For this purpose, an External Compliance Agent of the Ecija Legal company has been appointed to ensure the independence of the entire supervisory process.

During the 2024 and 2023 years:

- No corruption cases have been identified. Nor breaches of laws or regulations in the social and/or economic spheres.
- There have been no legal actions for unfair competition, trust and monopoly practices in any of the Group's companies. Similarly, there is no record that any legal action has been brought by different issues.

- No claims have been received from any worker, shareholder, creditor, and/or supplier in the year related to the working practices adopted in the Group.
- No company in the Group has been sanctioned by the labour authorities for breaches of the applicable regulations.

Commitment to the safety, integrity and sustainability of customer facilities

During 2024 GDES has continued to provide innovative solutions to increase the safety and sustainability of our customers' facilities:

- Growth of the Thermal Protection Services Area. This new GDES service area established in 2019 with the introduction of new approved products, both Passive Protections and Thermal Insulation, has continued to grow in 2024 with various projects in Spanish nuclear power plants, both design and installation, thus contributing to the improvement of industrial fire safety of our customers' facilities.
- Our innovation area has continued to work on developments related to the safety improvement of our customers such as the PYROS project for automated detection of hot spots and incipient

fire, which provides additional safety in fire protection to our customers.

- Our thermal protection department has developed a non-destructive inspection system to identify gaps in penetration seals that allows to identify defects facilitating repair by minimally invasive methods.

Since 2012 GDES has been developing its Safety Culture and Error Reduction (RedEr) programme in several Spanish nuclear power plants, being the first contractor in the sector in Spain that opted for having its own programme. During 2024 the RedEr programme continued its expansion process with the aim of being implemented in all GDES work centres.

With this initiative, GDES aims to eliminate the risks associated with our work, guaranteeing excellence in the service provided and achieving a zero occupational accident rate in all our activities.

Among the initiatives being carried out are; communication and training campaigns, daily safety messages, reflection sessions for the preparation of work called “The 5 Questions” and coaching observations in the field by managers, technicians and managers.

The objectives of this project are:

- Further encourage the Safety Culture among the staff.
- Increase the presence on site of our supervisory staff at all levels.

- Establish work tools that allow to minimize the possibility of work errors.
- Ensure the communication of the incidents that affect our work and implement solutions to prevent recurrence.

These types of programmes are highly valued by our clients, who want us to align them with their own safety culture programmes and with the strategies of regulators such as the Office for Nuclear Regulation (ONR).

During 2024 the progressive expansion of the SAFETY II philosophy in our work teams has continued. A new approach to positive and collaborative, safety, focused on what is done well and that which manages to keep the occupational accident rate to zero. SAFETY II is a complementary work methodology to the RedEr programme that focuses on good practices at 3 levels: Industrial Safety, Occupational Risk Prevention and Human Factor. These good practices are agreed by the work team itself that establishes a commitment to maintain it and to follow-up its compliance throughout the project by each of its members.

The implementation of this methodology implies a paradigm shift which not only talks about “human error” but also about “human success”. The aim is to value the

positive day-to-day behaviours that demonstrate safe attitudes and emphasise a positive approach to security. During 2024, the expansion of the programme has continued in several workplaces and follow-up activities have continued in the centres where the programme is already implemented.

In 2024, no cases of non-compliance associated with our services have been identified that could affect the safety of our clients’ facilities, nor negatively impact the safety and health of workers or visitors to those facilities.

Privacy and data protection

The company has a Personal Data Management System under the supervision of our DPO. Among other actions, the following have been carried out:

- The review and improvement of the “Register of Treatment Activities”.
- Review of the procedures associated with these areas.
- Audits in various work centres of the Group.
- Dissemination of relevant aspects through knowledge pills in our ROCK Knowledge Management platform.

In 2023, no security breach was identified regarding data protection.

Supply Chain

The companies of our Group are service companies, which base their activities on the labour of the employees and on the application of technology to provide these services, there are no manufacturing processes or incorporation of raw materials.

In addition, most of our turnover is made with contracts in the customer's own facilities or using raw materials supplied by the customer.

Our most important suppliers are service companies, and supply is provided by a large number of small local suppliers.

The initial approval questionnaire of our suppliers includes the evaluation of their approach to aspects related to sustainability and social responsibility.

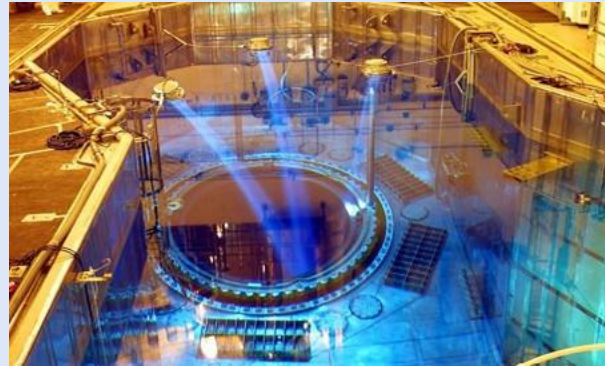


FACTS



- NEW METALLIZATION SERVICE AT THE DAMPIERRE NUCLEAR POWER PLANT (FRANCE)

GDES Revanti expands the market for its metallization service with a new contract with the Dampierre Nuclear Power Plant (France).



- GDES INVESTS 1 MILLION EUROS TO HIRE PERSONNEL FOR THE REFUELING OF ALMARAZ I.

The Almaraz I nuclear power plant (Cáceres) started on 7 October 2024 the works corresponding to the 30th refuelling, its penultimate refuelling according to the plan to close the Spanish nuclear power plants. 94% of the new hired workforce by the Valencian GDES group to refuel the Spanish power plants comes from areas at risk of depopulation, the vast majority from around the facilities.



- **GDES REVANTI PRESENT AT THE 'RENCONTRES DE LA PEINTURE ANTICORROSION' (RPA) CONFERENCE**

GDES Revanti participated in the Rencontres de la Peinture Anticorrosion (RPA), which took place on the 27 and 28 March in the Parc Floral of Paris. This prestigious fair is an important event in the anti-corrosion painting field and brought together more than 80 stands, including GDES Revanti, as well as more than 700 participants.



- GDES WIND PRESENT AT THE CONFERENCE 'OPERATIONAL ANALYSIS OF WIND FARMS' OF THE (AEE)

The Spanish Wind Energy Association (AEE) has held a new edition of the technical and technological knowledge of the wind sector forum in Spain, the conference 'Operational Analysis of Wind Farms'. More than 200 experts have gathered to analyse and discuss the improvements in operation and maintenance of the Spanish wind farms. Among them, a GDES senior management delegation.



- RENOVATION OF THE INTERIOR COATING IN A TANK AND APPLICATION OF A NEW PROTECTION SYSTEM FOR CNVII

During the past refuelling period of the Spanish nuclear power plants, GDES has carried out many unique and specialised works. One of them was in the nuclear power plant Vandellós II carried out by the GDES Revanti team for the renovation of the interior coating of one of its tanks (APT01). The Ascó Vandellós II Nuclear Association awarded our specialist surface treatment team the contract to remove its coating and the application of a new protection system during the R26 in 2024 according to ET-SGM-V-069.



- GDES TRAINS 18 COECS STUDENTS IN THE HANDLING OF X-RAY FACILITIES FOR MEDICAL DIAGNOSIS PURPOSES.

The Official College of Nurses of Castellón (COECS) has organized a new edition of the training course for operators of X-ray facilities for radiodiagnostic purposes. A total of 18 students participated in this training which, if they pass the final exam, will allow them to obtain accreditation by the Nuclear Safety Council to handle ionizing radiation for medical diagnosis. It should be noted that this course is accredited by the Valencian School of Health Studies (EVES).



• GDES RECEIVES THE ENERGY BUSINESS TRAJECTORY AWARD DURING EGEC

The Energy Global Expo & Congress brought together the protagonists of the Energy Transition, who presented the latest trends and developments in the sector. GDES, in addition to being present during the 3 days of the fair, was awarded for its 'energy business trajectory'.



• GDES PARTICIPATES ONE MORE YEAR IN THE HISPANIC-POLISH CONFERENCE OF THE NUCLEAR INDUSTRY

GDES has been present one more year at the "Spain – Poland Nuclear Industry Conference", held in Warsaw and organized by ICEX Spain and the Economic and Commercial Office of the Spanish Embassy in Poland, in collaboration with Nuclear Forum (Spain) and Izba Gospodarcza Energetyki i Ochrony Środowiska (Poland). A series of B2B meetings (Business to Business) between 50 companies from both countries to promote strategic collaborations, strengthen international alliances and demonstrate the potential of the Spanish nuclear industry for active participation in nuclear generation projects in Poland-Spain for active participation in nuclear generation projects in Poland.



• GDES RECEIVES THE SABADELL BANK 2024 COMPANY OF THE YEAR AWARD

Our business group has been recognized, tonight in the city of Valencia, from the Banco Sabadell and Prensa Ibérica with awards from the Community of Valencia with the highest recognition of 2024. Together with GDES, other 7 leading companies in our region, have been awarded in different categories for their social contribution and excellence.



- GDES PARTICIPATES ONE MORE YEAR IN THE ANNUAL MEETING OF THE SPANISH NUCLEAR SOCIETY, THIS TIME HELD IN CÓRDOBA.

The 50th Annual Meeting of the Spanish Nuclear Society was held in Córdoba, at the Cordoba Exhibition, Trade Fair and Convention Centre (CEFC) for the debate on the present of nuclear energy in the world and in Spain, as a scientific-technical congress and a meeting point for professionals in the sector. From October 9 to 11, our colleagues from GDES attended the meeting between professionals and companies in the sector in which not only current issues for the nuclear sector have been discussed, but also works, presentations and projects with a high technical profile were presented.



- NUCLEAR SAFETY COUNCIL APPROVED RADIOACTIVE FACILITIES SUPERVISOR/OPERATOR COURSES

GDES delivered editions of the training courses for Supervisors and Operators in the field of application of Laboratories with Non-Encapsulated Sources (LFNE) and Process Control and Analytical Techniques (CPTA). These courses are approved by the Nuclear Safety Council (NSC). In addition to provide training as a Supervisor/Operator of this type of facility, we provide radiation protection expertise applicable to facilities with a radiological risk of contamination and/or exposure.



- 35TH OPERATIONAL EXPERIENCES OF THE SPANISH NUCLEAR SOCIETY (SNE) CONFERENCE

The «Nuclear Power Plants in 2023. Experiences and Perspectives» conference was held in March, organized by the Spanish Nuclear Society in Madrid. Héctor Domínguez, GDES President and CEO, and as former president of the company, participated, along with other prominent people of the nuclear sector in Spain in the special session

«50th anniversary of the SNE. Our next 50 years».

5

Talent management

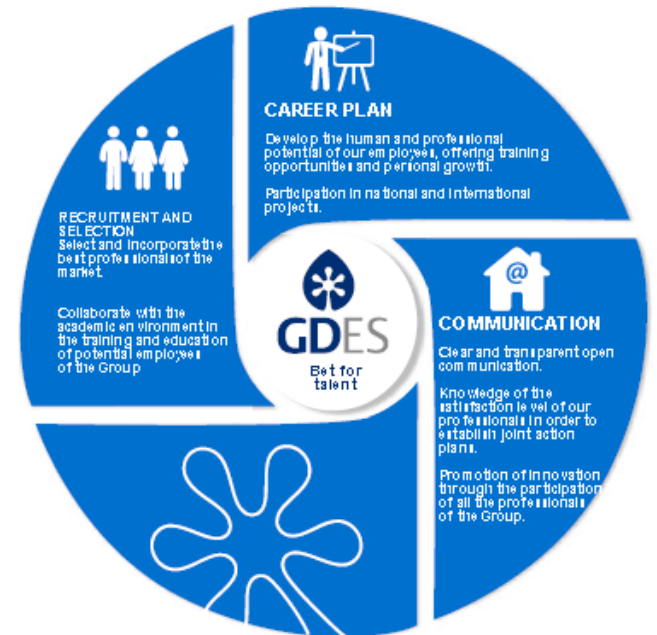
Policies

The Group's human resources policy, in line with its mission, vision and values, is based on the commitment for talent, through the development of the following areas:

- Communication
- Development
- Training
- Recruitment and Selection

In addition, our Integrated Management Policy includes the following commitment regarding people:

- Inform, train and motivate staff to achieve the continuous improvement of processes and their orientation to the satisfaction of customers and the staff themselves.
- Eliminate occupational accidents, protecting the health and integrity of personnel, by identifying, evaluating and controlling the risks associated with each process. This commitment includes fighting addiction in the workplace and the goal to keep IR exposure as low as possible.



KEY INDICATORS

4.81%

absenteeism
rate

92.26%

permanent
contracts

7.02%

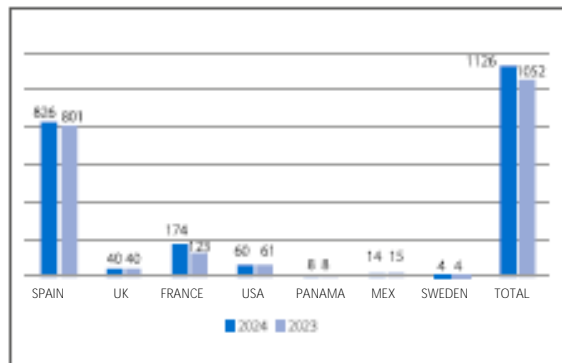
turnover rate

Workforce distribution

The workforce of the companies that are part of this report is made up of a team of more than 1000 professionals. The following are the main indicators (where this information has proved possible it is broken down by gender):

Income by geographic areas

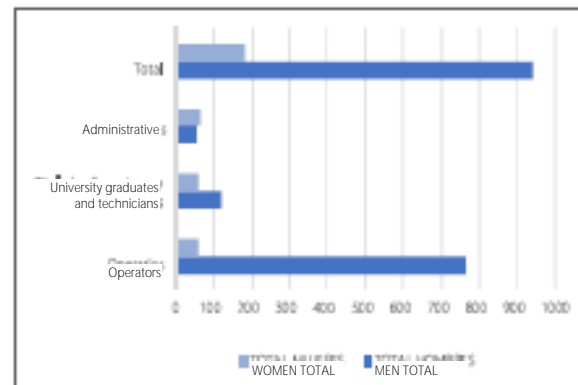
The workforce is distributed by geographical areas, being Spain, during this year, the geographical area that comprises practically 73.40% of the workforce of the Group, while in 2023, it comprised 72%.



Workforce according to professional categories

Taking into account that the main activity of the Group is the offer of services to different clients, we can observe that the composition of its staff is

focused mainly on highly qualified operators, who represent 75% of the Group's workforce. Regarding gender, we can observe that the percentage of men is higher in the workers category but that, both in Higher Degree and in Administration category, the number of women is higher.



