Sustainability / CSR Report
2025

GD ENERGY SERVICES

Index

Chairman’s Letter

This report embodies my personal commitment, and that of everyone at **GDES**, to sustainability. It reflects our adherence to the United Nations Global Compact for over a decade. This commitment is embedded in our corporate DNA, driving services designed to contribute to a more sustainable world.

Historically, sustainability has been a long-term mission for family businesses: to build a better company and pass it on to those who follow us. In 2023, we took a further step in this direction by reorienting the Group's Purpose, conducting a thorough review of our cultural principles, our stakeholder relationships, and the markets in which we operate. This exercise enabled us to clearly define the value we wish to bring to society and to reaffirm a core conviction: **As a family business, our legacy must be a better world from an environmental, social, and economic perspective.**

Throughout 2024 and 2025, we have continued to move decisively along this path, aligning our services with this Purpose and actively contributing to **decarbonisation** of the industry. We have achieved this through low-carbon energy solutions—both **renewable** and **nuclear energy**—as well as enhanced energy efficiency, the promotion of the circular economy, and digitalisation as a lever to optimise processes, reduce inefficiencies, and minimise waste.

This integrated approach translates into a direct, measurable contribution to the **Sustainable Development Goals (SDGs)**, which remain fundamental to our operations and continue to guide our services. Every year, we promote initiatives aligned with our corporate commitments to energy, innovation, talent, operational excellence, and sustainability, while retaining a strong focus on key areas such as health and wellbeing, gender equality, and quality employment.

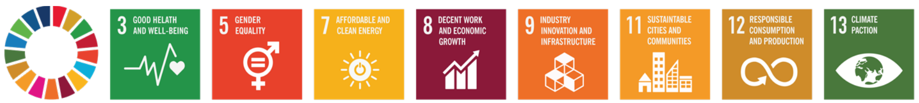
During **2025**, we strengthened our commitment to defending the continued operation of Spanish nuclear power plants beyond their currently scheduled closure dates. In this area, and among other actions, we actively supported the citizen engagement platform "Sí a Almaraz, Sí al Futuro", which campaigns to prevent the early closure of the Almaraz Nuclear Power Plant. We also backed institutional and social initiatives aimed at extending the operating life of the Cofrentes Nuclear Power Plant.

At GDES, we have acted as partners, supporting these initiatives to amplify their message in public dialogue forums, both in Spain and in Europe. The continued operation of Spanish nuclear power plants is vital to ensuring energy security, employment, and socio-economic development—a concern that has prompted the European Parliament to assess the potential risks of energy insecurity arising from their premature closure.

Supporting the continued operation of Spanish nuclear energy means backing **clean, safe, and strategic energy.** A prime example is the Almaraz Nuclear Power Plant, whose high standards of safety and operational excellence have been recognised by the World Association of Nuclear Operators (WANO), ranking it among the safest facilities in the world.

This stance reflects how we understand our **responsibility as a company**. Guided by this same perspective, we have drawn up other initiatives developed by GDES in 2025. These are presented in the following pages and contribute to a preview of our eight strategic SDGs within the framework of the 2030 Agenda.

Let’s continue to build a better future together.



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Organisation profile

What we do

GD Energy Services is a family-owned group with an international presence, and whose services are grouped into the following categories:

- Nuclear Services
- Decommissioning
- Surface Treatment
- Wind Energy
- Energy Efficiency and Solar Photovoltaics
- Circular Economy
- Digital Transformation and Industry 4.0

GDES builds its services around a set of core values and strategic pillars that are essential to the development and growth of the business:

VALUES:

- Sustainability
- Energy
- Innovation
- People
- Excellence

STRATEGIC PILLARS:

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

Key data

Revenue	€114.42 million
Market capitalisation	Net debt → €5.44 million Shareholders' equity → €19.73 million
No. of employees	Group Total **1320** employees

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

Main locations:

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

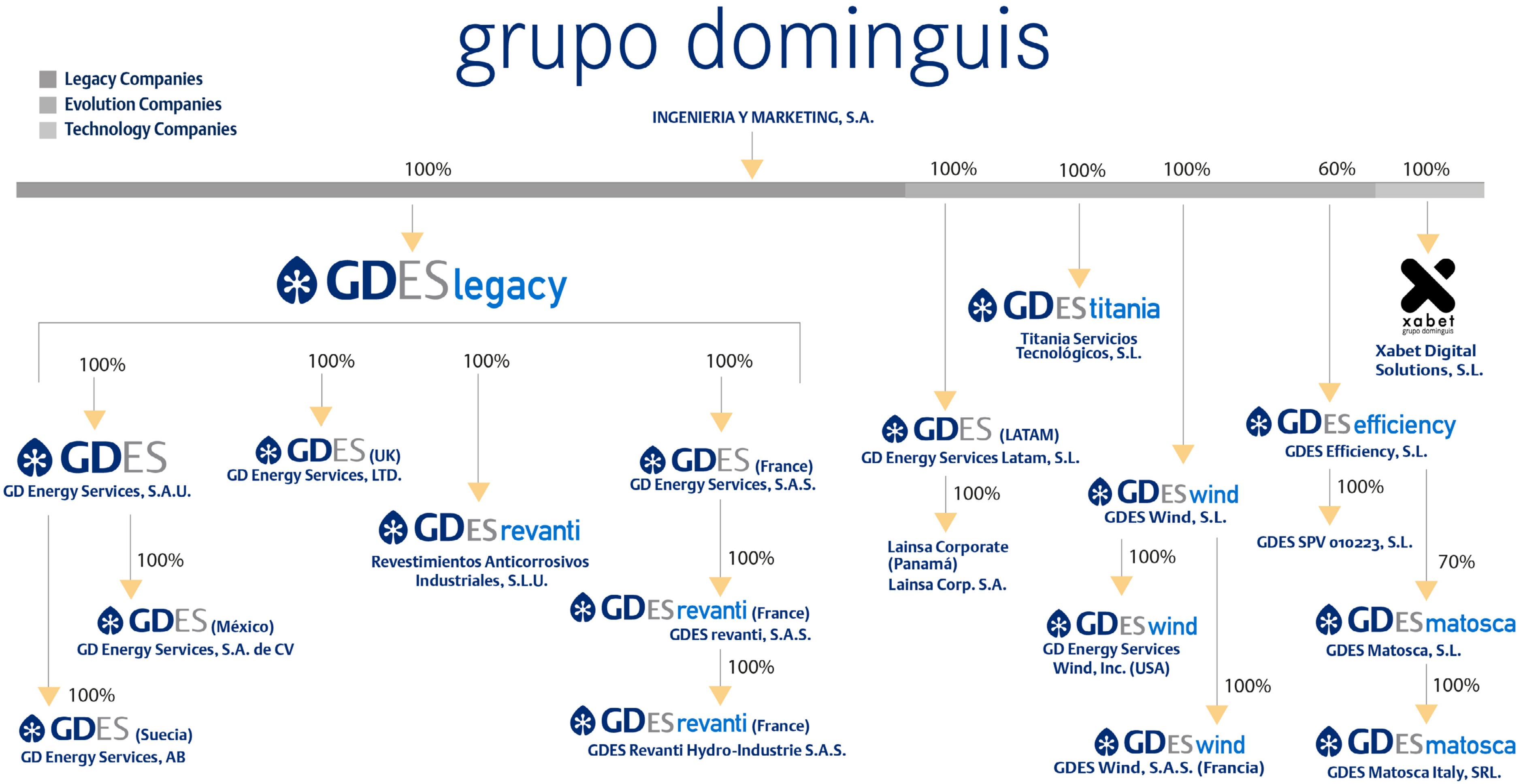
Legal name:

GDES (Ingeniería y Marketing, SA)
Ronda Auguste y Louis Lumière 15
Parque Tecnológico,
46980, Paterna (Valencia)
Tel: +34 963 540 300
Fax: +34 963 540 320
www.gdes.com
Info@gdes.com

Contacts for CSR matters:

Julián Mendoza
Quality, Safety and CSR Director (QHSE/CSR):
j.mendoza@gdes.com

Our organisation



UPDATE | 01.2026

Our services

Nuclear Service

- Operations and Maintenance Support:
  - Support during refuelling.
  - Operational Waste Management.
  - Decontamination.
  - Fuel movement support.
  - Chemistry and radiochemistry services.
- Radiological protection and emergency response.
- Thermal protection.
  - Design, calculation, scaffolding assembly and operations.
  - Passive fire protection.
  - Sealing of penetrations and insulation.
  - Building Information Modelling (BIM) – Digital Twin.

Decommissioning

- Decommissioning of nuclear and radioactive facilities:
  - Nuclear power plants.
  - Experimental reactors.
  - Equipment and components (hot cells, glove boxes…).
- Technical support.
- Risk assessment.
- Radiological protection.
- Waste characterisation and conditioning.
- Decontamination for reclassification.

Surface Treatment

- Surface preparation: shot blasting, shot peening and high-pressure water.
- Surface treatment with Sponge Jet
- Corrosion protection: primers, maintenance, paints and coatings.
- Concrete treatment: structural repairs and strengthening.
- Flooring installation.
- Passive fire protection.
- Metal spraying.

Circular Economy

- Industrial waste valorisation, specialising in the energy sector (photovoltaic panels, wind turbine blades, CRMs).
- High-power chargers using automotive sector batteries.
- Lithium-ion battery recycling.
- Carbon footprint calculation and decarbonisation consultancy.
- Circular Supply Chain.
- Warehouse and inventory management.
- Comprehensive in-house logistics management (material transport, reception of goods, etc.).
- 4PL/3PL logistics.

Wind Energy

- Preventive and corrective maintenance, both in-factory and in the field.
- Modernisation (retrofitting).
- Technical assessment.
- Periodic (thermal imaging and ultrasonic) inspections.
- Technical consultancy.
- Rotor balancing and vibration damping.
- Long-term operation.
- Logistics solutions for blades, spare parts, and materials.
- Cutting, disposal, and end-of-life management for blades.
- Manufacture of composite parts.

Energy Efficiency and Solar Photovoltaics

- EPC/PPA
- Solar photovoltaic self-consumption and generation.
- Domestic wind power.
- Energy storage:
  - Detailed design/ engineering.
  - Construction.
  - O&M.
  - Energy Efficiency:
- Energy auditing and consultancy.
- EMS monitoring.
- Thermal Energy (EPC/ HPA):
  - Fresnel thermal solar systems.
  - Heat pumps (high/low temperature).
  - Electric boilers.

Digital Transformation and Industry 4.0

- Digital maturity assessment.
- Definition of digital transformation roadmap.
- Development of digital solutions geared towards improving profitability:
  - Identification and definition of business problems and objectives.
  - Real-time data management and integration.
  - Process optimisation through predictive algorithms.
- Comprehensive process improvement services combining engineering, business, data analysis, and software development for:
  - Industry.
  - Energy.
  - Healthcare.
  - Agri-food.

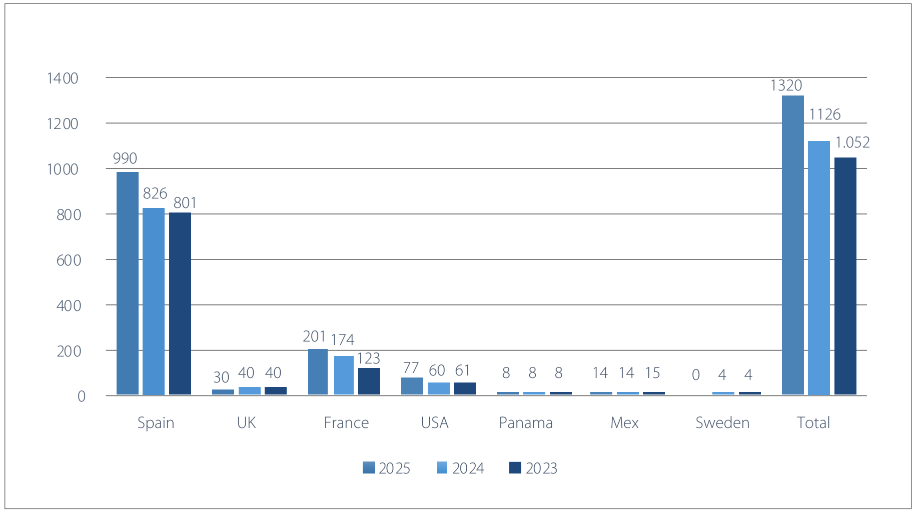
GDESinnovation

I+D+i

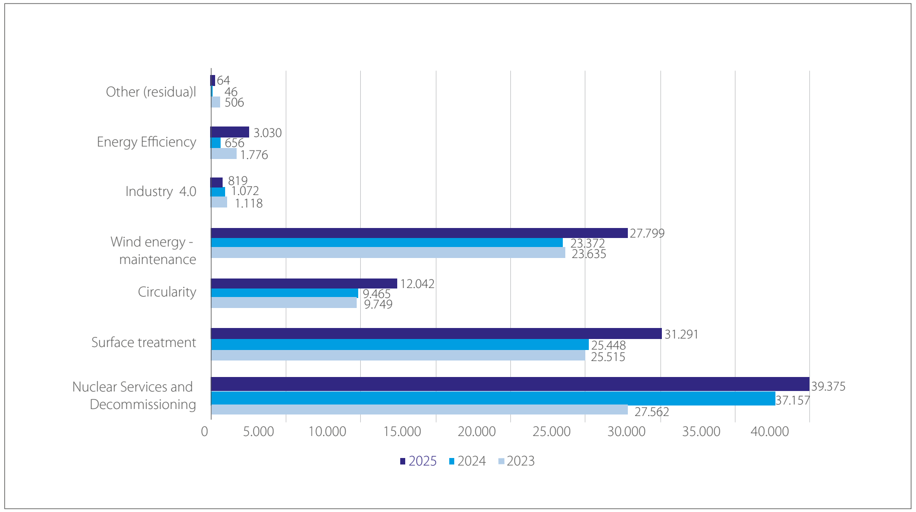
Global presence

Some figures

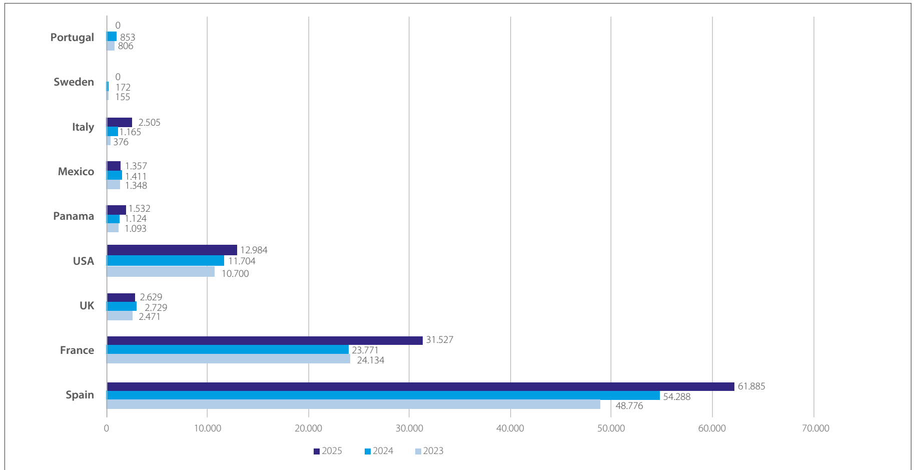
HEADCOUNT



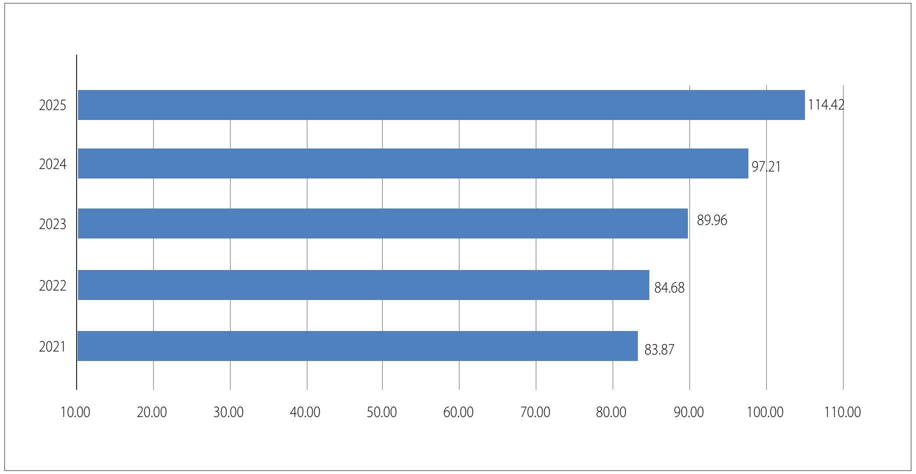
SALES DISTRIBUTION BY BUSINESS AREA (€'000)



GEOGRAPHICAL DISTRIBUTION OF SALES (€'000)



CONTROLLED COMPANIES' REVENUE (€'000)



Awards and Recognition

- GDES Wind and Xabet Grupo Dominguis: "Best Innovative Project" award in 2021 from Valencian Community's Innovation Club.
- Xabet Grupo Dominguis: National El Suplemento Award 2021 in the "Digital Solutions for Industry" category.
- Xabet Grupo Dominguis: Recognised as Company of the Year in Digital Transformation in Spain 2021 by Corporate Vision Magazine.
- EDF Award for Best Safety Performance (1VD23), granted by the Nogent-sur-Seine Nuclear Power Plant in 2019.
- GD Energy Services: Company and SME Award 2017 from Spanish Chamber of Commerce in France.
- GD Energy Services: Community Service Award 2017 granted by the Rotary Club Valencia Centro.
- Adoración Arnaldos Gonzálvez, Director of Innovation and Technology at GDES: Winner of FEM'Energia European Awards 2017.
- Honourable Mention at the AJEV Gala 2017.
- Alberto Conde, Xabet CEO and Business Unit Director. Digital Transformation and Business 4.0 at GDES: European Digital Influencer 2017 award by GBM.
- Alberto Conde, Xabet CEO and Business Unit Director. Digital Transformation and Business 4.0 at GDES: Spanish Gamechanger 2017 award, ACQ5 Global Awards.
- Llum Award (Valencian Business Confederation) in the "Safe Company Track Record - SME 2016" category 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 Nuclear, Biological and Chemical regiment in Valencia, presented to GDES's Radiological Protection Technical Unit.
- EDF Award for Best Occupational Health and Safety Performance, granted by the Blayais Nuclear Power Plant in 2013.
- Revista Economía 3 20th Anniversary Award, 2012.
- José Dominguis, President of GDES: Actualidad Económica 2011 Award for Best Businessperson in the Valencia Community.
- "Challenge de Sécurité" award from UTO-EDF for the best safety contractor at French workplaces in Q1 2011.
- Héctor Dominguis, CEO of GDES: Finalist in the Ernst & Young Entrepreneur of the Year 2010 awards, representing the Valencian Community.
- El Mundo Award for Best Innovator of 2010.
- Honourable Mention at the 2009 Prever Awards for Occupational Health and Safety, granted by the Spanish Ministry of Labour and Social Affairs.
- Chamber of Commerce Award for Best Family Business, 2008.
- Iberdrola Excellence Award 2006 for Supplier of the Year in the Occupational Health and Safety category.
- Iberdrola Excellence Award 2004 for Supplier of the Year in the Services - Large Companies category.
- Honourable Mention at the 2009 Prever Awards for Occupational Health and Safety, granted by the Spanish Ministry of Labour and Social Affairs.
- Bancaja-UPV Recognition for Educational Cooperation Programmes in 2011.
- Bancaja-UPV Recognition for Educational Cooperation Programmes in 2007.
- General Electric - Safest Contractor of the Year Award 2003 for the LX2 Project.
- José Dominguis, President of GDES, and Héctor Dominguis, CEO of GDES: Medals of Honour from the Spanish Nuclear Society (SNE).
- Energy Business Record" Award at the 2023 EGEC (Energy Global Expo & Congress) Energy Gala.
- José Dominguis Renard, GDES President: Award in recognition of commitment to the Energy Cluster in the Valencian Community.
- GDES: "28 April" Award for outstanding work in Health and Safety 2023, granted by ANAV (Ascó-Vandellós II Nuclear Association).
- GD Energy Services S.A.U.: 2024 Award for Best Company in OHS, granted by the Cofrentes Nuclear Power Plant (IBERDROLA GENERACIÓN).
- GDES: Banco Sabadell Company of the Year Award 2024.
- GD Energy Services S.A.U.: "Excellence in Safety" recognition granted by Iberdrola Sustainable Energy Spain in 2025.
- GDES. "Company that Inspires" recognition granted by the Proyecto Vivir Foundation in 2025.

Organizaciones

- ADEGI Entrepreneurs Forum, Gipuzkoa Business Association.
- ADEIT – University Enterprise Foundation (University of Valencia).
- Spanish Wind Energy Association (AEE).
- Spanish Quality Association (AEC).
- Asociación Española de Empresas de Salud Ambiental (ANECPLA).
- Asociación de Limpieza Técnica y Alta Presión (ALTAP).
- Asociación Nacional de Empresas de Trabajos Verticales y en Altura (ANETVA).
- Asociación Valenciana de Empresarios (AVE).
- Association pour la certification et la qualification de la peinture anticorrosion (ACQPA).
- Association PEREN.
- Chambre Officiel de Commerce d'Espagne en France (COCEF).
- Club de Innovación de la Comunidad Valenciana (CICV).
- Clúster de Energía de la Comunidad Valenciana (CECV).
- Clúster de energía del País Vasco.
- Conseillers de Commerce Extérieur (CCE France).
- Foro de la Industria Nuclear.
- Fundación LAB Mediterráneo.
- GIE Atlantique.
- Groupement des Entrepreneurs de Peinture Industrielle (GEPI).
- Groupement des Industriels Français de l'Energie Nucléaire (GIFEN).
- MASE Rhône Alpes.
- Nuclear Valley.
- Plataforma Tecnológica de Energía Nuclear de Fisión (CEIDEN).
- Plataforma Nacional en I+D de Protección Radiológica (PEPRI).
- Sociedad Española de protección radiológica (SEPR).
- Sociedad Nuclear Española (SNE).
- Société française d'énergie nucléaire (SFEN).
- Syndicat des Energies Renouvelables (SER).
- UK Nuclear Industry Association (NIA).
- UPTEK, AFM machine tools association.
- Women in Nuclear (WIN).
- Club Cámara Valencia.
- Instituto Tecnológico de la Energía (ITE).
- Mamás en Acción.
- Fundación Adecco.
- Club de Empresas Responsables y Sostenibles de la Comunidad Valenciana (CE/R+S).
- Pacto Mundial de Naciones Unidas.
- Fundación Proyecto Vivir.
- Asociación de Empresarios del Sur de España (CESUR).
- Instituto de Tecnología Cerámica (ITC).
- Fundación Prodis.
- Fundación Llamada Solidaria.
- Banco de Alimentos Rías Altas.

2 Report features

Following on from the previous Corporate Social Responsibility Reports, **this report has been prepared with references to the GRI (Global Reporting Initiative) Standards.**

The information included in this report relates to 2025. The previous report corresponded to 2024, in line with our annual reporting cycle. No external verification has been undertaken, other than:

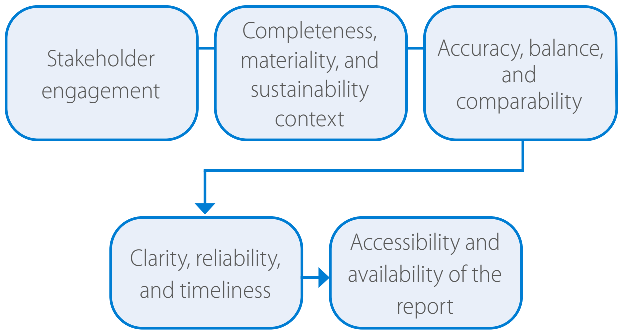
- The items included in the mandatory audit required by the Spanish Non-Financial Information and Diversity Law, as this CSR report serves as the Non-Financial Information Statement (NFIS) for the purposes of that legislation. This audit is carried out by the international professional services firm BDO, the Group's principal statutory auditor.
- "External checking of the carbon footprint calculation, carried out by Bureau Veritas for the following companies: GD Energy Services, Revanti, GDES Wind, and GDES Efficiency."

The staff turnover (€ per employee) reported in the 2024 report was incorrect, as the 2023 figure (€76,221 per employee) had been copied by mistake. The correct turnover per employee for 2024 was €86,879 per employee.

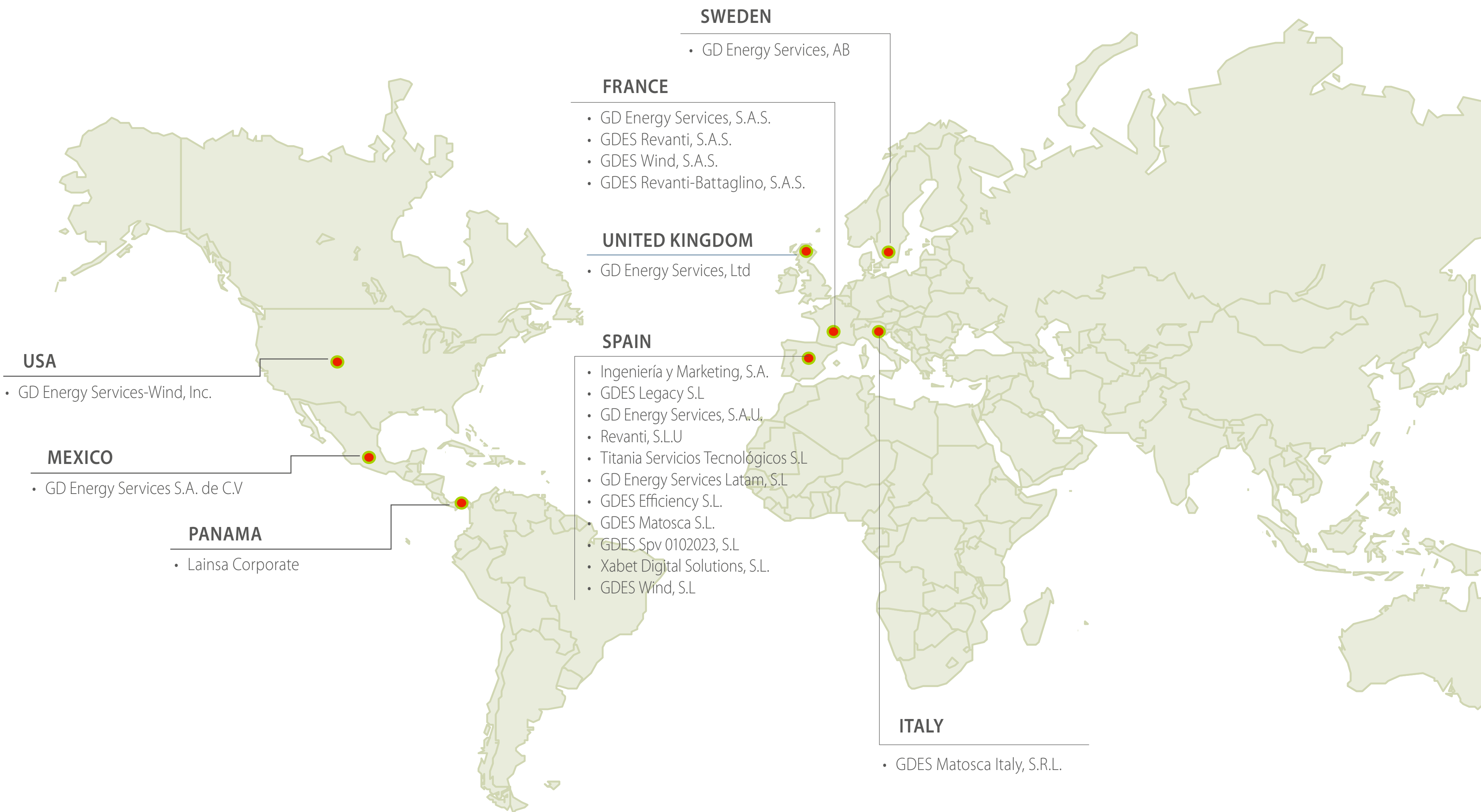
The accident frequency rate (IFG) reported in the SDG table in the 2024 report was incorrect. 14.04 was the figure stated, whereas the correct value was 19.50, as reported in the 'Accident figures' section of Chapter 5 in the same report.

