VERTEX
BIOENERGY SOLUTIONS

Vertex Bioenergy Solutions, S.L.U.

Non-Financial Reporting Statement

March 2025

Contents

I. Introduction

This Non-Financial Reporting Statement (hereinafter, "NFRS") which forms part of the Consolidated Management Report of Vertex Bioenergy Solutions, S.L.U. and Dependent Companies, is published in fulfilment of Act 11/2018, of 28 December 2018, amending the Code of Commerce, the Consolidated Text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010, of 2 July 2010, and Act 22/2015, of 20 July 2015, on Accounts Auditing, with regard to non-financial information and diversity.

This document refers to the activity of the Vertex Bioenergy Solutions group ("Vertex Solutions" or the "Company"), engaged in the development, promotion, construction and operation of owned or third-party industrial plants, for the production of biofuels such as bioethanol etc., the importing and sale of said products; research, development and technological innovation, development and exploitation of new technologies in the field of biofuels; and the provision of consultancy and technical support services connected with the aforementioned activities, including within consultancy and support services those involving financial, economic, legal and business management, supervision and auditing, taxation, human resources, advertising and image, commercial management, research, development and innovation, procurement and risk management.

This NFRS was produced on the basis of a reporting standard comprising a selection of indicators, or part of the content thereof, as established in the Global Reporting Initiative (GRI) guide, an internationally recognised standard, following the principles and content defined by the most recent version of the guide: GRI Standards.

Consideration is likewise given to the context and regulations of the sector, as well as key stakeholder demands; taking as the baseline those reported at the different companies in our sector, sectoral trends and best practices to determine the relevant non-financial aspects of Vertex Bioenergy Solutions. This thus served to identify the following main relevant aspects:

- Emissions and climate change
- Ethics, integrity, transparency
- Environmental management
- Occupational health and safety
- Strategy, evolution of the business and energy transition

This Non-Financial Reporting Statement describes the main lines of non-financial performance regarding:

- Issues concerning personnel and human rights.
- Environmental and social issues
- Issues concerning anti-corruption and bribery.

II. Business model

A. About the Vertex Bioenergy Solutions Group

Vertex Bioenergy Solutions focuses its activities on the operation of bioenergy production plants, using as its raw materials such plant products as cereals or alcohols from various sources, using the bioethanol produced as an additive for green gasolines. As well as the manufacture and marketing of protein-based foodstuffs for animal feed/nutrition, carbon dioxide and electricity.

In 2020 it received authorisation from the Competent Bodies in Spain and France to market ethanol for the manufacturing of biocidal products, becoming a leading biocide producer in the aforementioned countries. Its efficiency and flexibility in the production of ethanol and other by-products make Vertex Bioenergy Solutions supremely competitive. This process was completed through the inclusion of all Vertex Bioenergy Solutions plants on the list of the European Chemicals Agency (ECHA) as authorised suppliers of Ethanol as an active substance for biocidal types 1, 2 and 4, in accordance with Article 95 of Regulation No. 582/2012, concerning the making available on the market and use of biocidal products.

Vertex Bioenergy Solutions enjoys competitive biofuel production capacity thanks to the flexibility of its installations in using a range of raw materials and producing different products. Supported by stable production capacity, thanks to the efficiency of operations, optimal logistics and excellence in the supply of raw materials, these critical factors are the key to optimal operational development.

Bioethanol is a clean and renewable energy source which sustainably replaces gasoline in vehicle engines and contributes to the security and diversification of energy supply. Used in its pure state or in mixtures with fossil fuels it reduces CO2 emissions, counteracts the advance of climate change and reduces emissions of pollutants into the atmosphere. Bioethanol added to gasoline increases the gasoline octane number (acting as an anti-knocking agent), as well as being of renewable origin, since it replaces compounds with a high lead content which are particularly harmful for the environment and health.

Vertex Bioenergy Solutions is capable of processing certain raw materials or non-food waste, such as grape alcohol, allowing the Company to produce even more sustainable bioethanol, benefiting from the double calculation or advanced biofuel category in the European Commission's sustainability target accounting.

Some of the current bioethanol production installations are equipped with cogeneration systems which use natural gas to generate the steam and electricity needed to operate bioethanol plants. The cogeneration systems of the plants in Spain currently produce more electricity than plant requirements, with the surplus being fed into the electricity grid, making the installations more profitable and sustainable.

In addition, the production installations are equipped with systems that capture the CO2 produced in fermentation, preventing it from being emitted to the atmosphere, and thus helping to reduce greenhouse gases (GHG).

Thanks to the source of the raw materials and optimisation of processes at the biorefineries, bioethanol achieves a 72% reduction in carbon dioxide emissions compared with the gasolines it replaces, making a direct contribution to reducing the effects of climate change. All with scarcely any impact on infrastructure and the vehicles using the product.

Vertex Bioenergy Solutions manages the marketing and supply of the demand generated on biofuel markets in its area of influence. Most sales are located in the countries of production and other European countries, and the majority of contracts are long-term arrangements with the leading fuel distributors in the relevant catchment area.

Lastly, the location of its plants and diversification of its sustainable products mean that Vertex Bioenergy Solution´s activities facilitate rural development, while also contributing to the circular economy.