Gender distribution

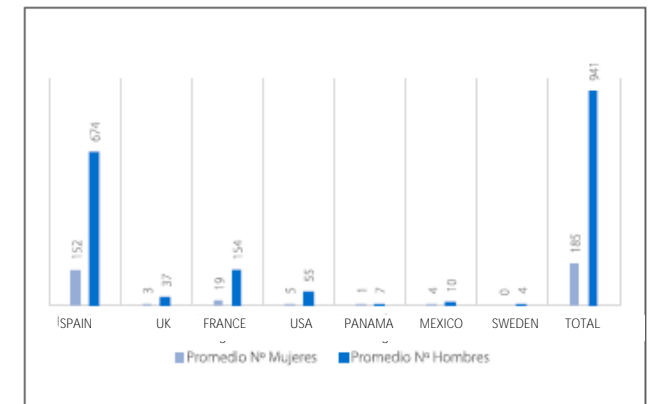
As of 2024, the percentage of men in the Group is 83%, with a much higher number of men in positions of lesser responsibility.

To understand the existence of this inequality in the composition of our workforce, several factors must be taken into account, including the industrial nature of the Company and the type of services that the Group offers to the client, in the nuclear,

wind and electrical facilities area, where gender diversity is affected by historical cultural and socio-demographic factors (e.g., historically, fewer women had access to intermediate or higher vocational education and training, or equivalent technical specialisation, etc.), which translates into a higher average age of men compared to women.

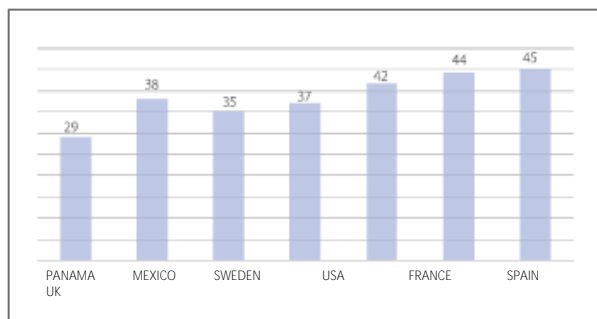
In 2024, 51% of the higher degree positions have been held by women and 52% of the management positions have been held by women as well.

Given the specific circumstances of the Group's services, this distribution remains stable in the different countries in which the Group operates.



Age pyramid (absolute data)

The following graph shows the distribution of the average age by country in 2024, followed by a comparative table with the previous year.



Country	Average media	
	2024	2023
Spain	44.0	43.0
France	42.0	42.9
UK	45.0	44.3
Mexico	38.0	37.9
PANAMA	29.0	28.2
USA	37.0	38.6
Sweden	35.0	37.0
AVERAGE	38.6	38.8

Workforce by type of contract

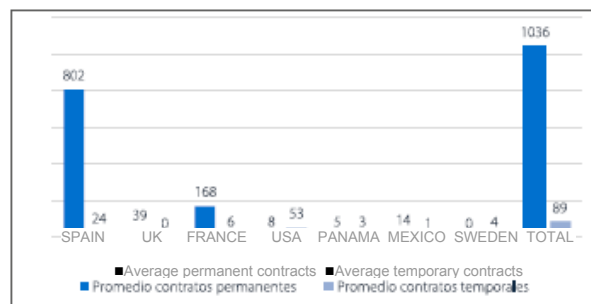
One of the Group's interests is to contribute to society through job stability, so the Group has more than 92.26% of its staff with permanent employment contracts.

The following table shows the distribution between different countries:

Temporary contracting is a contractual modality that facilitates the possibility of adapting the workforce to the development of specific projects for the client, whose core is necessary for the Group's activity, so sometimes it is essential to use it.

In those cases in which it is necessary to collaborate with external suppliers, we usually work with consolidated companies in the market in order to ensure a higher quality of the service received, the limited cooperation of self-employed workers being irrelevant.

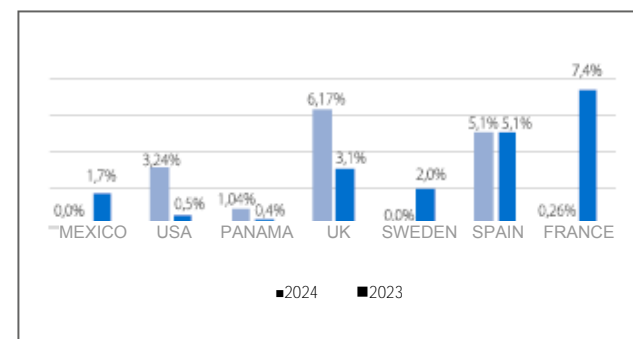
	Permanent contracts		Temporary contracts	
	2024	2023	2024	2023
Spain	97%	98%	3%	2%
France	97%	98%	3%	2%
UK	99%	100%	1%	0%
PANAMA	66%	50%	34%	50%
Mexico	98%	93%	2%	7%
USA	13%	11%	87%	89%
Sweden	75%	25%	25%	75%



Absenteeism rate

This year the absenteeism rate of the Group stands at 4.81%, falling below the rate of 2023.

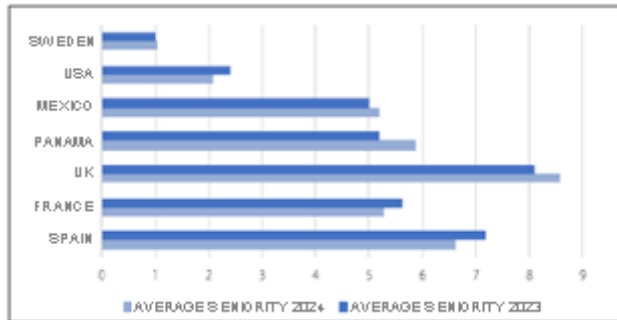
The following chart shows the absenteeism distribution by country:



Seniority

In 2024, the seniority detail of the Group's staff by country is as follows.

	Average seniority	
	2024	2023
Spain	6.62	7.2
France	5.26	5.6
UK	8.54	8.1
PANAMA	5.81	5.2
Mexico	5.27	5.0
USA	2.12	2.4
Sweden	1.16	1,0



Key note: Despite the fact that the Group has been operating with its main customers for more than 30 years, the seniority of the staff is mitigated by the impact of recurrent temporary staff recruited to carry out one-off projects such as refuelling or specific interventions.

In addition, the generational change that has been carried out in the Group, due to employees' retirements with high seniority in the company, also contributes to a noticeable decrease compared to 2023.

The dismissals that took place in 2024 are broken down as follows:



Training

The Group implements training plans annually for the

training needs of all employees in order to ensure that they have the necessary trainings and qualifications to perform customer services in the most optimal way, as well as improve their skills for continuous improvement and learning.

During the 2024 financial year, more than 28,000 hours of training have been conducted for the Group's staff. The following table shows the distribution by country:

	Total Training Hours	Average Hours per Worker
Spain	22,240.00	27.00
France	3,981.00	23.00
UK	657.98	16.55
PANAMA	131.57	16.80
Mexico	3.39	0.24
USA	1,079.32	17.86
Sweden	0.00	0.00

The training is mainly focused in the following areas in 2024:

- Quality, environment and occupational risk prevention.
- Training and retraining in radiation protection.
- Technical training, among other aspects related to the main activities of the Group and the services offered to the client.
- Management skills.
- Languages: English and French.

Commitment to Human Rights

As proof of the Group's commitment to Human Rights, it should be noted that the same is adhered to the

the Global Compact on Human Rights since 2009. As part of its commitment to the defence of human rights in its field of activity, the Group has conducted an assessment on this issue, as it does annually, with the following conclusions:

- The risk of the company regarding the non-compliance the respect and defence of Human Rights, forced labour and child labour (principles 1, 2, 4 and 5 of the Global Compact) is not relevant since most of the activities of the Group are carried out in countries where the degree of awareness of these aspects is highest. The possible risk in Mexico and Panama is minimized by the fact of working in facilities of large customers in the energy sector who are fully aware of these issues.

In order to guarantee compliance with human rights in those countries where the Group operates, the Group has developed a global Compliance Policy that periodically analyses and evaluates the risks inherent to the activity and establishes measures to ensure, among other aspects, compliance with human rights.

During 2024, as in 2023, GDES has not recorded any complaint regarding the violation of human rights through the formal channels that are established, such as the employee's Corner/mailbox, intranet, external website, among other means.

These channels remain active today, and will continue to be maintained in the future, to monitor possible non-compliance in this area.

Below we outline our commitment to human rights, including:

Commitment against child labour

The Group operates in sectors where working with under-age personnel, young people exposed to hazardous work and forced labour is regulated by the legislation of each country and of the activities and sites where the various projects are carried out.

However, in Panama and Mexico, where this risk could be present to a greater extent due to legislation in force, the Group has internal procedures where through the recruitment and selection process of personnel and the documentary control and the contrast of information, the possibility of this situation is reduced.

In addition, the Group's clients request detailed information on these aspects through requests on information or adherence to their own ethical codes or internal protocols.

Security practices

The Group carries out its services mainly at the client's premises, who is responsible to provide the necessary security services to ensure the safety of personnel and facilities.

In countries such as Panama and Mexico, where the Group operates in its own facilities, mainly logistics warehouses, it has an external security service with all the necessary training for the development of security activities.

Rights of indigenous personnel

GDES carries out its activities mainly in Europe. However, in countries such as Mexico and Panama where indigenous communities exist, no incidents have been reported.

The vast majority of the services developed by GDES, as already noted above, are developed in the client's facilities, mainly located in rural areas. This situation enhances the Group's relationship with local society through the preferential hiring of local staff with the necessary qualifications and training, the purchase of local materials and equipment from global suppliers, etc.

Employer-employee relationship. Right of freedom of affiliation and collective bargaining

The GDES Code of Ethics indicates respect for the freedom of political affiliation of the entity itself, as well as of all employees who are part of the same. **This aspect ensures that**, during 2024 as in 2023, the Group has not made monetary or non-monetary contributions to political entities or causes.

In those countries where there are applicable collective agreements, 100% of the employees of each company are affiliated to them.

All Group companies respect the minimum notice periods established in the regulations in force in each country to inform and/or adopt labour measures.

In case of adopting measures resulting from significant organizational changes to the Group employees, the minimum notice periods established in the legislation in force of each country are respected. Similarly, the collective agreements signed refer to the aforementioned legal provisions.

In any event, the Group maintains a fluid communication with the trade unions, legal representatives of the workers, as well as with the workers; opting, as far as possible, to resort to collective bargaining and mediation.

Most of the Group's workplaces have legal representation from workers, whose participation is significantly broad, being a very important aspect for the Group to maintain and strengthen this relationship.

During 2024, no operations or providers have been identified in which workers' rights to freedom of association and collective bargaining may be infringed or at risk. It has not been necessary, accordingly, to take any particular measures by the company to support this right.

In Spain, the Group has the Health and Safety Committee, a joint body that is renewed every four years along with the trade union elections.

Quarterly meetings are held, in which the members of the Committee and a series of guests participate, such as Prevention Technicians of the Joint Prevention Service of the Group, with the aim of establishing a direct communication channel, it deals with safety and health aspects of workers and establishes and monitors the action plans defined.

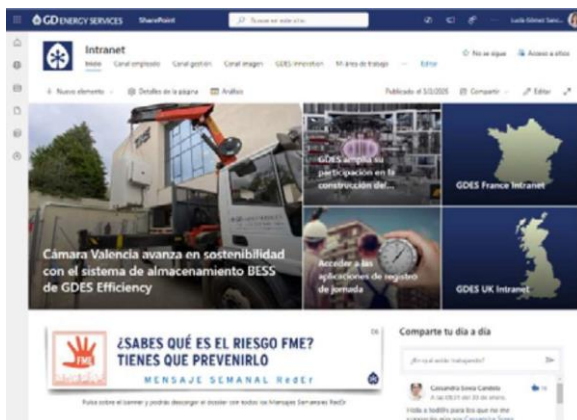
Internal communications

The Group companies involved in this report have several communication channels, which objective is to promote both upstream and downstream communication of all employees, trying to overcome the existing geographical dispersion barriers in the development of the different activities.

These channels are the following:

- Corporate intranet: Channel from which the Group's downstream communication is encouraged. Those who currently do not have access to this platform, obtain said information through their direct managers in the periodic meetings that take place, through the bulletin board or the newsletters that are sent quarterly.

Intranet has integrated a module of the social network interna Viva Engage (formerly called Yammer), turning it into a multidirectional communication channel in which employees can also publish and express their opinions, share content and information of interest in a more attractive, accessible and secure environment.



This intranet not only has a new design, but is also designed to facilitate access to the most up-to-date information, simplify communications and grow in line with our Group, with the objective to centralise all access to corporate applications and documents. After its implementation in 2019, it is in a process of continuous improvement with the creation of specific sites for departments and work centres. It was used, for example, as a documentary channel for all preventive actions against Covid-19, or as a support to combine the new tools of the company (GDES Help, Rydoo, Power BI or the new ERP).



The intranet has been developed within Office 365 and is part of all applications available to GDES workers with a license of the Office.com environment. That makes it more accessible and safer. The objective is that all the documents that are in the same are updated in real time by the different corporate departments making them available directly to all the offshore employees.

This intranet is also 'responsive' and allows safe and manageable access from any mobile phone

and tablet through an internal security authentication.

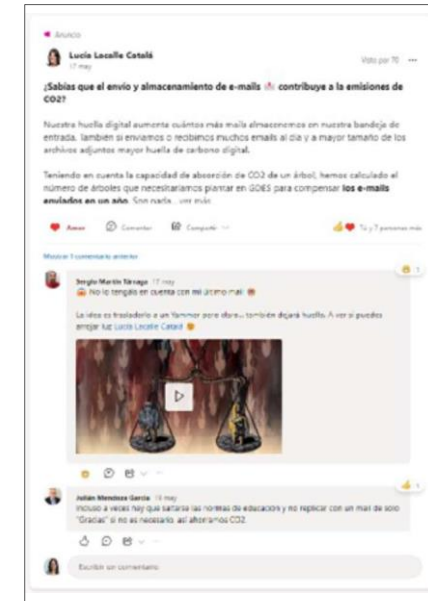
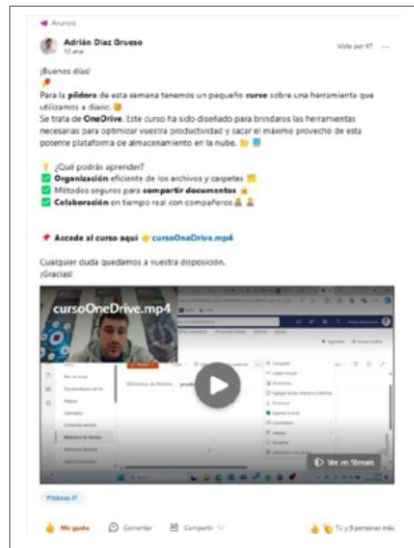
Its nature has allowed for the integrated implementation of 3 new solutions for GDES employees

- Implementation of Viva Engage, Time Management App and employee Portal
- *Viva Engage (Yammer)*: Viva Engage (formerly known as Yammer) is a vertical and horizontal GDES communication tool. The integration of our intranet with Viva Engage has allowed workers without corporate emails to communicate and create horizontal communication.