The occupational disease rate (IEP) reported in the 'Accident figures' section of Chapter 5 in the 2024 report was incorrect. 0.00 was indicated, but the correct figure was 0.53.

- **This report is based on the principles of:**



The information gathered for this report corresponds to the consolidated financial statements at our Group companies, namely:



No company with consolidated financial statements in Group has been excluded from the scope of this report, nor does it include information on any other investee companies that do not have consolidated financial statements in the Group.

In 2025, the Group acquired the remaining 25% stake in Xabet Digital Solutions SL, thereby achieving 100% ownership of the company. Furthermore, GDES Matosca Italy SRL was incorporated as a wholly owned subsidiary of GDES Matosca SL to develop utility-scale photovoltaic plants in Italy.

There have been no other significant changes to the Group's structure, shareholding composition, or supply chain structure.

3

Values, Sustainability and Corporate Social Responsibility at GD Energy Services

We add value for the world's ***energy***

Values

The Group's corporate social responsibility is closely aligned with its vision, purpose, and values, reflecting on our corporate culture.

1. **VISION:** Towards a more efficient, less polluting, and more sustainable planet.
2. **PURPOSE:** As a family-owned business, we want to give future generations a planet that is environmentally, socially, and economically better. Using engineering, digitalisation, talent, and innovation in industrial services to contribute to decarbonisation, energy efficiency, process optimisation, and the circular economy.
3. **VALUES:** "We add value for the world's ENERGY" is GDES's hallmark. This motto is built upon our company's five core commitments:

Sustainability

Everything we do is geared towards continuous long-term growth. All the Group's decisions must be **sustainable** and forward-looking. Because GDES is a family-owned business, we look beyond the short term; we think in terms of future generations.

Sustainability = *solidarity, responsibility, safety, and ethics.*

Energy

Energy not only reflects the industry we operate in, it also defines our own vitality: working with an enthusiasm and passion that sets us apart from the competition.

Energy = *passion, enthusiasm, and effort.*

Innovation

Innovation is one of GDES's key strategic pillars, enabling us to stand out in the energy sector. It allows us to maintain our leadership position in the markets where we operate.

Innovation = *creativity, a questioning and distinctive attitude.*

People

People are everything to the Group, and it is the commitment of every GDES employee to ensure this never changes. Our commitment to people is how we build trust, convey empathy, and demonstrate respect towards both our customers and our colleagues.

People = *trust, empathy, respect, and customer orientation.*

Excellence

Excellence reflects our commitment to consistently achieving the highest quality standards. Being efficient, flexible, and capable of working as a team serves a single purpose: to achieve excellence.

Excellence = *equals reliability, efficiency, flexibility, and teamwork.*

Sustainability Strategy

Coinciding with our 90th anniversary and in response to the major challenge of global warming, the Group reviewed its long-term strategy during the first quarter of 2023. Our aim is to make a significant contribution towards a more efficient, less polluting, and ultimately more sustainable planet. The objectives of this review were:

- To review our current Mission and Vision and define a new Corporate Purpose that is rooted in our values to guide all our future actions.
- To formally establish the Strategic Plan for the 2024–2026 period.

This process resulted in a new company Purpose for the coming decades. It respects the framework of our values and commitments, which remain unchanged and ensures we continue to be a sustainable, energetic business that is innovative, excellent, and people-focused.

"As a family-owned business, we want to give future generations a planet that is environmentally, socially, and economically better. By contributing to decarbonisation, energy efficiency, process optimisation, and the circular economy through engineering, digitalisation, talent, and innovation in the provision of industrial services."

This new Purpose:

- Defines our roots as a family-owned business with a long-term vision, taking responsibility for our legacy.
- Integrates the ESG concept into our corporate DNA as an environmentally sustainable company.
- And explains how we intend to achieve this purpose, outlining four future areas of action (which we call our 'four blue oceans'), some of which are already present in our traditional business operations.

The Strategic Plan for the 2024–2026 period was also drawn up, defining the strategic guidelines and objectives for this time frame, and the main general actions required to achieve them. The new Strategic Plan for the 2027–2029 period will be prepared during 2026.

Operationally, the workstreams for the Group's sustainability department in 2025 were as follows:

- Analysis and adaptation to CSRD directive.
- Digitalisation of sustainability data management and reporting.

Analysis and adaptation to CSRD directive

During 2025, GDES continued the process that was initiated in 2024, adapting its non-financial reporting to the European Corporate Sustainability Reporting Directive (CSRD).

In this regard, following validation of the double materiality assessment, a gap analysis was conducted to identify discrepancies between ESG information required by the CSRD (and EFRAG standards) and ESG data currently reported by GDES. This gap analysis process comprised the following phases:

1. Identifying the ESG information requirements established by legislation and reporting standards:
    - Law 11/2018 regulating the non-financial information statement that companies are required to report.
    - CSRD – all aspects that companies must report under the new directive.
    - Reporting standards:
        - EFRAG (normativa vinculada a CSRD) – Indicadores vinculados a los temas que resultaron como materiales en el análisis de doble materialidad.
        - GRI

2 aps analysis and comparison: Comparing the requirements identified in the previous phase with the information currently reported by GDES to identify any gaps (reported, not reported, partial, or non-material).

3 Prioritisation: Weighting the critical nature of the gaps identified based on their importance, as well as their operational and/or reporting implications.

Based on the results of the gap analysis, a roadmap was defined to close these gaps according to their priority level. During the final four months of 2025, GDES focused on translating this roadmap into specific improvement actions across all ESG areas, ensuring proactive planning and the Group's full adaptation to the CSRD requirements.

GDES decided to continue to move forward with its analysis and compliance with the European CSRD directive, pending resolution of the Omnibus proposal package aimed at its simplification. In December 2025, the European Parliament approved the Omnibus package, which includes, among other amendments, changes to the reporting obligation thresholds (over 1,000 employees and €450 million in turnover). Under this new scenario, the CSRD directive is no longer applicable to GDES. Taking into account the non-applicability of the above, a new sustainability reporting strategy will as a consequence be defined in 2026.

Digitalisation of sustainability data and reporting

In the second four-month period of 2025, the Group launched a project to implement the 'DATAIE Sustainability Analytics' software, aiming to digitalise its sustainability data and reporting processes. This project is not only part of our sustainability strategy but also represents a cross-cutting continuous improvement initiative. It seeks to optimise internal ESG data management and monitoring processes via a digital platform, establishing a single data source that minimises errors and enhances data usability for operational and management purposes across the company.

In 2025, the list of indicators to be included in DATAIE was validated—primarily based on the gap analysis mentioned above—and the platform was configured. This included integrating the indicators and the corporate structure (Group companies, priority user profiles, etc.).

The objective for 2026 is to automate data capture for applicable indicators and to begin reporting data, with the ultimate goal of generating the 2026 Non-Financial Information Statement through 'DATAIE Sustainability Analytics'.

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Material ESG topics for GDES

For GDES, material ESG issues are defined on the basis of two sources:

- The results of the double materiality assessment carried out in 2024 as part of the CSRD directive alignment.
- The issues which GDES is legally required to report, or which it does so voluntarily.

The main material issues identified by GDES—based on the list established by EFRAG following the double materiality assessment and their equivalence with GRI topics—are presented in the following table.

ESG category	ESRS	ESRS topic	ESRS sub-topic	ESRS sub-sub-topic	GRI equivalent
ENVIRONMENT	ESRS E1	Climate change	Mitigación del cambio climático		Emissions
			Energy		Energy
	ESRS E2	Pollution	Soil pollution		Environmental compliance
	ESRS E3	Water and marine resources	Water	Water consumption	Water and effluents
	ESRS E5	Circular economy	Waste		Waste
SOCIAL	ESRS S1	Own workforce	Working conditions	Safe working conditions	Employment
				Working time	Employment
				Adequate wages	Employment
				Work-life balance	Employment
				Social dialogue	Freedom of association and collective bargaining
				Freedom of association, presence of works councils and workers' rights to information, consultation and participation	Freedom of association and collective bargaining
				Collective bargaining, including the proportion of workers covered by collective bargaining agreements	Freedom of association and collective bargaining
				Health and safety	Occupational health and safety
			Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Non-discrimination
				Training and competence 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
				Diversity	Diversity and equal opportunities
			Other work-related rights	Adequate housing	Employment
				Privacy	Employment
GOVERNANCE	ESRS G1	Business conduct	Corporate culture		Social and economic compliance
			Whistleblower protection		Anti-corruption
			Management of supplier relationships, including payment practices		Supplier social assessment
			Corruption and bribery		Anti-corruption

Despite not being material according to the assessment, this Report also includes information on the following issues which are required by standards to which the Group voluntarily adheres or is legally bound to comply:

ISSUE	NFI(*)	UNGC(**)
Economic Performance	X	
Materials	X	
Biodiversity	X	
Food Wastes	X	
Anti-competitive Behaviour	X	
Tax	X	
Customer Health and Safety	X	
Use of Renewable Energy	X	X
Child Labour	X	X
Forced or Compulsory Labour	X	X
Rights of Indigenous Peoples		X
Human Rights Assessment		X
Local Communities		X

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

(**) Information required for the Communication on Progress regarding the Principles of the United Nations Global Compact.

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 overall strategy by approving the Strategic Plan. Preparation of this plan is the responsibility of the Strategy Committee, which comprises the Chair/CEO, General Management, Corporate Area Directors and Business Unit Directors. This Strategy Committee also conducts an annual review of areas action, objectives and milestones linked to the Plan.
- Approving the Group's overall budgets, which determine the general allocation of resources among the different countries, companies and business units.
- For companies governed by a Board of Directors, the Board meets quarterly and performs the same duties for each company as the parent company's Board of Directors, in coordination with the Group's strategy and budget. For the remaining companies with other types of governing bodies (e.g. sole director), quarterly meetings are held at country level. These are conducted jointly for all companies operating in that country and under the same terms as a Board of Directors meeting, but without the requirement to draw up minutes in the presence of a secretary.

The Group's Board of Directors includes External Advisers. Their role is to analyse the information provided and make recommendations, which are then submitted to the Board of Directors for a final decision. They also analyse the company's strategy, structure and management, providing recommendations and feedback that are also submitted to the Board of Directors.

Overall management is monitored through bimonthly Group Management Committee meetings, as well as specific Business Unit Management Committee meetings held each month. These committees monitor strategy and oversee management and business performance, along with actions and indicators.

The supervisory structure is rounded out by:

- A quarterly Ethics and Compliance Committee, comprising General Management, the Quality, Safety and CSR Department, the Organisation and Human Resources Department, and an external Compliance Officer. This Committee is responsible for ensuring legal compliance and respecting our Code of Ethics. It is also responsible for handling any incidents or complaints raised through the official channels.
- An Information Security Committee that meets every four months, comprising the Chair/CEO, General Management, the Quality, Safety and CSR Department (acting as Information Security Manager), the Information Systems Department, the Systems/Cybersecurity Manager, and external cybersecurity expert advisers. This Committee is responsible for overseeing the implementation of our Information Security Master Plan, including protection against contingencies and business continuity.

Stakeholders

The table below outlines the organisation's stakeholder groups and the communication channels used to engage with them, which have facilitated the collection of information for this Report. These stakeholder groups were selected by the Management Committee based on their importance to our organisation and sector.

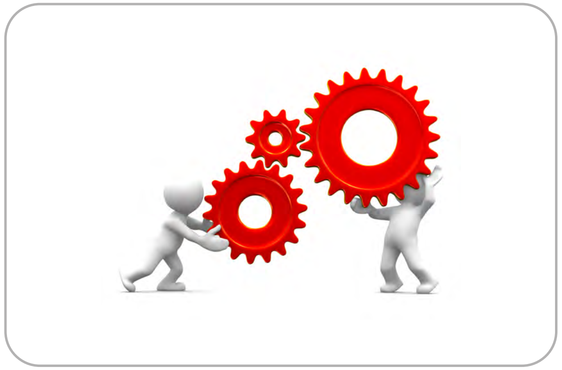
The table also includes the major topics identified through these channels for each stakeholder group.

STAKEHOLDER GROUP	COMMUNICATION CHANNELS	FREQUENCY	MAJOR ISSUES
Shareholders	Website	Continuous	Economic performance · Human rights assessment · Training and education · Prevention and mitigation of environmental impacts · Occupational health and safety
	Board of Directors	Quarterly	
	Family Council	Quarterly	
	Advisory Board	Periodically	
	Information sessions / meetings	Periodically	
	Press releases	Periodically	
	General Meeting of Shareholders	Annual	
Employees	Website	Continuous	Energy · Effluents and waste · Prevention and mitigation of environmental impacts · Anti-corruption · Technological innovation · Occupational health and safety · Training and education · Diversity and equal opportunities · Non-discrimination · Freedom of association and collective bargaining · Personal data protection
	DIME Programme	Triennial	
	INNOVA Programme	Continuous	
	REDER Programme	Continuous	
	Intranet	Continuous	
	GDES Bulletin	Quarterly	
	Worker representatives / CSE / CSS / CHSCT	Periodically	
	Continuous improvement procedure	Continuous	
	Employee area	Continuous	
	"Your opinion matters" box	Continuous	
	Digital newsletter	Periodically	
	Whistleblowing channel	Periodically	
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 development · Diversity and equal opportunities · Customer health and safety · Information security
	Customer Certification, Assessment and portal requirements	Periodically	
	Addressing their needs	Continuous	
	Specific quality surveys	Annual	
	Communication via the press and the internet	Periodically	
	Whistleblowing channel	Periodically	
Society	Website	Continuous	Energy · Use of renewable energy · Emissions · Effluents and waste · Environmental compliance · Prevention and mitigation of environmental impacts · Anti-corruption · Social and economic compliance · Information security · Protection of important data
	Membership of different associations and community groups	Continuous	
	Collaboration with NGOs	Periodically	
	Development of collaboration agreements with public authorities (central, regional and local)	Periodically	
	Relations with regulatory bodies / Identification of legal and regulatory requirements	Periodically	
	Publications and communications	Periodically	
	Continuous two-way communication	Continuous	
	Sponsorship management and development	Periodically	
	Collaboration with universities and training institutions	Periodically	
	Whistleblowing channel	Periodically	
Suppliers	Website	Continuous	Anti-corruption · Occupational health and safety · Economic performance · Prevention and mitigation of environmental impacts
	Key suppliers satisfaction survey	Annual	
	Subcontractor QHSE commitment statement	Periodically	
	Periodic supplier assessment	Annual	
	R&D&I collaboration agreements with key suppliers	Periodically	
	Whistleblowing channel	Periodically	

Note: The main channel for identifying important topics for each stakeholder group is shown in bold.

Corporate Social Responsibility

Talent management



Technological innovation

Environmental protection

Support for society

At GDES, Corporate Social Responsibility is structured around the Group's business activities and four fundamental areas:

These four pillars form the foundation of GDES's sustainability and Corporate Social Responsibility strategies, allowing the Group to continue innovating and growing, in ethical, social and environmental areas.

Since 2021, in line with our growing commitment to the principles of the United Nations Global Compact and our desire to contribute to sustainability, the Group has aligned its strategy with the Sustainable Development Goals (SDGs).

Work has therefore progressed in several areas:

- Identifying the SDGs that the Group is intrinsically linked to through its strategy, activities and operations.
- Identifying other SDGs where the Group can make a positive impact.

The priority SDGs have been established on the basis of these two premises, which were developed by the Strategy Committee.

The same ones from the previous period were maintained in 2025:

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

	Strategic Sustainability Indicator	GRI	2024 Figure	2025 Target	2025 Result
SDG3-Health	No. of SDG 3-related social initiatives	N/A	13	Maintain	6
	Accident figures (IFG)	403-9, 403-10	19,50	Reduce	19,65
	Absenteeism (%)	403-6	4,84	Maintain	4,20
SDG5-Equality	No. of SDG 5-related social initiatives	N/A	8	Maintain	10
	Percentage of women in total	405-1	16	Grow	16
SDG7-Clean Energy	**Percentage of business in renewables**	N/A	29	Grow	33
	Installed capacity in Photovoltaic Projects (MW)	N/A	0,65	Grow	2,62
SDG8- Decent Growth and Work	Turnover / Workforce (€ per worker)	N/A	86.879	Grow	86.682
	Permanent staff percentage	401,1	92	Maintain	89
SDG9-Industry and Innovation	No. of SDG 9-related social initiatives	N/A	19	Maintain	21
	Economic Value Generated (€m)	201-1	97,98	Grow	116,11
	Internal Creativity	N/A	15	Grow	45
SDG11-Sustainable Cities and Communities	No. of SDG 11-related social initiatives	N/A	19	Maintain	7
	Installed capacity in Photovoltaic Projects (MW)	N/A	0,65	Grow	2,62
SDG12-Responsible Consumption and Production	No. of SDG 12-related social initiatives	N/A	4	Maintain	9
	Waste Generated (10 tons x6 hours) - three-year moving average	306-2	33,32	Reduce	63,35
	% of turnover from circular economy business	N/A	0,30	Grow	0,40
	Amount Managed at Waste Treatment Plant (Tn)	N/A	1.964	Maintain	5.123
SDG13-Climate Action	Business percentage in Carbon-Free activities	N/A	83	Maintain	84
	Carbon intensity (Tonnes CO2/1000 hours)	305-4	1,04	Reduce	1,04

Note: Maintaining the level means a change of less than 15%

The significant increase in the waste generation index (Tonnes/106 hours, three-year moving average) is due to the fact that the company GDES Revanti Hydro-Industrie S.A.S. (GDBA) generated a large volume of waste during the cleaning and maintenance of its facilities, as detailed in Chapter 7.

4 The Group’s activity

Policies

GDES is a business group with over 90 years of experience, providing industrial services across a wide range of sectors, as detailed in the Organisation Profile.

KEY INDICATORS

80%
of turnover with Quality, Environment and Health and Safety triple certification

42
multi-year managed service contracts for clients in the energy sector. Permanently present in 7 countries

84%
of turnover in services related to Carbon-Free energy

As part of our commitment to sustainability, the members of the Strategic Committee, the Country Vice President, Business Unit Directors and Corporate Area Directors undertook a new strategic reflection process in 2023. The aim was to define the Group’s future strategic areas, specifically aligning them with the sustainability challenges outlined in the Group’s new purpose. This reflection culminated in our Strategic Plan for the 2024–2026 period, which outlines the workstreams and objectives for each Business Unit and Corporate Area. The new Strategic Plan for the 2027–2029 period will be prepared during 2026.

The organisation has a Sustainability Policy that was last reviewed in October 2023, and which sets out our commitments and values regarding Corporate Social Responsibility. As a family-owned group, GDES adopts a long-term perspective focused on future generations, and which includes three key commitments:

- The economic viability of the company, reflected in the promotion of economic growth in the environments where we operate and the generation of wealth for all stakeholder groups.

- The positive social and environmental impact of our activities, framed by our adherence to the United Nations Global Compact, in striving to help achieve its Sustainable Development Goals.
- Unwavering respect for the principles of the Universal Declaration of Human Rights, the ILO Fundamental Conventions and the United Nations Convention against Corruption.

This Policy is, in turn, supplemented by our Integrated QHSE Management Policy (revalidated in October 2023 with no material changes) and our Safety Culture Strategy. The latter was also revalidated in 2023 as the guiding document steering all our activities towards adopting the Safety Culture attributes defined by the World Association of Nuclear Operators (WANO) and the recommendations of the International Nuclear Safety Advisory Group (INSAG-4).

This strategy covers all activities undertaken by GDES in its capacity as an industrial service provider worldwide. It applies to all our services and across all our organisation functions, ensuring that safety remains our main priority. This strategy contains the following commitments:

- Involvement of the organisation’s leaders, acting as role models and championing our core values.
- A commitment from all the organisation’s members to actively promote safety and quality through intentional and reflective action.
- Ensuring the protection of workers, the public and the environment from undue risks by achieving and maintaining appropriate operation conditions, preventing accidents and mitigating any potential consequences.
- Ensuring a high level of safety and quality across all our projects and services, fostering a robust Safety Culture shared by our entire supply chain, and integrating safety and quality into all processes.
- Transparency and high-level dialogue with both internal and external stakeholders, alongside a commitment to continuous improvement where ongoing review and the sharing of experiences and lessons learned are essential.

Risk Management and the Precautionary Principle

The Group applies the Precautionary Principle across all its activities, covering the planning and execution of operations as well as the development of new services. According to this principle, if potential catastrophic outcomes are identified in the risk assessment prior to any activity, it will not be performed unless preventive measures are implemented.

This risk assessment has been conducted in accordance with a general procedure based on ISO 31000 'Risk Management. Guidelines' and uses the 'Consequence/ Probability Matrix' methodology described in Section B.29 of ISO 31010 'Risk Management - Risk Assessment Techniques'. It includes:

- The risk assessment for all projects, including:
  - Operational Risks of the project (related to Schedule, Finance and Quality)
  - Safety Risks (Nuclear/Industrial Safety, Occupational Health and Safety, Radiological Protection and Environment)

When a project involves multiple stages, such as R&D&I, design or engineering, all stages are considered when identifying risks—from the initial project study through to closure, and including on-site service.

- The assessment of generic strategic or operational risks and opportunities associated with the Group’s overall activities, or related to a specific Company, Business Line or Service Area.

The latest diagnosis of generic risks and opportunities associated with the Group was conducted as part of the IRO (Impacts, Risks and Opportunities) assessment linked to the double materiality assessment. The main risks and opportunities identified in this assessment are outlined below.

Risks:

- Increased personnel costs due to difficulties in attracting and retaining talent, as well as regulations restricting long-term temporary contracts.
- Risks stemming from the trend towards banning nuclear energy, which could result in the loss of a significant portion of the jobs created by GDES.
- Instances of corruption or bribery, which could result in the loss of contracts or tenders, exclusion from public procurement processes, and a worsening of Group’s assessment by customers.

- Fines or penalties resulting from employee exposure to working conditions with significant health and safety risks (exposure to hazardous chemicals, physical and mechanical hazards, and radiation risks).
- Insufficient resources and capabilities to monitor and comply with global standards and regulations, potentially leading to future penalties.

Opportunities:

- Increased activity through the development of energy transition projects (nuclear, wind and solar power, energy efficiency and Industry 4.0).
- Increased demand for waste treatment and recovery services, driving significant growth in the circular economy business.
- Attracting financing from ESG-driven investors, thanks to strong performance in sustainability and climate change strategies and actions.
- Opportunities arising from the promotion of nuclear energy, and thereby supporting Group growth and enabling the recruitment of more personnel to work in this sector.

Actions have been implemented during 2025 to enable the Group to mitigate the impact of risks and capitalise on these opportunities.

Business Evolution:

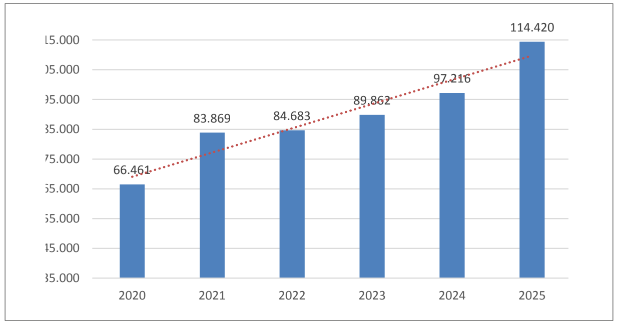
As a family-owned company, we are committed to leaving future generations a planet that is environmentally, socially, and economically better, contributing to decarbonisation, energy efficiency, digitalisation and the circular economy through talent, engineering and innovation in the provision of industrial services.

We have therefore been strengthening our geographical presence and service offering with the firm objective of responding effectively to the challenges of the energy transition and the new carbon-free energy mix, both of which are essential in the global shift towards a sustainable economy.

Driven by this commitment, we have achieved **growth of 72% over the past five years by providing services and solutions to all players in the carbon-free energy sector.**

Our recent growth has been concentrated in renewable energy (wind and solar energy) and Industry 4.0, as well as in strengthening our presence in markets such as France and the United States.

Turnover Figures (€ thousands)



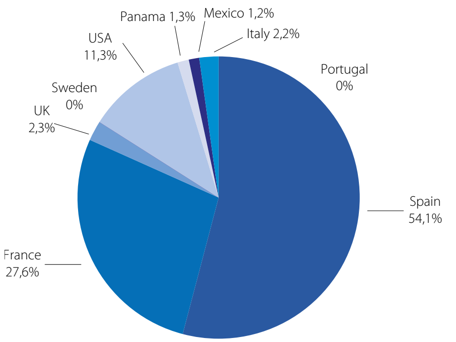
In the 2025 financial year, the Group achieved **a consolidated turnover of €114.4 million (compared with €97.2 million in the previous year). Annual revenue growth amounted to 17.7%,** driven by the strong performance of all our business units and, in particular, by the strength of our services in the nuclear sector.