B. Mission, vision, values and strategic approaches

Vertex Bioenergy Solutions develops industrial production activities in the energy sector and other uses of alcohol and animal feed, delivering value to its stakeholders through management based on fostering an entrepreneurial spirit, social responsibility, sustainability, transparency and professionalism.

Mission, vision and values

Mission

- Our mission is to contribute to sustainable development through the the biofuels market for transport through the use of renewable raw materials and environmentally friendly technologies that reduce carbon emissions and environmental impact.
- Contribute to the personal and professional development of its employees by setting and monitoring individualized development goals and plans.

Vision

- Be one of the leading companies in the production and marketing of biofuels from renewable raw materials.
- Provide an optimum working environment in order to attract the best possible employees and maintain excellence in its activities.
- Attract interest and respect from Stakeholders through sustained growth.
- Set the standard for energy transition through efficiency, integrity and innovation, with a positive impact on the planet.

Values

- Honesty in our relationship with clients, partners and colleagues.
- Respect for individuals under all circumstances.
- Prioritize teamwork using corporate tools to encourage the exchange of information.
- Promote the required flexibility and mental attitude.

Our Corporate purpose is to "Contribute to the energy transition towards decarbonisation by developing sustainable products for transport".

As part of the Vertex Bioenergy Solutions commitment to Sustainable Development, we measure our contribution to the Sustainable Development Goals (SDGs) promoted by the United Nations, and establish action plans to improve our performance.

Over the course of this report reference is made to the contribution by Vertex Bioenergy Solutions to the SDGs.

C. Business lines

Bioethanol

Bioethanol is a renewable fuel produced from agricultural raw materials, such as grain. Ethanol has since ancient times been obtained by the anaerobic fermentation of a solution containing sugars and yeast, which is subsequently distilled.

Bioethanol is mixed directly with gasoline to achieve a more sustainable mixture, and is used in engines or as a component in gasoline production (ETBE) for oxygenation.

When mixed directly with gasoline, the proportion of the two fuels is typically indicated by the percentage of ethanol preceded by a capital E. This means that the E10 mix comprises 10% ethanol and 90% gasoline, while E85 is obtained by mixing 85% ethanol and 15% gasoline.

The proportions of ethanol in the mix vary in each country. The minimum ratio used is E5. E10 has now become the standard fuel for the EU. E85, known as super-ethanol, offers many benefits and is used in vehicles that are specially designed or adapted to this fuel.

DDGS

DDGS (Dried Distillers Grains with Solubles) are a by-product resulting from bioethanol production through conversion by means of fermentation of the starch contained in the grains in bioethanol and subsequent extraction by distillation.

It is a source of plant protein, fat and fibre used in animal nutrition. It provides nutritional animal feed as an alternative to other traditional sources of protein (soy and rape seed).

This food use means that DDGS is subject to strict quality controls to ensure both its nutritional properties and those derived from the application of the food safety legislation in force.

Because of its level of moisture (under 12%), DDGS has an almost indefinite shelf life and can be sent to any market, irrespective of its proximity to a production plant.

Corn oil

Corn oil is a lipid of plant origin obtained by a process of extraction from wet ground maize. The percentage oil by weight in a grain of maize ranges from 3.1% to 5.7%, with 83% of the fat content contained in the germ of the grain.

Corn oil is typically produced using a combination of natural and chemical processes to separate the maize oil from the remaining plant matter. It is a by-product developed by means of the wet DDGS separation process

It can be used as a nutritional component for animal feed. Meanwhile, it has also proved highly successful in biofuel production. Global biofuel production indicates that it has become a real alternative to complement petroleum diesel.

CO2

CO2 is a gas naturally produced in certain biological processes, and also absorbed in others, such as photosynthesis. The balance between these processes guarantees the appropriate levels of CO2 in the atmosphere needed for life.

CO2 is one of the gases causing the greenhouse effect, and the excess concentration of the gas in the atmosphere thus increases this effect, and hence the temperature of the earth, leading to global warming.

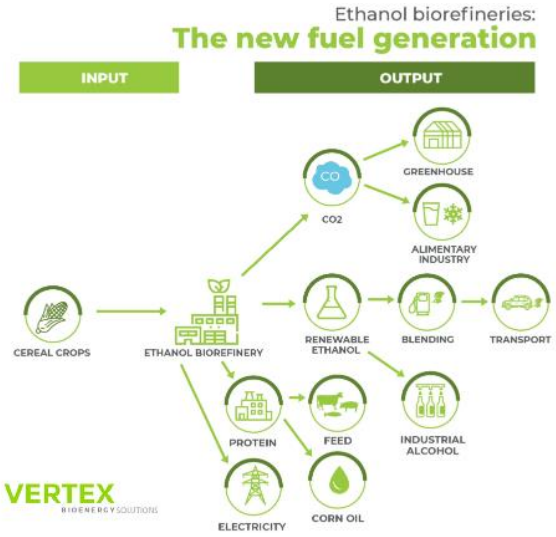
The levels of CO2 in the atmosphere have now risen significantly, probably because of human activity and the use of fossil fuels. This has prompted states and institutions to take part in drastic emissions reductions.