To promote this integration, different content creators have been designated to promote the participation and Group Identity:

- Department with 11 tips, tricks and good practices in the use of equipment and computer solutions.
- Quality and Safety: Information and advice on prevention and health.
- Human Resources: Information on internal promotions and opportunities within the company.
- Operations in France: Publications to create "community" and encourage interaction with specific content for centres in France.

- Communication: Non-corporate publications of interest to all and publications to create 'community' and encourage interaction.



- Time Management App:

The intranet hosted the main accesses to the new tool to sign for the working day of the Group and the links to download it by mobile phone. This tool is intended for people working from home, commuters or teleworkers.

- Employee Portal:

Digitalization is one of the aspects in which we are dedicating more effort and trying to focus it on people. We have launched an Employee Portal in GDES so that all the people who work in the Group can optimize their administrative and personnel management processes in a more agile, efficient and secure way.

The Employee Portal has been implemented in 2 versions in order to ensure its accessibility for all types of employees in our Group: the mobile App and the web portal, where it is also possible to access Group documents for the workers directly and personally, such as the Code of Ethics, COVID Protocols or Welcome Manual among others.

From GDES we maintain a specific space dedicated to cybersecurity available to all GDES employees.



And specific access to all measures and protocols designed in GDES for equal treatment and non-discrimination, in addition to our internal crime prevention policy.



Quarterly Newsletter and "Employee's Corner": To reinforce the transmission of information with the construction staff (without access to computer equipment), we have a communication space for the Group's corporate information in all the new work centres of the company. In these GDES communication points, which we have called 'Employee's Corner', all staff have at their disposal a Welcome Manual for new additions, an internal quarterly newsletter with the most relevant company news, a suggestion box intended to collect directly the opinions and impressions of employees and key documents such as: The GDES Code of Ethics, quarterly newsletters with company information (implemented in Spain, United Kingdom and France), direct access via QR to all measures and protocols designed in GDES for equal treatment and non-discrimination, in addition to our internal crime prevention policy or the GDES commitments summary.

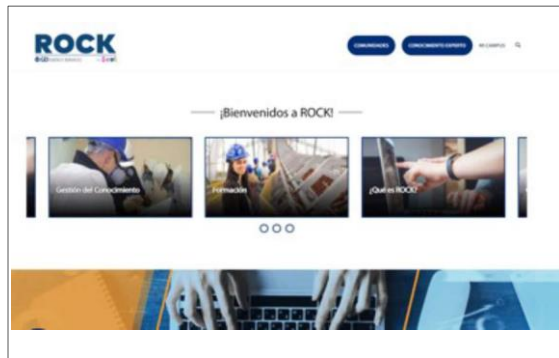
In addition, the 'Employee's Corner' has been integrated into the GDES Security Culture RedEr plan and includes the action 'Weekly Security Message'. Signage that is replaced every week with messages aimed at reducing human error, ensuring safety and improving quality



Implementation of Microsoft Dynamics 365 CRM, Power BI, Jooz, departmental SharePoint: We have continued implementing new Digital Training and Collaborative Work tools within the commitment to Innovate of our company. The objective is to obtain more potential of the tools and documentation that we have, improve the communication and productivity of the technical and administrative staff, and eliminate the geographical barriers between the work teams; improving key support

services, decision making and interdepartmental communication in our Group through digitalisation.

- ROCK, THE GDES MANAGEMENT PLATFORM



ROCK (*Recording Our Collective Knowledge*), is the GDES digital platform to share our knowledge, experience and training space. Its environment allows to do this in a collaborative, continuous, personalized and digital way.

ROCK allows us to share, store and transfer our knowledge in an organized way (Know How) since it links to our Office365 resources (Viva Engage, Stream, SharePoint, Intranet...) with a digital training platform.

ROCK integrates the knowledge of the most knowledgeable, digital communication technology, training, traceability and collaboration.

In addition, through this implementation, we lay the foundations for future developments and integrations of future self-management applications for the employees derived from the new GDES ERP (direct access to payroll for all workers, attendance control, interdepartmental calendars, Power BI...).

- Have a coffee.. In GDES and Data meetup in xabet

Taking advantage of the remote communication solutions offered by Office 365 suite, both organizations have launched short digital meetings with everyone, to talk about innovation, new projects and, ultimately, sharing knowledge.

There is no better symptom of a good innovation culture than the success of this type of gathering to share, find and foster team spirit.

In 2024, a further step was taken and made available to other departments, in line with our commitment to people, and meetings on Health and Prevention were developed in coordination with the QHSE and Organisation departments of GDES.



- Other actions:

These initiatives add to another of the values inherent in our commitments: *Solidarity*, expressed in communicative collaborations that echo the actions developed by the organizations we collaborate with such as Mothers in Action, ASPRONA, Proyecto Vivir or Adecco Foundation.

In addition, the policy to integrate the internal communication of commitments in official documents and communications has continued in order to make them part of the internal language and decision-making. And, within our commitment to *people*, initiatives proposed by our own workers have been promoted, such as the participation in #KMLvida of Vicente Ferrero Foundation or La Gala Ponte en Marcha.





PSA test

At GDES, the annual medical check-up includes for all men over 45 years of age a blood test called a prostate specific antigen (PSA) test. The prostate specific antigen is a substance produced by the prostate. The PSA test can help detect small tumours that do not cause symptoms and is used to detect prostate cancer in its early stages when it is easier to treat.

Equality Plan and Non-Discrimination Protocols

In 2024 we continued with the Company Equality Plan and specific protocols to prevent harassment and violence in the workplace. This dissemination was made through our digital information channels, specialized training on gender equality was offered in all our centres, and managers in each location communicated these policies directly. In addition, physical posters were placed in strategic locations to reinforce this message in all workspaces.

Currently this information is always available to employees along with welcome manuals on our corporate intranet and physical manuals.

Ethics Committee

As part of our GDES digitization policy, we have modernized our communication process with the Ethics Committee. We offer the GDES employee, customer or supplier a direct communication channel with the Ethics Committee through our corporate website (www.gdes.com) and a QR code in the same document addressed to our employees. This channel allows you to report confidentially on any irregularity, in compliance with the GDES Code of Ethics, legal violations or behaviour contrary to the ethical values we defend.



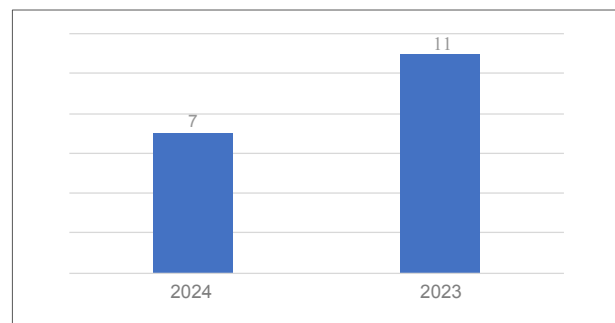
Diversity, Equal Opportunities and Non-Discrimination

• Diversity:

Regarding the integration of people with disabilities GD Energy Services SAU, Revestimientos Anti- corrosivos Industriales and GDES Wind S.L. as companies with more than 50 employees has the obligation to allow a 2% quota for workers with disabilities in companies with fifty or more workers, regulated by Royal Decree 364/2005, of 8 April (B.O.E. de 20 April) on 19/07/2007 and period of validity shall be three years from that date.

In 2024, we have hired 7 people with disabilities, adopting alternative measures to comply with the full reserve quota in those cases where we have certificates of exceptionality to cover certain posts.

Staff with disabilities



• Non-discrimination

The Group, as noted above, in its Code of Ethics incorporates the non-discrimination principles

Compliance with this Code of Ethics is ensured by the Ethics Committee, which during the years 2023 and 2024 states that it has no knowledge or evidence of any discrimination on grounds of race, colour, sex, religion, political opinion, national descent or social origin.

The Committee will continue to monitor this non-discrimination principle during the following years, and in the event that a situation comes to light, action plans will be put in place to deal with it appropriately.

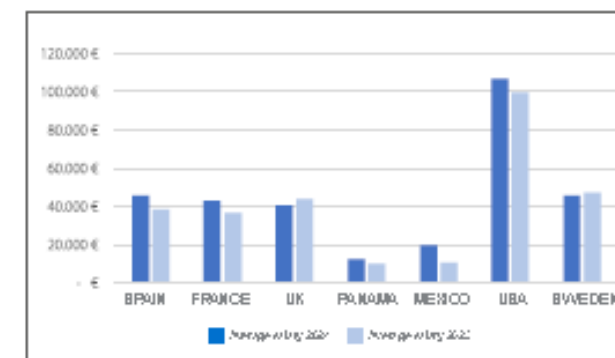
During 2023 and 2024, there have been no incidents of discrimination and/or corruption and therefore no disciplinary measures and/or actions have been necessary.

Remuneration policy

The GDES remuneration system is developed through sectoral collective agreements, company collective agreements or company agreements. In any case, the premise of the remuneration policy is to ensure adequate treatment in terms of internal coherence and fairness, external competitiveness and employee motivation, and to align this policy with the challenges and needs of the activities we carry out.

The Group's compensation and remuneration policy system guarantees respect for gender equality and diversity at all times.

This policy is reflected in the following average pay levels by country:



The average remuneration of directors and executive positions has been €169,126,58.

Reconciling personal and professional life

The employees of the Group's companies, which are based in Valencia and Madrid offices, are able to voluntarily opt for effective completion of working time based on a flexible working time system. In addition, and giving continuity to the healthy policy in the office, the consumption of fruit from the office is made available to workers. This policy in 2017, is extended to the Madrid delegation in 2024, to GDES Wind S.L. in its A Coruña and As Pontes centres.

Social benefits

There is a flexible remuneration policy in the Group that is implemented through the Personal Compensation Plan of Voluntary Subscription that allows to replace part of the monthly monetary remuneration received by contracting certain products or services through the Group.

The products covered up to this financial year:

- Nursery vouchers (infant education).

The Group's staff are also provided with day-care vouchers, with which it is possible to pay the expenses of the education of children under 3 years of age in the Early Childhood Education Centres that have an agreement in force with the voucher provider.

- Transport card

A card that allows to consider the amount of public transport from the worker's home to his place of work in collective public transport as remuneration in kind.

- Health insurance

Established for workers and direct relatives (spouse, domestic partner and children) under conditions more favourable to market conditions, it has been renegotiated with the DKV company, which provides more favourable conditions than the previous supplier.

GDES offers the same benefits to all employees regardless of whether they work full-time or part-time.

These benefits are in addition to those indicated in the flexible remuneration policy, which are detailed below:

- Health care.
- Disability and invalidity coverage.
- Parental leave, as well as other permits established by the legislation in force in each of the countries in which the Group operates.

Selection and recruitment

The Group has a selection and recruitment policy in which, based on an identified need, the search for potential candidates that may fit the defined profile is initiated through external recruitment sources (Universities and Business Centres with which the Group has collaboration agreements, the web, Public Employment Service, among other sources) and internally, through the publication of offers in the Employee's Corner or project leaders.

After receiving the applications and analysing them, a series of specific selection tests and personal interviews are performed, and those candidates who have passed the defined phases are incorporated into the Group's project.

The selection and recruitment policy ensures that there are no discrimination situations on any of the possible grounds. For example, regarding the gender parameter, the type of studies demanded (mainly Engineering in the technical group case) and of the activities to be developed (surface preparation, decontamination, etc.) indicates that the volume of candidates received are mainly male and that therefore

this genre predominates in the hiring.

Protection of the safety and health of workers

GDES ensures the promotion of the Culture of Safety and the reduction of human error through initiatives and policies with three main objectives:

- Guarantee the safety of the interventions;
- improve the quality of the service offered, avoiding the possible work repetition.
- Keep work accidents and environmental incidents to zero.

80% of the Group's activity is certified according to ISO 45001:2018, the companies operating in France are certified according to the French Standard of Radio Protection SPE-E-0400 and our company GDES Revanti SAS according to the French Safety and Environment Standards (MASE).

The Integrated Policy of the company includes some of the commitments on which the philosophy of the Group is based: PEOPLE Protecting the health and integrity of people is the highest priority and the objective of Zero Accidents guides all the actions of the Group. This commitment includes fighting addictions in the workplace and the goal to keep exposure to Ionizing Radiation as low as reasonably possible.

Within the health surveillance and health action, in addition to the medical examinations carried out to the workers based on the risks inherent to the work carried out through the corresponding Health Surveillance protocols, additional

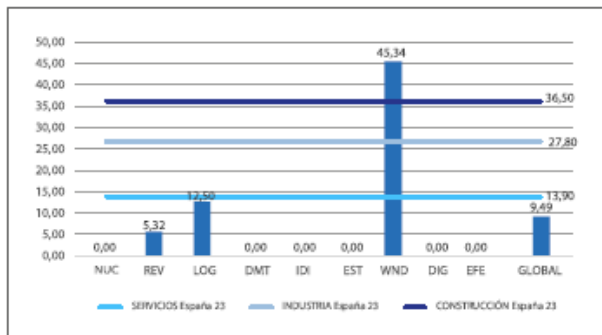
tests are carried out such as PSA to workers over 45 years of age, vaccinations and special examinations, such as screening for blood in stool.

Accidents

GDES has been making an important effort in recent years to reduce the occupational accidents rates through the combination of training and information actions, as well as the mentalization of workers, together with resources and preventive measures. It is worth noting that the RedEr Programme is being implemented in the various workplaces to reduce human error.

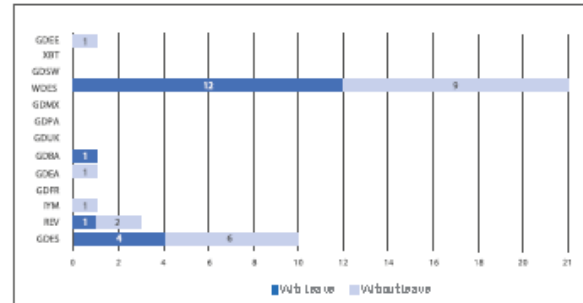
As a result of this continuous effort, the labour accident values referred to in the indices table have been obtained.

Low Frequency Index (LFI) 2024



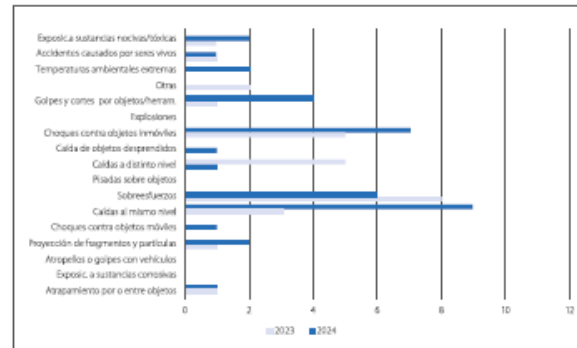
The data is shown by grouping the workplaces of the whole Group by sector of activity: Dismantling, Structure, R&D&I, Logistics, Nuclear, Coating, Wind, Digitalization and Energy Efficiency.