As for the distribution of sales by country, Spain remains the Group's main market, accounting for 54% of the total. This figure, which is 2% lower than in the previous financial year, reflects the continued progress of our geographical diversification strategy, enabling the Group to expand its presence and consolidate operations in other international markets.

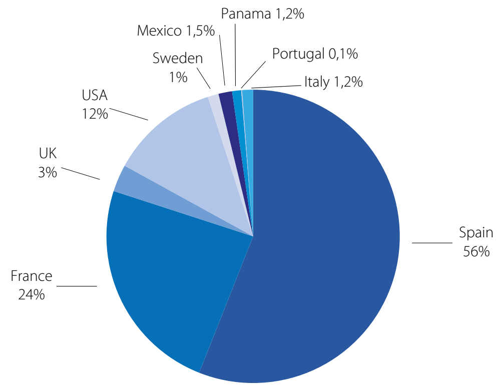
France has consolidated its position as our second-largest market, accounting for 28% of total sales (up 3% on the previous year). The Group's established position in the Surface Treatment business here is complemented by growth in decommissioning and maintenance activities in the nuclear sector.

As for the distribution of sales across our various services, there were minimal variations compared with previous years. The nuclear, wind and surface treatment sectors remain the most significant, accounting for 86% of consolidated turnover.

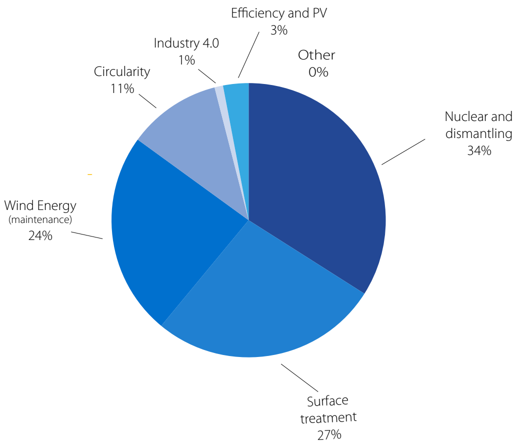
Turnover by country 2025



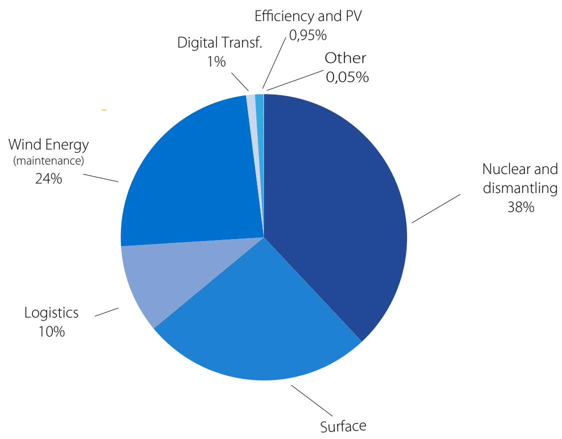
Turnover by country 2024



Turnover in Services 2025



Turnover in Services 2024



Regarding the **Group's results**, the 2025 financial year closed with a profit before tax (€1.8 million), and outperforming the Group's budget for the year.

A further examination into the performance of the various business units reveals the following highlights:

Nuclear Services: This business unit encompasses support and maintenance activities, thermal protection, and radiation protection in nuclear environments, as well as decommissioning, decontamination and waste treatment services.

The operating profit of this business unit exceeded the annual budget this year, driven by a boost in sales revenue (€39m; +18% with respect to budget and +6% year-on-year). Key highlights include:

- *During the year, we consolidated our position in activities relating to fuel handling and container loading*. Looking ahead, the Group aims to maintain its status as a leading supplier in this area, with growth prospects anticipated in line with the expected increase in services provided.

Strategic contracts for the Group have been renewed in the field of operations and maintenance support at nuclear power plants in Spain. These contracts have a minimum duration of three years, ensuring good stability in this area over the coming years.

- *GDES remains present in Thermal Protection (TP).* We have also begun providing our services in France, an activity to be continued in the coming years following the signing of a multi-year contract.
- In France, sales grew by 30% compared with 2024, achieving a profit before tax (PBT) in the business unit.
- Finally, in Italy, we are undertaking the dismantling of the steam generators at the Latina nuclear power plant. This is a landmark project that, like the one undertaken in Sweden in previous years, strengthens our international position in dismantling services.

- **Surface Treatment:** We are primarily present in the Spanish and French markets, operating in both the industrial and nuclear sectors. This business unit accounts for 27% of the Group's sales, recording a 23% growth compared with 2024 sales.
- **Wind:** The business unit's revenue has remained in line with the budget, achieving 19% growth compared with the previous year's sales, and highlighting strong performance in the North American market.

2025 Achievements:

- In the United States, our customer diversification strategy is being consolidated. While our activity in the North American market was concentrated on a single customer in 2022, by 2025, our main customer represented only 37% of the company's sales. This change reflects significant progress in broadening our customer base, strengthening our strategic position in the market, and reducing the risks associated with the high concentration seen in previous years.
- Finally, in Spain, we can highlight the strengthening of our commercial and planning departments to improve our offering and customer service. This internal reorganisation, together with new opportunities arising from the ongoing repowering of wind farms, points towards improved profitability for this business unit in the coming years.

Circular Economy: We should highlight the positive performance, both in terms of sales and profits. Sales increased by 27% compared with the previous year, and this growth was achieved across all geographical areas where we currently operate (Spain, Mexico and Panama). This improvement in sales has led to an enhanced operating margin for this business unit, driven by improved efficiency and the containment of direct operating expenses.

At the same time, the Group continues to refocus this business unit, promoting new services in metal recovery, waste management and refractory valorisation.

In doing so, we are strengthening our position in the circular economy, an area where GDES is already developing highly significant projects—such as the recycling of wind blades and batteries—contributing to a more sustainable and efficient industrial model.

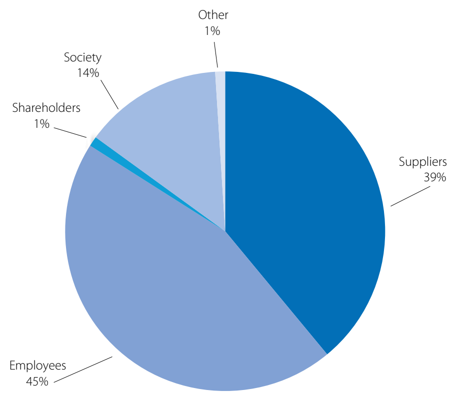
Finally, the Energy Efficiency and Industry 4.0 business units have gained significant momentum thanks to intense commercial activity throughout 2025. This work has enabled us to secure new projects to be executed in 2026, which will represent a growth of 300% compared with 2025. This progress confirms the potential of both units as strategic areas for the coming years and rNFlorces their growing contribution to the Group's development and diversification.

In summary, the 2025 financial year saw significant revenue growth, driven by increased income across all the Group's business units. This result rNFlorces our service diversification strategy, which aims to strengthen the Group's competitiveness and consolidate its position for the years ahead.

Value generated and distributed (K€)

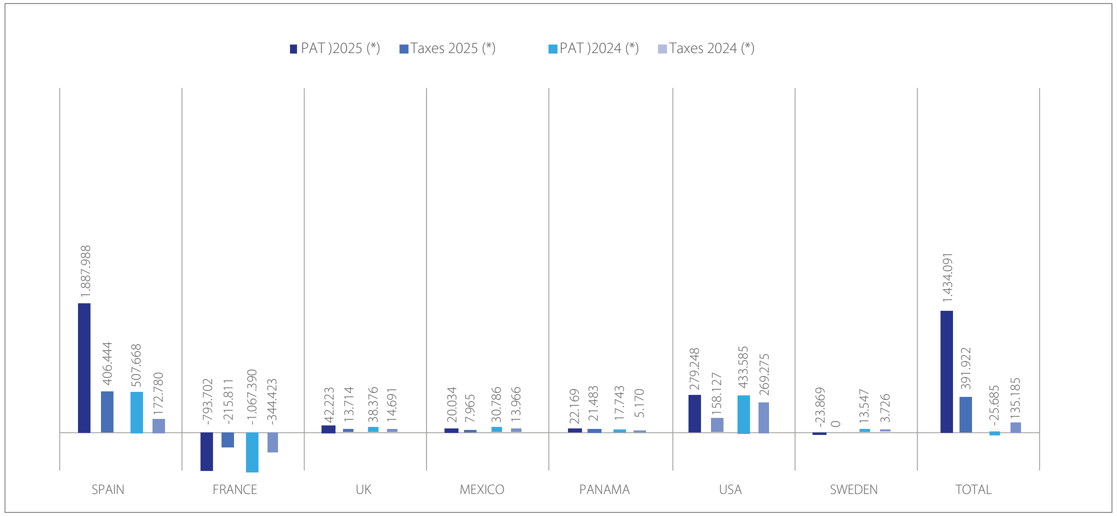
	2025	2024
Direct economic value generated (K€)	**115.983**	**97.978**
Net turnover	114.420	97.215
Other operating income	162	732
Financial income	98	31
Profit or loss on disposal of non-current assets	1.303	0
Share of company profits	0	0
Economic value distributed (K€)	**114.807**	**98.005**
Economic value retained (K€)	**1.176**	**-27**

Generated Value Distributed Among Stakeholders (2025)

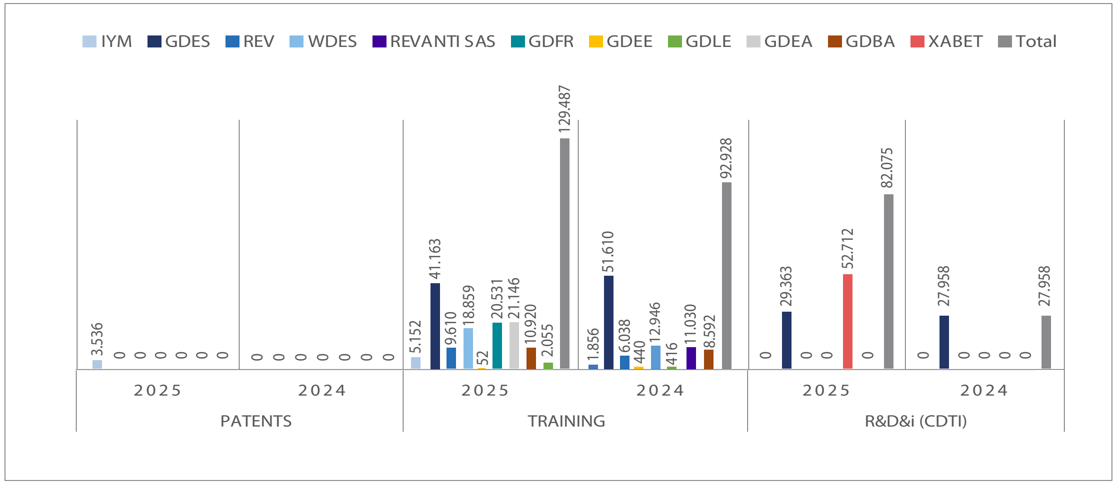


Employees: Salaries, Social and Training Costs; Suppliers: Purchase of goods and services; Shareholders: Value Creation for company; Society: Taxes, Social Investment, Environmental Investment; Other: amortisation and financial expenses.

Profit after tax and taxes paid by country (€)



Subsidies and allowances received (€)



Tax

Tax strategy is approved by the Board of Directors, adapted to the legislation in each country where we operate, and supervised by our Compliance structure.

Quality and Certifications

As part of its commitment to Management Excellence, GDES strives to carry out its activities in accordance with an Integrated Management System, developed in line with guidelines in ISO 9001, ISO 14001, and ISO 45001 standards, as well as any applicable sector-specific standards.

Maintaining strong client relationships at all levels and ensuring maximum satisfaction in every aspect of our services are basic priorities for the Group. Activities are therefore carried out in accordance with an Integrated Management System, which is designed to leverage the following advantages for the organisation:

- Obtain objective and reliable internal information regarding the Organisation's processes.
- Identify strengths and areas for improvement, ensuring the effective, efficient and safe operation and control of processes.
- Direct the company towards the client and achieve client loyalty.
- Enhance communication, participation, training and information sharing at all levels.

Durante 2025 se ha seguido con el Plan de Implantación y triple certificación del sistema Integrado de Gestión, alcanzándose los siguientes niveles:

	ISO 9001	ISO 14001	ISO 45001	ISO 19443	MASE	CEFRI	UNE 73401	EDF
GD Energy Services, SAU	✓	✓	✓				✓	
Revestimientos Anticorrosivos Industriales, SLU	✓	✓	✓				✓	
GDES Efficiency, S.L.	✓	✓	✓					
GDES WIND, S.L.	✓	✓	✓					
GD Energy Services S.A.S.	✓	✓	✓	✓		✓		✓
GDES Revanti S.A.S.	✓	✓	✓	✓	✓	✓		✓
GDES Revanti Hydro-Industrie S.A.S.					✓	✓		✓
GD Energy Services LTD.	✓	✓	✓					
GD Energy Services S.A. de CV	✓							
Lainsa Corporate S.A.	✓							

- 82% of turnover certified under the ISO 9001 Quality Standard
- 80% of turnover certified under the ISO 14001 Environmental Standard
- 80% of turnover certified under the ISO 45001 Occupational Health and Safety Standard

Additionally:

- GD Energy Services SAS (France) and GDES Revanti SAS (France) are certified under the ISO 19443 Quality Management Standard for suppliers providing products and services that are important to nuclear safety.
- GDES Revanti SAS (France) and GDES Revanti Hydro-Industrie SAS (France) are certified under the French common reference standard, MASE-UIC, for Health, Safety and Environment.
- GD Energy Services SAU (Spain) and Revanti SLU (Spain) have been recognised under the UNE 73401 Quality Assurance Standard for the Spanish Nuclear Sector.

- GD Energy Services SAS (France) and GDES Revanti SAS (France) have been recognised assessed under the NT 85/114 Quality Assurance Standard for the French Nuclear Sector. GDES Revanti Hydro-Industrie SAS (France) have been recognised by EDF for the anti-corrosion coating of hydroelectric power plants.
- GD Energy Services SAS (France) have been recognised in accordance with CAEAR specifications to provide services at the French CEA.
- GD Energy Services SAS (France), GDES Revanti SAS (France) and GDES Revanti Hydro-Industrie SAS (France) have been recognised in accordance with the CEFRI radiological protection standard.

GDES WIND S.L. was fully incorporated into the Group's Integrated Management System in 2025; the certification body was also changed as a consequence following its inclusion in the Group's ISO certificates issued by Bureau Veritas.

Anti-Corruption and Social and Economic Compliance

During 2025, the Group maintained its commitment to combating all forms of corruption through three main areas of action:

- Strict compliance with our Code of Ethics, monitored by a Follow-up Committee to ensure effective implementation. This Code of Ethics continued to be disseminated to our key suppliers in 2025, by distributing the code and incorporating a compliance commitment into the QHSE/CSR requirements document, which suppliers must sign to be authorised by our organisation.
- Maintenance of the procurement procedure; the Group's Code of Ethics explicitly prohibits gifts to be sent to suppliers and/or clients.
- Preparation of a Global Compliance Policy and a Criminal Offences Prevention System (PPD)which enables the assessment of all our companies and operations regarding corruption-related risks. An external Compliance Agent from Écija Legal has been appointed as a result to ensure the independence of the entire monitoring process.

In 2025, the former “Criminal Offences Prevention Policy” was replaced by the aforementioned “Global Compliance Policy”. This new policy encompasses broader ethical aspects of anti-corruption that go beyond the mandatory regulatory requirements tied to corporate criminal liability. Furthermore, the Criminal Offences Prevention System Manual was revised to reflect the Group's recent organisational changes. In 2026, the Group plans to review its Risk Analysis in accordance with the UNE 19601:2025 standard, identify highly exposed positions, and assess key business partners.

During the 2024 and 2025 financial years:

- No cases of corruption were identified. There were no breaches of social or economic laws and regulations.
- No legal actions were brought against any Group company for unfair competition, anti-trust or monopolistic practices. Similarly, there is no record of any legal actions being brought in relation to other matters.
- No claims were received during the year from any employee, shareholder, creditor or supplier regarding the Group's labour practices.
- No Group company was sanctioned by the labour authorities for breaches of applicable regulations.

Commitment to the safety, integrity and sustainability of our clients' facilities

Throughout 2025, GDES continued to provide innovative solutions designed to enhance the safety and sustainability of our clients' facilities:

- The Thermal Protection Services Area, which provides services based on recognised products for passive protection and thermal insulation, continued to grow in 2025. The division undertook various design and installation projects at Spanish nuclear power plants, helping to improve fire safety across our clients' facilities.

In addition, operations commenced in France with our participation in the construction of ITER (the experimental fusion energy reactor). This involved applying a specially approved elastomer to meet stringent requirements for nuclear safety, fire resistance, leak tightness and radiation shielding.

- In the field of technological innovation, GDES continued working on several projects throughout 2025 aimed at improving client safety. Notable examples include: projects to optimise the concentration of borated water in French nuclear reactor cores to keep the chain fission reaction under control (EPR and DPMB projects); automated detection of hot spots and fire outbreaks in Spanish nuclear power plants (PYROS project); and the autonomous radiological characterisation of areas, materials, containers, radioactive waste packages, walls and floors (SPOT project).

Since 2012, GDES has been developing its Culture for Safety and Error Reduction programme (RedEr) across various Spanish nuclear power plants, becoming the first contractor in the Spanish sector to establish its own dedicated programme. During 2025, the RedEr programme continued to expand, with the ultimate goal of being implemented across all GDES workplaces.

Through this initiative, GDES aims to eliminate work-related risks, ensure service excellence and totally eliminate occupational accidents across all activities.

The initiatives carried out include communication and training campaigns, daily safety messages, work preparation reflection sessions known as "The 5 Questions", and field observation and coaching by managers, technical staff and executives.

The aims of this project are to:

- Further promote a safety culture among personnel.
- Increase the on-site presence of supervisory staff at all levels.
- Establish working instruments that minimise the likelihood of errors in our operations.
- Ensure that incidents affecting our work are communicated and implement solutions to prevent their recurrence.

This type of programme is highly valued by our clients, who want us to align with their own safety culture programmes and the strategies of regulators such as the Nuclear Safety Council (CSN).

The progressive rollout of the SAFETY II philosophy across our work teams continued in 2025. This represents a new, positive and collaborative approach to safety, being centred on what is done well and on what helps to eliminate all occupational accidents. SAFETY II is a work methodology that complements the RedER programme by focusing on good practices across three levels: Industrial Safety, Occupational Health and Safety and the Human Factor. These good practices are agreed upon by the work teams themselves, establishing a commitment to maintain and monitor compliance among all members throughout the project.

The implementation of this methodology entails a paradigm shift that addresses both "human error" and "human success". The aim is to highlight the positive day-to-day behaviours that demonstrate safe attitudes and to emphasise a positive approach to Safety. During 2025, the expansion of this programme continued across various workplaces, alongside ongoing monitoring activities at sites where it was already implemented.

In 2025, no instances of non-compliance associated with our services were identified that could affect safety at our clients' facilities or negatively impact the health and safety of workers or visitors.

Privacy and Data Protection

The organisation has a Personal Information Management System overseen by our Data Protection Officer (DPO). Among other actions, the following initiatives were carried out in 2025:

- Review and improvement of the "Processing Activity Records".
- Review of procedures related to privacy and data protection.
- Dissemination of relevant information through training sessions on our ROCK Knowledge Management platform.

In 2025, two incidents relating to privacy and data protection occurred; these were managed in accordance with the established internal procedures.

With respect to information security and cybersecurity, the Group plans to obtain ISO 27001 certification (Information Security Management Systems) during the first quarter of 2026 and to certify its medium security level under the ENS (National Security Scheme) framework in 2027.

Supply Chain

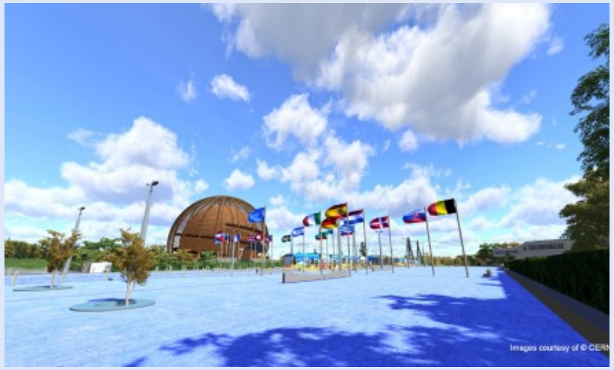
The companies in our Group are service providers whose activities rely on the work of our collaborators and the application of technology to deliver these services; they do not involve manufacturing processes or the incorporation of raw materials.

Furthermore, the majority of our revenue is generated through contracts performed at our clients' facilities or by using raw materials supplied directly by the clients.

Our key suppliers are purely service companies, and our supply is fragmented across a large number of small, local providers.

The initial approval questionnaire for our suppliers includes an assessment of their approach to sustainability and social responsibility.

MILESTONES



- **GDES ENTERS EUROPEAN LABORATORY FOR PARTICLE PHYSICS (CERN)**

GDES was awarded a contract for decommissioning and nuclear logistics services for the CNGS (CERN Neutrinos to Gran Sasso) project in Switzerland. CERN (the European Organization for Nuclear Research), one of the world's most prestigious particle physics laboratories and home to the largest existing particle accelerator, has entrusted the Spanish company GDES with the decommissioning of the target area at this underground research facility. The contract has an initial duration of three years, which can be extended to a total of seven years.

- **GDES REVANTI BEGINS WORK ON GEORGES BESSE 2 PLANT EXPANSION**

GDES Revanti has commenced work on the GB2 Extension Nord project, which involves expanding the Georges Besse 2 uranium enrichment plant at the Orano site in Tricastin, France.

The project involves treating 52,000 m^2 of walls and ceilings, laying 36,000 m^2 of flooring, and applying specialised paint systems for the nuclear sector, all in compliance with strict safety and performance requirements. This initiative strengthens our cooperation with the Orano Group and rNFlorces GDES's position in highly technically demanding industrial projects.

- **GDES PROVIDES TECHNICAL SUPPORT TO THE CSN FOR MANAGING NUCLEAR AND RADIOLOGICAL EMERGENCIES IN SPAIN**

The GDES Radiation Protection Technical Unit (UTPR) was awarded a contract by the Nuclear Safety Council (CSN) to provide technical support for emergency management and maintenance of the associated radiometric instruments.

Under this agreement, GDES will provide highly specialised personnel available nationwide and will assume responsibility for maintaining communication and radiation protection equipment, as well as updating operational procedures.

- **GDES REVANTI PARTICIPATES IN ALPEXPO VENUE RENOVATION IN GRENOBLE**

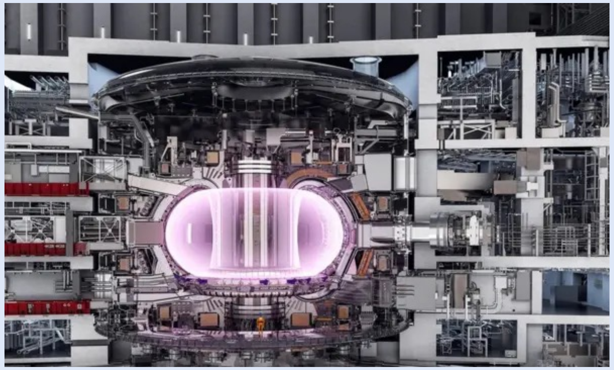
GDES Revanti is carrying out floor treatment and coating work for a future 1,800 m^2 performance venue at the ALPEXPO SPL venue in Grenoble, France. This iconic space is being transformed to host large-scale cultural and trade fair events.

The project involved shot-blasting the flooring and applying a thick, matt-finish coating to achieve a smooth, resistant and durable surface

- **GRUPO BERTOLÍN AND GDES BUILD NEW TEMPORARY SELF-STORAGE FACILITY (ATI-100) AT COFRENTES NUCLEAR POWER PLANT**

The Cofrentes Nuclear Power Plant has begun constructing its new Temporary Self-Storage Facility (ATI-100), having obtained authorisation from the Ministry for the Ecological Transition and the Demographic Challenge (MITECO) and successfully passed the CSN reviews.

The project, awarded by Iberdrola Generación Nuclear, was entrusted to a joint venture formed by Grupo Bertolín and GDES. Part of the 7th General Radioactive Waste Plan, ATI-100 will complement the existing ATI-24 facility and cover spent fuel storage needs for the remainder of the plant's service life.



- **GDES WINS NEW PENETRATION SEALING CONTRACT AT ITER**

GDES's Thermal Protection team was awarded the Short-Term Openings Sealing (STOS) contract by the ITER Organization, strengthening its presence at the Tokamak complex and building on the experience of its French subsidiary, GDES Revanti SAS.

The project encompasses the design, qualification and installation of sealing systems for electrical and mixed penetrations. These systems are subject to rigorous testing for fire resistance, leak tightness, chemical resistance and radiation ageing.

- **GDES PARTICIPATES IN FINAL MATERIALS MANAGEMENT PROJECT FOR JOSÉ CABRERA NUCLEAR POWER PLANT DECOMMISSIONING PLAN (ZORITA)**

  The MONLAIN MAT joint venture, formed by GDES and MONCOBRA, was awarded the materials management contract by ENRESA for the Decommissioning and Closure Plan at the José Cabrera Nuclear Power Plant (Zorita).

  This project represents the final phase of waste management at the site. During this stage, GDES is responsible for coordinating materials management, reclassification and waste treatment, further rNFlorcing its specialisation in nuclear services

- **GDES AND KEPCO KPS STRENGTHEN COOPERATION THROUGH STRATEGIC SPANISH AND FRENCH MARKET ALLIANCE**

  GDES and the South Korean company KEPCO KPS have signed a strategic cooperation agreement to boost their nuclear power plant maintenance activities in Spain and France. The alliance combines GDES's extensive experience in the European nuclear sector with KEPCO KPS's technological and working capabilities in operating, diagnostic and maintenance services.

  The agreement, formalised on 17 November in South Korea, will enable the sharing of resources, knowledge and innovation to strengthen competitiveness in both markets.

- **GDES CARRIES OUT FIRST APPLICATION OF APPROVED ELASTOMER FOR BUSBAR PENETRATIONS AT ITER**

  In December, the GDES Thermal Protection team achieved a new milestone in the construction of ITER by filling 15 busbar penetrations between levels L3 and L4 of the Tokamak building.