Meanwhile, it is of practical use and value in numerous industrial processes, and so recovery and reuse have beneficial effects both environmentally and economically, since this first of all avoids atmospheric emissions, and can furthermore be used to manufacture a range of sustainable products for food use. Nutrition or energy.

Electricity

The configuration of certain processing plants allows some of the energy required to produce heat to be recovered by converting it into electricity using an alternator operated by a gas turbine. The electrical energy is exported to the grid.

This generation of heat for different processes and electrical energy is known as cogeneration, and is a well-established concept at plants in Spain, where natural gas is used in gas turbines for this purpose.



D. Markets in which it operates

Bioethanol market

Bioethanol will have an important role to play as a transitional solution for road transport, because of the urgent need to reduce greenhouse gas emissions and the difficulty in immediately converting all road transport vehicles to electric power.

Europe has decided to minimise its greenhouse gas emissions, and so has set short-, medium- and long-term targets.

These targets can currently only be fulfilled through the use of biofuels, and as a result the forecast is that demand for ethanol will increase between now and 2030, as a result of the following estimations:

- Restrictions on the use of diesel-engined vehicles. The trend in new vehicle registrations has changed, with most new cars using gasoline. The diesel car fleet is expected to shrink by 15%. In 2012 it was 60%.
- Increase in the number of vehicles on the road, mainly gasoline or hybrid.
- The mass use of electric vehicles (BEV or PHEV) will not happen before 2030, when sales of such vehicles are forecast to have reached only between 30 and 40%.
- Second-generation bioethanol production technology not available on a commercial scale in the medium term.

Bioethanol demand can be incentivised by means of the following mechanisms:

- European national regulations entailing the use of a greater proportion of biofuels.
- Gasoline demand, which should continue increasing in pace with the registration of new cars, even if one takes into account the fact that manufacturers are committed to increasing the efficiency of internal combustion engines.
- The continuous inclusion of E10 as the most common mixture in the EU.
- Increased demand for mixtures with a higher ethanol content (E85, E10, E25), because of certain positive tax considerations making them a more cost-effective and sustainable alternative. This fuel can be used in Flex Fuel vehicles or those that have been converted to this system.

DDGS market

The DDGS market is global because of its extensive use as an animal feed supplement (cattle, pigs, poultry, etc.). Cattle, in particular dairy cattle, provide the greatest value because of the contribution of nutrients and surplus proteins from DDGS.

The DDGS market is expected to remain favourable in the EU because of the following factors:

- Demand for protein-rich foodstuffs is expected to remain constant in the EU, in line with overall meat production.
- DDGS is currently used exclusively as a source of protein in animal feed, mainly for meat and dairy livestock. However, there is a growing trend to use it for poultry and pig feed, which could offset certain changes in meat consumption habits.
- There is a structural deficit in the production of protein-rich foodstuffs in the EU, with imports accounting for some 65%. No significant changes are expected in this trend.

- The price of DDGS is linked to the price of the animal and plant-based food it replaces, mainly soy, since it is one of the main substitutes for this crop which requires considerable areas of land.
- The high quality and consistency of the product thanks to the manufacturing process is particularly valued.
- The DDGS market depends greatly on transport and logistical costs, and local production therefore registers great demand. Approximately 90% of output is consumed locally.

DDGS is a valuable source of proteins that Vertex Bioenergy Solutions can certify as sustainable DDGS.

CO2 market

The CO2 capture market is expected to remain stable in the EU because of the following factors:

- The CO2 produced in the ethanol industry is, following purification, of the characteristics required to be deemed of food grade, and complies with industrial demands, mainly for frozen food. It is also used to improve greenhouse crops, and likewise has other industrial and medicinal uses.
- This is currently one of the most efficient and cost-effective food-grade CO2 production processes, as the quantity produced by fermentation is a renewable source and has a market share accounting for some 25%. The trend is upward, since it is in the position to replace more and more petroleum-based CO2.
- CO2 demand is expected to increase slightly in Europe, Spain and France as major producers and consumers. The market is distinctly local. There is talk of possible use in the production of other energy molecules

Electricity market

The electricity market rewards renewable energy, and the sale prices of such energy are therefore slightly higher than on the open market. Legislation in Spain allows a remuneration margin for such electricity, which has remained stable over recent years.

E. Installations and plants

Vertex Bioenergy Solutions has four bioethanol production installations in Spain and France, with overall production capacity of 780 ML, including grape alcohol units.

It also has animal feed production capacity of 505,000 t per year, and 575,000 MWh of electricity.

On December 31, 2020, Vertex Bioenergy Solutions proceeded to acquire from the company Vertex Bioenergy, S.L. the shares it held in the companies Biocarburantes Castilla y León, S.A., Bioetanol Galicia, S.A. and Ecocarburantes Españoles, S.A., which mainly operate bioethanol production plants in Spanish territory.