Total accidents: 37 With leave: 18 Without leave: 19.

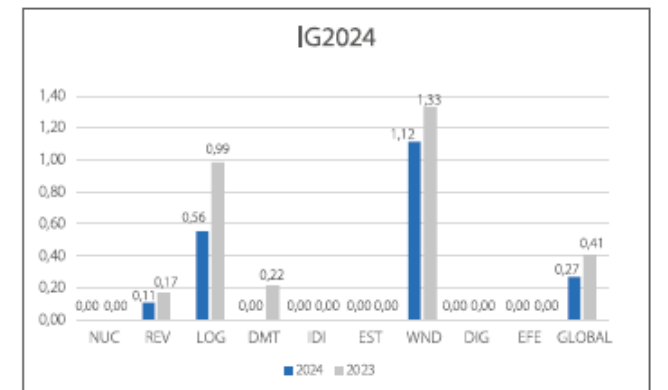
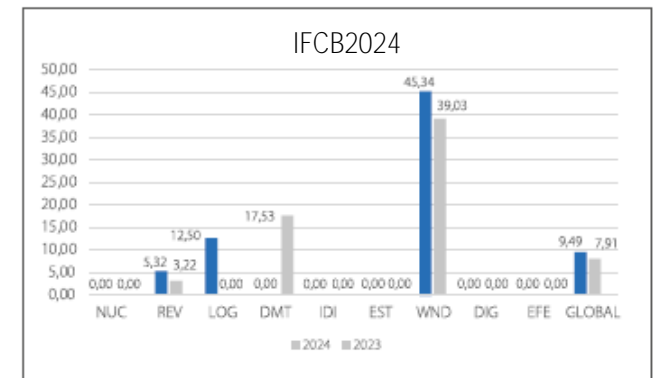
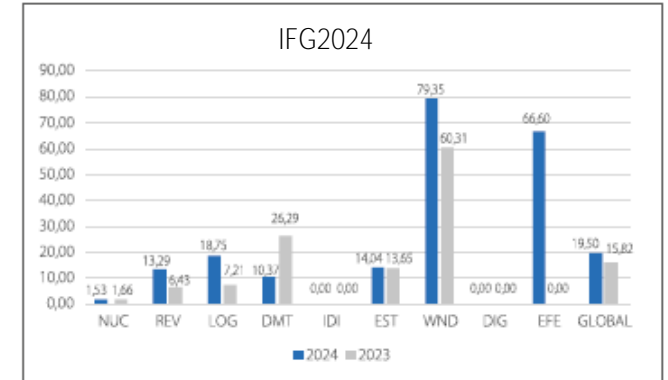


Note: In 2023 there were a total of 28 accidents (14 with leave and 14 without leave).

Typology of accidents



- IFG: Frequency rate: (Total No. of accidents per million hours worked) 19.50 (2024). In 2023 it was 15.82.
- IFL: Index frequency with leave: (Total No. of accidents with leave per million hours worked) 9.49 (2024). In 2023 it was 7.91.
- SI: Severity index: (No. of lost working hours due to work accidents per thousand hours worked) 0.27 (2024). In 2023 it 0.41.
- ODI: Occupational Disease Index: (No. of occupational diseases per million hours worked) 0.00 (2024). Same data as in 2023.



MILESTONES



- GDES PARTICIPATES IN A CONGRESS ORGANIZED BY WOMANATION ON FEMALE LEADERSHIP IN THE STEM FIELD

Last Thursday, 15 February, our colleague Adoración Arnaldos González, GOES Director of Innovation and Technology, participated in the conference “Women in Scientific Leadership: A New Sustainability Era”, organized by Womanation on the occasion of the International Day of Women and Girls in Science.



- GDES WIND HOLDS AN INTERNAL SESSION OF ACTIVE LISTENING TO WORKERS

In 2024, in our facilities in Alvedro, we celebrated a very special day. The entire GDES Wind office team, our dedicated business unit for the wind sector, met in an active listening session for workers. Our staff collaborated in identifying different needs, approaches and key contributions to continue growing together, in the spirit of providing an increasingly better customer service and defending quality work for the employees themselves.



- GDES REVANTI BATTAGLINO CELEBRATES A SPECIAL SAFETY EVENT

The GOES Revanti Battaglino colleagues, specialists in surface treatment for the industry and the hydroelectric sector, have celebrated a coexistence day to raise awareness and information about the Safety Culture for our company. An action for the active commitment of all workers and collaborators both in our installations and our customers facilities.



- GDES WIND PARTICIPATES AS TRAINER IN THE 'KEEP IT LOCAL' PROGRAMME

'Keep it local' is a training programme whose objective is to contribute to quality green employment in rural areas through training young people to work in the wind sector.

Fernando Tajuelo GDES Wind Technical Director, directed and delivered the specific training on blade repair and maintenance as part of the Wind Farm maintenance technician course.



- GDES COLLABORATES WITH ITER, ONE MORE YEAR, ON ITS GREAT SECURITY DAY

For the fourth consecutive year, GDES REVANTI reinforces its commitment to safety by participating in the "Safety day" at ITER. ITER, the world's largest nuclear fusion project, celebrated this event on 14 September as part of an action for the active engagement of all workers and collaborators at its facilities. Safety is a priority at ITER and, therefore, it organized a complete programme of interactive workshops, simulators, debates and demonstrations, in which a GDES Revanti delegation, our specialized unit in the treatment of surfaces and special coatings, participated actively.



- ANAV AWARDS GDES FOR ITS PERFORMANCE IN SAFETY AND HEALTH

ANAV has presented the annual awards "28 de abril" to the collaborating companies with the best performance in Safety and Health during 2023. The GDES team at Vandellós II has achieved the award as the best company among all the collaborators with the Vandellós II plant.



- GDES PARTICIPATES IN A CONFERENCE ORGANIZED BY WOMANATION ON FEMALE LEADERSHIP IN THE STEM FIELD

Adoración Arnaldos, #GDES Innovation Director, participated in the conference "Women in Scientific Leadership: A new Sustainability era", organized by Womanation on the occasion of the International Day of Women and Girls in Science.



- NC COFRENTES RECOGNIZES GDES AS THE BEST COMPANY IN PREVENTION

The Cofrentes Nuclear Power Plant of has delivered at the end of the year the annual awards to the collaborating companies with the best performance in Safety and Health of 2024. The GD Energy Services SAU team has achieved the award as the best company in the prevention field among all the collaborators with the plant.



- SOCIAL VOLUNTEER DAY OF THE ECONOMIC INFORMATION TECHNOLOGY DEPARTMENTS TEAMS

The team led by Sandra Sáez, Economic and Information Technology Director, enjoyed a volunteer day and an inspirational theatre in the Savia retirement home for elderly people. The activity was also joined by colleagues from offices in France, Scotland and GDES Wind. An opportunity for all members of the departments to get to know each other personally, to improve the work environment and encourage creativity of the teams.

GDES patrocina el Premio FEM'Energia 2024, un reconocimiento a carreras de mujeres en el sector nuclear francés



- GDES SPONSORS THE FEM'ENERGIA 2024 AWARD, A RECOGNITION OF WOMEN'S CAREERS IN THE NUCLEAR SECTOR

As every year, and since 2009, GDES sponsors the FEM'Energia Prize organized by the Institut français, 'Académie des Sciences, WINFrance and Win Global Young Generation, in collaboration with EDF, a recognition to women's careers in the nuclear field in France with the aim to encourage new vocations in the sector.

Un café virtual con María Petit nos ayuda a comprender la importancia de incluir la diversidad en el talento



- GDES CELEBRATES WITH ADECCO FOUNDATION VIRTUAL MEETINGS FOR TALENT DIVERSITY

All the GDES colleagues have been lucky to share a virtual coffee with Maria Petit, a woman who inspires with her courage and good energy. When 17 years old her life changed radically; she lost her sight and sense of smell in a serious road accident. Instead of attaching herself to a past that will not return, Maria struggled to overcome her obstacles by looking to the future with hope. We have had the great fortune to hear her story first hand, a talk that has gone beyond raising awareness and sensitisation about visual impairment held thanks to our collaboration with Adecco Foundation.



- GDES CIRCULARITY PARTICIPATES IN THE RED PROYECTUM OF UNIR AWARDS, THE INTERNET UNIVERSITY

GDES has participated in the Red Proyectum Award. An innovation project that connects the working world with the university. Teams of students from different academic areas have contributed during the 23-24 academic year a new point of view to solve the challenges of the business world in three categories: Business Development, Most Innovative Project, and Sustainability. Antonio Andrés Esteban. Director of Circular Economy and Supply Chain at GDES Circularity was one of the participants as a mentor in the session.

KEY INDICATORS

82%

of ideas accepted
in the Innova
Programme

12

inventions
generated

29

patents

6 The technological innovation

Policies

With their firm commitment to research, development and innovation, the Group's companies involved in this report are positioned as pioneers in technological developments adapted to specific projects and needs.

In GDES we believe that technological development and innovation are fundamental to grow and maintain leadership in our market, to face the current environment in constant change and to promote continuous improvement in our areas of activity. The main objective is to continue growing as an innovative, agile and reactive company, specialized in responding to the needs of our customers with proposals based on applied innovation solutions.

A new innovation policy was published in 2024, based on the following principles:

- Accelerating the energy transition: In GDES innovation acts as a tool to promote and accelerate the transition to a more sustainable, efficient and competitive energy model, thus contributing to the achievement of the Sustainable Development Goals (SDG) "*Affordable and non-polluting energy*" and "*Climate Action*".
- Keeping GDES at the forefront of new technologies and disruptive business models,

To anticipate new technological challenges and new market needs, within the SDG framework "*Industry, Innovation and Infrastructure*".

- Foster an innovation culture in the company. Innovation in GDES belongs to everyone and for everyone; it is developed by, and for all its stakeholders.
- Promote and recognize the creativity of the GDES staff, both in the generation of new ideas for continuous improvement as in the development of new solutions or proposals that respond to our strategic challenges.
- Collaborate through open innovation establishing alliances and collaborations with external entities (entrepreneurs, start-ups, universities, technology centres and companies) to create an innovative ecosystem that allows joining efforts in the development of new opportunities, market horizons and technological projects in the decarbonization field, energy efficiency, process optimization and circular economy.
- Connect capabilities by pursuing the creation of synergies based on the connection of internal experience and knowledge with external technologies and opportunities. We are also committed to the creation of multidisciplinary internal teams when facing innovation projects.

R&D&I Structures Management and Execution

Innovation and Technology

The Innovation and Technology Department (GDES Innovation) was created in 2012 with the objective to ensure the technological growth of the Group and its adaptation to new needs.

Together with the General Management, This Department sets the GDES R&D&I strategy. Specifically, the main functions of the Innovation and Technology Department are:

- Support the needs that GDES business units may have in their innovative activity framework.
- Identification and analysis of potential opportunities for technological innovation.
- Detection of points of improvement between the services of the company and the needs of the customers.
- To form the different work teams for the development of the projects.
- Establish collaborative arrangements with other organizations seeking to achieve the objectives of the R&D&I process, and ensure that the guidelines established in those agreements are met.
- Protect and exploit the results of the R&D&I process.
- Promote and energize the Group's culture of innovation.
- Project portfolio management, ensuring proper monitoring, control and documentation.

- Protect and exploit the results of the R&D&I process.
- Coordinate the transfer of the Group's technology.
- Promote and energise the Group's innovation culture by encouraging participation in the Innova Programme, the Technology Watch System and other initiatives in this field.

Innovation Committee

The GDES Innovation Committee is a consultative and dynamic body for the Group's innovation activity. It is chaired by the Innovation and Technology Management and includes the following functions:

- Involve business and support units in innovation challenges and initiatives.
- Propose/collaborate in the activities/initiatives that are proposed in GDES to promote the culture of innovation.
- To serve as a forum for sharing information related to innovation and technology of interest..
- Identify and analyse customer needs or innovation opportunities/challenges.
- Encourage the participation of GDES staff to contribute new ideas and suggestions from any innovation area.
- Identify possible internal innovation bottlenecks.
- Act to solve them.

In this Innovation Committee, all GDES business units and the main corporate areas are represented.

R&D&I Management

Given the strategic relevance that Innovation has for GDES, as a means to achieve excellence in the provision of services with the highest technological levels, it is essential to comply and continuously update our R&D&I Management System based on standard *"UNE 166002:2021. R&D&I Management: Requirements of the R&D&I Management System"*.

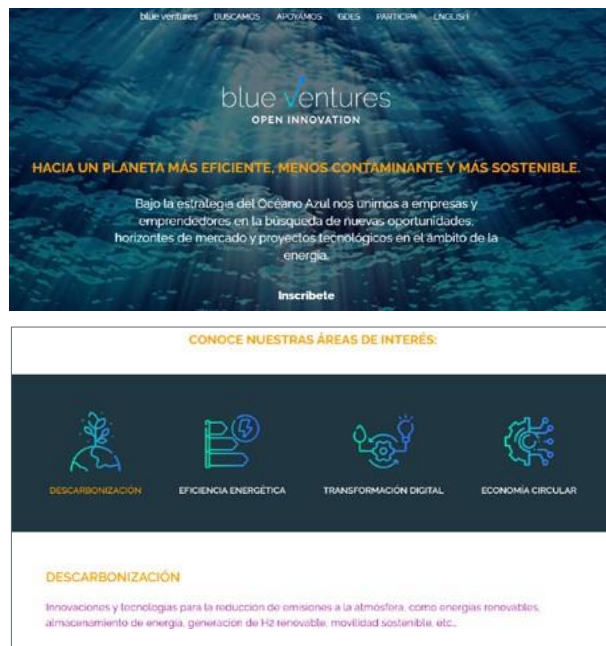
In addition, all the companies of the Group are certified according to the standard *"ISO 9001:2015. Quality Management Systems. Requirements"* contained in its clause 7.3 Specific requirements for the Design and Development Processes.

R&D&I open innovation

GDES Blue Ventures is the open innovation platform of GDES - www.blueventures.es - its objective is to promote decarbonization technologies through collaboration with the main actors of the innovation ecosystem.

GDES Blue Ventures is the channel of contact with entrepreneurs / start-ups/ spin-offs / universities / technological institutes or even with established companies that have projects, innovations, or ideas related to key technologies for the decarbonization of the energy sector.

During 2024, more than 400 opportunities related to different technologies for decarbonization, energy efficiency, the circular economy and digital transformation were analysed.



Technology Watch System

The GDES Technology Watch System is based on the definition of critical surveillance areas aligned with the Group's strategy, the defined areas are the following:

- Nuclear Services
- Surface preparation
- Logistics

- Dismantling
- Wind
- Efficiency
- Industry 4.0
- Other technologies

Since 2022, news of interest has been published, ordered by these areas, on the ROCK platform for training and knowledge management. Additionally, the most relevant ones are included in the quarterly newsletter prepared by the GDES communication area.