  For the first time, an approved elastomer was applied to meet stringent requirements for nuclear safety, fire resistance, leak tightness and radiological shielding. This work is part of a wider contract led by the Group through GDES Revanti, which is now entering a new phase involving an additional 150 penetrations.

- **GDES PARTICIPATES IN SNE 2025 TECHNICAL CONFERENCE ON NUCLEAR ENERGY FUTURE**

In June, the Spanish Nuclear Society held the technical conference 'The future of nuclear energy worldwide. Spain's participation' at the Technical School for Mining and Energy Engineering (UPM). It brought together leading national and international representatives from the industry.

Key topics were addressed, such as plant safety, technological innovation, EU energy targets, and the economic and social impact of facilities like Almaraz. The event highlighted the capabilities of the Spanish nuclear industry and the readiness of its companies and professionals to navigate industry change.

- **GDES PARTICIPATES IN CÁMARA VALENCIA EVENT ON ELECTRICITY SYSTEM FUTURE**

GDES attended "The future of electricity: key to business competitiveness" event, organised by Cámara Valencia. The gathering brought together experts, companies and institutional representatives to analyse the challenges facing the electricity system.

During the meeting, the President and CEO of GDES, Héctor Dominguis, reflected on the energy transition and the role of nuclear energy in business competitiveness. He stressed the need to ensure a safe and stable energy mix to avoid higher energy costs or a greater reliance on emission sources.

- **GDES WIND PARTICIPATES IN AEE WIND FARM OPERATIONAL ANALYSIS EVENT**

GDES Wind took part in the technical event, "Operational Analysis of Wind Farms", organised by the Spanish Wind Energy Association (AEE) in Madrid. The event brought together more than 200 professionals to discuss the challenges of operation and maintenance in the sector.

The event covered topics such as resource modelling, life extension of wind farms, repowering, component improvement, and the application of artificial intelligence to wind operations. GDES Wind's Technical Director, Fernando Tajuelo, represented the company as a speaker.

5

Talent management

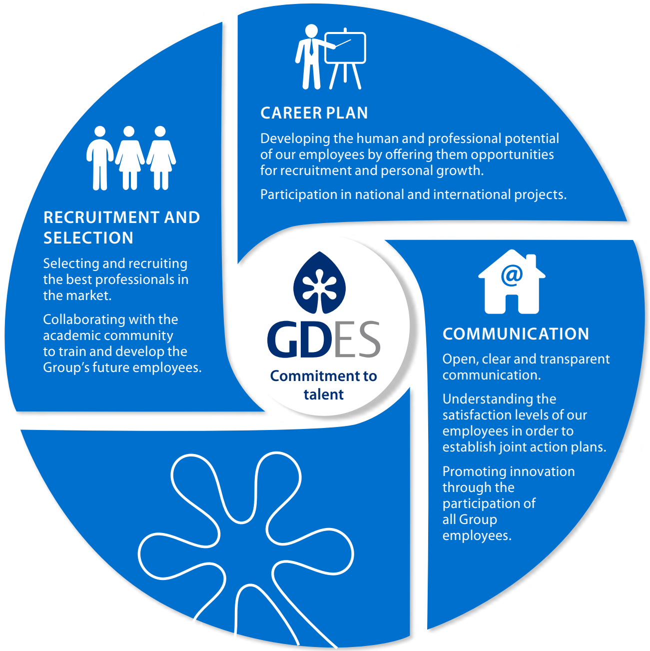
Policies

In line with our mission, vision and values, the Group's human resources policy is founded on a commitment to talent through the development of the following areas:

- Communication
- Development
- Training
- Recruitment and Selection

Our Integrated Management Policy does in addition include the following commitment regarding personnel:

- Inform, train and motivate staff to achieve continuous process improvement, focused on client and employee satisfaction.
- Eliminate occupational accidents and protect the health and integrity of staff through the identification, assessment and control of risks associated with each process. This commitment includes taking action on workplace addiction and the objective of keeping exposure to ionising radiation as low as possible.



KEY INDICATORS

89,39% permanent contracts	4% absenteeism rate

Workforce distribution

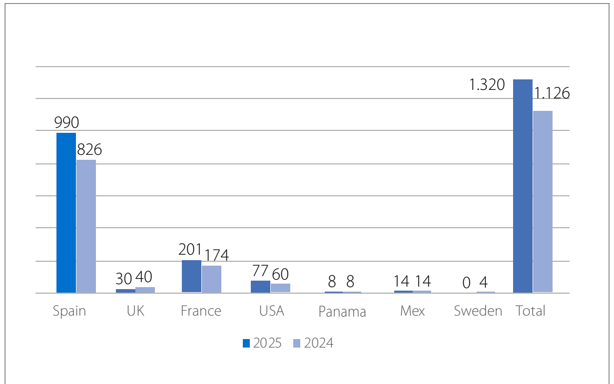
The workforce at companies covered in this report consists of a team of over 1,000 professionals. The main indicators are detailed below (broken down by gender where possible):

Workforce by geographical area

The workforce is distributed across various regions. Spain accounts for almost 75% of the total headcount (990 out of the Group's 1,320 employees), up from 73.40% in 2024.

The Group also employed an average of four people during the 2023 and 2024 financial years in Sweden; however, following the conclusion of the service contract, no staff were employed in the country in 2025.

Employees by Geographi- cal Area:



Workforce by professional category

As the Group's main activity is providing services to its customers, the workforce is primarily composed of highly qualified workers, who account for 75% of the total (987 out of 1,320 employees).

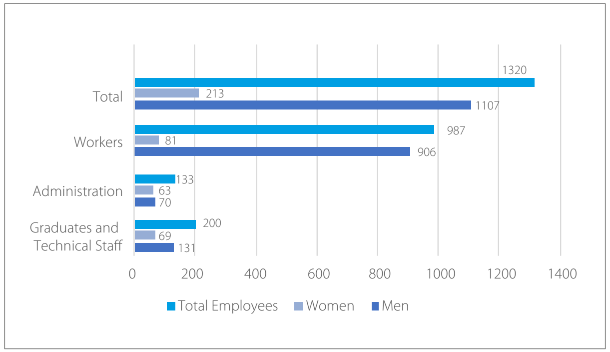
In terms of gender distribution, the number of men is significantly higher in the Worker category, which comprises 906 men compared with 81 women.

However, a different pattern emerges in the Graduates and Technical Staff, and Administrative Worker categories: Although the absolute number of women remains lower than that of men, female representation within each of these categories is proportionally higher relative to their overall share of the workforce.

Specifically, women account for:

- 32% of the Graduates and Technical Staff category (69 out of a total of 213 women in the workforce), compared with 12% for men (131 out of 1,107 men).
- 29% of the Administrative Worker category (63 out of 213 women), compared with 6% for men (70 out of 1,107 men).

Number of Employees by professional category:



Gender distribution

In 2025, the Group's gender distribution shows that men account for 84% of the workforce (1,107 employees), with a significantly higher number of men in lower-responsibility roles (906 men compared with 81 women).

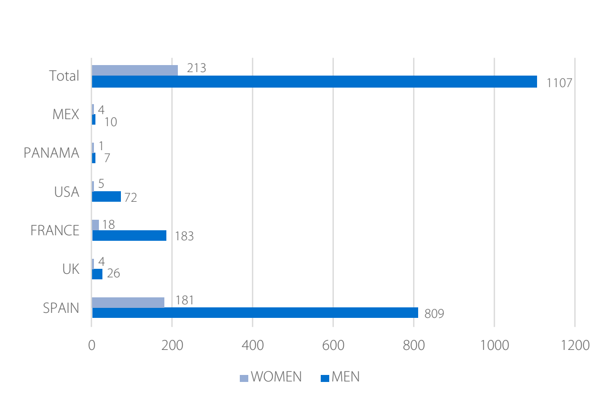
Various factors must be considered to understand this inequality in our workforce composition, including the industrial nature of the Company and the type of services the Group provides to customers in nuclear, wind and electrical installation areas. In these areas, gender diversity is affected by historical cultural and sociodemographic factors (such as historically fewer women undertaking intermediate or higher vocational training, or equivalent technical specialisations). This also translates into higher average years of service for men than for women (6.1 years compared with 4.1 years).

In 2025, 32% of the Group's female workforce held Higher Education Graduate positions and 29% held Administrative roles (compared with 12% and 6% for men in these same categories). This demonstrates that, although the absolute number of women remains lower, their relative weight in these categories is proportionally higher when compared with their overall representation within the Group.

Given the nature of the Group's services, this distribution remains stable across the different countries in which it operates.

In total, the Group's average workforce stands at 1,320 employees, comprising 213 women and 1,107 men, with an overall average age of 42 for women and 43 for men.

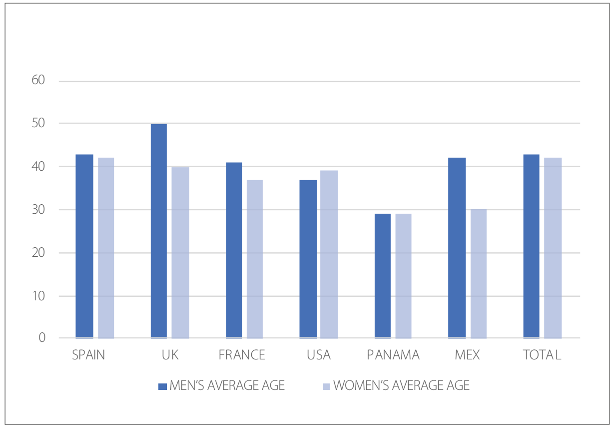
Average no. by country, gender and years of service:



Country	Women's years of service	Men's years of service
Spain	5,1	6,4
France	2,6	4,0
UK	5,1	11,4
USA	2,5	1,0
Panama	5,5	5,15
Mex	5,2	7,8
TOTAL	**4,1**	**6,1**

Age pyramid (absolute data)

The following chart shows the average age of the workforce by country in 2025, broken down by gender. A comparative table with the previous year's data is also included below, illustrating the evolution of the average age in each country.



Country	Average age	
	2025	2024
Spain	43	44
France	41	42
UK	49	45
Mexico	39	38
Panama	29	29
USA	37	37
Sweden	-	35
WEIGHTED AVERAGE	**42**	**43**
ARITHMETIC AVERAGE	**39,6**	**38,6**

*The weighted average reflects the actual average age of the workforce, as it factors in the headcount of each country. The arithmetic average is included for comparison purposes only and does not represent the overall average age calculated. In 2024, arithmetic average data was used.

Workforce by contract type

Employment stability is a fundamental pillar of the Group's people policy. This is why the organisation maintains a firm commitment to permanent employment to create sustainable working environments, promote talent retention and ensure the continuity of the technical knowledge required for the Group's activities. As a result of this commitment, nearly 90% of the workforce will have permanent contracts by 2025 (1,180 out of the group's 1,320 employees).

The following table shows the distribution of permanent and temporary employment across the different countries in which the Group carries out its activities.

Contracts by country	Permanent part-time workers	Permanent full-time workers	Temporary full-time workers	Temporary part-time workers
Spain	35	821	10	124
France	1	194	6	0
Mexico	0	14	0	0
Panama	0	8	0	0
Uk	0	30	0	0
USA	0	77	0	0
Total	**36**	**1.144**	**16**	**124**

This data shows that permanent contracts generally account for the vast majority in all regions, reaching very high levels in countries such as Spain, France, the United Kingdom and Mexico.

Temporary employment, meanwhile, is utilised to adapt human resources to project requirements and customer needs, particularly in activities that require flexible management for operational or seasonal reasons. Furthermore, when external suppliers are required, the Group primarily engages established companies in the market, which helps ensure service quality and reduces the reliance on self-employed workers.

Overall, this contractual structure reflects a policy based on stability, professionalisation and employment quality, in line with the Group's values and its commitment to positively impacting the social and economic environments of the countries where it operates.

An analysis of contractual distribution by gender reveals a homogeneous pattern across all countries, demonstrating the Group's commitment to stability, equality and non-discrimination. The vast majority of women hold permanent full-time contracts, as do men. In total, 195 of the 213 women employed (≈91%) and 986 of the 1,107 men (≈89%) have permanent contracts.

Contracts by country	Women (permanent)	Temporary female employees	Men (permanent)	Temporary male employees
Spain	164	18	693	115
France	17	1	178	5
UK	4	0	26	0
Panama	1	0	7	0
Mexico	4	0	10	0
USA	5	0	72	0
Total	**195**	**19**	**986**	**120**

Contracts by group

As previously noted, the following chart illustrates that temporary employment is almost solely entered on worker profiles, whereas the rest of the structure is clearly dominated by permanent employment.

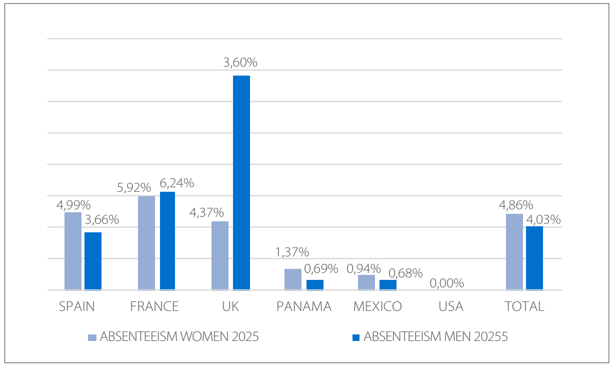
Contracts by country	Permanent administrative staff	Permanent workers	Permanent qualified staff
Spain	72	637	147
France	42	115	38
UK	3	27	0
Panama	2	5	1
Mexico	3	8	3
USA	7	69	1
Total	**129**	**861**	**190**

Contracts by country	Temporary administrative staff	Temporary workers	Temporary skilled workers
Spain	5	120	9
France	2	4	0
UK	0	0	0
Panama	0	0	0
Mexico	0	0	0
USA	0	0	0
Total	**7**	**124**	**9**

Absenteeism rate

This year, the Group's absenteeism rate stands at 4.2%, slightly below the 2024 figure (4.8%).

The following chart shows the distribution of absenteeism by country and gender:



The chart shows that, globally, women have a slightly higher absenteeism rate (+0.8 percentage points). This pattern is primarily driven by Spain and France, which account for the largest share of the female workforce.

Country	Female absenteeism hourss	Male absenteeism hours	Total hours	2025*	2024*
Spain	25.696	73.411	99.107	3,90%	5,1%
France	20.034	20.034	40.068	6,21%	6,2%
UK	293	7.050	7.342	12,37%	3,2%
Panama	32	112	144	0,78%	1,0%
Mexico	63	166	229	0,75%	0,0%
USA	0	0	0	0,00%	0,3%
Total	**46.118**	**100.773**	**146.890**	**4,17%**	**4,85%**

*The absenteeism rate, expressed as a percentage, has been calculated on a weighted basis to reflect the actual workforce absenteeism, factoring in the proportional headcount of each country.

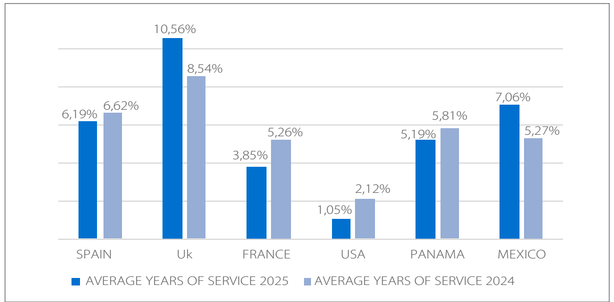
Spain and France account for the majority of total absenteeism due to their workforce size, although both recorded a decrease compared with 2024.

The United Kingdom recorded the highest rate (12.37%), influenced by its smaller workforce size and the concentration of individual absences.

Panama and Mexico show very low levels (0.78% and 0.75% respectively), reflecting a lower incidence of absence and a younger workforce.

Years of service

In 2025, the Group's workforces' years of service by country are as follows:



*Key note: Although the Group has been serving its main clients for over 30 years, workforce years of service is reduced by the recurring use of temporary staff hired for specific projects, such as fuel loading or interventions.

The following table shows years of service broken down by gender during 2025:

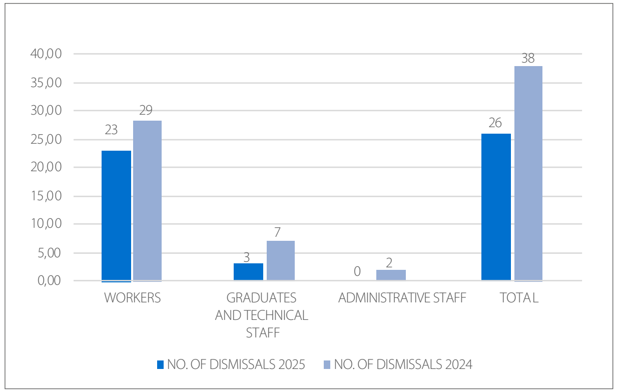
Country	Women's average years of service	Men's average years of service
Spain	5,08	6,44
France	2,58	3,97
UK	5,10	11,4
Panamá	5,5	5,15
Mexico	5,2	7,8
USA	2,5	1,0
Total	**4,1**	**6,1**

As noted in the gender distribution section, seniority must be interpreted in the context of the Company's industrial and technical nature. These environments have historically seen lower female representation due to cultural and educational factors. Consequently, the average years of service for men is higher (6.1 years compared with 4.1 for women).

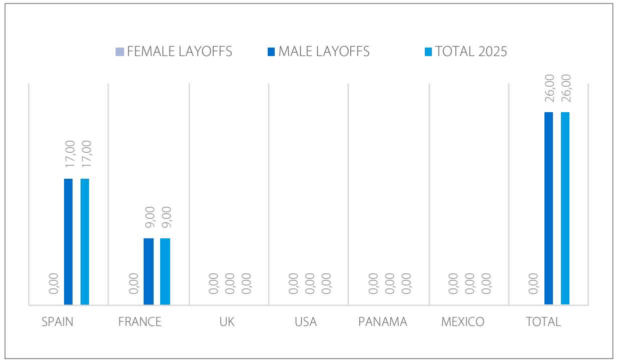
Layoffs

During 2025, there were a total of 26 layoffs, compared with 38 in 2024, representing a year-on-year decrease. This decrease was particularly concentrated in the Workers category, which fell from 29 to 23 layoffs; however, it remains the most affected group due to its significant weighting within the Group's technical structure.

The categories of Graduates and Technical and Administrative Staff also saw reductions, falling from 7 to 3 and from 2 to 0 dismissals respectively, reflecting a reduced need for adjustments in indirect profiles.



Geographically, layoffs occurred exclusively in Spain and France, with 17 and 9 cases respectively.



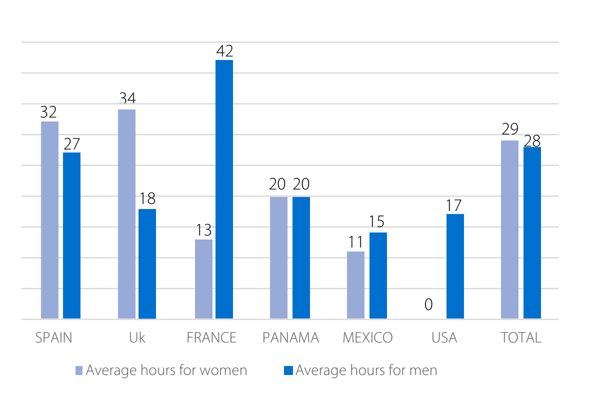
By gender, the 26 layoffs involved only men, a distribution consistent with the workforce composition in the affected categories, particularly among workers, where male presence is predominant.

Category	No. of female layoffs	No. of male layoffs	Total no. of layoffs	Average age
Workers	0	23	23	40
Graduates and technical staff	0	3	3	44
Administrativos	0	0	0	0
Total	**0**	**26**	**26**	**42**

Training

The Group prepares annual training plans to map out the training needs of all employees, ensuring they possess the necessary training and authorisation to deliver optimal customer service, while also enhancing their skills for continuous improvement and learning. During the 2025 financial year, a total of 37,472 training hours were given, an increase on the 28,093 hours recorded in 2024.

Country	Total 2025	Average hours per employee 2025	Total 2024	Average hours per employee 2024
Spain	27.386	28	22.240	27
France	604	20	3.981	23
UK	7.919	39	658	17
USA	1.217	16	132	17
Panama	160	20	3	0
Mexico	186	13	1.079	18
Total	**37.472**	**28**	**28,093**	**25**



Training by gender shows that women received an average of 29 hours compared with 28 hours for men. This slight difference is due to higher female participation in cross-cutting training activities in certain countries.

The most significant exception was France, where men received an average of 42 training hours, compared with 13 hours for women. This disparity is explained by the fact that most training given in France focused on highly technical content, including radiological protection (1,335 hours for men compared with 207 for women) and technical training linked to the Group's core activities (3,350 hours for men compared with 14 hours for women). These training courses are aimed almost exclusively at workers, a group that makes up the large majority and predominantly male in France.

Training topics	France Females	France Males
Quality, environment and occupational risk prevention	21	2.992
Radiological protection	207	1.335
Technical training, including training related to the Group's core activities and customer services offered	14	3.350
Management skills	0	0
Languages: English and French.	0	0
Other	0	0

Aligned with the organisation's operational needs, the Group's training activities focused primarily on the following areas:

- Quality, environment and occupational health and safety.
- Training and retraining in radiological protection.
- Technical training related to the Group's core activities and customer services.
- Management skills.
- Languages.

Commitment to Human Rights

As evidence of its commitment to Human Rights, it should be noted that the Group has been a signatory to the United Nations Global Compact since 2009. In line with its commitment to defending Human Rights within its sphere of influence, the Group conducted its annual diagnostic assessment, which yielded the following conclusions:

- Company risk regarding a failure to uphold and defend Human Rights, forced labour and child labour (Principles 1, 2, 4 and 5 of the Global Compact) is not great, as most of the Group's activities take place in countries where awareness of these issues is extremely high. Any potential risk in Mexico and Panama is mitigated by the fact that work is conducted at the facilities of major energy sector customers, who maintain a high level of awareness regarding these issues.

The Group has developed a global Compliance policy to ensure Human Rights are upheld across all operational countries. This policy periodically analyses and assesses the risks inherent to its activities and establishes measures to ensure compliance with Human Rights, among others.

During 2025, as in 2024, GDES received no complaints regarding Human Rights violations through its established formal channels, which include the employee suggestion box, intranet and external website, among others.

These channels remain active and will be maintained in the future to monitor any potential breaches in this area.

In line with this commitment, personnel from the Group's Sustainability and People departments are scheduled to participate in the Human Rights Training Programme given by the UN Global Compact Network Spain in 2026.

The most significant areas of our commitment to Human Rights are set out below:

Commitment against child labour

The Group operates in areas where work involving children, young people exposed to hazardous work, and forced labour is strictly regulated by national legislation, as well as by the legislation governing the activities and sites of the various projects.

However, in Panama and Mexico—where this risk could be higher due to differences in current legislation—the Group has implemented internal procedures to mitigate this risk. These include rigorous recruitment and selection processes, document control and information checking.

Furthermore, the Group's customers request detailed information on these matters by asking for information or adherence to their own codes of ethics and internal protocols.

Security practices

The Group primarily offers its services at customer premises. The customer is therefore responsible for providing the necessary security services to ensure the safety of both personnel and facilities.

In countries such as Panama and Mexico, where the Group operates its own facilities (mainly logistics warehouses), there is an external security service comprising personnel with all the requisite training to perform these duties.

Rights of indigenous peoples

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

As previously noted, the vast majority of services provided by GDES are carried out at customer facilities, which are primarily located in rural areas. This situation strengthens the Group's ties with the local community by prioritising the recruitment of suitably qualified and trained local personnel, and by sourcing materials and equipment from local rather than global suppliers, etc.

Employee-Company Relations. Freedom of association and collective bargaining

The GDES Code of Ethics points to respect for the political affiliation of both the organisation itself and all its employees. This ensures that, in 2025 as in 2024, the Group has made no monetary or non-monetary contributions to political bodies or causes.

100% of the employees in each company are covered by collective agreements in those countries where they apply.

All Group companies observe the minimum notice periods stipulated by the applicable regulations in each country when communicating or implementing labour measures.

When implementing measures resulting from significant organisational changes affecting Group employees, the minimum notice periods required by current legislation in each country are strictly observed. Collective agreements in place also refer to these legal provisions.

In all instances, the Group maintains fluid communication with trade unions, statutory employee representatives and the employees themselves, opting for collective bargaining and mediation wherever possible.

The majority of the Group's workplaces have legal representation for employees with widespread participation; maintaining and strengthening this relationship remains a key priority for the Group.

During 2025, there were no operations or suppliers identified where workers' rights to exercise freedom of association and collective bargaining were at risk or subject to infringement. Consequently, the organisation has not needed to adopt any specific measures to support this right.

In Spain, the Group operates a Health and Safety Committee, a joint body renewed every four years in tandem with trade union elections.

Quarterly meetings are held, attended by Committee members and various guests, such as Technical Prevention Staff from the Group's Shared Prevention Service.

The aim is to establish a direct communication channel for addressing occupational health and safety matters, as well as for defining and monitoring the respective action plans.

Internal communication

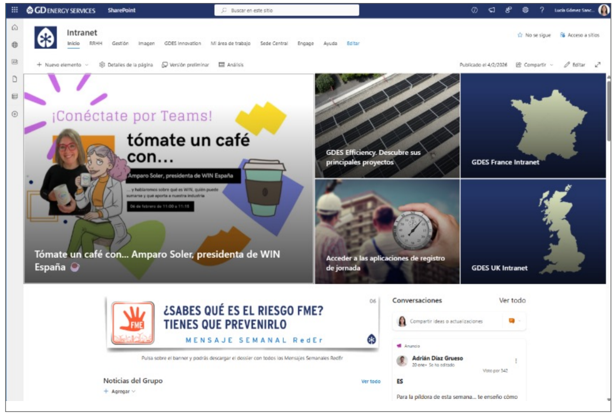
The Group companies covered by this report utilise various communication channels designed to foster both upward and downward communication among all employees, helping to overcome the geographical barriers inherent in our diverse operations.

These channels are as follows:

- **Corporate intranet:** A channel designed to promote downward communication in the Group. Employees who do not currently have access to this platform receive this information from their line managers during regular meetings, via notice boards, or through the quarterly newsletters.