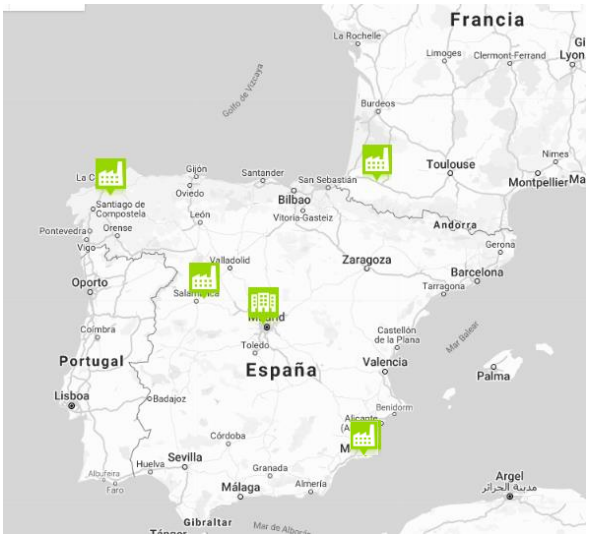
During the 2024 financial year, the company Vertex Bioenergy, S.L. has agreed to contribute 100% of the shares of the company Bioénergie du Sud-Ouest, S.A.S. for the subscription of the share capital increase of the company Vertex Bioenergy Solutions S.L.U.

The definition of the Vertex Bionergy Solutions Group was performed in accordance with IFRS 10 and 11. The consolidation scope of the Vertex Bionergy Solutions Group in the 2024 and 2023 financial years comprises Vertex Bionergy Solutions, S.L.U. and the following companies:

Dependent Companies (comprehensive integration)	Ownership percentage	
	2024	2023
Biocarburantes de Castilla y León, S.L.	100%	100%
Bioetanol Galicia, S.L.	100%	100%
Ecocarburantes Españoles, S.L.	100%	100%
Bioénergie du Sud-Ouest, S.A.S.	100%	-

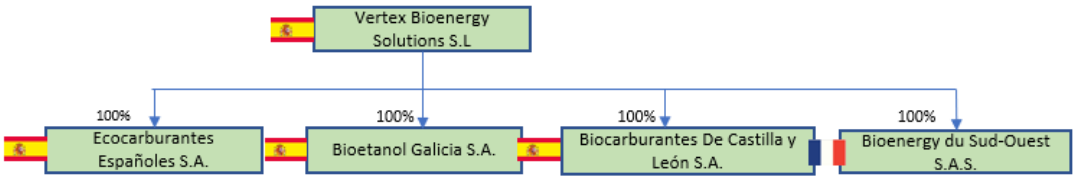
The location of its plants puts Vertex Bioenergy Solutions in a good position to meet demand in southern Europe and Mediterranean countries.

The Group has its head office in Pozuelo de Alarcón, Madrid, with 4 production plants located internationally (3 in Spain, 1 in France).

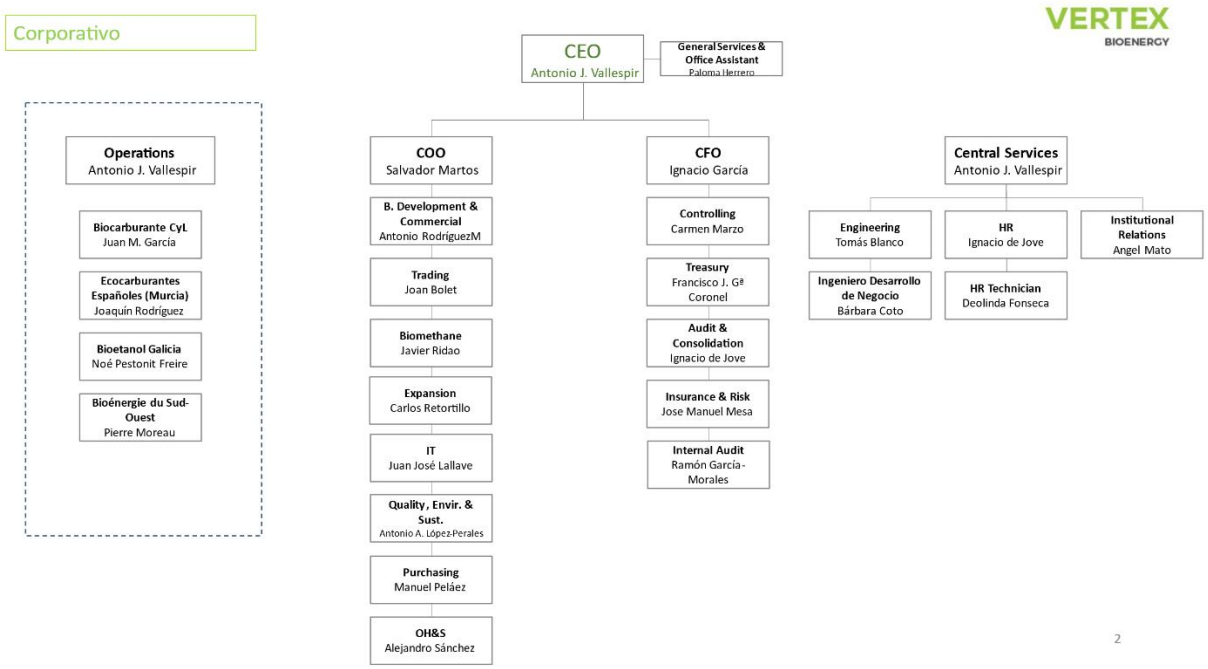


F. Corporate and functional organisational structure

We set out below the corporate organizational structure of the Vertex Bioenergy Solutions Group:



The functional organisational structure would be as follows:



G. Key indicators

The key indicators reflecting the size of the organisation and allowing it to be compared with other companies in the sector would include:

Magnitude	2024	2023	Evolution
Average Employees	253	218	16%
Net sales (000 €)	674.279	701.011	-4%
Ethanol (000s m3)	614	549	12%
DDGS (000s t)	354	329	8%
Electricity Cogeneration (000s MWh)	552	541	2%

H. Stakeholders

Management and continuous dialogue with stakeholders are relevant factors for the business success of Vertex Solutions, their perception of the Company and how it represents their interests being of vital importance to its success.

We have identified the following stakeholders, along with the dialogue channels that Vertex Solutions has in place with each of them:

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
Internal	Organisation	Investment funds Shareholders Investors	Corporate website Financial report Non-financial report General Shareholders' Meeting	Revenue, increased profitability, efficiency and positioning of the organisation Proper management of risks and opportunities that could facilitate or affect the investment Provide attractive returns on investment Secure corporate economic health Quarterly report for Stakeholders on ESG indicators	Emissions and climate change
		VERTEX BIOENERGY SOLUTIONS (Other group companies)	Corporate website (Intranet) Internal reporting Committees (ARC, BoD, Risk Committee) Meetings and interviews	Increase customer satisfaction Fulfilment of the goals set Improve the company's image Environmental performance reports Compliance with applicable legislation in force Increased performance of productive companies HR optimisation Corporate Governance	Ethics, integrity and transparency
		Executive Committee HR Purchases Trading Engineering	Corporate website (Intranet) Internal reporting Committees (ARC, BoD, Risk Committee) Meetings and interviews	Proposal of targets in accordance with the strategy defined by the Executive Committee for VB Administration of productive companies to fulfil the targets set Increased plant productivity Client HR optimisation Minimisation of raw materials costs Increased product sale price Corporate Governance	Environmental management
		Employees Works Council	Corporate website (Intranet) Internal reporting Remote digital events Committees Newsletters Meetings and interviews Surveys and suggestion boxes	Job stability Compliance with contractually established conditions Respect for employment rights and applicable collective bargaining agreement Professional development Improved salary conditions Extraordinary performance bonuses Good working environment Information from the financial/non-financial statements	Occupational health and safety
		Employees of other companies located at the site	Corporate website Meetings and interviews Surveys and suggestion boxes	Compliance with contractually established conditions Job stability, Professional development Improved salary conditions Extraordinary performance bonuses Good working environment Work-life balance Information from the financial/non-financial statements	

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
					Strategy, evolution of the business and energy transition
		Other Group companies	Meetings and interviews Internal reporting	Share information knowledge Exploit synergies	
		Vertex Bioenergy Foundation	Foundation committee Social actions		
External	Competition	Competition	Corporate website Financial report Non-financial report	Be more competitive/Fulfil market requirements Balance in sales volumes Coverage of market sectors belonging to EE	
	Allies	Industrial associations	Internal committees of associations Official announcements Involvement in business associations (e-Pure, APPA, BIO-E)	Collaboration on matters of shared interest	Financing
	Social Context	Employee families	Internal reporting Open days	Environmental, social and governance (ESG) data	
		Neighbouring companies	Industrial Estate boards	Collaboration on matters of shared interest Exploit synergies Environmental, social and governance (ESG) data	Adaptation of the company to is operating environment
		Local Communities	Social actions Foundation website Social media	Good relationship. Ethics and integrity Absence of environmental impacts by the company Job creation Environmental, social and governance (ESG) data	
	Legal environment	Animals Health Food safety bodies (communication of confirmed alerts)	Corporate website Direct communication Forums and meetings Seminars and working parties	Guarantee compliance with legislation in force in all aspects affecting EE Payment of tax obligations Accuracy in the information presented. Fulfilment of deadlines Transparency Accessibility Products complying with food safety requirements. Good relationship with the responsible authority. Collaboration	Innovation

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
		Legal and regulatory authorities City Council of neighbouring municipalities, customs, tax agency, ministries (Employment, Industry, Environment, Agriculture and Livestock, Health), port authority, works inspectorate, government (Department of Environment)	Corporate website Direct communication Forums and meetings Seminars and working parties	Guarantee compliance with legislation in force Comply with legislation and demonstrate improvements regarding environment and energy efficiency Accuracy in the information presented. Fulfilment of deadlines Transparency Accessibility Have insurance in place to cover any damages that might arise No environmental impacts on the part of EE Proven improvements in terms of available techniques Taxes, emissions and voluntary commitments for environmental and energy efficiency compliance Sustainable raw materials	**Relationship with public authorities** **Talent attraction and retention**
	Cultural environment	**Neighbourhood associations** **Cultural or other associations**	Corporate website Forums and meetings Seminars and working parties Social actions	Good relationship Ethics and integrity Absence of environmental impacts by the company. Job creation	**Communication with local communities**
		Educational organisations Universities, schools, training institutions, visits, request for information, students on company work placements…	Corporate website Forums and meetings Seminars and working parties Social media Social actions	Collaboration in educational research projects Acceptance of students on work experience Cooperation in educational community training and outreach (visits)	**Identification and control of the source of raw materials**
		Media	Press conferences Press releases Corporate website Forums and seminars Social media	Equipment Collaboration Transparency	
		Unions	Direct communication Forums and meetings Seminars and working parties Social media	Good communication with the Works Council Fulfilment of employment rights and applicable collective bargaining agreement on the part of the company Conformity and commitment of workers with trade union activities	