Ideas and suggestions Programme – Innova

The GDES Innova Programme seeks to encourage the contribution of ideas that ensure the continuous improvement and innovation of the company. Through this programme we achieve:

- Ensure the collection and implementation of the best ideas proposed by those who know best the daily work of GDES, its staff.
- Recognize and reward these contributions that make us a better company, thus motivating the workers who participate.
- But above all, contribute to the continuous improvement and innovation of our activities.

Any GDES worker can submit an idea by filling out a simple format accessible through intranet, and sending it to the GDES innovation area by email or post.

When each edition of the Programme closes, the Innovation Committee meets to analyse and evaluate the ideas presented. It also classifies them into the following categories:

- INNOVA CATEGORY: Easy application ideas and of reduced cost, that can be implemented by the staff of the workplace.
- INNOVA CATEGORY +: Ideas that involve strategic improvements in processes, new services or GDES technological growth, with greater technical and/or economic requirements.

The eleventh edition of the INNOVA Awards was held from 1 January to 31 December 2023. A total of 17 ideas were presented. In the first quarter of 2024, the Innovation Committee met to evaluate and vote on the ideas received. Following that meeting, 14 ideas were adopted (82% of the ideas received).

In April 2024, the online awards announcement event took place and in December the winners were recognised in person.



PROGRAMA INNOVA 2023 - 1º PREMIO / 1º PRIX



Below is the list of ideas awarded in the XI edition of INNOVA Awards:

INNOVA CATEGORY:

3th PRIZE (2 ideas)

- Improve the tracking of slings and handles by identifying them by colour.
- Support service desk assisted by AI.

2nd PRIZE

- Liquid nitrogen filling device.

1st PRIZE

- Poka-yoke informative by colours.

INNOVA CATEGORY +:

AWARD

- Application for X-ray backscatter inspection.



During the second half of 2024, an internal strategic deliberation was carried out to reorient the Innova Programme in 2025. It is planned to launch the new features in said programme in February 2025.

Main developments completed or in process during 2024

1. HIGHLY ENRICHED BORIC ACID (EPR) INJECTION DEVICE

GDES project for EDF whose objective is the design, manufacture, supply and commissioning of a mobile highly enriched boric acid injection device at the Flamanville 3 Nuclear Power Plant, to improve the concentration of the borated water in the core of its reactor in order to keep the chain fission reaction under control.

The mobile injection device is designed to be easily transported by electric pallet truck. It consists of:

- A connectable box for loading, transporting and discharging highly enriched boric acid.
- Water conditioning system in boric acid, by dissolving inside a mixer and heating by resistors.
- Injection system by peristaltic pump.
- Hydraulic circuit, composed of different pipe lines, valves and instrumentation.
- Monitoring and control system.

In 2024, the acceptance tests were completed at the factory and the equipment was delivered to EDF. The targets in 2025 are the installation of the device at the Flamanville 3 EPR, training of the EDF staff in its operation and maintenance and the first injection of borated water in the plant.





2. PROVISIONAL MOBILE BORATION DEVICE (MPBD)

GDES project for EDF whose objective is the design, manufacture, commissioning and operation of a borated water injection device for EDF. The purpose is to provide the necessary boron concentration in the deactivation pool (fuel pool) and in the PTR system for the adaptation of the Nogent, Paluel and Saint-Alban nuclear power plants in the use of reprocessed fuels such as MOX (mixture of uranium oxide and plutonium) and URE (enriched uranium from reprocessing).

With an estimated duration of 7 years, the project lasts from the design and conception phase of the machine to its operation and maintenance of the equipment with 10 programmed interventions, both with the nuclear group in operation or in recharge, in the aforementioned nuclear power plants.

For the execution of this project, GDES has established an alliance with the French manufacturer CSTI, jointly participating in the project with UTE. In 2024, EDF awarded the project and UTE began the studies and engineering phase. In 2025, the study phase is scheduled to be completed and the manufacturing phase of the equipment will begin.

3. PYROS

The PYROS project consists of the design and development of two prototypes for early fire detection for industrial facilities.

One of the prototypes will be used to monitor sensitive elements in transformers in order to detect anomalous values that could lead to a malfunction of the device and cause a fire in the same.

The other shall be applied inside the cubicles in which the conventional detection or extinguishing system is disabled. The device shall be placed in said cubicles to reduce the personnel required for surveillance, thus increasing the safety of said personnel.

For early detection, the prototypes have multiple sources of information using advanced sensors such as thermography, imaging, laser, or VOCs (Volatile Organic compounds). Multi-criteria techniques with artificial intelligence are applied for decision-making and the emission of an alarm in the conventional fire system and in the wireless emergency network devices.

During 2024, both factory acceptance tests and customer acceptance tests were carried out, both of which were satisfactory.



4. REFRAC

The objective of the REFRAC project is to design, develop and validate a new automatic process of classification and recovery of refractory waste from steel mills, based on circular economy, that allows its reuse in new high value applications, minimizing the amount of waste generated and making the most of those that cannot be avoided.

During the first quarter of 2024, the automatic classification and segregation system was built based on the design made in 2023. Additionally, verification and validation tests of its operation were carried out confirming that the system is capable of separating 3 different groups of refractory material (spinel carbon, magnesia-carbon and high alumina). The project ended in April in 2024.

REFRAC has been co-financed by the Centre for Technological Development and Innovation (CDTI) through its line of support for "R&D projects" (ref: IDI-20221015).



Ref.	Resultados (%)									
	Al ₂ O ₃	CaO	SiO ₂	Fe ₂ O ₃	MgO	TiO ₂	Cr ₂ O ₃	C	Perd.950	
espinela carbono	2	14.2	1.41	7.11	0.39	61.2	<0.05	<0.05	15.3	15.2
espinela carbono	3	22.7	0.96	1.89	0.78	62.2	<0.05	0.08	10.6	10.8
5*	64.7	4.18	2.78	6.57	11.3	1.82	1.34	6.46	—	
Chumota	8**	11.9	0.55	40.5	2.14	0.23	2.50	0.09	0.03	<0.50
ALTA ALUMINA	13	82.8	0.47	10.1	1.84	0.38	3.17	0.10	<0.05	<0.50
Magnesia	19	0.12	0.88	0.18	0.69	70.7	<0.05	<0.05	1.40	3.01
espinela carbono	16	23.3	1.69	7.30	1.08	62.7	<0.05	<0.05	4.53	4.48
Magnesia-Carbono	14	2.86	1.20	1.17	0.64	85.0	<0.05	<0.05	7.45	8.32
Magnesia-Carbono	18	0.68	1.06	0.65	0.82	84.8	<0.05	<0.05	10.7	11.7
ALTA ALUMINA	20***	88.2	2.83	0.56	0.51	5.46	<0.05	0.09	0.08	1.82

5. BAT2REC

The BAT2REC project aims to develop and validate advanced technologies for the recovery of metals and critical components of electric vehicle batteries, focusing on direct recycling technologies and direct lithium recovery technologies from leachate with acids, to improve the efficiency and sustainability of the life cycle of electric vehicle batteries.

To carry out the project, a multidisciplinary consortium has been formed composed of the Universitat Politècnica de València (UPV), the Instituto Tecnológico de la Energía (ITE) and GDES, through its GDES Circularity business unit.

BAT2REC started in 2024 and is co-financed by the State Research Agency, through its call "Public-Private Partnership 2023" (CPP2023-010611).



6. RESUBAT

The objective of the RESUBAT project is the development and validation of a methodology for the recovery of cathodes from used lithium-ion batteries from electric vehicles, focused on their integral regeneration and the recovery of the critical raw materials that integrate them, in order to achieve the complete recycling of the batteries. The project is mainly oriented to NMC chemistry batteries (Nickel, Manganese, Cobalt) applying the approach that the results obtained can be applied to different types of lithium-ion batteries.

To carry out the project, a multidisciplinary consortium has been formed composed of the Technological Institute of Ceramics (ITC), the Jaume I University, Neptury Technologies and GDES, through its GDES Circularity business unit.

RESUBAT started in 2024 and is co-financed by the European Union through the European Regional Development Fund (ERDF) Programme for the Valencian Community 2021-2027 and, specifically, the call for “Strategic Projects in Cooperation” of IVACE+i (Valencian Institute of Competitiveness and Innovation).



FACTS



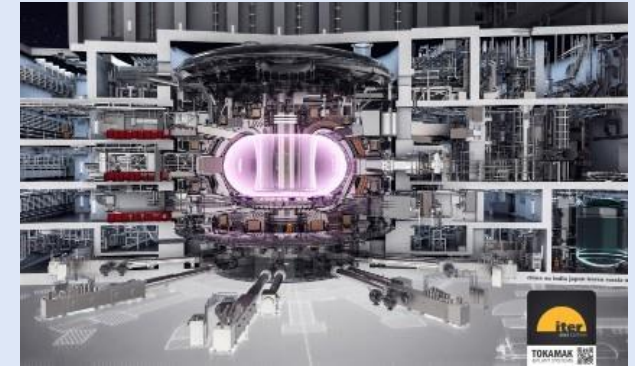
- INNOVA AWARDS XII

2024 held the XII Edition of the Innova Awards. The aim of this new edition has been to encourage the dissemination of knowledge in R&D, to publicize the latest innovative projects developed, to put into practice through teamwork the values associated with innovation (creativity, questioning attitude and differentiation), and to reward colleagues most committed to innovation.



- FIRST ANNIVERSARY OF GDES BLUE VENTURES

This open innovation platform to foster business proposals NetZero celebrates a successful year with 840 innovative proposals evaluated. Of all of them, 37% were analysed in detail for their great potential and today we can conclude 6 collaboration and/or investment agreements with which we hope to contribute to place the Valencian Community as a national and European reference in entrepreneurship, innovation and technology and research.



- GDES EXPANDS ITS PARTICIPATION IN THE **CONSTRUCTION OF THE WORLD'S LARGEST MERGER PROJECT**

Our thermal protection specialists will design, qualify and install a sealing system for the passage holes of the encapsulated busbars in the L4 slab of the reactor building.



- USE OF LASER TECHNOLOGY FOR WELDING STRIPPING WITHOUT WASTE GENERATION

Recently the GDES Revanti team of CNC (Cofrentes Nuclear Power Plant) carried out a unique and innovative work for its client Iberdrola Generación Nuclear SA.

This is the use of a laser system for stripping all welds of both the 125 Tm crane and the associated tank in the fuel building of the Cofrentes Nuclear Power Plant.



- EDF AWARDS GDES THE MPBD TECHNOLOGY PROJECT

EDF DIPDE has awarded GDES the contract for the design, manufacture and operation of 2 Mobile Provisional Boration Devices (MPBD). A project with an estimated duration of 7 years including 5 years of operation and maintenance of the equipment with 10 interventions in different nuclear plants, both in standstill and with the reactor in operation, in CN Nogent, CN Paluel and CN Saint Alban.



- GDES CIRCULARITY STARTS THE BAT2REC PROJECT

With the support of the State Research Agency (CPP2023-010611), in public-private collaboration with the Energy Technology Institute (ITE) and the Polytechnic University of Valencia (UPV), GDES Circularity launches BAT2REC; a project to develop an experimental prototype for the recovery of metals and critical components of electric vehicle batteries.



- PARTICIPATION IN THE SNE TECHNICAL CONFERENCE

Last year on 20 June, our colleagues Arturo Pascual, Director of the Thermal Protection Service Area, and Ignacio Sabater Sancho, expert BIM technician of the GDES Thermal Protection Service Area, participated in the Annual Technical Conference of the Spanish Nuclear Society, which took place at the Polytechnic University of Valencia (UPV), in the Assembly Hall of the Higher Technical School of Industrial Engineers. They presented two examples of new technologies in the inspection and implementation of 3-D technology with BIM methodology in a complex project for the simulation of large component manoeuvres.



- HÉCTOR DOMÍNGUEZ AND ADORACIÓN ARNALDOS PRESENT BLUE VENTURES AT VALENCIA DIGITAL SUMMIT 2024

Hector Domínguez, president and CEO of GDES and president of Fundación LAB Mediterráneo, and Adoración Arnaldos Gonzalez, our innovation and technology Director, yesterday presented our open innovation platform BlueVentures at Valencia Digital Summit 2024, the international technology event organized by Startup Valencia in the City of Arts and Sciences.



- WE ADVANCE IN OUR COLLABORATION WITH LANZADERA (supports entrepreneurs)

As members of Lanzadera's Open Innovation programme, GDES has shared the BlueVentures Open Innovation case with two quality entities from ABANCA and UBE Corporation Europe. These meetings aim to exchange experiences, best practices, success stories and lessons learned between corporations in the areas of innovation and technology development.



Environmental protection

Policies

One of the five commitments of the GDES philosophy is sustainability. All decisions of the Group must be sustainable and with a foresight for the future and that is why we look beyond a few years, we think about future generations.

Additionally, GDES undertakes to act according to the precautionary principle, so that when an activity presents a threat to human health or the environment, it is necessary to take preventive actions even if there is scientific uncertainty regarding the damage that this activity may cause. This commitment is articulated by carrying out risk analyses in each of the projects in which the Group's companies take part.

KEY INDICATORS

80%

of the turnover
certified according
to ISO 14001:2015.

0

Environmental
incidents

2,105

tonnes of CO₂
emissions to the
atmosphere avoided

GDES's own activities contribute intrinsically to environmental protection, GDES is a specialist in services that contribute to the reduction of the environmental impact of the sectors where it works:

- Cleaning and decontamination in industrial facilities.
- Dismantling of industrial facilities.
- Minimization and conditioning of radioactive and hazardous waste.
- Radiation monitoring and protection.
- Improving the efficiency of our clients' installations.

Environmental management system

GDES' commitment to sustainability is articulated through our environmental management system, based on ISO 14001 and which includes mechanisms to measure and evaluate the Group's environmental performance from a life cycle perspective. In 2024, 80% of the Group's activities are environmentally certified in accordance with ISO 14001:2015, compared to an 81% in 2023, thus ensuring that the following environmental control measures are carried out:

- Identification of environmental risks, through the new methodology of global risk analysis for the new projects of the company, including actions to mitigate them.
- Identification and control of the environmental aspects produced by the activities including the actions that are planned to be carried out to minimize them.
- Environmental control in the project consisting of an end-of-work or service inspection if this is less than 6 months and a quarterly inspection if it is more than 6 months.
- Conduct of both internal and external audits.