  The intranet features an integrated module for the Viva Engage internal social network, transforming it into a multidirectional communication channel. Employees can post, express their opinions, and share relevant content and information here in a more engaging, accessible, and secure environment.

  In 2025, the intranet was not only redesigned but also designed to facilitate access to the latest information,



streamline communications, and grow alongside the Group, with the ultimate aim of centralising access to all corporate applications and documents. Ever since its launch in late 2019, the intranet has undergone continuous improvement, including the creation of dedicated sites for various departments and work centres. It was for example used as a document repository for all COVID-19 preventive measures and acted as a central hub for the organisation's new tools (GDES Help, Rydoo, Power BI, and the new ERP). Some of these—such as Power BI and Yooz—were implemented or consolidated during 2025.

Developed within Office 365, the intranet is fully integrated into the suite of licensed applications available to GDES employees via the office.com environment. This integration ensures greater accessibility and security. The objective is for all hosted documents to be updated in real time by the respective corporate departments, ensuring immediate availability to our geographically dispersed workforce.

The intranet is also fully responsive, enabling secure and easy access from any mobile phone or tablet via internal security authentication.

Its versatile architecture has facilitated the integrated rollout of four key solutions for GDES employees

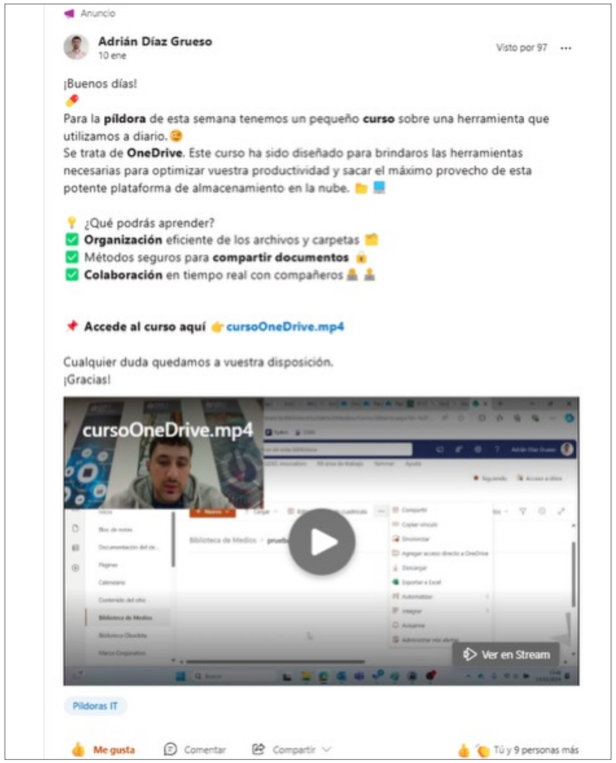
Implementation of Viva Engage, the Time Management App, the Whistleblowing Channel, and the Employee Portal

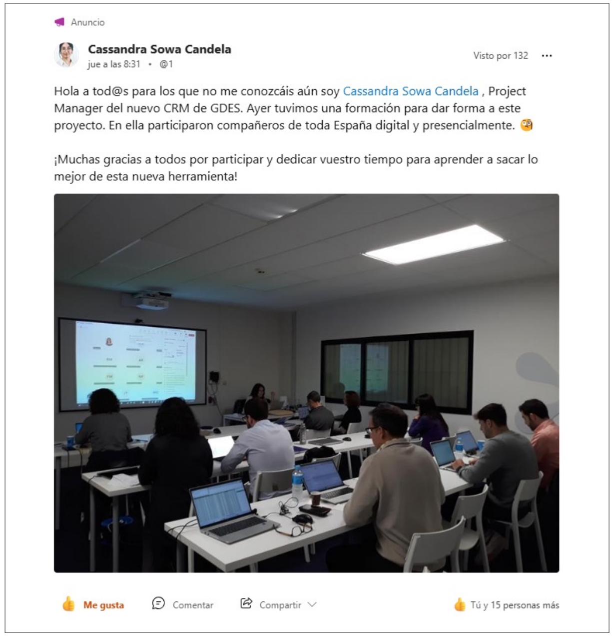
- **Viva Engage (Yammer):**

  Viva Engage (formerly Yammer) is a GDES tool designed for both vertical and horizontal communication. Integrating our intranet with Viva Engage has enabled employees without corporate email accounts to communicate and create horizontal discussion points.

  To encourage this integration, several content creators have been appointed to drive engagement and foster Group identity:

  - IT Department: tips, tricks, and best practices for using IT equipment and solutions.
  - Quality and Safety: providing information and advice on health and safety.
  - Human Resources: highlighting internal promotions and career opportunities within the company.
  - Operations in France: publishing posts to build community and encourage interaction through content tailored to our French sites.
  - Communications: sharing non-corporate posts of general interest to build a community and spark interaction.





- **Time Management App**

  The intranet hosted the primary access points for the Group's new time and attendance tracking tool, along with links to mobile application downloads. This tool is designed for remote workers or staff on external assignments.

- **Whistleblowing Channel:**

  GDES has developed and implemented an Internal Information System, accessible via a digital form, which allows for both anonymous and non-anonymous reporting. It is available to workers, collaborators, and third parties. This internal information system enables the reporting of any actions that actually restrict the rights and guarantees set out in Law 2/2023.

Communications may be submitted through this channel regarding:

- Criminal offences, including conduct related to harassment.
- Breaches of the GDES Code of Ethics.
- Serious or very serious administrative offences.
- Breaches of EU regulations in data protection, money laundering, and the environment, among others.

- **Employee Portal:**

  Digitalisation is a key priority for us, and we are striving to adopt a distinctly people-centric approach. We have launched the GDES Employee Portal to enable everyone working at the Group to streamline their administrative and HR processes in a more agile, efficient, and secure manner.

  The Employee Portal has been rolled out in two versions to ensure accessibility for all employee profiles at the Group:

The mobile app and the web portal also provide access to Group documents directly addressed to employees, including the Code of Ethics, health and safety protocols, and the Welcome Manual.

At GDES, we maintain a dedicated Cybersecurity space available to all employees.

It also provides specific access to all GDES measures and protocols regarding equal treatment and non-discrimination, alongside our internal crime prevention policy.

- **Quarterly Newsletter and the 'Employee Corner':** To enhance information flow to on-site staff without access to computer equipment, we have established dedicated corporate information repositories at all the organisation's new workplaces. At these GDES communication hubs, known as the 'Employee Corner', all staff can access a Welcome Manual for new starters, a quarterly internal newsletter featuring key company updates, and a suggestion box designed to gather employee feedback directly. They also house essential documents, including the GDES Code of Ethics, quarterly company newsletters (rolled out in Spain, the UK, and France), and direct QR code access to all GDES equal treatment and non-discrimination protocols, our internal crime prevention policy, and a summary of the GDES Commitments.

The 'Employee Corner' has in addition been integrated into the GDES RedEr Safety Culture plan, incorporating the 'Weekly Safety Message' initiative. This involves weekly updated posters featuring messages designed to reduce human error, ensure safety, and improve quality.

- **Official Notice Group – GDES Head Office**

To improve internal communication and bolster our emergency response capabilities, we have launched a new official notices channel for staff at the GDES Head Office in Paterna, Valencia.

Coinciding with the first anniversary of the flash floods that affected the region, this project forms part of the organisation's broader continuous improvement initiatives. **The official WhatsApp group, 'GDES AVISOS – Sede Central',** will serve as an exclusive channel for corporate communications during emergencies or drills, and aims to be a replicable model for other Group sites.

- **Official Communication Channel – TUPE Dounreay**

In 2025, GDES established **an official communication channel** to ensure that all staff involved in the TUPE process at Dounreay—both office personnel and plant workers—received prompt, reliable, and up-to-date information.

The **'GDES UK TUPE Updates'** WhatsApp group was created as a one-way channel managed exclusively by administrators, facilitating clear and orderly communication throughout the transition.

Access to the channel was provided via a QR code and a direct link embedded in digital notices. Furthermore, the youmatter@gdes.com mailbox was set up to address queries and gather suggestions.

- **Implementation of Microsoft Dynamics 365 CRM, Power BI, Jooz, and Department SharePoints:**

  In line with the company's commitment to innovation, we have continued to implement new digital transformation and collaborative working tools. The aim is to maximise the use of our available tools and documentation, enhance the communication and productivity of technical and administrative staff, and eliminate geographical barriers between teams. Through the use of digitalisation, we seek to improve key support services, decision-making, and interdepartmental communication across the Group.

- **ROCK: GDES'S KNOWLEDGE MANAGEMENT PLATFORM**

  ROCK (Recording Our Collective Knowledge) is the GDES digital platform providing a shared space for knowledge, experience, and training. Its environment facilitates this in a collaborative, continuous, personalised, and digital manner.

  ROCK allows us to share, store, and transfer our expertise (know-how) systematically by linking our Office 365 resources (Viva Engage, Stream, SharePoint, Intranet, etc.) with a digital training platform.

  ROCK integrates the knowledge of experts with digital communication technology, training, traceability, and collaboration.

  Moreover, this rollout lays the groundwork for future development and integration of employee self-service applications arising from the new GDES ERP (including direct access to payslips, attendance tracking, interdepartmental calendars, and Power BI).

- **Have a coffee at GDES and a Data Meetup at Xabet**

  Leveraging the remote communication solutions within the Office 365 suite, both organisations have established brief, open digital meetings to discuss innovation, explore new projects, and ultimately share knowledge.

  There is no better sign of a healthy innovation culture than the success of these movements, naturally sharing insights, building connections, and fostering team spirit.

  In 2004, a further step was taken by making these meetings available to other departments, in line with our commitment to personnel. Health and Prevention meetings were also held in coordination with the GDES QHSE and Organisation departments.

- **Other actions:**

  These initiatives complement another intrinsic value within our commitments: solidarity. This is expressed through communication work that amplifies the initiatives undertaken by the organisations we collaborate with.

Additionally, we have maintained our policy of integrating the internal communication of our commitments into official documents and messaging, ensuring they become deeply embedded in our corporate language and decision-making processes. Furthermore, in line with our commitment to our personnel, we have championed initiatives proposed by our own employees, such as participating in the Fundación Vicente Ferrer's #1KM1vida campaign.

GDES recibe el dorsal conmemorativo de la Carrera Solidaria 1km1vida de la Fundación Vicente Ferrer

As part of our commitment to continuous improvement and strengthening our safety culture, GDES launched two key initiatives at the beginning of 2025: the establishment of the **Cybersecurity Committee** and the rollout of a new **Cybersecurity Master Plan**. Both measures respond to the need to prepare for an environment that is increasingly vulnerable to global threats and cyberattacks.

The Cybersecurity Committee comprises the managers of the IT (Information Technology) and QHSE (Quality, Health, Safety and Environment) departments, the Cybersecurity Manager, General Management, the Chairman's Office, and external advisers. Its primary mission is to conduct periodic reviews of the cybersecurity posture across all Group companies, define the overarching strategy, and promote the actions and resources required to mitigate and prevent associated risks.

The new Cybersecurity Master Plan does at the same time set out the roadmap that will guide the Group's initiatives and decision-making in this field. This plan outlines strategic objectives, prioritises projects, and defines the resources and mechanisms needed to increase our protection levels against any digital threat.

By launching these two lines of action, GDES is decisively strengthening its capacity to anticipate, prevent, and respond to both current and future cybersecurity challenges.

The primary objective of this Committee is to conduct regular reviews of the cybersecurity status across all Group companies, define the strategy, and implement the actions and resources necessary to mitigate and prevent associated risks.

Prueba PSA

At GDES, the annual medical examination for all men over the age of 45 includes a blood test known as the prostate-specific antigen (PSA) test.

Prostate-specific antigen is a substance produced by the prostate gland. The PSA test can help identify small, asymptomatic tumours and is used to detect prostate cancer in its early stages, when it is most treatable.

Equality Plan and Non-discrimination Protocols

In 2025 and 2024, we continued to implement the company's Equality Plan and specific protocols for preventing harassment and violence in the workplace. These policies were disseminated via our digital information channels. Specialised training on gender equality was also given at all sites, and local managers communicated these policies directly to their teams. Additionally, physical posters were displayed in strategic locations to rNFIorce this message across all workspaces.

Currently, this information is accessible at all times to employees, alongside the welcome manuals, on our corporate intranet and in physical formats.

Ethics Committee

As part of the GDES digitalisation policy, we have modernised the process for communicating with the Ethics Committee. We provide GDES employees, customers, and suppliers with a direct communication channel to the Ethics Committee via our corporate website (www.gdes.com), and a QR code in the same document addressed to our employees.

Diversity, equal opportunities and non-discrimination

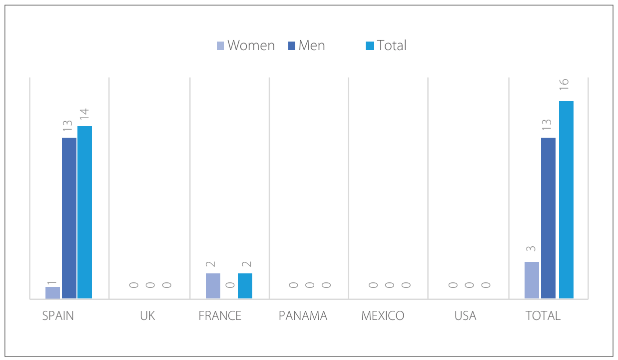
- Diversity:

  As for the integration of persons with disabilities, GD Energy Services SAU, Revestimientos Anticorrosivos Industriales and GDES Wind S.L are required, as companies with over 50 employees, to meet the 2% level reserved for workers with disabilities, as regulated by Royal Decree 364/2005 of 8 April (Official State Gazette, B.O.E., 20 April), of 19/07/2007 and valid for three years from that date.

  In 2024, our workforce included 10 employees with disabilities. The data initially recorded for that year excluded three REVANTI employees, so the reported figure at the time was seven employees with disabilities. Furthermore, alternative measures were adopted to ensure full compliance with the reserved level in cases where we had special certificates for filling specific positions.

  In 2025, we hired six new employees with disabilities, amounting to a total of 16 employees. The geographical distribution of these individuals is as follows: 14 in Spain and two in France, with no new hires recorded in other countries

Employees with disabilities in the workforce



- **Non-discrimination**

  As noted above, the Group has a Code of Ethics that outlines the non-discrimination principles governing professional relations across all our companies. This Code underscores our firm commitment to guaranteeing equal treatment regardless of race, colour, sex, religion, political opinion, national origin or any other personal or social state.

  To ensure compliance with this Code, the Group Ethics Committee continued its work throughout 2024 and 2025, identifying no indications or evidence of discrimination on any of the aforementioned grounds. Should any situation requiring attention be detected, the Committee activates the established internal procedures and encourages the adoption of corrective measures to ensure it is handled appropriately.

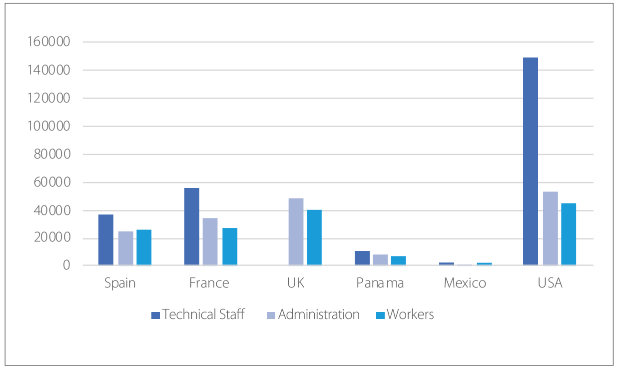
  No incidents relating to discrimination or corruption occurred within the Group during 2024 and 2025. Consequently, there has been no need to adopt additional measures or implement specific disciplinary actions in this regard. Our commitment to equality, diversity and respect for people remains a central pillar of our corporate culture.

Remuneration policy

The GDES remuneration system is governed by industry collective bargaining agreements and company agreements. In all cases, the remuneration policy is based on ensuring fair treatment in terms of internal consistency and equity, external competitiveness and employee motivation, and is fully aligned with the challenges and needs of the activities carried out.

The Group's compensation policy and remuneration system consistently guarantee respect for gender equality and diversity.

This policy is reflected in the average remuneration levels shown in the following chart, broken down by country and employee group, and in the accompanying table, where these same details are outlined by country and sex.



Average annual gross salary

Country	Women (€/year)	Women's average age	Men (€/year)	Average age of men
Spain	26.080,82	42	27.689,64	43
France	34.170,22	40	34.307,36	50
UK	39.262,75	37	39.994,85	41
Panama	14.508,48	35	6.847,11	37
Mexico	656,26	29	2.472,84	29
USA	47.123,96	30	47.520,37	42

Average remuneration

The average remuneration for board members and executives is detailed in the following table:

Board members / Executives	Men	Women
Nº	10	6
Average Salary	€ 113.976,66	€ 100.474,20

Gender pay gap

At GDES, the gender pay gap is calculated by using the following formula:

$$\frac{\text{Average total annual remuneration of men} - \text{Average total annual remuneration of women}}{\text{Average total annual remuneration of men}} \times 100$$

The pay gap at the Group is as follows:

Average Salary 2025		
Women	Men	Pay gap
€ 29.458,74	€ 30.395,87	3%

Factors explaining the pay gap

The pay gap observed is primarily explained by:

- The workforce composition, which consists of technical staff with varying levels of experience and qualifications.
- The historical and functional structure of certain roles, particularly in traditionally male-dominated sectors.
- The existence of specific fringe benefits linked to the conditions or circumstances of particular roles.

These factors demonstrate that the identified gap is not driven by gender, but rather by the structural and functional elements inherent to our operations.

Work-life balance

Employees of Group companies based in the Valencia and Madrid offices have the chance to voluntarily manage their working hours under a flexible working system. Furthermore, in line with our healthy office policy, fresh fruit is provided for employees in the workplace. This policy, initially introduced in 2017, was expanded to the Madrid office and, in 2024, to the GDES Wind S.L. sites in A Coruña and As Pontes.

Social benefits

The Group operates a flexible remuneration policy through a voluntary personal compensation plan, which allows employees to substitute a portion of their monthly cash salary with specific products or services obtained through the Group.

The products offered up to the current financial year include:

- **Childcare vouchers (early childhood education)**

  Childcare vouchers are also available to Group staff, enabling them to cover educational costs for children under three years of age at Early Childhood Education Centres that have a valid agreement with the voucher provider.

- **Transport card**

  A card that allows the cost of commuting between the employee's home and the workplace via public transport to be treated as payment in kind.

- **Health insurance**

  Provided for employees and their immediate family members (spouse, civil partner and children) on terms that are more advantageous than standard market rates, this insurance has been renegotiated with DKV, which offers better conditions than the previous provider.

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

In addition to those outlined in the flexible remuneration policy, the following benefits are also provided:

- Healthcare.
- Coverage for sick leave and disability.
- Parental leave, as well as other leave established by the current legislation in each of the countries where the Group operates.

Selection and recruitment

The Group has a selection and recruitment policy where the search for suitable candidates begins once a need is identified. This is conducted through external recruitment channels (such as universities and business centres with which the Group has collaboration agreements, the web portal, and the Public Employment Service) and internally, by publishing vacancies in the Employee Corner or through Project Managers.

Following the receipt and review of applications, candidates undergo specific selection tests and a personal interview. Those who successfully pass these stages subsequently participate in the Group's projects.

The selection and recruitment policy ensures that no discrimination occurs on any grounds. With respect to gender, for example, the required educational background (predominantly Engineering for the Technical Group) and the nature of the activities (such as surface preparation and decontamination) result in a predominantly male applicant pool, which is reflected in the resulting hires.

Protection of workers' health and safety

GDES promotes a strong Safety Culture, with the reduction of human error through initiatives and policies driven by three main objectives:

- To ensure safety in all work;
- To improve service quality by avoiding the need for rework.
- To maintain zero workplace accidents and environmental incidents.

80% of the Group's activities are currently certified in accordance with ISO 45001:2018. Furthermore, the companies operating in France are certified under the French Radiological Protection Standard SPE-E-0400, and our subsidiary GDES Revanti SAS is certified under the French Safety and Environment standards (MASE).

The organisation's Integrated Policy outlines several core commitments underpinning the Group's philosophy: PEOPLE. Protecting people's health and integrity is our highest priority, and the zero accidents objective guides all Group actions. This commitment includes combating addictions in the workplace and maintaining exposure to ionising radiation as low as reasonably practicable.

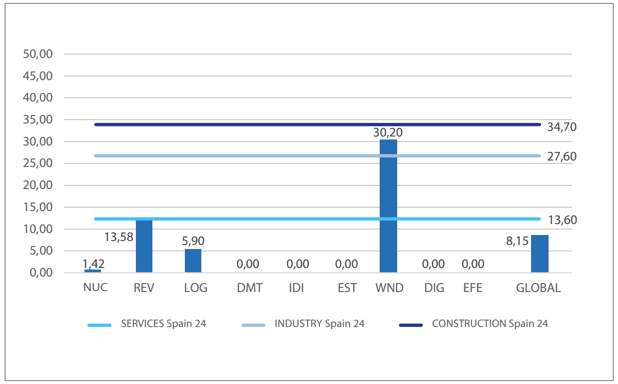
As part of our health surveillance and occupational health initiatives, and in addition to the standard medical examinations conducted, in line with the specific risks of the work via established health surveillance protocols, we provide additional tests (such as PSA for workers over 45), vaccinations, and specialised examinations.

Accidents in the workplace

In recent years, GDES has made significant efforts to reduce occupational accident rates through a combination of training, information campaigns, worker awareness initiatives, and enhanced preventive resources and measures. Of particular note is the progressive rollout of the **RedER** Programme across our various workplaces, which is designed to reduce human error.

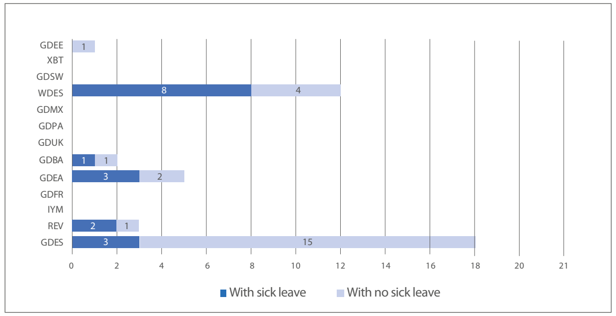
As a result of these sustained efforts, we have achieved the figures presented in the occupational accident rate table.

2025 Lost Time Injury Frequency Rate (LTIFR)



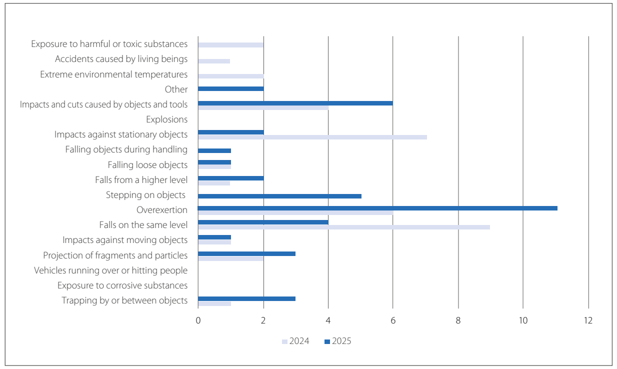
The data is grouped by area of activity, categorising the Group's global workplaces as follows: Decommissioning, Structure, R&;D&I, Logistics, Nuclear, Cladding, Wind, Digitalisation and Energy Efficiency.

Total accidents: 41. With sick leave: 17. With no sick leave: 24.

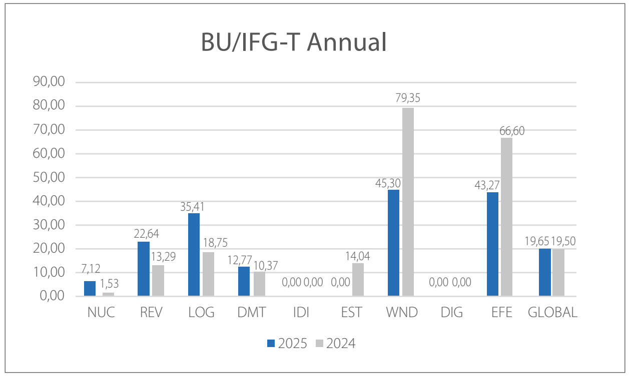


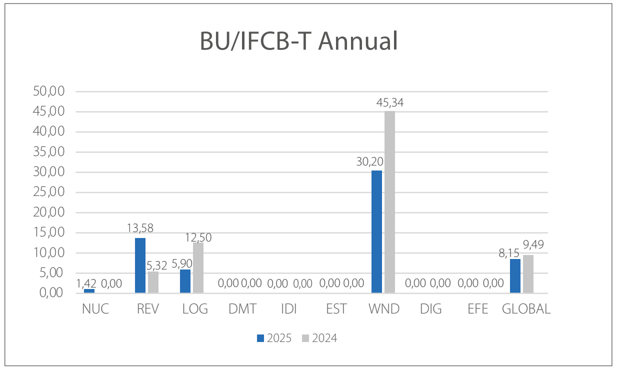
Note: All accidents recorded in 2025 involved men. In 2024, there were 37 accidents in total (18 with sick leave and 19 with no sick leave).

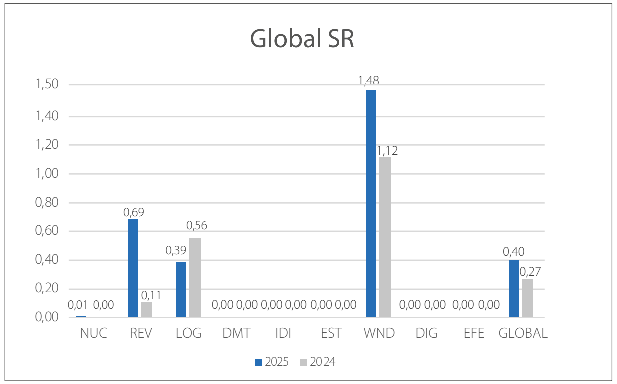
Accident types



- **IFG: Frequency rate:** (Total number of accidents per million hours worked) 19.65 (2025). In 2024, it was 19.50.
- **IFCB: Sick leave frequency rate:** (Total number of lost time accidents per million hours worked): 8.15 (2025). In 2024, it was 9.49.
- **SR: Severity Rate:** (Number of days lost due to occupational accidents per thousand hours worked): 0.40 (2025). In 2024, it was 0.27.
- **ODR: Occupational disease rate:** (Number of occupational diseases per million hours worked): 0.96 (2025). In 2024, it was 0.53. All occupational diseases recorded involved men.