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
		Political groups	Direct communication Forums and meetings Seminars and working parties Social media	Respect for legal environmental requirements Existence of company-related factors that could give rise to media or impact issues Respect for legal requirements and collective agreement in employment matters Effects of climate change	Efficient resource use
		Environmental organisations NGOs	Corporate website Direct communication Seminars and working parties Non-financial report Inspections and audits	Low emissions/species protection Compliance with environmental requirements Cooperation and collaboration Ethical conduct Transparency Effects of climate change	Porduct or service quality
	Market / Consumers	Ethanol clients	Corporate website Direct communication Customer service Meetings and surveys Seminars and working parties Social media	Compliance with contractually established conditions, quality, delivery times, etc. Guaranteed supply Provide advance information about changes in raw materials, products, operations that could affect them More competitive pricing Reduced environmental impact/Commitment to combat climate change	Need for a stable legal framework
		DDGS clients	Corporate website Direct communication Customer service Meetings and surveys Seminars and working parties Social media	Compliance with contractually established conditions, quality, delivery times, etc. Legal compliance in general and in particular regarding food safety Guaranteed supply No changes made to product without prior warning Provide advance information about changes in raw materials, products, operations that could affect them Reduced paperwork in establishing contracts Lower price	
		Electricity clients	Corporate website Direct communication Customer service Meetings and surveys Seminars and working parties Social media	Compliance with contractually established conditions, quality, delivery times, etc. Guaranteed supply Legal compliance Provide advanced information of changes in operations that could affect them	

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
		CO_2 clients	Corporate website Direct communication Customer service Meetings and surveys Seminars and working parties Social media	Compliance with contractually established conditions, quality, uniformity, continuous regime, etc. Guaranteed supply Provide advance information about changes in raw materials, products, operations that could affect them Good relationship between the two companies Lower price Legal compliance	
	Technological environment	Design engineering providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment	
		Maintenance providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment	
	Economic context	Raw materials provider (grain, grape alcohol and other alcohol that can be processed)	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Increased grain processing capacity Increased grape alcohol reprocessing capacity Inclusion of the processing of other alcohol streams	
		Energy providers (electricity and ng provider)	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Increased process energy needs Expectations of sustainability in energy supply	
		Enzyme providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Increased enzyme demand Interest in R&D+innovation collaboration studies Interest in enhanced enzymes Strategic alliances	

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
		Chemical product providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Increased chemical demand Strategic alliances	
		Transport providers Mainly rail, cost of road transport covered by the client (as a general rule)	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Redistribution of transport services towards rail export	
		Warehouse providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment	
		Other service providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment	
		Other supply providers	Corporate website Direct communication Committees Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment	
		Employees of other companies located at the site Contractors	Corporate website Meetings and interviews Surveys and suggestion boxes	Compliance with contractually established conditions Good personal relationship with company EE Improved working conditions Pay rises Improved working environment	
		Certification and accreditation bodies	Corporate website Direct communication Forums and meetings Seminars and working parties	Compliance with contractually established conditions Increase in regulatory structures to be audited Guarantee of good performance for third parties Company certification under new regulatory versions Legal requirements as to regulations and accreditation to facilitate certification under voluntary schemes Need for verification of data presented to public authorities	

Stakeholder relationship policy

Relationship with the parent company	Type of interest	Key stakeholders	Dialogue channels	Needs and expectations	Key issues (materiality)
		Financial institutions	Corporate website Direct communication Forums and meetings Seminars and working parties	Compliance with contractually established conditions Attraction of different financial entities, to accompany the business of the Vertex Solutions Group	
		Insurers	Corporate website Direct communication Forums and meetings Seminars and working parties	Compliance with contractually established conditions Minimisation of risks that could materialise for people or the environment Expansion of cover under policies arranged Absence of claims/unfavourable situations affecting the insured	
		External raw material and product analysis laboratories	Corporate website Direct communication Forums and meetings Seminars and working parties	Compliance with contractually established conditions Prompt payment Long-term commitment Greater outsourcing of analysis currently conducted at the EE laboratory	

III. Compliance and risk management at Vertex Bioenergy Solutions

Vertex Bioenergy Solutions conducts a continuous analysis of risks and opportunities in all its activities through a SWOT (Strengths, Weaknesses, Opportunities and Threats) framework implemented at the different levels of the organisation: Departments, Plants and Corporate Functions.

The Risks identified are evaluated in accordance with their likelihood and seriousness, with actions being established to eliminate, minimise or control them, as applicable.

Periodic monitoring of the assessments and actions agreed is conducted on the Management Committees.