Environmental aspects

Materials used by weight

The following is an estimate of the weight of the materials used in 2024 for the services of the different companies of the Group:

COMPANY	Tonnes
GDES	8.85 (EPIS)
REV:	74.78 (PAINT)
IYM	0 (OFFICE MATERIAL)
GDEE	64.40 (INSTALLED MATERIAL)
GDFR	0.70 (OFFICE MATERIAL)
GDEA	102.90 (PAINT)
GDBA	79.55 (PAINT)
GDUK	0
GDPA	0
GDMX	0
WDES	35.20 (PAINTS, FIBERS, RESINS, ADHESIVES)
WDFR	(WITHOUT DATA)
XBT	NA
GDSW	0
TOTAL	366.38

In 2024 the highest percentage is due to paints, varnishes and aggregates followed by material installed in photovoltaic installations. In most cases, it is not possible to use recycled materials because there are no substitutes on the market, with the percentage of recycled material used being less than 0.1%.

Energy consumed

The total energy consumption for the different companies of the Group is shown below, broken down into fossil fuels, electricity and total energy consumed.

• Fossil fuel consumption

COMPANY	litres	Gijajulios (GJ)
GDES	287,918.98	11,024.54
REV:	42,110.91	1,612.45
IYM	2,352.21	90.06
GDEE	4,813.00	184.29
GDFR	20,301.40	777.33
GDEA	83,103.52	3,182.09
GDBA	113,661.26	4,352.13
GDUK	6,868.13	262.98
GDPA	4,767	170.20
GDMX	555	21.25
WDES	206,802.99	7,918.58
WDFR	4,951.63	189.61
XBT	(WITHOUT DATA)	(WITHOUT DATA)
GDSW	(WITHOUT DATA)	(WITHOUT DATA)
TOTAL	778,206.03	29,785.51

• Electricity consumption

COMPANY	KWh	GigaJulios (GJ)	Renewable sources %	Carbon Free %
GDES	112,829.38	406.17	50.80%	71.70%
REV:	35,728.74	128.62	50.80%	71.70%
IYM	32,811.74	118.12	50.80%	71.70%
GDEE	12,682.62	45.66	50.80%	71.70%
GDFR	4,864.00	17.51	13.27%	91.97%
GDEA	13,934.00	50.16	13.27%	91.97%
GDBA	65,949.00	237.41	13.27%	91.97%
GDUK	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA
GDPA	23,040.00	82.94	75.70%	75.70%
GDMX	12,319.00	44.35	22.20%	25.70%
WDES	183,566.00	660.82	50.80%	71.70%
WDFR	WITHOUT DATA	WITHOUT DATA	13.27%	91.97%
XBT	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA
GDSW	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA
TOTAL	497,724.47	1,791.76	36.82%	75.25%

- Total energy consumed

Taking into account that in the different companies of the Group there are no energy sales operations, the total energy consumed by the companies of the organisation is equal to:

COMPANY	GigaJulios (GJ)	Renewable sources %	Carbon Free %
GDES	11,430.71	2%	3%
REV	1,741.07	4%	5%
IYM	208.18	29%	41%
GDEE	229.95	10%	14%
GDFR	794.84	0%	2%
GDEA	3,232.25	0%	1%
GDBA	4,589.54	1%	5%
GDUK	262.98	WITHOUT DATA	WITHOUT DATA
GDPA	253.14	25%	25%
GDMX	65.60	15%	17%
WDES	8,579.40	4%	6%
WDFR	189.61	WITHOUT DATA	WITHOUT DATA
XBT	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA
GDSW	WITHOUT DATA	WITHOUT DATA	WITHOUT DATA
TOTAL	31,577.27	9%	12%

Note: The low values are due to the fact that most of the energy consumed is due to fuel consumption, its high calorific value and the low amount of energy consumed due to electricity.

- Methodology and assumptions

- The fuel consumption of GDPA and GDMX are obtained directly in litres.
- For the rest of the Group's companies, fuel consumption has been obtained from

expenditure, using the indicated conversion factors in the section below.

- The electricity consumption is obtained directly from the electrical bills of each installation, taking into account only those that are managed directly by the Group (not including, for example, centres managed by the customer).
- For simplicity, all fuel has been treated as diesel type, accounting for more than 95% of the total consumed, except for GDPA which uses both types of fuel (gasoline and diesel).
- The percentage of renewable energies is obtained for companies in Spain from the energy bill and from the sources indicated in the corresponding section for the rest of the companies in the Group.

- Conversion factors used

Conversion factor	Source
Diesel calorific value and electricity	https://www.eia.gov/energyexplained/index.php?page=about_energy_conversion_calculator#dieselcalc
Price Diesel in Spain and France	(https://www.miteco.gob.es/es/energia/hidrocarburos-nuevos-combustibles/petroleo/informes)
Price Diesel in UK	https://www.gov.uk/government/statistical-data-sets/oil-and-petroleum-products-monthly-statistics

Note: this is From the Miteco reports, the monthly price with taxes of automotive diesel oil are used.

Note: In the case of UK, a conversion of GBX into Euros has been made, making a monthly average of the price evolution using <https://www.mataf.net/es/cambio/divisas-GBX-EUR/data>.

Water consumption

The magnitude of the waters captured by the company for the performance of services is shown below. 100% of the water used is supply water, without using surface water, groundwater, waste water or rainwater.

- Supply water

Water supply (m3):	
GDES	398.64
REV	122.80
IYM	112.77
GDEE	43.59
GDFR	79.65
GDEA	29.38
GDBA	111.36
GDUK	8.50
GDPA	33.7
GDMX	15.28
WDES	310
WDFR	WITHOUT DATA
XBT	WITHOUT DATA
GDSW	Without data
TOTAL	1,265.67

- Methodology and assumptions

- The supply water consumption of the centres in Paterna (GDES, REV, IYM, GDEE), GDMX and WDES are obtained directly in m³.
- For the rest of the Group companies, the following calculation method has been used: Green Globes Water Calculator v2.7

Affecting protected areas

In GDES none of the infrastructures used by the different companies of the Group is located within or near protected areas or of high biodiversity value.

Climate change

The intensive use of energy in the current economic model is one of the main causes of climate change. Global Warming is the process by which GHGs (greenhouse gases, mainly CO²), mostly from the burning of fossil fuels, accumulate in the atmosphere and retain part of the heat emitted by the Earth.

Carbon footprint is a term used to describe the amount of greenhouse gas (GHG) emissions caused by a particular activity or entity and, therefore, a way for organizations to assess their contribution to climate change.

Estimating a company's carbon footprint brings with it a number of benefits. It is a powerful way for companies to collect the information they need to:

- Reduce GHG emissions.
- Identify cost-saving opportunities.
- Incorporate the impact of emissions into decision-making on suppliers, materials, designs, manufacturing processes, etc.

- Demonstrate environmental leadership / corporate responsibility.
- Satisfy customer demands for information on the carbon footprint of our service.

The main source of direct emissions contributing to GDES greenhouse gases (GHGs) is the emission of CO² from the combustion of fossil fuels for vehicles and machinery.

Other greenhouse gases included in the Kyoto Protocol, such as perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), methane (CH₄), nitrous oxide (N₂O) and nitrogen trifluoride (NF₃), have been disregarded for not carrying out activities that significantly generate these gases.

The emission report for the companies GDES and REV is verified externally by the Bureau Veritas entity. For the year 2024 it is planned to be carried out in the first quarter of 2025 for GDES, REV and for the first time for GDEE and WDES.

To calculate the carbon footprint the following methodology has been used:

Carbon Footprint = Activity Data x Emission Factor.

- Intensity of Greenhouse gas emissions.
To calculate the Group's GHG emissions during 2024, the Corporate Standard of Accounting and GEI Report of the GHG Protocol (ECCR) has been used.

Many industries, NGOs and government programmes use this standard as a basis for developing their accounting and reporting systems due to the fact that it is a robust and practical system, and based on the experience accumulated by numerous experts.

Direct greenhouse gas emissions (Scope 1 according to GHG Protocol)

Direct emissions are those from GHG sources that are owned or controlled by the company. These emissions refer to the transport of workers in owned vehicles generated by the combustion of fossil fuel from own vehicles and by the fleet of others (leasing vehicles) over which the company has control and, therefore, can indirectly affect the reduction of their emissions.

Direct GHG emissions (Scope 1) in 2024, expressed in tonnes of CO₂ equivalent, generated by the company were:

COMPANY	T. CO ₂ eq
GDES	716.09
REV	104.73
IYM	5.85
GDEE	11.97
GDFR	50.49
GDEA	206.69
GDBA	282.69
GDUK	17.08
GDPA	12.17
GDMX	1.38
WDES	514.34
WDFR	12.32
XBT	WITHOUT DATA
GDSW	WITHOUT DATA
GD	1,935.80

• Emission factors used

Emission factors	Value			Source
Diesel emission factor B7 (passenger cars)	2023			Emission factors tcm30-542746
	CO ² (kg/unit)	CH ⁴ (g/unit)	N ² O (g/unit)	
	2.487	0.004	0.106	
Gasoline Emission Factor E5 (passenger cars)	2023			
	CO ² (kg/unit)	CH ⁴ (g/unit)	N ² O (g/unit)	
	2.237	0.224	0.021	

Direct greenhouse gas emissions (Scope 2 according to GHG Protocol)

Indirect emissions are those emissions derived from the activity of the company, but generated by other entities, specifically the emissions of the generation of electricity consumed.

Direct GHG emissions (Scope 2) in 2024, expressed in tonnes of CO₂ equivalent, generated by the company were:

• Emission factors used

Emission factors	Value	Source
Emission factor electricity supply Spain	0.241 KgCO ₂ /kWh (Iberdrola Clients) 0.249 KgCO ₂ /kWh (Gas Natural Comercializadora) 0 kgCO ₂ /kWh (Photovoltaic Paterna)	National Commission on Markets and Competition. https://gdo.cnmc.es/CNMC/accesoEtiquetado.do Remaining Electricity Labelled 2023
Emission factor Electricity supply France	0.037 KgCO ₂ /kWh (EDF)	https://opendata.edf.fr/explore/dataset/origine-de-lelectricite-fournie-par-edf-sa/table/?disjunctive_categorie=&disjunctive_sous_categorie=&sort=-tri&disjunctive.categorie&disjunctive.sous_categorie
Emission factor electricity supply Mexico	0.438 TCO ₂ /MWH (CFE)	https://www.gob.mx/cms/uploads/attachment/file/895937/Aviso_FE-SEN23.pdf
Emission factor electricity supply Panama	0.103 TCO ₂ /MWH	Ministry of Energy, Ministry of the Presidency CALCULATION OF THE CO ₂ EMISSION FACTOR OF THE NATIONAL INTERCONNECTED SYSTEM 2021

COMPANY	T CO ₂ eq
GDES	13.39
REV	4.50
IYM	4.13
GDEE	1.60
GDFR	0.18
GDEA	0.52
GDBA	2.44
GDUK	(WITHOUT DATA)
GDPA	2.37
GDMX	5.40
WDES	45.71
WDFR	(WITHOUT DATA)
XBT	(WITHOUT DATA)
GDSW	(WITHOUT DATA)
GD	80.22

Other indirect greenhouse gas emissions (Scope 3 according to GHG Protocol)

Scope 3 is an optional reporting category that allows the rest of the indirect emissions to be included. Scope 3 emissions are a consequence of the company's activities, but occur at sources that are not owned or controlled by the company.

Emissions from the following activities have been included within this scope in the present study:

- Air transport by the Group's staff (contracted travel).
- Rail transport carried out by the Group's staff (controlled trips).

Waste generated by the company in the premises of the different customers when managed directly by them has not been taken into account; nor the emissions generated by waste paper and cardboard or those due to hazardous waste generated by the company as considered insignificant compared to the other emissions included in this scope.

Indirect GHG emissions (Scope 3), expressed in tonnes of CO₂ equivalent, are shown below.

COMPANY	T CO ₂ eq
GDES	39.16
REV	4.48
IYM	38.81
GDEE	0.79
GDFR	4.81
GDEA	0.15
GDBA	1.14
GDUK	(WITHOUT DATA)
GDPA	(WITHOUT DATA)
GDMX	(WITHOUT DATA)
WDES	(WITHOUT DATA)
WDFR	0.03
XBT	(WITHOUT DATA)
GDSW	(WITHOUT DATA)
Total	89.37

• Emission factors used

Emission factors	Source
Air travel emission factor	https://www.icao.int/environmental-protection/Carbonoffset/Pages/default.aspx
Travel by train France (SNCF) emission factor	https://www.groupe-sncf.com/fr/engage-ments/developpement-durable/preserver-planete/calcul-empreinte-carbone
Travel by train Spain (RENFE, IRYO, OUIGO SPAIN)	https://canvclimatic.gencat.cat/es/actua/calculadora_demissions/ https://revistatravelmanager.com/iryo-la-alta-velocidad-mas-sostenible-del-mundo/ https://www.ouigo.com/es/nuestro-pro-ducto?undefined=

Intensity of Greenhouse gas emissions.

The overall GHG emissions for 2024, taking into account the above three scopes, is as follows:

Company	T CO ₂ eq
GDES	768.64
REV	113.71
IYM	48.79
GDEE	14.36
GDFR	55.48
GDEA	207.35
GDBA	286.27
GDUK	17.08
GDPA	14.54
GDMX	6.78
WDES	560.05
WDFR	12.35
XBT	WITHOUT DATA
GDSW	WITHOUT DATA
GD	2,105.39

The ratio of tonnes of CO₂ equivalent emitted per 1000 hours worked in the company is 1.04. The value for 2023 was 1.15.

Reduction of greenhouse gas emissions.

The GDES group was committed to reducing these emissions by 10% between 2018 and 2023 and by 20% between 2018 and 2028. Due to major organizational and structural changes (change in the workplaces of the main headquarters and central warehouses during 2019, inclusion of controlled train trips of the group staff in 2019, improved accuracy of emission factors and data collection sources, new update of the organization's workplaces and their activities, the health crisis caused by Covid19 in 2020, inclusion of WDES in the 2020 calculations) that produce significant changes in quantified emissions this target is shifted to take 2021 as the base year, setting a 15% reduction in emissions between 2021 and 2025, and a 42% reduction between 2021 and 2030. The strategy to achieve this objective is based on measures such as:

- Implement a fuel control system in order to improve the fuel consumption data recording of vehicles and identify those vehicles with the greatest reduction potential.
- Development of a sustainable mobility plan including measures such as: Gradual replacement of the vehicle fleet and/or promotion of hybrid and/or electric vehicle lease.
- Efficient driving training.
- Installation of solar panels at Headquarters, thus reducing the energy consumption of the grid, thus reducing Scope 2 emissions.

- Choosing an electrical supplier based on their GHG emissions, moving toward a 100% renewable electricity supply.
- Significant decrease in the consumption of fossil fuels and energy consumed by decreasing travel taking advantage of the new available technologies.
- Prioritize the use of the train instead of plane for domestic travel.
- Optimisation of energy expenditure by improving facilities and rationalizing consumption through technical control measures and awareness campaigns.

Other forms of air pollution

Due to the nature of the activities carried out by the Group's companies, there are no emissions of ozone-depleting substances (ODS), nor light or noise pollution in a significant way, despite that acoustic audits have been carried out in the facilities that legally require it.

Note: Our GHG Emissions Report is externally certified by Bureau Veritas according to the GHG Protocol corporate accounting and reporting standard.