MILESTONES

- **GDES TOOK PART IN THE UPV CAREERS FORU**

GDES attended the Universitat Politècnica de València Careers Forum, presenting its career opportunities and rNFlorcing its commitment to attracting young talent.

During the event, the Human Resources team informed attendees about vacancies in fields such as technical engineering, occupational health and safety and robotics. Participating in this forum enabled the company to connect with students and recent graduates interested in building their careers in the industrial and energy sectors.

- **INTRODUCTORY COURSES IN WIND BLADE REPAIR AND MAINTENANCE**

Through GDES Wind, our business unit specialising in the wind sector, we remain firmly committed to continuous training, professional development and knowledge transfer.

Following the completion of the 12.9, 13.9 and 14.9 editions of our Wind Blade Repair and Maintenance course, we have established an initiative that encourages technical talent and adds value, both individually and for the whole sector.

- **GDES SUPPORTS YOUNG TALENT AT 4TH UNIVERSITY CHALLENGE OF FUNDACIÓN LAB MEDITERRÁNEO**

GDES participated in the University Challenge promoted by Fundación LAB Mediterráneo, an initiative designed to bring students closer to real-world business challenges while fostering innovation and problem-solving skills.

Adoración Arnaldos, Director of Innovation and Technology at GDES, participated in the event, highlighting the importance of investing in young talent as a driver of growth, competitiveness and sustainability.

- **NEW HR INITIATIVES AT GDES FRANCE TO BOOST TALENT ATTRACTION IN NUCLEAR SECTOR**

The Human Resources team at GDES France has launched several initiatives to attract talent to our industry. These include participating in the Cruas Forum, presenting industry occupations in Montélimar, and launching a POE (Preparation for Employment) in collaboration with France Travail in order to recruit 15 industrial painters for the GB2 project at Orano Tricastin. Thanks to a structured process comprising information sessions and motivational interviews, we have successfully recruited our first professionals from this POE.

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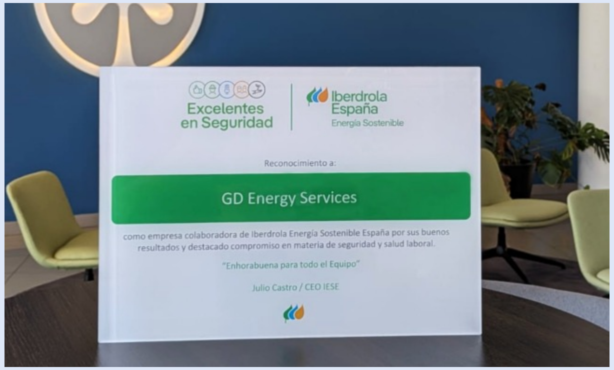


- **GDES RECOGNISED BY IBERDROLA ESPAÑA FOR EXCELLENCE IN OCCUPATIONAL HEALTH AND SAFETY**

GDES attended the Green Employment Forum held at Cámara Valencia Business School in Paterna, an event designed to connect participants with professional opportunities linked to sustainability and the energy transition.

The Group's HR and Organisation team presented job opportunities across various areas and roles, such as project technicians for the Technical Office and warehouse operatives. Participating in this forum rNFIorces GDES's commitment to attracting talent and promoting employment in strategic sectors.

- **GDES ATTENDS CÁMARA VALENCIA BUSINESS SCHOOL'S GREEN EMPLOYMENT FORUM**

GDES attended the Green Employment Forum held at Cámara Valencia Business School in Paterna, an event designed to connect participants with professional opportunities linked to sustainability and the energy transition.

The Group's HR and Organisation team presented job opportunities across various areas and roles, such as project technicians for the Technical Office and warehouse operatives. Participating in this forum rNFIorces GDES's commitment to attracting talent and promoting employment in strategic sectors.

6

Technological innovation

KEY INDICATORS

14
invenciones generadas

77%
ideas accepted in the Innova Programme

32
patents

Policies

Thanks to their firm commitment to research, development and innovation, the Group companies covered in this report are positioned as pioneers in technological developments tailored to specific projects and needs.

Technological development and innovation at GDES are considered vital for driving growth, maintaining market leadership, navigating the ever-changing environment, and fostering continuous improvement across our areas of activity. The main aim is to continue to grow as an innovative, agile and responsive company that specialises in meeting our customers' needs, using proposals based on applied innovation solutions.

Our innovation policy, reviewed in 2024, is based on the following principles:

- **Accelerating the energy transition:** At GDES, innovation serves as a tool to drive and accelerate the transition towards a more sustainable, efficient and competitive energy model, thereby contributing to the achievement of the Sustainable Development Goals (SDGs) "Affordable and Clean Energy" and "Climate Action".
- **Keeping GDES at the forefront of new technologies and disruptive business models,** in order anticipate emerging technological challenges and market needs as part of the "Industry, Innovation and Infrastructure" SDG .
- **Promoting a culture of innovation within the organisation.** Innovation at GDES belongs to and benefits everyone; it is driven by and created for all stakeholders.
- **Empowering our people and recognising their creativity,** both in generating new ideas for continuous improvement and in developing new solutions or proposals to address our strategic challenges.
- **Collaborating through open innovation** by establishing alliances and partnerships with external bodies (entrepreneurs, startups, universities, technology centres and other companies) to create an innovative ecosystem. This enables joint efforts to develop new opportunities, market horizons and technological projects in decarbonisation, energy efficiency, process optimisation and the circular economy.
- **Connecting capabilities** to create synergies by linking internal experience and expertise with external technologies and opportunities. We are also committed to forming internal multidisciplinary teams to tackle innovation projects.

Innovation management and execution structures

Innovation and Technology

The Innovation and Technology Department (GDES Innovation) aims to ensure the Group's technological growth and its adaptation to new needs.

Along with GDES Management, this Department sets the Group's innovation strategy. Specifically, the main functions of the Innovation and Technology Department are:

- Providing support for the needs of GDES business units within the scope of their activities.
- Identifying and analysing potential technological innovation opportunities.
- Detecting areas for improvement between company's services and customer needs.
- Forming the various work teams for carrying out projects.
- Establishing collaboration agreements with other organisations to achieve the aims of the innovation process, and ensuring compliance with the guidelines established in those agreements.
- Protecting and leveraging the results of the innovation process.
- Promoting and driving the Group's innovation culture.
- Managing the project portfolio, ensuring its proper monitoring, control and documentation.
- Protecting and leveraging the results of the innovation process.
- Coordinating the Group's technology transfer.
- Promoting and driving the Group's innovation culture by encouraging participation in the Innova Programme and any other initiatives proposed in this area.

Innovation Committee

The GDES Innovation Committee is the body responsible for driving the Group's innovation activity. It is chaired by the Innovation and Technology Department and its functions include:

- **Involving** business and support units in innovation challenges and initiatives.
- **Proposing and collaborating** on activities and initiatives at GDES to foster a culture of innovation.
- **Serving as a forum** to share information related to innovation and major technology.
- **Encouraging** GDES staff to participate by contributing new ideas and suggestions from any area of innovation.

All GDES business units and key corporate areas are represented on this Innovation Committee.

Open innovation

GDES Blue Ventures is the open innovation platform at GDES - www.blueventures.es - Its purpose being to promote technologies for decarbonisation through collaboration with key players in the innovation ecosystem.

GDES Blue Ventures serves as a channel for connecting with entrepreneurs, startups, spin-offs, universities, technology institutes, and even established companies with projects, innovations or ideas related to key technologies in decarbonising the energy sector.

During 2025, more than 200 opportunities were analysed related to various technologies for decarbonisation, energy efficiency, the circular economy and digital transformation.

INNOVA Programme and Challenge

Since 2011, GDES has been running programmes to encourage creativity among its employees, seeking to increase the contribution of ideas and suggestions to ensure continuous improvement and innovation at the company, traditionally known as the INNOVA Programme.

In addition to the "INNOVA Programme", the "INNOVA Challenge" was also launched in 2025. Each of these participation channels pursues specific, mutually complementary objectives, with proposals being submitted by those who best understand GDES's day-to-day operations and vision: our staff.

Through the INNOVA Programme, GDES achieves the following:

- Ensures ideas for improving are collection and implemented.
- Recognising and rewarding these contributions that make us a better company.
- Contributing to the continuous improvement and innovation of our activities.

The INNOVA Challenge allows us to:

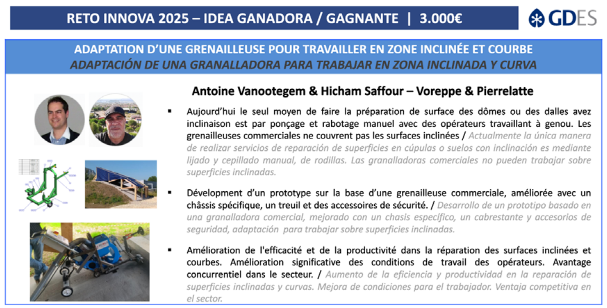
- Develop innovative solutions to specific and internal challenges related to organisation strategy. One or more specific challenges are proposed for resolution in each edition.
- Recognise and reward the best solutions to those challenges.

Any GDES employee may submit an idea by completing a form on the intranet that varies depending on whether they are participating in the INNOVA Programme or the INNOVA Challenge. Once completed, the form must be emailed to the GDES Innovation Department.

At the close of each edition of the INNOVA Programme and the INNOVA Challenge, the Innovation Department conducts an initial analysis of all proposals received. Following this initial analysis, the Innovation Committee meets to assess and rate the ideas, and to award the prizes.

The 12th edition of the INNOVA Awards covered the period from 1 December 2024 to 30 September 2025. A total of 47 ideas were submitted: 36 in the INNOVA Programme and 11 in the INNOVA Challenge. In the last quarter of 2025, the Innovation Department conducted the initial analysis of all proposals, and the Innovation Committee met to assess and vote on them. 36 ideas were approved (77% of the ideas received): 29 from the INNOVA Programme and 7 from the INNOVA Challenge.

In November 2025, the award winners were announced during an online event, and the winners were officially recognised in person in December.



Below is the list of award-winning ideas for the 12th edition of the INNOVA Awards:

INNOVA PROGRAMME

3rd PRIZE

- Plant cable identification.

2nd PRIZE

- Automatic shoe-cover dispenser.

1st PRIZE

- Inspection robot for GDES Wind.

INNOVA CHALLENGE

PRIZE

- Adaptation of a shot-blasting machine for operation on inclined and curved areas.

Main developments completed or in progress during 2025

1. HIGH-PURITY BORIC ACID INJECTION DEVICE

A GDES project for EDF (Électricité de France) aimed at the design, manufacture, supply and commissioning of a mobile device for injecting high-purity boric acid at the Flamanville 3 Nuclear Power Plant. This will improve the concentration of borated water in the reactor core in order to keep the nuclear fission chain reaction under control.

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

a) Connectable box for loading, transport and unloading of high-purity boric acid.

b) System for treating water in boric acid by dissolving it in a mixer, heated using electrical resistors.

c) Injection system using a peristaltic pump.

d) Hydraulic circuit, comprising various pipe runs, valves and instrumentation.

e) Monitoring and control system.

In 2025, the device was installed in the EPR (European Pressurised Reactor) at Flamanville 3, EDF personnel were trained in its operation and maintenance, and the first injection of borated water was carried out at the plant.

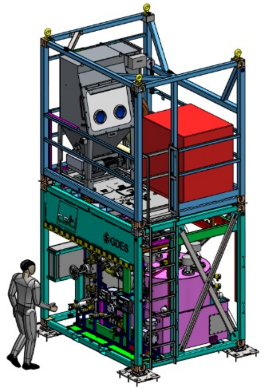
In 2026, a final intervention at the plant will be carried out to implement some changes requested by the client.

2. TEMPORARY MOBILE BORATION UNIT (DPMB)

A GDES project aimed at 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 spent fuel pool and its PTR system (purification, treatment and cooling system for these pools) in order to adapt the Nogent, Paluel and Saint-Alban Nuclear Power Plants for the use of reprocessed fuels such as MOX (mixed uranium and plutonium oxide) and URE (enriched reprocessed uranium).

With an estimated duration of seven years, the project covers everything from the conceptual and design phase of the machine to the operation and maintenance of the equipment, with 10 scheduled interventions, both during operations and refuelling outages, at the aforementioned nuclear power plants.

In 2025, the engineering phase and the manufacture of the main system components were completed. The mechanical and electrical assembly of all components is scheduled to take place in 2026, as well as the factory acceptance testing phase and the delivery of the first boration device (at least) to EDF.



3. PYROS

The PYROS project involves the design and development of two prototypes for the early detection of fires near nuclear power plants.
One of the prototypes will be used to monitor sensitive parts in transformers, aiming to detect abnormal values that could lead to an asset malfunction and cause a fire.

The other will be deployed inside cubicles where the conventional detection or extinguishing system has been disabled. The device will be located in these cubicles to increase the safety of supervisory personnel.

For early detection, the prototypes have multiple information sources through advanced sensors, using thermography, imaging, lasers and VOCs (Volatile Organic Compounds). Multi-criteria techniques powered by artificial intelligence are applied for decision-making and to trigger alarms in both the conventional fire protection system and emergency wireless network devices.

During 2025, system validation tests were carried out at a nuclear power plant in the presence of external observers and personnel from the Nuclear Safety Council. A presentation on the equipment was also given at the 519th annual meeting of the Spanish Nuclear Society.

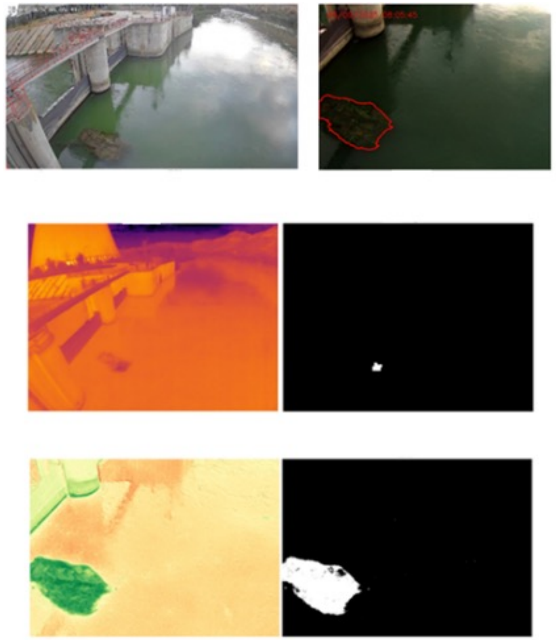
4. iALgae

The iALgae project involves the design and development of a permanent vision and artificial intelligence system to monitor the presence of algae in water entering from the Ebro River water, and used for cooling the Ascó II Nuclear Power Plant.

Large patches of algae (4-8 m2) moving across the water surface can be drawn into the intake channel, which would compromise the pumping system and require a reduction in electrical power output.

A multiparametric system has been developed, consisting of a multispectral camera, a thermal camera and a visible-spectrum camera. The information acquired with these sensors is processed using statistical algorithms and artificial intelligence.

In 2025, the system was designed, developed and implemented, and remained in operation for tests between May and October. A feasibility report on the solution was prepared, concluding that the system is suitable for production deployment.



5. SPOT

The SPOT project involves the design and development of an autonomous robot for the radiological characterisation of areas (floors, walls and ceilings), materials, containers, radioactive waste packages, and surfaces for Empresa Nacional de Residuos Radiactivos S.A., S.M.E. (ENRESA).

This automatically performs spectrometric and non-spectrometric measurements using integrated equipment, software and measurement systems.

SPOT is an autonomous quadruped robot with advanced mobility. It features a robotic arm that can be fitted with the measurement equipment used by ENRESA to characterise environments, materials, surfaces and terrain. It can navigate to configured coordinates or routes to perform measurements at specific points of interest, storing the recorded values alongside their location data. The positioning and measurement systems are fully integrated, eliminating the need for manual intervention by a technician or operator to start or pause the characterisation stages.

The SPOT project was designed, developed and implemented during 2025. In November, validation tests were carried out at the client's facilities, leaving the equipment ready for use by the radiological protection service.

6. DRUMCAR equipment upgrade

The DRUMCAR equipment is a positioning system for the automatic characterisation of radioactive waste drums at the temporary radioactive waste storage facility (ATRSR). It was originally developed between 2019 and 2020 for the Almaraz Nuclear Power Plant.

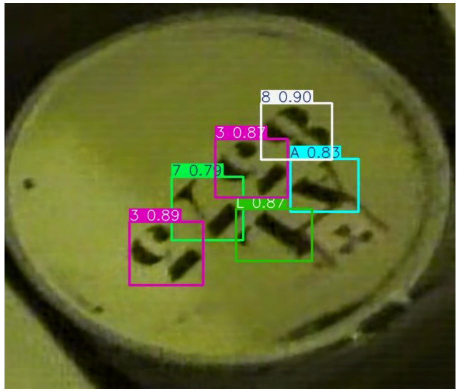
During 2025, work was carried out on a DRUMCAR equipment upgrade project, which involved the design, development and implementation of a system to update the ATRSR radioactive waste database, with the following objectives:

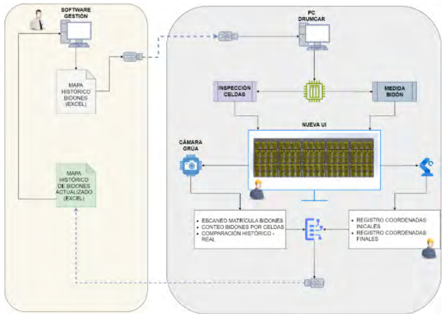
- Map the existing drums in the ATRSR cells in real time.
- Develop an interface for consulting data on drums characterised by DRUMCAR, alongside their warehouse records.

Real-time mapping was conducted by inspecting drums using vision techniques and artificial intelligence modelling, utilising the existing cameras on the crane responsible for locating and retrieving drums in the ATRSR cells. By means of a crane movement, the AI vision model automatically extracts information regarding both the position of the drums in the cells and the screen-printed markings on their lids.

The interface is based on Excel and/or Power BI data visualisation and consultation software. It enables users to view key metrics such as the number of characterised drums, alongside average and maximum dose rates and average weight.

In December 2025, further developments for the DRUMCAR equipment were implemented, making it fully operational for plant personnel.





7. BAT2REC

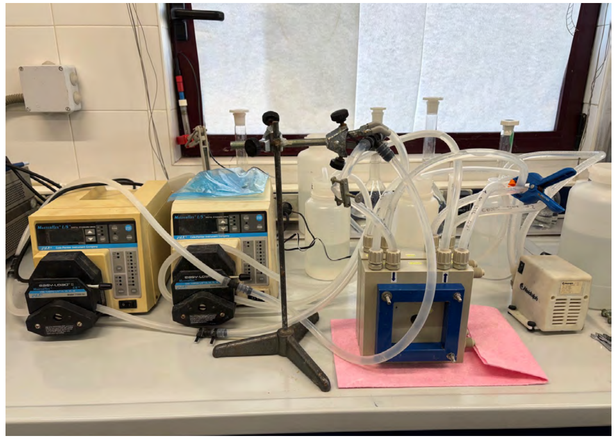
The BAT2REC project aims to develop and validate advanced technologies for recovering metals and critical components from electric vehicle batteries. To enhance the efficiency and sustainability of the EV battery life cycle, the project focuses on direct recycling and direct lithium recovery from acid leachate.

To carry out the project, a multidisciplinary consortium was formed, comprising the Universitat Politècnica de València (UPV), the Energy Technology Institute (ITE) and GDES, through its GDES Circularity business unit.

Launched in 2024, BAT2REC is co-financed by the State Research Agency through its "Public-Private Collaboration 2023" call for proposals (CPP2023-010611).

The operational requirements and fundamental technical parameters for the membrane-based direct recycling solution were defined during 2025. The transport properties of the membranes used in selective electrodialysis, along with the behaviour of the electrode-electrolyte system, were characterised to establish optimal operating ranges and criteria for process efficiency and stability.

An exhaustive analysis was also conducted into the state of the art and technological evolution in mechanical pre-treatment, as well as the direct recycling of battery active materials. This has positioned the BAT2REC proposal firmly within the current landscape of European innovation. In parallel, a laboratory-scale selective electrodialysis prototype was developed and validated, enabling the optimisation of parameters such as voltage, pH, flow rates and overall operating conditions. These advances have confirmed the technical feasibility of the process, laying the groundwork for its future pilot-scale development.



8. RESUBAT

The RESUBAT project aims to develop and validate a methodology for recovering cathodes from used electric vehicle lithium-ion batteries. It focuses on their full regeneration and the recovery of the critical raw materials they include, ultimately striving for complete battery recycling. The project primarily targets NMC (Nickel, Manganese, Cobalt) batteries, focusing on using the results in other types of lithium-ion batteries.

To execute the project, a multidisciplinary consortium was established, made up of the Ceramic Technology Institute (ITC), the Universitat Jaume I, Neptury Technologies and GDES, through its GDES Circularity business unit.

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

During 2025, the battery pack disassembly procedure was validated. Safe and efficient processes were defined for opening packs, separating modules and extracting cells, thereby ensuring their proper preparation for recycling.

Additionally, processes for regenerating cathode active materials were developed, yielding materials with properties comparable to their original state. These materials were evaluated by manufacturing and testing experimental coin cells, which confirmed their performance and stability. In parallel, progress was made in optimising the recovered materials to enhance their industrial applicability and lay the foundations for future scalability.

9. REHMO

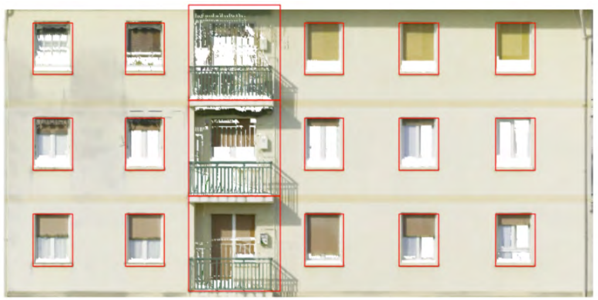
The REHMO project aims to develop and validate a methodology to optimise façade renovation processes using prefabricated wood panels. This methodology encompasses all phases, from panel manufacturing and characterisation to façade design and the subsequent installation of the prefabricated panels.

The project was developed by a multidisciplinary consortium comprising the construction company Altuna y Uria, the wood panel manufacturer PRECOM, the Tecnalia research centre and Xabet, GDES's digital transformation and Industry 4.0 business unit.

Launched in 2024, REHMO is co-financed by the European Union through the European Regional Development Fund (ERDF) Programme for the Basque Country 2021-2027 and, specifically, via the "Aid to support business R&D" call for proposals from the Basque Government's Department of Industry, Energy Transition and Sustainability.

Xabet has developed an artificial intelligence-based tool capable of automatically identifying certain building parts, such as doors and windows. Based on the façade's geometry, the tool proposes an optimal panel arrangement, aiming to minimise both manufacturing and installation costs.

In the project's final phase, the complete process was validated by simulating a façade renovation on a test structure. The results were highly satisfactory, demonstrating that the new tool accelerates the design process and enhances efficiency during the installation of prefabricated panels.



10. GALAXIA

The GALAXIA project seeks to develop and integrate an advanced agentic system into the Digital Wall (DWall) platform, in GDES's digital transformation and Industry 4.0 business unit. The aim is to equip DWall with a cutting-edge artificial intelligence engine, distinguished by its capacity for autonomous reasoning, strategic planning and the efficient execution of complex actions.

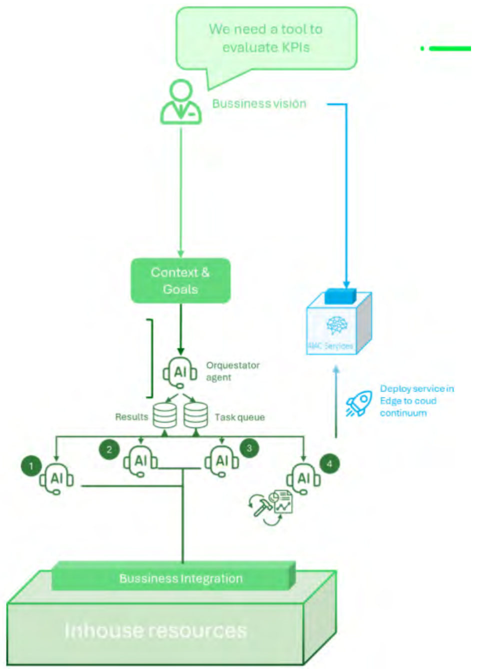
Launched in 2025, GALAXIA is co-financed by the European Union through the European Regional Development Fund (ERDF) Programme for the Basque Country 2021-2027 and, specifically, via the "Aid to support business R&D" call for proposals from the Basque Government's Department of Industry, Energy Transition and Sustainability.

To achieve seamless and technical integration, language models and the Model Context Protocol (MCP) will serve as a highly scalable communication layer, facilitating interaction between the various agents and the AI tools specifically developed for the pilot use case. To guarantee stability and performance, this deployment will be rigorously validated and verified within a controlled environment in Xabet's infrastructure.

Ultimately, the system will be supported by a highly extensible architecture.

This approach not only ensures the success of the current project but also lays the groundwork for new use cases, enabling the platform to evolve organically and sustainably in response to future technological challenges.

Specific use cases were defined in 2025, with implementation being scheduled for 2026 and 2027.



MILESTONES

- **GDES DELIVERS PROPRIETARY REABORE TECHNOLOGY TO EDF**

EDF Edvance, a subsidiary of EDF and Framatome, awarded GDES the contract to design, manufacture and supply a mobile borated water injection device for the EPR (European Pressurised Water Reactor)in the REA system. Building on prior GDES studies for EDF, the project commenced in 2021. It was delivered in December 2024 and subsequently installed at the Flamanville 3 plant in 2025. The contract also encompasses training for plant personnel. The device, named REABORE, was specifically designed to meet Edvance's precise requirements.

- **GDES PARTICIPATES IN ROUNDTABLE ON CORPORATE INVESTMENT IN STARTUPS**

In May, Adoración Arnaldos, GDES Director of Innovation and Technology, participated in a roundtable organised by Angels Capital and Lanzadera at Marina de Empresas.

The session explored the advantages and challenges of partnering with industrial players for growing start-ups. It analysed key aspects such as the contribution of technical expertise and market access, the alignment of expectations between corporations and entrepreneurs, and crucial factors to consider before accepting investment. Through its participation, GDES strengthens its commitment to innovation and collaboration with the entrepreneurial ecosystem.