The company performs an internal and external analysis of those factors influencing the organisation and that could affect capacity to achieve the forecast results. A system has been defined for this purpose in order to identify and analyse the factors associated with the company, as follows:

- Internal analysis: Identifying factors of the organisation with regard to competition and the market, such as client loyalty, financial position, process indicators, operational risks on the list of defined risks, within a corporate tool.
- External analysis: Identifying those external factors which could nonetheless have effects on the organisation: new regulations, client requirements, etc.

The risks considered by Vertex Bioenergy Solutions are as follows:

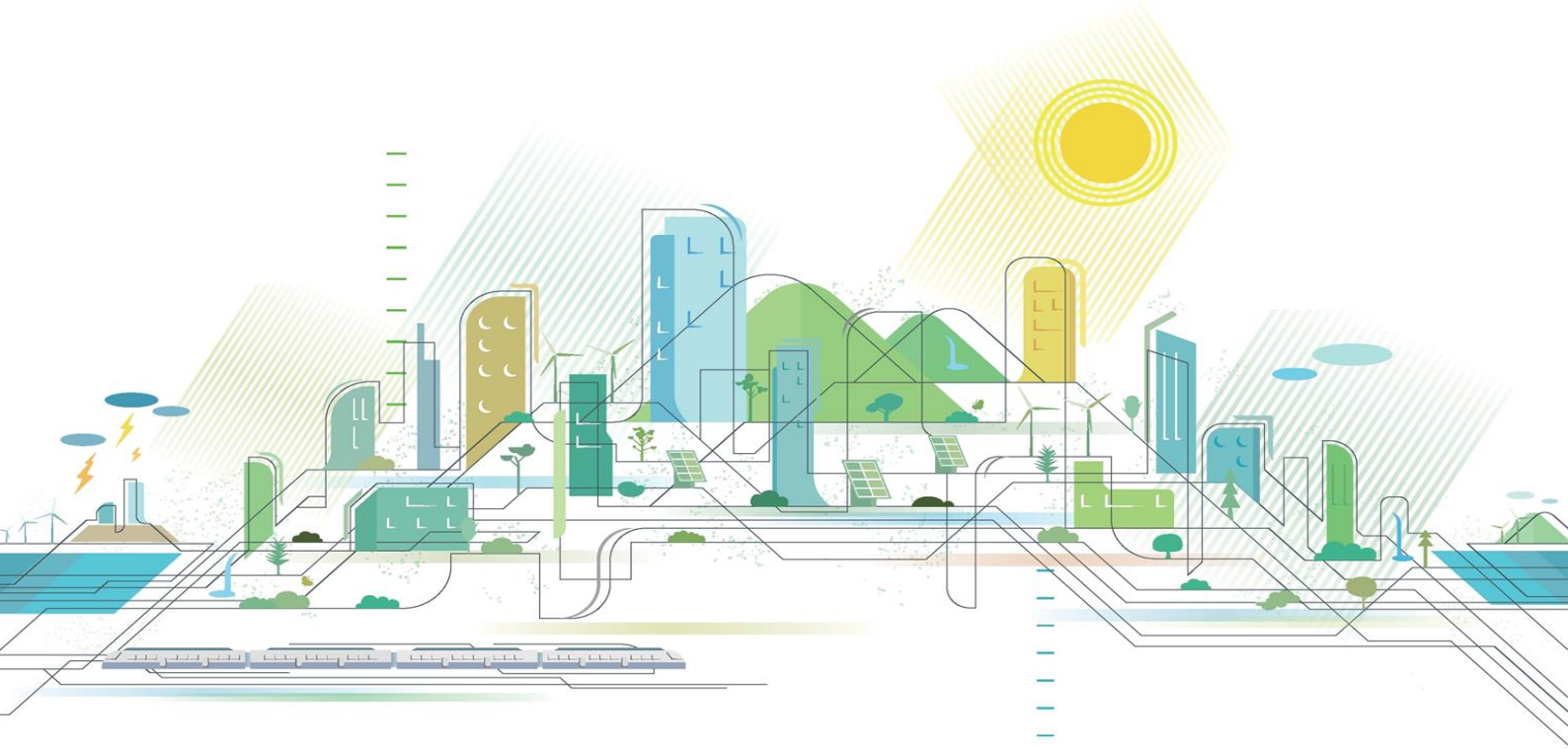
- Market risks: These include low availability of certified grain at ports during the summer period, entry into the DDGS import market.
- HR risks: Lack of identified and trained human resources if it proves necessary swiftly to recruit additional staff (replacements because of departures or extraordinary situations). Emerging risks through unforeseen situations. Long periods of homeworking caused by external situations.
- Technological risks: Limited on-site response capacity (plants at different locations), dependence on software developers, etc.
- Project risks: Failure to be awarded a subsidy to embark on projects that depend on such funding.
- External risks: Publication of restrictive regulations in terms of a change in classification and labelling of ethanol under REACH, increase in the price of CO2 emissions rights or loss of free assignment for various reasons and publication of restrictive regulations in terms of requirements as large-scale fuel installations, undesirable substances in animal feed, energy, savings, etc.