Waste generated

Below, the total weight of the waste generated by the company and by type of waste during 2024 are shown, as well as the disposal operations used for the treatment thereof; and the absolute value of waste generated is compared to 2023

- Hazardous waste

COMPANY	EWL code	DESCRIPTION	MANAGEMENT	MANAGEMENT OPERATION (Law 7/2022, of 8 April, on waste and contaminated soils for a circular economy).	QUANTITY Tonnes
GDES	060106*	Acid solutions	D15	Storage prior to any of the operations listed between D1 and D14	2.776
GDES	130205*	Non-chlorinated mineral oils of motor, mechanical transmission or lubricants	R13	Intermediate operations with final destination for recovery.	0.634
GDES	160602*	Ni-Cd accumulators	R13	Intermediate operations with final destination for recovery.	0.035
REV	150110*	Metal containers containing or contaminated by hazardous substances	R13	Intermediate operations with final destination for recovery.	0.087
REV	150110*	Plastic containers containing or contaminated by hazardous substances	R13	Intermediate operations with final destination for recovery.	0.074
REV	150202*	Absorbents, filtration materials (including oil filters not specified in another category), cleaning cloths and protective clothing contaminated by hazardous substances	R13	Intermediate operations with final destination for recovery.	0.112
WDES	080409*	Adhesives and sealants-resins	R12	Conditioning prior to recovery	1.004
WDES	080111*	Paint and varnish residues containing organic solvents or other hazardous substances	R12	Conditioning prior to recovery	1.094
WDES	080317*	Waste printing toner containing hazardous substances	R12	Conditioning prior to recovery	0.039
WDES	080409*	Adhesives and sealants-adhesives	R12	Conditioning prior to recovery	0.952
WDES	130703*	Fuel waste	R12	Conditioning prior to recovery	0.158
WDES	150110*	Contaminated metal containers	R5	Conditioning prior to recovery	0.536
WDES	150110*	Contaminated (recoverable) plastic containers	R5	Conditioning prior to recovery	0.610
WDES	150111*	Empty aerosols	R12	Conditioning prior to recovery	0.030
WDES	150202*	Absorbents, filtration materials (including oil filters not specified in another category), cleaning cloths and protective clothing contaminated by hazardous substances	R12	Conditioning prior to recovery	0.105
WDES	160506*	Discarded chemical products	R12	Conditioning prior to recovery	1.120
WDES	160603*	Button batteries	R12	Conditioning prior to recovery	0.006
WDES	200135-51*	Electronic scrap	R12	Conditioning prior to recovery	0.098
GDEA	120301*	Solvent	R1	Primary use as fuel or other means of producing energy.	0.415
GDEA	140603*	Aerosols	R13	Intermediate operations with final destination for recovery.	0.059
GDEA	150110*	Contaminated paint packaging	R1	Primary use as fuel or other means of producing energy.	8.460
GDEA	150202*	Lead contaminated material	D5	Direct deposit in landfill	0.526
GDEA	170503*	Land contaminated with hydrocarbons	R13	Intermediate operations with final recovery destination.	0.217
GDFR	161001*	Aqueous liquid wastes containing hazardous substances	R5	Conditioning prior to recovery	3.300
GDFR	060106*	Boric acid	D9	Physicochemical treatment prior to landfill	1.143
GDBA	150202*	Lead contaminated material	D5	Direct deposit in landfill	9.152
GDBA	170605*	Building materials containing asbestos	D5	Direct deposit in landfill	6.947
GDBA	200127*	Paints, inks, adhesives and resins containing hazardous substances	R1	Primary use as fuel or other means of producing energy.	3.744
TOTAL					42.433

Note: In 2023, the total amount of waste generated was 22.999 tonnes, taking into account all the companies considered.

- Non-hazardous waste

COMPANY	EWL	DESCRIPTION	MANAGEMENT	MANAGEMENT OPERATION (Law 7/2022, of 8 April, on waste and contaminated soils for a circular economy).	T M QUANTITY
GDES	150101	Paper and cardboard packaging	R12	Conditioning prior to recovery	0.620
GDES	150106	Mixed packaging	R12	Conditioning prior to recovery	0.185
GDES	200101	Paper waste	R12	Conditioning prior to recovery	0.685
GDBA	200128	Acrylic paint	R1	Primary use as fuel or other means of producing energy.	0.677
GDEE	150101	Paper and cardboard packaging	R12	Conditioning prior to recovery	0.020
GDEE	200138	Wood other than that specified in code 20 01 37	R12	Conditioning prior to recovery	0.293
GDEE	200307	Voluminous residue	R12	Conditioning prior to recovery	0.190
GDEE	160214	Discarded equipment other than those specified in codes 16 02 09 to 16 02 13	R13	Intermediate operations with final recovery destination.	2.330
WDES	150101	Paper and cardboard packaging	R12	Conditioning prior to recovery	1.280
WDES	150102	Plastic packaging	R12	Conditioning prior to recovery	1.140
WDES	150103	Wooden packaging	R3	Recycling or recovery of organic substances not used as solvents (including composting and other biological transformation processes)	2.200
WDES	200301	Municipal waste mixtures	R12	Conditioning prior to recovery	8.200
Note: In 2023, the total amount of non-hazardous waste produced was 45.181 tonnes for all companies considered.				TOTAL	17.820

- Scope and information sources

For the preparation of the inventory of waste generated, all waste generated that has been delivered to different managers authorized directly by the Group companies have been taken into account, not taking into account those waste generated and delivered to customers or to external suppliers (for example, in repair shops) and whose management falls on the same.

The indicated treatment operations are extracted from the information provided by the managers with whom the different companies of the Group have contracts for waste management.

Actions for the prevention of the generation of food waste have not been taken into account since it is not relevant for the company because of the very nature of the activities it carries out.

Environmental Compliance

Measures to mitigate environmental aspects

The main mitigation measures adopted by the company for the reduction of the different environmental impacts and the extension of these on the total of our activities are the following.

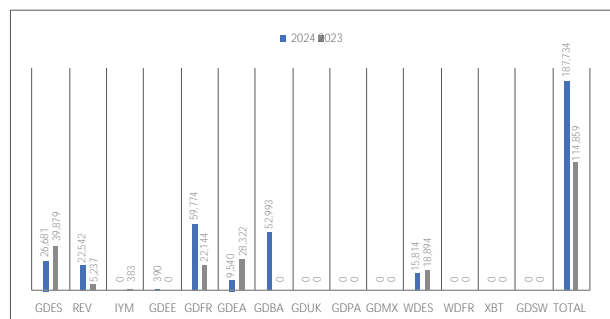
ENVIRONMENTAL ASPECTS	ENVIRONMENTAL IMPACT	MITIGATION ACTIONS	MITIGATION EXTENSION
PAPER CONSUMPTION	EXHAUSTION OF NATURAL RESOURCES	Use of eco-labelled paper	100%
WATER CONSUMPTION	EXHAUSTION OF NATURAL RESOURCES	Generically, this topic is not relevant to the company.	NA
ELECTRICITY CONSUMPTION	EXHAUSTION OF NATURAL RESOURCES	Use of energy-efficient lamps. At least level A 100% . Photovoltaic installation in Paterna offices.	100%
FUEL CONSUMPTION	EXHAUSTION OF NATURAL RESOURCES	Vehicles EURO 6 compliance Gradual replacement of the vehicles fleet to hybrid type	90%
EMISSIONS COMBUSTION GASES	AIR POLLUTION	Vehicles EURO 6 compliance Gradual replacement of the vehicles fleet to hybrid type	90%
DUST EMISSION	AIR POLLUTION	Use of Filtering System. Replacement by Sponge-Jet whenever technically possible	100%
PARTICLE EMISSION	AIR POLLUTION	Use of Filtering System. Replacement by Sponge-Jet whenever technically possible	100%
VOCs EMISSION	AIR POLLUTION	Vehicles EURO 6 compliance Gradual replacement of the vehicles fleet to hybrid type	90%
VOCs EMISSION	AIR POLLUTION	Control of atmospheric emissions in installations	100%
LIGHT POLLUTION	AIR POLLUTION	Not relevant for the company	NA
NOISE	IMPACT ON THE PHYSICAL ENVIRONMENT	Perform acoustic audits in facilities	100%
Impact on the physical environment: FLORA AND FAUNA, SOIL, ETC.	IMPACT ON THE PHYSICAL ENVIRONMENT	Not relevant for the company	NA
DISCHARGE OF SANITARY WATER	DISCHARGES AND WATER IMPACT	Not relevant for the company	NA
DISCHARGES OF INDUSTRIAL WATERS	DISCHARGES AND WATER IMPACT	Controlled discharge for treatment	100%
Urban waste: WASTE PAPER	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager. Individual bins have been eliminated, with centralized paper collection points.	100%
Urban waste: PLASTIC	WASTE GENERATION	Delivery to Authorized Manager	50%
Urban waste: ORGANIC REMAINS	WASTE GENERATION	Not relevant for the company	NA
Inert waste: SCRAP WASTE	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: FLUORESCENT TUBES	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: DRY CELLS AND BATTERIES	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: TONER AND CARTRIDGES	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: WEEE	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: SOLVENT	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
CHEMICAL RESIDUES	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: USED OIL	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: USED FILTERS	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: CONTAMINATED ABSORBENTS	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: CONTAMINATED PLASTIC PACKAGING	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: CONTAMINATED METAL CONTAINERS	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%
Hazardous Waste: RADIOACTIVE WASTE	WASTE GENERATION	Segregation in origin and delivery to authorized waste manager.	100%

Environmental sanctions

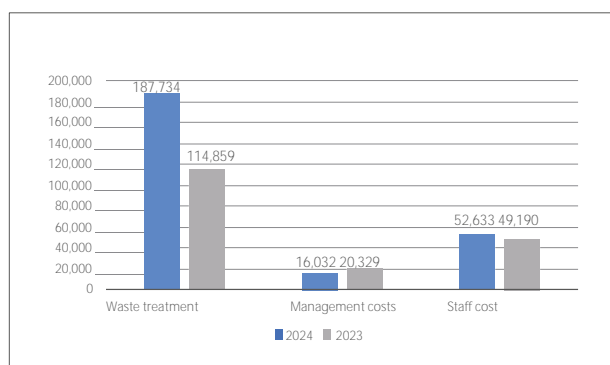
In both 2023 and 2024, no company from the Group has received fines or non-monetary penalties for non-compliance with environmental laws or regulations.

Investment in environmental protection

The expenditure and investments made by the Group companies in 2023 and 2024 were as follows:



Investment in Waste Management (€)



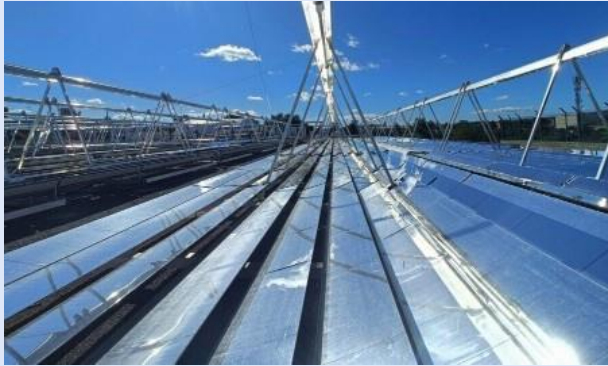
Comparison of total group investment 2023-2024

Environmental management expenses include expenses resulting from conducting and preparing environmental audits, legal requirements management tools and travel related to environmental issues.

Food Waste

The Group has a canteen with catering service at its headquarters in Spain. In order to optimise the service and avoid food waste, a specific application is available that allows employees to reserve the days they will require a menu the week before, and each day only those previously selected are served.

MILESTONES



- GDES EXPANDS ITS PORTFOLIO OF ENERGY EFFICIENCY SERVICES WITH SOLAR THERMAL TECHNOLOGY APPLIED TO INDUSTRIAL PROCESSES

Grupo Dominguis Energy Services (GDES) expands its portfolio of energy efficiency services through a strategic partnership with the Solatom technology startup. Thanks to this agreement, the company of the Valencian business group GDES Efficiency (specialized in optimizing energy resources) will include solar thermal energy as a solution for the industry, complementary to photovoltaic installations.



- GDES INSTALLS ELECTRIC CHARGERS FOR EMPLOYEES AND VISITORS IN ITS FACILITIES

At our headquarters, we have installed 44 kWh⚡ charging stations for the use of colleagues and visitors, adding value to the facility and in line with the company's purpose.



- GDES WIND RECYCLES WIND BLADES FOR URBAN FURNITURE DEVELOPMENT

GDES Wind, maintenance and repair of wind blades specialists, is developing an exemplary project: Recycling and reconditioning wind turbines blades to transform them into urban furniture that will enjoy the Galician As Pontes municipality. This initiative was announced by the mayor of the municipality, Valentín González Formoso, in his visit to the GDES Wind repair and manufacturing centre in Galicia.



- GDES WIND OPENS NEW FACILITIES IN ALBACETE, EXPANDING ITS CAPACITY IN THE SPANISH WIND SECTOR

GDES Wind consolidates its position in the Spanish wind blade repair market with the opening of a new facility in Albacete. This new warehouse, with an area of 1200m² and equipped with two 10 tonnes bridge cranes, also has 800m² of workshop area and is connected with the A-31 motorway.



- WE CELEBRATE WITH FUSION FOR ENERGY (F4E) THE SUCCESS OF OUR FIRST MAJOR PROJECT AT ITER

GDES Revanti has completed its main contract with Fusion for Energy (F4E) for coating and painting at the Tokamak complex with excellent results regarding planning and execution.



- PROJECT FOR THE INSTALLATION OF SOLAR CANOPIES FOR THE FOREST

GDES Efficiency has implemented at the El Bosque Golf Club (Valencia) the construction of canopies with photovoltaic installation on them capable of reducing 1,184 tonnes of CO₂ emissions.



Support for society

KEY INDICATORS

1.3%

of EBITDA in direct social investment

50

participations in associations, forums and business clubs

-173

External publications about the current events of our company, technical articles, interviews with our managers and dissemination of press releases.

Policies

Since its creation, GDES has committed to solidarity as a value directly associated with the sustainability of the Group. This commitment is summarized in:

- It is committed to the dissemination of knowledge through collaboration with Universities and Training Centres.
- Transparency and active communication policy toward society and regulatory bodies of the sector (NSC, SEPR, SNE, MINETUR, IAEA, NEA/OECD, CIPR...).
- Participation in initiatives related to economic and industrial development, the promotion of innovation and the protection of the environment or sustainability, in particular through business associations and clubs (AVE, ESPA, Nuclear Forum, CICV, GEPI, GIFEN, Fundación Lab Mediterráneo, Corridor Mediterráneo, CESUR).
- Social action through micro-donations, collaboration with NGOs and participation in sports and cultural events.

In 2024, social investment without taking into account management costs was 1.3% of EBITDA.