- **XABET PARTICIPATES IN FOOD 4 FUTURE – EXPO FOODTECH**

Xabet attended Food 4 Future – Expo Foodtech, held from 13 to 15 May at the Bilbao Exhibition Centre, a benchmark event for innovation in the food sector. During the event, the team presented its artificial intelligence, machine learning and digital modelling solutions, all designed to optimise processes and generate value throughout the food supply chain. Participating in this forum enabled Xabet to showcase its technological capabilities and strengthen its positioning within the foodtech sector.

- **GDES PROMOTES PUBLIC-PRIVATE DIALOGUE AT INAUGURAL NNOVATION AND SUSTAINABILITY TECH DAY**

  In June, GDES hosted its first Tech Day at The Terminal Hub. The event gathered leading representatives from the energy and agri-food sectors to reflect on the challenges and opportunities surrounding sustainability, operational efficiency and digitalisation.

  The event tackled key topics such as decarbonisation, the energy transition, the circular economy and process optimisation via advanced digital technologies.

  The initiative was created to establish a permanent forum for exchange between companies, public administration and technology centres, thereby driving a more innovative, collaborative and sustainable industry.

- **ALISYS AND GDES TO JOINTLY SUPPLY ROBOT FOR CHARACTERISING RADIOACTIVE MATERIAL AT GAROÑA NUCLEAR POWER PLANT**

  Enresa will soon have a state-of-the-art autonomous robot to perform radiological characterisation tasks automatically and with high precision. The equipment will navigate autonomously to measure materials, walls and floors, identifying and classifying radioactively contaminated areas along with their level of impact.

  This investment will improve efficiency and optimise the measurement and characterisation processes for radioactive waste destined for the El Cabril storage centre. It does at the same time strengthen Enresa's ALARA commitment and its dedication to occupational health and safety during decommissioning operations.

- **GDES PARTICIPATES IN 5TH EDITION OF SMART BUSINESS: INNOVATION & VALUES**

  On 5 June, GDES participated in the 5th edition of the Smart Business Lab at the Universitat Politècnica de València, an event dedicated to the challenges of sustainable energy strategy.

  Fernando Giner, Business Development Director at GDES Efficiency, joined a roundtable moderated by the Energy Cluster of the Valencian Community alongside other industry professionals. The debate covered crucial issues such as renewable energy integration, the digitalisation of energy management, infrastructure development, and the importance of collaboration between companies and institutions to transition towards a more efficient and resilient model.

- **GDES PARTICIPATES IN VALENCIA DIGITAL SUMMIT (VDS) 2025**

GDES attended the 2025 edition of the Valencia Digital Summit (VDS), held at the City of Arts and Sciences.

Represented by Belén López, CSR, Sustainability and Innovation Technical Expert, the company participated at the Fundación LAB Mediterráneo VIP Box, attending the Corporate & Startups forum as well as various one-to-one meetings. Attending this forum strengthened GDES's ties to the innovation ecosystem and opened up new opportunities for collaboration across business, science and talent.

- **12TH INNOVA AWARDS**

The 12th edition of the Innova Awards took place in 2025,. Since 2011, GDES has fostered internal innovation by recognising ideas that deliver tangible value to the Group. The Innova Awards reflect our approach to progress: perseverance, commitment and continuous improvement across all the countries where we operate.

After 12 editions and over 350 ideas submitted to date, the initiative continues to grow. This latest edition highlighted the diversity of our workplaces, featuring active participation from across the various business units.

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- **GDES PARTICIPATES IN BIG SCIENCE INDUSTRY FORUM SPAIN 2025**

GDES attended the Big Science Industry Forum Spain 2025 at IFEMA Madrid, one of the premier events connecting industry with large-scale scientific infrastructure. The Group was represented by managers from its nuclear services, surface treatment and bidding coordination areas.

This participation rNFlorces GDES's positioning in major international projects such as ITER and CERN, where it provides solutions for thermal protection, surface treatment and decommissioning. It also facilitated the identification of new collaboration and contracting opportunities within the scientific and technological areas.

7 Environmental protection

Policies

Sustainability is one of the five core commitments of the GDES philosophy. **Every decision made by the Group must be sustainable and forward-looking; we look beyond the immediate future to consider the needs of future generations.**

KEY INDICATORS

80%
of turnover certified under ISO 14001:2015.

0
Environmental incidents

2.343
Tonnes of CO2 equivalent emitted into the atmosphere

Furthermore, GDES is committed to acting in accordance with the Precautionary Principle. This ensures that preventive action is taken whenever an activity poses a threat to human health or the environment, even if there is scientific uncertainty regarding the potential harm. This commitment takes the form of risk analyses for every project undertaken by the Group's companies.

GDES's core activities inherently contribute to environmental protection. GDES specialises in services designed to reduce the environmental impact of the sectors where it operates, including:

- Industrial facility cleaning and decontamination.
- Industrial facility decommissioning.
- Radioactive and hazardous waste minimisation and conditioning.
- Radiological monitoring and protection.
- Efficiency improvements at our clients' facilities.

Environmental Management System

GDES's commitment to sustainability is underpinned by our ISO 14001-based environmental management system. This framework includes robust mechanisms for measuring and evaluating the Group's environmental performance with respect to Life Cycle. In 2025, 80% of the Group's activities were environmentally certified in accordance with ISO 14001:2015, maintaining the same ratio as in 2024 and thus ensuring the implementation of the following environmental control measures:

- Identifying environmental risks via the company's new global risk analysis methodology for new projects, including actions to mitigate them.
- Identifying and controlling the environmental issues created by our activities, including planned actions to minimise their impact.
- Project-level environmental controls consisting of a final inspection for work or services lasting less than six months, and quarterly inspections for those exceeding six months.
- Internal and external audits.

Environmental Aspects

Materials used by weight

An estimate of the total weight of materials used in 2025 for services across the Group's various companies is presented below:

COMPANY	Tonnes
GDES	8,23 (PPE)
REV	48,91 (PAINTS)
IYM	0 (OFFICE SUPPLIES)
GDEE	223,68 (INSTALLED EQUIPMENT)
GDFR	No data
GDEA	No data
GDBA	No data
GDUK	0
GDPA	0
GDMX	0
WDES	30,34 (PAINTS, FIBRES, RESINS, ADHESIVES)
WDFR	No data
XBT	NA
GDSW	0
GDLE	0
MAT	0
TOTAL	**311,16**

Note: This estimate does not apply to XBT, as it is an engineering company.

In 2025, the highest percentage corresponds to materials installed in photovoltaic facilities, followed by paints, varnishes and aggregates.

In most cases, using recycled materials is not possible as substitute products are unavailable on the market; the percentage of recycled materials used is consequently less than 0.1%.

Energy consumed

Outlined below is the total energy consumed for the various Group companies, broken down into fossil fuels, electricity and total energy consumed.

- Fossil fuel consumption

COMPANY	litres	Gigajulios (GJ)
GDES	299.199,34	11.456,46
REV	36.698,43	1.405,18
IYM	1.794,26	68,69
GDEE	8.480,55	324,74
GDFR	21.750,48	832,82
GDEA	89.066,08	3.410,38
GDBA	143.328,17	5.488,10
GDUK	4.823,58	184,71
GDPA	3.998,80	177,98
GDMX	545,00	20,87
WDES	234.007,00	8.960,23
WDFR	217,00	8,31
XBT	Sin datos	Sin datos
GDSW	Sin datos	Sin datos
GDLE	193,00	7,39
MAT	0	0
TOTAL	**844.101,71**	**32.345,86**

- Electricity consumption

COMPANY	KWh	GigaJulios (GJ)	Renewable energy source percentage	Carbon-free percentage
GDES	107.091,52	385,52	56,50%	76,70%
REV	33.457,36	120,44	56,50%	76,70%
IYM	29.262,24	105,34	56,50%	76,70%
GDEE	13.944,88	50,20	56,50%	76,70%
GDFR	4.915,00	17,69	15,56%	95,55%
GDEA	19.007,00	68,42	15,56%	95,55%
GDBA	68.700,00	247,31	15,56%	95,55%
GDUK	No data	No data	No data	No data
GDPA	18.120,00	65,23	80,00%	80,00%
GDMX	12.298,00	44,27	20,50%	23,50%
WDES	195.931,00	705,35	56,50%	76,70%
WDFR	No data	No data	15,56%	95,55%
XBT	No data	No data	No data	No data
GDSW	No data	No data	No data	No data
GDLE	5.871,07	21,14	56,50%	76,70%
MAT	0,00	0	56,50%	76,70%
TOTAL	**508.498,07**	**1.830,91**	**42,94%**	**78,66%**

- Total energy consumed

Given that none of the Group companies carries out energy sales , the total energy consumed by the organisation's companies is equal to:

COMPANY	GigaJulios (GJ)	Renewable energy source percentage	% Carbon Free
GDES	11.841,98	2%	2%
REV	1.525,62	4%	6%
IYM	174,03	34%	46%
GDEE	374,94	8%	10%
GDFR	850,51	0%	2%
GDEA	3.478,80	0%	2%
GDBA	5.735,41	1%	4%
GDUK	184,71	No data	No data
GDPA	243,21	21%	21%
GDMX	65,14	14%	16%
WDES	9.665,58	4%	6%
WDFR	8,31	No data	No data
XBT	No data	No data	No data
GDSW	No data	No data	No data
GDLE	28,53	42%	57%
MAT	0,00	No data	No data
TOTAL	**34.176,77**	**12%**	**16%**

Note: the very low levels are due to the fact that most of the energy consumed is fuel, owing to its high calorific value and the small proportion of energy consumed as electricity.

- Methodology and assumptions
  - Fuel consumption for GDPA and GDMX is obtained directly in litres.
  - For the other Group companies, fuel consumption has been calculated from expenditure using the conversion factors indicated in the section below
  - Electricity consumption data is obtained directly from the electricity bills for each facility, only taking into account those directly managed by the Group (e.g. customer-managed sites are excluded).
  - For simplicity, all fuel has been treated as diesel, as it accounts for over 95% of total consumption, except for GDPA, which includes both fuel types (petrol and diesel).
  - The percentage of energy from renewable sources is obtained from the energy bills for the companies in Spain, and from the sources indicated in the corresponding section for other Group companies.

- Conversion factors used

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

Note: the monthly price of automotive diesel including tax is taken from the Miteco reports.

Note: for the UK, GBX has been converted into euros by calculating the monthly price change average, using https://www.mataf.net/es/cambio/divisas-GBX-EUR/data.

Water consumption

The volume of water abstracted by the organisation for services is shown below. All of the water used is from the mains; no surface water, groundwater, wastewater or rainwater is abstracted.

- Supplied water

Supplied water (m3):	
GDES	347,85
REV	106,56
IYM	93,20
GDEE	44,41
GDFR	46,85
GDEA	46,85
GDBA	33,68
GDUK	14,06
GDPA	33,68
GDMX	15,14
WDES	249,00
WDFR	No data
XBT	No data
GDSW	No data
GDLE	24,78
MAT	0
TOTAL	**1.151,39**

- Methodology and assumptions
- Water supplied for the Paterna sites (GDES, REV, IYM, GDEE, GDLE, MAT), GDMX and WDES is obtained directly in m3.
- For the other Group companies, the following calculation method has been used: Green Globes Water Calculator v2.7

Effect on protected areas

None of the infrastructure used by the various GDES Group companies is located in or near protected areas or areas 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 CO_2), mostly derived from the burning of fossil fuels, accumulate in the atmosphere and retain part of the heat emitted by the Earth.

The carbon footprint describes the amount of greenhouse gas (GHG) emissions caused by a specific activity or body, providing a way for organisations to assess their contribution to climate change.

Calculating an organisation's carbon footprint offers a number of benefits. It is an effective way for companies to gather the necessary information 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.
- Meet customer demands for information on the carbon footprint of our services.

CO_2 emissions from the combustion of fossil fuels for vehicles and machinery are the main source of direct emissions contributing to the GDES greenhouse gas (GHG) inventory .

Other greenhouse gases covered by the Kyoto Protocol, such as perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), methane (CH_4), nitrous oxide (N_2O) and nitrogen trifluoride (NF_3), have been excluded as the Group companies do not perform activities that generate significant amounts of these gases.

Emissions reporting for the companies GDES, REV, GDEE and WDES is externally verified by Bureau Veritas. This is scheduled to be carried out for 2025 in the first quarter of 2026.

The following methodology has been used to calculate the carbon footprint:

Carbon Footprint = Activity Data x Emission Factor.

- **Greenhouse gas emissions intensity.**

The GHG Protocol Corporate Accounting and Reporting Standard (ECCR) was used to calculate Group GHG emissions for 2025.

Many industries, NGOs and government programmes use this standard as the basis for developing their accounting and reporting systems, as it is a robust and practical framework based on the accumulated experience of numerous experts.

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

Direct emissions are those from GHG sources owned or controlled by the organisation. These emissions refer to those the transport of workers and generated by the combustion of fossil fuels in company-owned and third-party fleet vehicles (leased vehicles).The organisation has control of these, enabling it to indirectly influence emission reductions.

Direct GHG emissions (Scope 1) generated by the organisation in 2025, and expressed in tonnes of CO2 equivalent, were as follows:

COMPANY	T. CO_2 eq
GDES	744,44
REV	91,31
IYM	4,46
GDEE	21,10
GDFR	54,12
GDEA	221,61
GDBA	356,62
GDUK	12,00
GDPA	9,55
GDMX	1,36
WDES	582,23
WDFR	0,54
XBT	No data
GDSW	No data
GDLE	0,48
MAT	0,00
GD	2.099,81

- Emission factors used

Emission factors	Value			Source
B7 diesel emission factor (Passenger Cars)	2023			factoresemision_tcm30-542746
	CO2 (kg/ud)	CH4 (g/ud)	N2O (g/ud)	
	2,488	0,004	0,105	
E5 petrol emission factor (Passenger cars)	2023			
	CO2 (kg/ud)	CH4 (g/ud)	N2O (g/ud)	
	2,237	0,226	0,022	

Indirect greenhouse gas emissions (Scope 2 according to the GHG Protocol)

Indirect emissions are those resulting from the company's activities but generated by other organizations, specifically emissions from the generation of the electricity consumed.

The indirect GHG emissions (Scope 2) in 2025, expressed in tonnes of CO_2 equivalent, generated by the organisation were:

COMPANY	T CO2 eq
GDES	6,36
REV	2,05
IYM	1,79
GDEE	0,85
GDFR	0,11
GDEA	0,41
GDBA	1,47
GDUK	No data
GDPA	8,04
GDMX	5,46
WDES	51,92
WDFR	No data
XBT	No data
GDSW	No data
GDLE	0,18
MAT	0,00
GD	78,64

- Emission factors used

Emission factors	Valor	Fuente
Electricity supply emission factor in Spain	0,275 $KgCO_2$/kWh (Iberdrola customers) 0,265 $KgCO_2$/kWh (Gas Natural Comercializadora) 0 $kgCO_2$/kWh (Paterna solar power)	National Commission on Markets and Competition. https://gdo.cnmc.es/CNMC/accesoEtiquetado.do Remaining electricity mix 2024
Electricity supply emission factor in France	21,41 gCO_2/kWh (EDF)	https://opendata.edf.fr/datasets/origine-de-lelectricite-fournie-par-edf-sa/table
Electricity supply emission factor in Mexico	0,444 TCO2/MWH (CFE)	https://www.gob.mx/cms/uploads/attachment/file/981194/aviso_fesen_2024.pdf
Electricity supply emission factor in Panama	0,4438 TCO2/MWH	Annex A of Resolution No. MIPRE-2025-0030765 published in the Official Gazette of Panama on 21 August 2025

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

Scope 3 is an optional reporting category that allows for the inclusion of all other indirect emissions. Scope 3 emissions are a consequence of the company's activities, but arises from sources not owned or controlled by the company.

For the purposes of this study, emissions from the following activities have been included in this scope:

- Air travel by Group staff (organised trips).
- Rail travel by Group staff (organised trips).

Waste generated by the organisation at various clients' facilities has not been taken into account, as it is managed directly by the clients. Similarly, emissions generated by paper and cardboard waste, as well as hazardous waste generated by the organisation, have been excluded as they are considered insignificant compared to the other emissions included in this scope.

The indirect GHG emissions (Scope 3), expressed in tonnes of CO2 equivalent, are set out below.

COMPANY	T CO2 eq
GDES	47,77
REV	5,34
IYM	79,55
GDEE	1,63
GDFR	4,94
GDEA	1,40
GDBA	2,29
GDUK	No data
GDPA	No data
GDMX	No data
WDES	14,81
WDFR	0,00
XBT	No data
GDSW	No data
GDLE	7,65
MAT	0,00
Total	**165,37**

- Emission factors used

Emission factors	Source
Air travel emission factor	https://icec.icao.int/calculator
Rail travel emission factor in France (SNCF)	https://www.sncf-voyageurs.com/es/descubra-nuestra-empresa/rse-y-transiciones/calcular-la-huella-de-carbono-del-transporte/?utm_source=chatgpt.com
Emission factor for rail travel in Spain (RENFE, IRYO, OUIGO ESPAÑA)	https://canviclimatic.gencat.cat/es/actua/calculadora_demissions/ https://revistatravelmanager.com/iryo-la-alta-velocidad-mas-sostenible-del-mundo/ https://www.sncf-voyageurs.com/es/descubra-nuestra-empresa/rse-y-transiciones/calcular-la-huella-de-carbono-del-transporte/?utm_source=chatgpt.com

Greenhouse gas emissions intensity

The total GHG emissions for 2025, taking into account the three scopes above, are as follows:

Company	T CO2 eq
GDES	798,57
REV	98,70
IYM	85,81
GDEE	23,59
GDFR	59,16
GDEA	223,41
GDBA	360,38
GDUK	12,00
GDPA	17,59
GDMX	6,82
WDES	652,78
WDFR	0,54
XBT	No data
GDSW	No data
GDLE	8,31
MAT	0,00
GD	2.343,82

The ratio for tonnes of CO2 equivalent emitted per 1,000 hours worked in the organisation is 1.045. The rate for 2024 was 1.048.

Reduction of greenhouse gas emissions

The GDES Group had committed to reducing these emissions by 10% between 2018 and 2023 and by 20% between 2018 and 2028. Due to significant organisational and structural changes this target has been adjusted to use 2021 as the base year. The changes included the following: Relocation of the head office and central warehouses in 2019, inclusion of approved rail travel by Group staff in 2019, improved accuracy of emission factors and data sources, recent updates to the organisation's workplaces and activities, the health crisis caused by COVID-19 in 2020, and the inclusion of WDES in the 2020 calculations, all of which have caused substantial variations in quantified emissions. The new target establishes 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:

- Implementing a fuel control system to improve the recording of vehicle fuel consumption and identify the vehicles with the greatest potential for reduction.
- Drawing up a sustainable mobility plan to include measures such as the gradual replacement of the vehicle fleet, and/or promoting the rental of hybrid and/or electric vehicles.
- Training in efficient driving.
- Installing solar panels at the head office to reduce grid energy consumption and, consequently, scope 2 emissions.
- Selecting an electricity supplier based on its GHG emissions, and moving towards a 100% renewable electricity supply.
- Significant reduction in fossil fuel and energy consumption by limiting travel and making use of new technologies available.
- Prioritising train travel over flights for domestic journeys.
- Optimisation of energy expenditure by improving facilities and streamlining consumption through technical control measures and awareness-raising campaigns.

Other forms of air pollution

Due to the nature of the Group companies' activities, no ozone-depleting substances (ODS) are emitted, and no significant light or noise pollution is produced. Noise audits have been conducted however at facilities where legally required.

NOTE: Our GHG Emissions Report is externally certified by Bureau Veritas in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Waste generated

The table below shows the total weight of waste and the waste type generated by the company during 2025, as well as the disposal operations used in its treatment. The absolute value of waste generated is also compared with 2024.

- Hazardous waste

COMPANY	EWC code	DESCRIPTION	MANAGEMENT	OPERATIONS UNDERTAKEN Law 7/2022, of 8 April, on waste and contaminated soils for a circular economy).	QUANTITY Tonnes
GDES	130205*	Mineral-based non-chlorinated engine, gear or lubricating oils	R13	Intermediate operations aimed at waste recovery.	0,500
GDES	200121*-31	Fluorescent tubes and other mercury-containing waste	R13	Intermediate operations aimed at waste recovery.	0,055
WDES	110111*	Aqueous washing liquids with hazardous substances (acid wash water)	R12	Pre-treatment prior to recovery	1,241
WDES	150110*	Contaminated metal packaging	R12	Pre-treatment prior to recovery	1,006
WDES	150110*	Plastic packaging pollution (recoverable)	R5	Recovery of other inorganic materials	0,553
WDES	080409*	Adhesives, sealants and resins	R12	Pre-treatment prior to recovery	1,265
WDES	080111*	Waste paint and varnish containing organic solvents and other hazardous substances	R12	Pre-treatment prior to recovery	0,495
WDES	080317*	Waste printing toner containing hazardous substances	R12	Pre-treatment prior to recovery	0,005
WDES	080409*	Adhesives and sealants	R12	Pre-treatment prior to recovery	0,156
WDES	130703*	Waste fuel	R12	Pre-treatment prior to recovery	0,133
WDES	140603*	Non-halogenated solvent	R12	Pre-treatment prior to recovery	0,174
WDES	150110*	Contaminated metal packaging	R5	Pre-treatment prior to recovery	1,838
WDES	150110*	Plastic packaging pollution (recoverable)	R5	Pre-treatment prior to recovery	0,621
WDES	150111*	Empty aerosols	R12	Pre-treatment prior to recovery	0,036
WDES	150111*	Empty aerosols	R12	Pre-treatment prior to recovery	0,006
WDES	160506*	Chemical waste	R12	Pre-treatment prior to recovery	0,153
WDES	160603*	Button batteries	R12	Pre-treatment prior to recovery	0,003
WDES	160214*	LED monitors and screens (160214-23)	R12	Pre-treatment prior to recovery	0,010
WDES	20012131*	Fluorescent tubes	R13	Intermediate operations aimed at waste recovery.	0,020
WDES	20013551*	Electronic waste	R12	Pre-treatment prior to recovery	0,104
GDEA	150110*	Contaminated paint packaging	R1	Principally used as a fuel or any other way to produce energy.	11,020
GDEA	140603*	Aerosols	R13	Intermediate operations aimed at waste recovery.	0,200
GDBA	080117*	Paint containing lead or asbestos	D5	Disposal in hazardous waste landfills.	0,109
GDBA	120116*	Shot-blasting waste containing hazardous substances	D5	Disposal in hazardous waste landfills.	146,326
GDBA	120416*	Dust and particles from grinding processes containing hazardous substances	D5	Disposal in hazardous waste landfills.	9,264
GDBA	150202*	Absorbents, filter materials, cloths and protective clothing contaminated by hazardous substances	D5	Disposal in hazardous waste landfills.	16,689
GDBA	170409*	Metal waste contaminated with hazardous substances	D5	Disposal in hazardous waste landfills.	1,208
GDBA	170605*	Construction materials containing asbestos	D5	Disposal in hazardous waste landfills.	8,000
GDBA	170903*	Other construction and demolition waste containing hazardous substances	D5	Disposal in hazardous waste landfills.	4,202
				TOTAL	**205,392**

Note: In 2024, the total volume of waste generated across all the companies considered was 42.433 tonnes.

- Residuos no peligrosos

COMPANY	EWL	DESCRIPTION	MANAGEMENT	OPERATIONS UNDERTAKEN (Law 7/2022, of 8 April, on waste and contaminated soils for a circular economy).	TONNES
GDES	150101	Paper and cardboard packaging	R12	Pre-treatment prior to recovery	0,320
GDES	150106	Mixed packaging	R12	Pre-treatment prior to recovery	0,115
GDES	200101	Paper waste	R12	Pre-treatment prior to recovery	0,795
GDES	200136/160214-23-52-62	WEEE (Various)	R12	Pre-treatment prior to recovery	0,119
WDES	150101	Paper and cardboard packaging	R12	Pre-treatment prior to recovery	2,080
WDES	150102	Plastic packaging	R12	Pre-treatment prior to recovery	1,040
WDES	150103	Wooden packaging	R3	Recycling or recovery of organic substances not used as solvents (including composting and other biological processes)	2,140
WDES	200301	Mixed municipal waste	R12	Pre-treatment prior to recovery	1,780
WDES	200136/160214-23-52-62	WEEE (Various)	R12	Pre-treatment prior to recovery	0,007
				TOTAL	**8,396**

Note: In 2024, the total amount of non-hazardous waste generated across all the companies considered was 17.82 tonnes.

- Scope and sources of information

To prepare the waste inventory, we have considered all waste generated and delivered directly by the Group companies to various authorised waste managers. It excludes waste generated and delivered to clients or external suppliers (e.g. in repair workshops) where management is their responsibility.

The indicated treatment operations are based on information provided by the waste managers hired by the various Group companies.

No food waste prevention measures have been included, as this issue is not relevant to the organisation given the nature of its activities.

Environmental compliancel

Mitigation measures for environmental aspects

Outlined below are the main mitigation measures adopted by the organisation to reduce various environmental impacts, along with their extent across all our activities.