Social Action

The corporate social responsibility of the group develops closely linked to the vision of the future, to our purpose and values of the group. Our purpose as a family business is to bequeath to future generations an environmentally, socially and economically better planet. In this sense, our priorities regarding social responsibility actions always have to meet three objectives: that they are related to our purpose, that they have a local impact and that this impact is relevant and real, that it does not remain in the air.

United Nations Global Compact

GDES has been part of the Spanish Network of the United Nations Global Compact for more than 10 years. An international initiative that promotes the implementation of different universally accepted principles in companies to carry out corporate social responsibility (CSR) actions. In addition, the French companies GD Energy Services SAS and GDES Revanti SAS form an individual part of the national network of that country.

Sponsorships

GDES has participated in 2024 as sponsor of scientific events -SFEM-SEPR Congress, EGEC and ICDA-4-, sponsor of sectoral meetings in the field of Analysis Conference of the PREPA Wind Farms or the Annual Réunion of the Spanish Nuclear Society and informative such as the **FEM'Energia Awards**,

As part of our local, relevant and real impact strategy, we carry out sponsorships in different sports teams, both inclusive and **CB L'Horta de Godella (Spain) Rugby Saint-Marcellin et l'équipe de volley-ball** Handisport - Club Pays Voironnais (France), as well as conventional: Lago Sport As Pontes (Spain), Thurso and St Fergus Bowling Clubs (United Kingdom). Competitions such as Halkirk Highland Games (UK), local institutions such as the local Army Cadets in Scotland and we have even sponsored our own workers as in the latest Heart Scotland competition.

Collaborations

- Collaboration with Women in Nuclear: GDES has an active and non-profit participation with Women in Nuclear. An independent and global association for the promotion of female presence in STEM careers and equality of men and women in nuclear technical careers. This collaboration is reflected in the continued dedication of several GDES members to this company: Dominique Mouillot, Vice President of the Group in France until July 2024, was President of Win Global, and Adoración Arnaldos, Director of Innovation and Technology, is part of the management body of Win Spain.
- Collaboration with Adecco Foundation: GDES continues to collaborate with Adecco Foundation on the project#EmpleoParaTodos (Employment For All). Together, they are committed to the social and employment integration of people with disabilities, ensuring that they have the same opportunities as everyone.

- **'Painting my future'**: In 2023, Mothers in Action and GDES launched a specific job training programme for children at risk of social exclusion to support them as they come of age. An opportunity for young people to face their professional stage with tools and with hope to enter the labour market. A training plan that continued in 2024 in a new edition and was taught by the Senior Staff of Grupo Dominguis, which includes prevention of occupational risks and safety modules, basic notions on job insertion (preparation of curricula, preparation of job interviews) and, the main axis of the programme, specific training in industrial painting. The second edition of "Painting my future" has had as collaborators the centres of the La Salle Acoge and the Amigó Foundation, which work in different processes of emancipation of minors under guardianship.
- Iberdrola CESAL: Iberdrola and UNICEF Spain and the NGO Cesal presented the Generation Unlimited Spain alliance, aimed at contributing to the social and labour inclusion of vulnerable young people and promoting the generation of training and employment opportunities in the green economy field. From GDES we have collaborated facilitating the participants to perform internships in our Energy Efficiency and Photovoltaic Business Unit. At the end of these internships, in 2024, two participants of the programme were incorporated into our staff.

- **Collaboration with CB L'Horta de Godella:** The team, which has a BDI school (Basketball of Intellectual Diversity) and another BSR school (Basketball in Wheelchair) have set the goal to compete next year. From GDES we have collaborated through financial assistance with which they have been able to buy 6 wheelchairs, adapt the tracks and hire two coaches.
- Collaboration of GDES Wind with the Llamada Solidaria Foundation: This Foundation is responsible for the management of the mobile phones and electronic devices collected, for delivery to an authorized waste manager with whom they obtain benefits which are destined to research and families affected by rare diseases. In March 2024, 2 kilos of mobile phones have been provided.
- **Collaboration with Pôle d'emploi (France):** Our GDES Revanti company launched with the French Employment Agency (**Pôle d'emploi**) a programme designed to select 15 job seekers, offering them training sessions subsidized by the administration to train them as industrial painters. Thanks to this project they managed to acquire the necessary skills and finally they were offered a stable job in our company, with a projection of years. The programme continues and is expected to be completed on 28 February 2025.

Other actions:

- Vicente Ferrer #KM1Vida: The collaboration has consisted of subsidizing and creating a solidarity team of workers who competed in their #KM1vida charity race.
- Collaboration with the Prodis Foundation: Collaboration executed by GDES Wind in Galicia to promote the inclusion of people with disabilities in the workplace.
- Get Started gala dinner by Von Hippel Lindau: GDES attended and gave its workers tickets for the gala dinner hosted by Von Hippel Lindau, an association that seeks to raise funds for research, visibility and support for families affected by this rare disease.
- Food collection in collaboration with Food Bank Rías Baixas, in our facilities in Culleredo (GDES Wind).
- Our xabet partners have shaped their social action with mainly internal initiatives, with value maps of all their employees, contribution maps, with which each employee contributes to xabet in the short, medium and long term. And a flexible pay system designed to suit each employee in which the distribution between salary, flexibility and employability is defined and each employee chooses their percentages with the only condition that they add up to 100%. In addition, part of the time of their

employees are dedicated to the purposes they find interesting, and they have a "lab" of ideas that hangs in the office. From this initiative have emerged various initiatives, many of them linked to artificial intelligence that end up being demonstrators.

Response of the company to DANA de Valencia in 2024:

In 2024, our company reaffirmed its commitment to social responsibility by responding immediately and in solidarity to the devastating effects of DANA that affected especially populations in the province of Valencia, close to our Headquarters. In an emergency context, we acted quickly to support the affected communities and contribute to the recovery of key infrastructure.

Following the values of our company and under the leadership of the presidency and general direction, we deployed a series of actions with the objective to mitigate the impact of the disaster and facilitate the restoration of normalcy in the affected areas

Actions implemented in 2024:

1. Logistics and Material Support
 - We coordinated the delivery of essential supplies, such as food, hygiene products, PPE, essential supplies and economic donations

in collaboration with local organizations and the Horta Sud Foundation.

- We provided the transport and distribution of these goods in the most affected areas, ensuring an effective and timely response.

2. Collaboration with Authorities and Local Entities

- We worked hand in hand with public administrations and emergency organizations to identify priority needs and allocate resources efficiently.
- We provided financial support for various reconstruction initiatives and direct assistance to affected families.

3. Mobilization of Corporate Volunteering

- Our employees were actively involved in cleaning, rebuilding and assisting affected communities.
- We implemented volunteer days with flexible schedules to facilitate the collaboration of a greater number of workers.

4. Emergency Funds and Donations

- We allocated a specific budget for direct aid to the people most affected by DANA.

- We helped organise fundraising and media campaigns to which employees and partners contributed.

5. Commitment to Long-Term Recovery

- In addition to the immediate response, we committed ourselves to infrastructure recovery and economic recovery in the affected areas.

Current Situation and Continuous Commitment

Currently, in 2025, we remain committed to the recovery of the areas affected by DANA. We are carrying out cleaning work and we participate in different contracts for the rehabilitation of damaged civil and industrial infrastructure. Our goal is to ensure the sustainable reconstruction of these spaces and to contribute to the restoration of economic activity in the region.

Our company understands that social responsibility is not only a timely response to emergencies, but a constant commitment to society and the environment.

We deeply thank all our employees, partners and collaborators for their effort and dedication in these difficult times. Together, we reaffirm our commitment to a more supportive and sustainable future.

MILESTONES



- GDES AND MOTHERS IN ACTION DELIVER **DIPLOMAS TO THE 'PAINTING MY FUTURE' STUDENTS**

Mothers in Action and GDES developed in 2023 **'Painting my future'**, a job training programme for adolescents and young people aged 16 to 21 at risk of social exclusion. After successfully completing their training, the students received the diplomas from Majo Gimeno, founder of Mothers in Action and Héctor Domínguez, GDES CEO.



- VOLUNTEER DAY PARTICIPATION IN THE PROYECTO VIVIR FOUNDATION

GDES participated in the Great Volunteering Day, a day organized by the Proyecto Vivir (Project Live) Foundation the event included dynamics, activities and very moving talks related to the work of volunteers. In the same we were able to know a little more closely the project of the Foundation.

From GDES we want to contribute our bit to this project that has been helping many families for so many years. In February, Héctor Domínguez, CEO and President of GDES, and Julián Mendoza, Quality, Security and CSR Director, visited their facilities to get to know the Foundation and sign a collaboration with them with Lourdes Capote, Founder of Proyecto Vivir and Cristina Cervera, Managing Director.



- DOWN SYNDROME WORLD DAY – ADECCO FOUNDATION

From GDES we continue to collaborate with Adecco, a foundation that aims to include people who, due to their circumstances, find it more difficult to find employment and develop a professional career.



- WE COLLABORATE WITH ASPRONA ONE MORE YEAR

For the second consecutive year, GDES reiterates its collaboration with ASPRONA Valencia, the non-profit association that accompanies people with intellectual or developmental disabilities and their families in one of its key activities: Training volunteers.



- GDES AND MOTHERS IN ACTION PRESENT **'PAINTING MY FUTURE', A PROJECT THAT FACILITATES A FUTURE JOB FOR CHILDREN UNDER GUARDIANSHIP**

Mothers in Action and GDES (Dominguis Energy Services Group) presented today in Valencia their project **'Painting my future'**, a training and job skills programme aimed at young people between 16 and 21 years old, which seeks to guarantee them a professional future and to keep them away from social exclusion. This initiative is part of the project **'Empresarios en Acción'** (Entrepreneurs in Action), designed by both organizations, which was born as a lever for change to offer a job opportunity to minors under guardianship who are coming of age.



- GDES REVANTI AND THE RUGBY ASSOCIATION OF SAINT-MARCELLIN SOLIDARITY ASSOCIATION

In an effort to support the local community, they decided to donate a variety of computer equipment they no longer use. After a thorough evaluation and inventory of their technological assets to be updated, they identified laptops, monitors, keyboards and mice that could have a second life.



- TOURNAMENT SPONSORS WITH CLUB PAYS VORONNAIS OF SEATED VOLLEYBALL

We shared a meeting with the ParaVolley team - Club Pays Voironnais. Not only were we able to personally congratulate them on all their international successes, but we were also able to play a match with them and enjoy their fun (but also challenging) discipline. Thank you very much for inspiring us with your hard work and joy.

From GDES Revanti we are proud to be one of its sponsors and we hope to accompany them in many sporting success days



- GDES AND ITS WORKERS RESPONSE TO DANA 2024 EFFECTS

From minute one, fellow men and women have mobilized and moved from Catalonia, Extremadura, Castilla La Mancha, Andalusia and also from numerous towns of the Valencian Community to help from sun to sun in voluntary cleaning and provisioning tasks that we develop in the areas affected by the terrible DANA that has devastated our province.

GDES Wind colleagues in Galicia, GDES Revanti and GDES France have coordinated direct donations with the most affected areas, and have conveyed their solidarity and affection despite the kilometres apart.

These are just a few examples, but there is much more work going on and support continues to come from every corner.



- GDES SPONSORS CB L'HORTA GODELLA WHEELCHAIR AND CB L'HORTA GODELLA INTELLECTUAL DISABILITIES

GDES has the honour of being one of the sponsors of these two small, and also, great basketball teams. Congratulations for slowly achieving your dreams. And above all, thank you for making us participate in them.

Mucha suerte al equipo
GDES – AEROX Sailing Team en la
próxima temporada náutica



- GDES SPONSORS GDES AEROX SAILING TEAM

GDES is sponsor of the Grimselpass V. The First 40.7 Grimselpass V has been present since 2011 in a large number of sports activities in the Valencian Community. Technological innovation, teamwork and the commitment to renewable energies are common values that have created synergies between the sport of sailing and some of the Group's business challenges.

GDES recibe el Dorsal 000 por su
aportación a la III Carrera Solidaria
1km1vida de la Fundación Vicente
Ferrer



- GDES RECEIVES THE NUMBER 000 FOR ITS CONTRIBUTION TO THE KM1VIDA SOLIDARITY RACE OF THE VICENTE FERRER FOUNDATION

At GDES we have had the enormous pride of receiving at home, once again, Sergio Moratón Soler, delegate of the Vicente Ferrer Foundation in the Valencian Community, who gave us the symbolic plaque "Dorsal 000" for our contribution to the last km1vida edition of the "Solidarity Race 1x2 | Ciudad de València". A very special gift and a gesture that we will keep with a special smile.

GDES participa en un «Speed CV» de
Fundación Proyecto Vivir, una ventana
abierta a segundas oportunidades



- GDES PARTICIPATES IN A "SPEED CV" OF PROJECT VIVIR FOUNDATION

GDES has participated in the first "Speed CV" organized by ProyectoVivir and Improven. A magnificent initiative for women at risk of social exclusion to present their professional candidacy to various companies, including ours.



- GDES ATTENDS THE GENERATION UNLIMITED CONFERENCE IN VALENCIA FOR THE ALLIANCE BETWEEN IBERDROLA, GDES, UNICEF AND CESAL;

Our colleague Julian Mendoza, Quality, Security and CSR Director at GDES, presented at Iberdrola's headquarters in Valencia, the collaboration of GDES in the alliance between Iberdrola, UNICEF and the NGO Cesal to train young people in vulnerable situations in view of the energy transition.



- COLLABORATION WITH THE NIONO ASSOCIATION

Niono is a Spanish association that collaborates in solidarity, development cooperation and social welfare programmes in Togo (Africa). Its aim is to promote, raise awareness and participate in health, humanitarian aid and education programmes.

At GDES we wanted to contribute our bit to this wonderful project and, as part of our commitment, we decided to organize a collection of school supplies in our office in Valencia. In this way, the volunteers, on their annual trip to Togo, took the donations with them and handed them over to the schools.



- GDES WIND SPONSORS THE AS PONTES LAGO SPORT FOOTBALL TEAM

We are pleased to announce that GDES WIND has decided to sponsor the local AS PONTES LAGO SPORT football team. Given our active presence in the As Pontes Council and our commitment to sustainability not only at an environmental level, but also at a social level, we continue adding actions that add value to the environment in which we develop our business. This sponsorship is a way to contribute to the development of local sport and promote values such as teamwork, discipline and effort. Values that reaffirm our commitment to Corporate Social Responsibility (CSR).

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NFIS: Verified in the Non-Financial Information Statement audit.

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Note 1: The relationship between GRI issues and the Sustainable Development Goals has been established from the document "Linking the SDGs and the GRI Standards" in its September 2020 edition, published by Global Reporting Initiative with the support of the Swedish government.

Note 2: The relationship between GRI issues and the Non-Financial Information Statement (NFIS) has been established on the basis of the document "Linking the GRI Standards and the European Directive on non-financial and diversity disclosure, published by the GRI Global Sustainability Standards Board