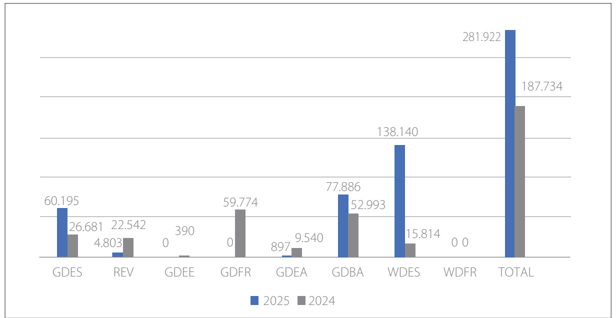
ENVIRONMENTAL ASPECT	ENVIRONMENTAL IMPACT	MITIGATION ACTIONS	MITIGATION EXTENT
PAPER CONSUMPTION	DEPLETION OF NATURAL RESOURCES	Use of ecolabel paper	100%
WATER CONSUMPTION	DEPLETION OF NATURAL RESOURCES	In general, this issue is not relevant for the organisation.	NA
ELECTRICITY CONSUMPTION	DEPLETION OF NATURAL RESOURCES	Use of energy-efficient lamps. Level A (100%) at least. Photovoltaic installation at the Paterna offices.	100%
FUEL CONSUMPTION	DEPLETION OF NATURAL RESOURCES	Vehicle compliance with the EURO 6 standard Gradual replacement of the vehicle fleet with hybrid vehicles	90%
GREENHOUSE GAS EMISSIONS	AIR POLLUTION	Vehicle compliance with the EURO 6 standard Gradual replacement of the vehicle fleet with hybrid vehicles	90%
DUST EMISSIONS	AIR POLLUTION	Use of a filtration system. Replacement by Sponge-Jet if technically possible	100%
PARTICLE EMISSIONS	AIR POLLUTION	Use of a filtration system. Replacement by Sponge-Jet if technically possible	100%
VOC EMISSIONS	AIR POLLUTION	Vehicle compliance with the EURO 6 standard Gradual replacement of the vehicle fleet with hybrid vehicles	90%
VOC EMISSIONS	AIR POLLUTION	Control of atmospheric emissions at facilities	100%
LIGHT POLLUTION	AIR POLLUTION	Not relevant for the organisation	NA
NOISE	IMPACT ON THE PHYSICAL ENVIRONMENT	Noise audits at facilities	100%
Impact on the physical environment: FLORA AND FAUNA, SOIL, etc.	IMPACT ON THE PHYSICAL ENVIRONMENT	Not relevant for the organisation	NA
SANITARY WASTEWATER DISCHARGES	DISCHARGES AND IMPACT ON WATER	Not relevant for the organisation	NA
INDUSTRIAL WASTEWATER DISCHARGES	DISCHARGES AND IMPACT ON WATER	Controlled discharge for treatment	100%
Municipal waste: PAPER WASTE	WASTE GENERATION	Segregation at source and delivery to authorised waste managers. Individual bins have been removed and replaced with centralised paper collection points.	100%
Municipal waste: PLASTICS	WASTE GENERATION	Delivery to authorised manager	50%
Municipal waste: ORGANIC WASTE	WASTE GENERATION	Not relevant for the organisation	NA
Inert waste: SCRAP METAL	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: FLUORESCENT TUBES	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: BATTERIES AND ACCUMULATORS	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: TONER AND CARTRIDGES	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: WEEE	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: SOLVENT	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
CHEMICAL WASTE	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: USED OIL	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: USED FILTERS	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: CONTAMINATED ABSORBENTS	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: CONTAMINATED PLASTIC PACKAGING	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: CONTAMINATED METAL PACKAGING	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%
Hazardous waste: RADIOACTIVE WASTE	WASTE GENERATION	Segregation at source and delivery to authorised manager	100%

Environmental sanctions

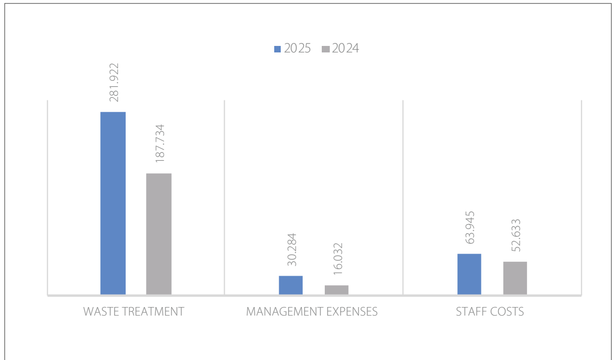
No Group companies received fines or non-monetary sanctions in 2024 and 2025 for non-compliance with environmental laws or regulations.

Investment in environmental protection

Group company expenses and investments made in 2024 and 2025 were as follows:



Investment in Waste Management (€)



Comparison between 2024 and 2025

Environmental management expenses include costs arising from conducting and preparing environmental audits, tools for managing legal requirements, and travel related to environmental matters.

Food Waste

The Group's headquarters in Spain features a canteen. To optimise this service and prevent food waste, a dedicated app allows employees to book their meals a week in advance, ensuring that only the pre-selected meals are served each day.

MILESTONES

- **CÁMARA VALENCIA MAKES SUSTAINABILITY ADVANCES WITH GDES EFFICIENCY BESS SYSTEM**

  Integrating renewable energy into critical infrastructure improves sustainability, reduces costs and strengthens the security of supply. A 30,000 m^2 hospital has installed a 200 kWp photovoltaic plant that generates approximately 300 MWh annually, covering 20% of its energy demand.

  The project avoids the emission of approximately 120 tonnes of CO_2 annually and generates estimated savings of EUR 30,000 per year, with a three-year payback period. This installation reduces reliance on the electricity grid, enhances the site's energy resilience and contributes to the healthcare sector's decarbonisation objectives.

- **PHOTOVOLTAIC CANOPIES AT PARC SAGUNT: RENEWABLE ENERGY AND SUSTAINABLE MOBILITY**

  GDES Efficiency has installed photovoltaic canopies in the Parc Sagunt car park, a 1,600-space project by the joint venture comprising Rover Grupo and Geominerales.

  This measure enables the generation of renewable energy for self-consumption, efficient lighting and electric vehicle charging, while also providing shade and protection for the vehicles. Through this initiative, the site improves its energy efficiency, reduces emissions and progresses towards a more sustainable urban infrastructure model.

- **GDES TAKES PART IN "ENERGY OPTIMISATION IN INDUSTRY: STRATEGIES TO ACHIEVE CAES" CONFERENCE**

  In April, our colleague Fernando Giner, Business Development Director at GDES Efficiency, participated in an insightful conference organised by COGITI Valencia (Official Association of Industrial Technical Engineers of Valencia) and the Valencian Community Energy Cluster. Fernando Giner participated in a panel discussion exploring practical and accessible energy savings through CAEs (Energy Saving Contracts).

- **GDES WIND DRIVES A SUSTAINABLE SOLUTION FOR WIND BLADE RECYCLING**

GDES Wind has partnered with Genesal Energy to develop a hybrid solution for cutting and recycling wind blades, enabling autonomous operations in the field. The system combines the company's cutting equipment with a 45 kVA mobile generator set mounted on a trailer, providing up to 35 hours of autonomy.

This unit facilitates interventions at wind farms without the need for additional electrical infrastructure, thereby improving operational efficiency and promoting circular economy processes. This initiative helps address the challenge of recycling composite blades amidst the energy transition.

- **GDES CIRCULARITY AND ZELEROS TO COMBINE THEIR EXPERTISE AND TECHNOLOGY TO DEVELOP E TOWER®**

E TOWER® will serve as an innovative solution to redefine sustainable mobility by addressing one of the sector's primary challenges: the efficient management of resources and waste.

E TOWER® will drive the transition towards a more circular, sustainable and competitive energy model. It reaffirms both companies' commitment to responsible innovation, while also offering an effective response to the growth of ultra-fast electric charging infrastructure.

- **GDES EFFICIENCY PARTICIPATES IN SOLAR & STORAGE LIVE ESPAÑA 2025**

GDES Efficiency attended Solar & Storage Live España 2025, where its Business Development Director, Fernando Giner, participated in the panel discussion "How to successfully implement decarbonisation strategies in industry", organised by the Valencian Community Energy Cluster.

The event addressed the principal technologies and strategies for reducing industrial emissions, energy transition challenges, and the impact of decarbonisation on business competitiveness.

- **GDES ATTENDS MIV2025 SUSTAINABLE MOBILITY INNOVATION MEETING**

  The Valencian Community's automotive and mobility sector gathered in November for a key event organised by the AVIA Automotive and Mobility Cluster. Companies, technology centres and ecosystem bodies discussed the global challenges and smart solutions set to shape the sector's future.

  Lorena Hernández, Project Technician at GDES Circularity, presented GDES's future value proposition in sustainable mobility during the pitching session: E TOWER®, a system combining ultra-fast charging with energy storage based on second-life batteries.

- **GDES EFFICIENCY PARTICIPATED IN "MUNICIPALITIES TOWARDS 2030: CHALLENGES AND OPPORTUNITIES" CONFERENCE**

  GDES Efficiency participated in a conference organised by the Valencian Community Energy Cluster at Fizz Hub (Valencia), which focused on the role of municipalities in the energy transition and sustainable development.

  Fernando Giner, Business Development Director, participated in a panel discussion alongside institutional and business representatives to analyse the challenges and opportunities of local-level decarbonisation. The event highlighted the importance of efficiency, innovation and public-private collaboration in advancing towards more sustainable energy models.

8 Support for society

KEY INDICATORS

1,1%
of EBITDA in direct social investment.

43
Participation in associations, forums and business clubs.

198
External publications on current affairs relating to our organisation, technical articles, executive interviews and press releases.

Policies

Since its inception, GDES has been committed to solidarity as a core value intrinsically linked to the Group's sustainability. This commitment is summarised as follows:

- A commitment to disseminating knowledge through collaboration with universities and training centres.
- Policy of transparency and active communication with society and industry regulatory bodies (CSN, SEPR, SNE, MINETUR, IAEA, NEA/OECD, ICRP, etc.).
- Participating in initiatives related to economic and industrial development, the promotion of innovation, defence of the environment or sustainability, particularly through business associations and clubs (AVE, AEE, Foro Nuclear, CICV, GEPI, GIFEN, Fundación Lab Mediterráneo, Corredor Mediterráneo, CESUR).
- Engaging in social action through micro-donations, collaborations with NGOs, and participation in sporting and cultural events.

In 2025, social investment excluding management expenses amounted to 1.1% of EBITDA.

Social Action

The Group's corporate social responsibility is developed in close alignment with its future vision, purpose and values. As a family business, our purpose is to leave future generations a planet that is environmentally, socially, and economically better.

In this regard, our social responsibility priorities must always meet three objectives: they must align with our purpose, deliver a local impact, and ensure that this impact is relevant and real, and not just words.

United Nations Global Compact

At a Group level, GDES has been a member of the **Spanish Network of the United Nations Global Compact** for over 10 years. This is an international initiative that encourages companies to implement a range of universally accepted principles to guide their corporate social responsibility (CSR) actions. Furthermore, our French subsidiaries, GD Energy Services SAS and GDES Revanti SAS, are individual members of the French national network.

Sponsorships

In 2025, GDES sponsored scientific events—namely the SFEM-SEPR Congress, EGEC and ICDA-4—as well as sector-specific meetings focused on the carbon-free energy transition. These include the AEE's Operational Analysis of Wind Farms conference and the Annual Meeting of the Spanish Nuclear Society, and outreach activities like the **FEM'Energia Awards**.

We sponsor various sports teams as part of our strategy of delivering a local, relevant and tangible impact. These include inclusive teams such as **CB L'Horta de Godella (Spain), Rugby Saint-Marcellin and the handisport volleyball team - Club Pays Voironnais (France) or the Spanish Federation of Sports for the Deaf,** as well as conventional ones: **Lago Sport As Pontes (Spain), Thurso and St Fergus Bowling Clubs (United Kingdom), and the Los Barrios women's padel team (Spain)**. We also sponsor competitions such as the Halkirk Highland Games (United Kingdom) and local institutions like the Local **Army Cadets** in Scotland. Furthermore, we have even sponsored our own employees, as seen in the recent **Heart Scotland** competition.

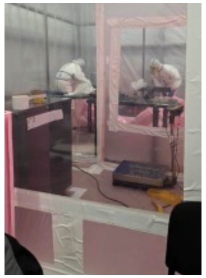
Colaboraciones

- **Collaboration with Fundación Proyecto Vivir:** Since 2024, GDES has worked closely with the Fundación Proyecto Vivir in the Valencian Community. This foundation is dedicated to the training, advancement, and integration of people at risk of social exclusion, primarily women and their families (particularly children). As well as financial support, the Group participates in all of Proyecto Vivir's initiatives. We contribute to the Foundation's objectives through training and awareness-raising talks given by current GDES employees to women and their young children, and covering various topics such as the environment, occupational health and safety, and CV preparation.
- **Collaboration with Women in Nuclear:** GDES actively collaborates on a charitable basis with Women in Nuclear. This international organisation promotes and supports women working in the nuclear energy and ionising radiation sectors. Headquartered in Vienna, it brings together over 35,000 members across more than 145 countries to promote gender equality, sustainability, and technology dissemination. WiN Global features many national areas (such as WiN Spain) and specialised working groups focused on diversity and safety. GDES's collaboration is reflected in the ongoing commitment of several Group employees to this organisation—most notably Adoración Arnaldos Gonzálvez, Innovation and Technology Director, who serves on the WiN Global management board.
- **Painting My Future': In 2023,** Mamás en Acción and GDES launched a targeted vocational training programme for children at risk of social exclusion, designed to support them as they transition into adulthood. This initiative provides young people with the tools and prospects they need to enter the labour market and embark on their professional careers.

The training programme continued in 2025 with a new edition delivered by both retired and current Group employees. It included modules on occupational health and safety, basic employability skills (such as CV writing and interview preparation), and—as the core focus of the programme—specific training in industrial painting. The third edition of 'Painting My Future' was run in collaboration with La Salle Projecte Obert, Amigonianos, and Fundación Proyecto Vivir—organisations dedicated to caring for and supporting children and young people as they transition to independent living.

- **Thurso Bowling Club and St Fergus Bowling Club (United Kingdom):** We sponsor both of these local bowling clubs, supporting their social and sporting activities within the community.
- **Halkirk Highland Games (United Kingdom):** We sponsor this traditional event, strengthening our ties with local culture and community initiatives.
- **Army Cadets (United Kingdom):** We support the local youth unit, fostering training in values, personal development, and social participation among young people.
- **Collaboration with CB L'Horta de Godella:** This club, which runs both a IDB (Intellectual Diversity Basketball) academy and a WB (Wheelchair Basketball) academy, has set its sights on competing next year.
  GDES has provided financial support enabling the club to renew its kits, maintain its courts, and retain two coaches.
- **GDES Wind's collaboration with Fundación Llamada Solidaria:** This foundation manages mobile phones and electronic devices, delivering them to an authorised waste management company. The proceeds generated are then allocated to research and to supporting families affected by rare diseases.
- **Collaboration with Pôle d'emploi (France):** In partnership with the French employment agency (Pôle d'emploi), our subsidiary GDES Revanti launched a programme to recruit people searching for work, offering them state-subsidised training sessions to qualify as industrial painters. Through this project, candidates acquired the necessary skills and were ultimately offered stable, long-term employment within our company.
- **CFM and KAIROS:** These training alliances foster the development of specific technical skills in the nuclear industry through structured programmes that facilitate access to employment and help candidates obtain legal authorisation.
- **MALAKOFF HUMANIS:** A partnership focused on inclusion, raising awareness about disability, and promoting work-life balance:
  - Awareness-raising workshop on disability in the workplace.
  - An awareness-raising workshop on the realities faced by family carers and the support resources available to them.
- **France Travail:** We collaborate with various regional agencies to train the long-term unemployed and integrate them into the nuclear industry.

These initiatives include several Operational Preparations for Employment (POE and POEI) targeting professions such as industrial anti-corrosion painting and decontamination, enabling new professionals to join the GDES teams.



Other actions:

- **Vicente Ferrer #1KM1Vida:** This collaboration involved sponsoring and forming a solidarity team of employees to compete in the #1KM1vida charity race.
- **Collaboration with the Prodis Foundation:** An initiative undertaken by GDES Wind to promote the labour-market inclusion of people with disabilities.
- **Internal Human Resources** France campaign – "Smoke-Free Month": An awareness and support campaign run throughout November, providing resources and assistance to employees looking to quit smoking.
- **"Technician Day" event – GDES Wind:** An internal event held in Culleredo for all direct staff, focusing on participation, safety, and operational improvement. The programme featured safety and prevention sessions,

a review of 2024, an analysis of accident rates, and the presentation of operational tools and working procedures, alongside an overview of the new professional categories and the training plan. This initiative rNFlorces our safety culture, internal communication, and the professional development of our team.

- A food collection drive held at our Culleredo facilities (GDES Wind) in collaboration with the **Banco de Alimentos Rías Baixas**.
- Our partners at xabet have focused their social action primarily on internal initiatives. These include maps outlining value and contribution for all employees, which outline what each individual brings to xabet in the short, medium, and long term. They have also implemented a flexible remuneration system tailored to each employee. This system defines the salary, flexibility, and employability ratio, allowing employees to choose their own percentages provided they total 100%. Furthermore, a portion of employees' time is dedicated to projects they find personally engaging, and there is an ideas "lab" in the office. This approach has sparked various initiatives—many of which are linked to artificial intelligence—and that ultimately develop into working demonstrators.

Commitment to the Continuity of the Spanish Nuclear Industry

Throughout 2025, GDES has rNFlorced its commitment to ensuring the continuity of Spanish nuclear power plants, which are vital for security of supply, electricity system stability, and socio-economic development. In this context, we have actively supported the citizens' platform **"Yes to Almaraz, Yes to the Future"** and backed initiatives aimed at extending the operational life of the Almaraz and Cofrentes nuclear power plants.

As allies of these platforms, we have helped amplify their message in public forums at both a national and European level. These efforts have also prompted the **European Parliament** to analyse the energy impact of a premature shutdown.

Alongside other leading companies, GDES has also signed the Auxiliary Electricity Industry Manifesto. This manifesto advocates a review of the closure timetable and highlights five key aspects:

- Reopening of dialogue regarding the 2019 agreement.
- The socio-economic risks associated with prematurely closing the plants.
- The need to review national energy policy.
- The benefits of extending operational life as a safe and sustainable solution.
- The recognition of the technical excellence and rigorous safety standards of the Spanish nuclear industry.

El cierre anticipado supondría una pérdida de empleo, competitividad e inversión, así como un aumento de las emisiones y de la dependencia energética. En el caso de Almaraz, su cierre afectaría directamente al 7% de la generación eléctrica nacional y a más de 3.000 empleos, además de eliminar una fuente que evita 6 millones de toneladas de CO_2 al año.

Con nuestro respaldo a estas iniciativas —incluida la campaña de **crowdfunding** promovida por la plataforma ciudadana— reafirmamos nuestro compromiso con una transición energética responsable, basada en datos y en criterios técnicos, donde la energía nuclear siga siendo un pilar esencial junto a las renovables.

MILESTONES

- **PROYECTO VIVIR: : GDES RECOGNISED FOR COMMITMENT VOLUNTEER DAY PARTICIPATION**

  In February, during the 4th edition of the "Do you want to be a company that captivates?" event, GDES was recognised for its commitment to and collaboration with the Proyecto Vivir Foundation. This non-profit organisation has been working since 1994 to build a fairer, more dignified, and more autonomous society for all. GDES once again participated in the Great Volunteer Day, an event featuring a wide range of activities and inspiring talks centred around solidarity work.

  At GDES, we are grateful for this recognition and reaffirm our commitment to the Proyecto Vivir Foundation and to those most in need.

- **GDES PARTICIPATES IN HANDOVER OF KEYS FOR SOLIDARITY SPACES INITIATIVE**

  GDES participated in the symbolic handover of keys to AVAPACE, the winning organisation of the Solidarity Spaces initiative at the Valencia Conference Centre. This programme recognises projects that deliver a positive social impact within the community.

  Julián Mendoza, QHSE and CSR Director at GDES and member of the Sustainability Advisory Committee, served on the jury for this edition. As a member of the Spanish Network of the United Nations Global Compact, GDES thereby reaffirms its commitment to sustainability and to collaborating with organisations that champion a more inclusive society.

- **GDES LAUNCHES THIRD EDITION OF 'PAINTING MY FUTURE' PROGRAMME**

  June saw the launch of the third edition of 'Painting My Future', a vocational training programme aimed at adolescents and young adults aged 16 to 21 who are at risk of social exclusion.

  Participants received practical, professional training from GDES team volunteers over the course of five weeks. The programme features specific modules on occupational health and safety, first aid, and the operation of forklift trucks and elevated work platforms. It also includes content dedicated to employability and—as its core focus—technical training in industrial painting.

- **GDES PARTICIPATES IN 4TH "1KM1VIDA SOLIDARITY RACE | CITY OF VALÈNCIA" AND RECEIVES COMMEMORATIVE BIB**

  In April, GDES once again supported the 4th "1km1vida Solidarity Race | City of València", held in aid of the Vicente Ferrer Foundation. 100% of the funds raised were allocated to support those affected by the flash floods in the Valencia Community. This initiative has funded the refurbishment of 17 educational centres and the reviving of 122 associations, directly benefiting over 33,000 people. In June, GDES was presented with a commemorative bib at an institutional breakfast organised by the Vicente Ferrer Foundation and Panamar Bakery Group to thank collaborating companies.

- **GDES SUPPORTS THE WOMEN'S DEAF FUTSAL TEAM ON THEIR PATH TO THE WORLD TITLE**

  GDES provided financial support to enable the Spanish Women's Deaf Futsal Team to compete in the 2025 World Cup in Montesilvano, Italy.

  The team achieved a historic milestone, shining in a flawless tournament and being crowned world champions after defeating Brazil 6-5 in the final. GDES wanted recognise this success, which reflects effort, the will to succeed, and teamwork, reaffirming its commitment to sport as a tool for inclusion and to initiatives that promote equal opportunities.

- **GDES SPONSORS CB L'HORTA GODELLA**

  GDES continues to sponsor the CB L'Horta Godella club, which runs both a BDI (Diversity Basketball) academy and a BSR (Wheelchair Basketball) academy, where players train on a weekly basis.

- **GDES RNFIORCES SUPPORT FOR THE "YES TO ALMARAZ, YES TO THE FUTURE" PLATFORM IN DEFENCE OF NUCLEAR ENERGY**

GDES has become a strategic ally of the citizens' platform "Yes to Almaraz, Yes to the Future", which is campaigning to prevent the premature closure of the Almaraz Nuclear Power Plant, currently scheduled for 2027–2028, supporting the initiative both financially and through awareness-raising campaigns.

Driven by residents, mayors, and local organisations in the area surrounding the plant, this initiative has prompted the European Parliament to launch an investigation into whether the closure could infringe on EU law by creating "energy insecurity".

- **GDES PRESENT ONCE AGAIN AT PARIS RPA TRADE FAIR**

GDES Revanti participated once again in the "Rencontres de la Peinture Anticorrosion" (RPA), a benchmark event that brought together over 800 industry professionals. Featuring 85 exhibitors, the event addressed the main technical and environmental challenges associated with anti-corrosion painting.

At its stand, GDES Revanti showcased its key industrial and nuclear projects in France, alongside its capabilities and services in the hydro-industrial, nuclear, and civil engineering sectors. The event also strengthened relationships with customers, suppliers, and partners.

- **GDES PARTICIPATES IN INTERNATIONAL INEX 2025 TRADE FAIR IN SEOUL**

In April, GDES participated in the international INEX 2025 trade fair at the Lotte Hotel in Seoul, one of the premier global events in the nuclear sector.
The company was represented by Adoración Arnaldos, Director of Innovation and Technology, and Cristina González, Head of Business Development and Special Projects, who showcased GDES's capabilities and services in the nuclear and decommissioning fields. Participating in this forum enabled the Group to explore new synergies and collaboration opportunities with the Korean nuclear industry and strengthen the Group's international position.

- **GDES PARTICIPATES IN HORIZONTE EÓLICO 2025 ANNUAL CONFERENCE**

GDES participated in the Horizonte Eólico 2025 Annual Conference, organised by the Spanish Wind Energy Association (AEE). The Group attended as a sponsor through GDES Wind, and Héctor Dominguis, Chairman and CEO of GDES, moderated one of the event's key sessions, which focused on repowering.

The meeting brought together key industry players to analyse the technical, regulatory and economic challenges of the energy transition in Spain. It addressed issues such as the PNIEC, the electrical blackout and the future of European wind power, highlighting repowering as a major development opportunity.

- **GDES ATTENDS WNE ONCE AGAIN: THE LARGEST NUCLEAR SECTOR TRADE FAIR IN EUROPE**

GDES participated in the sixth edition of the World Nuclear Exhibition (WNE), the leading global event for the nuclear energy industry, held in November. This year, the event brought together 780 exhibitors and 23,500 professional visitors from 88 countries.

The programme was structured around two themes: 'Nuclear today and tomorrow', focusing on industry development, AI and the financing of new projects; and 'Beyond electricity', dedicated to nuclear applications in areas such as medicine, agriculture, hydrogen, desalination, space exploration and propulsion.

- **GDES PARTICIPATES IN ENERGY GLOBAL EXPO & CONGRESS 2025**

GDES participated in EGEC 2025, an event focusing on the present and future of the energy sector. María José Mira, Strategic Projects Manager, participated in the opening panel on energy independence, while Fernando Giner, Business Development Manager at GDES Efficiency, joined a session on thermal decarbonisation in the agri-food industry.

The congress highlighted the need to move towards a stable, secure and competitive energy model, based on collaboration between industry, technology providers and public authorities.

9. Contents and GRI indicators

GENERAL DISCLOSURES			
Contents		Page	External Verification
Organisation profile			
102-1	Name of the organisation	4	NFI
102-2	Activities, brands, products, and services	4,6	NFI
102-3	Location of headquarters	4	NFI
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102-5	Ownership and legal form	4,5	NFI
102-6	Markets served	4,6,7,11	NFI
102-7	Scale of the organisation	4,8	NFI
102-8	Information on employees and other workers	36-40	NFI
102-9	Supply chain	30	NFI
102-10	Significant changes to the organisation and its supply chain	12	NFI
102-11	Precautionary Principle or approach	22,23	NFI
102-12	External initiatives	14,15	NFI
102-13	Membership of associations	9	NFI
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102-14	Statement from major decision-maker	3	
102-15	Key impacts, risks, and opportunities	21-25,31-34,63-65,77-79	NFI
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102-16	Values, principles, standards, and rules of behaviour	13,19-20	NFI
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102-18	Governance structure	17	NFI
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102-40	List of stakeholder groups	18	NFI
102-41	Collective bargaining agreements	41-42	NFI
102-42	Stakeholder identification and selection	18	NFI
102-43	Approach to stakeholder engagement	18	NFI
102-44	Key topics and concerns raised	18	NFI

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

Non-standard: Non-standard.

PM/UNGC: United Nations Global Compact Principles

SDG: Sustainable Development Goals

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102-53	Contact point for questions regarding the report	4	NFI
102-54	Reporting declared to be in accordance with the GRI Standards	10	NFI
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205-3	Confirmed incidents of corruption and actions taken	28	NFI	10	16
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NOTE 1: The relationship between GRI topics and the Sustainable Development Goals has been established based on the document entitled 'Linking the SDGs and the GRI Standards' (September 2020 edition), published by the Global Reporting Initiative with the support of the Swedish Government.

NOTE 2: The relationship between the GRI topics and the Non-Financial Information Statement (NFIS) has been established based on the document entitled 'Linking the GRI Standards and the European Directive on non-financial and diversity disclosure', published by the GRI's Sustainability Standards Board.