For each risk assigned, we establish a seriousness or impact, a likelihood and a risk level. A series of measures associated with each specific risk as established in accordance with these categories. These risks and the actions derived from them are periodically reviewed by the Quality Department.

The actions taken to manage the most significant risks would include in particular the following:

- Monitoring of regulatory changes which could affect the products old, via associations in our sector.
- Maximise and increase flexibility of logistical management at all plants.
- Maintain contact with our stakeholders for the early identification of concerns.
- Establishment of a staff succession plan.
- Establishment and definition of an equality plan.
- Implementation of the IT Security Steering Plan.
- Establishment of a Social Media communication strategy plan.
- Closer contact with public authorities.
- Constant search for new uses of Ethanol, in an attempt to expand the business.
- Search for raw materials to develop advanced biofuels.
- Establishment of the supply contingency plan.
- Strengthening of alliances with key suppliers.
- Worker health and safety training and awareness-raising campaigns.
- Climate change risk contingency plan

With a view to monitoring risks in the commodities and positions environment, the company stages various risk committee meetings each month, and uses the Value at Risk (VaR) tool.



IV. Information on environmental issues

A. Environmental management and performance

Vertex Bioenergy Solutions has in place a Quality, Environment and Safety Policy, which sets out its vision as a company offering sustainable alternatives in the energy sector through the production and sale of ethanol by-products, taking on a commitment to develop its operations so as to achieve the following:

- Protect the environment and contribute to sustainable development, guaranteeing the prevention, control and minimisation of the environmental impacts of our activities.
- Fulfil the needs of clients and stakeholders and increase their trust in our products and services day by day.
- Ensure the production of raw materials for animal feed under appropriate food health and safety conditions.
- Continuously improve the safety conditions of our processes and installations to provide our workers, those of partner companies, clients and users with safe and healthy working conditions to prevent work-related injuries and harm to health.
- Guarantee a high degree of protection for people, the environment and installations, through appropriate identification and management of risks of serious accident and the implementation of effective internal protection plans in accordance with such factors, putting in place the required technical, organisational and human resources.
- Commitment to consultation with and participation by workers and their representatives to improve health and safety at work conditions.
- Manage energy to guarantee the continuous improvement of energy performance.
- Ensure professional good practice with the quality of tests and calibrations during the service offered to clients in accordance with standard ISO 17025.

This commitment is developed through the following aspects:

- Compliance with the applicable regulations and legislation, as well as other commitments or obligations to which the organisation signs up.
- Maintenance of an Integrated Quality, Environment, Sustainability, Occupational Risk and Serious Accident Prevention and Energy Management System, establishing the standards for the review, periodic assessment and enhanced efficacy of this function.
- Identification and assessment of risks, and analysis and correction of accidents/incidents liable to occur in our activity and installations.
- Appropriate identification, assessment, control and prevention of serious accidents and pollution; aspects which are integrated both into the design of processes and installations and their modifications, as well as the set of activities and decisions by each department to guarantee safety, this being the responsibility of all hierarchical levels at the company.
- Continuous efforts to improve products, design, production and inspection processes, control of products and services acquired, so as to achieve greater satisfaction among our clients, efficient resource and energy management, and continuous improvement of conditions for the protection of people, goods and the environment.

Management takes on a lead role in the field of Quality, Environment, Sustainability, Occupational Health and Safety, Prevention of Serious Accidents, Energy Management and Technical Skills, by providing staff with training and information, and putting in place any resources required in this regard.

Responsibilities for such matters are an intrinsic part of each task performed. All workers must accept their responsibility to work with safety, impartiality and competence, avoiding or minimizing environmental impacts derived from their activity, in accordance with their training and the instructions received.

Global bioethanol production is constantly growing, and this is expected to continue. Such growth is the result of the major benefits that it offers in numerous aspects, making this a sustainable product. The environmental benefits include a drastic reduction in GHG emissions compared with the gasoline that it replaces, lower emissions of other gases and pollutant particles, improved vehicle efficiency and the resultant reduction in the demand for petroleum, with the corresponding beneficial consequences.

Another important environmental advantage is that it does not require the development of new distribution infrastructure or vehicles, so the impact of its implementation is minimized. This is comparatively very different from other alternative mobility options, such as electric vehicles, where both vehicles and charging infrastructures are new and particularly GHG-intensive.

Given that bioethanol production is based on sustainable agricultural crops, support for these sustainable crops is leading to the development of rural communities in Castilla y León and Navarra, avoiding the adverse effects that the depopulation of these regions can entail at an environmental level. Biofuels accounted for the second highest concentration of employment in renewable energies in 2021 according to the IRENA (International Renewable Energy Agency) Report, with 2.4 million jobs in the world (extracted from https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2022/Sep/IRENA_Renewable_energy_and_jobs_2022.pdf).

Furthermore, the Vertex Bioenergy Solutions plants have an Energy Management system in place, certified under the terms of Standard ISO 50001.

This energy management system is based on the PDCA continuous improvement cycle (Plan-Do-Check-Act) together with other management systems, while being based on energy performance, as the ratio between energy, efficiency, and energy consumption. Energy performance covers a wide range of activities:

- Reduce peak demand
- Use surplus or wasted energy
- Improve system or process operations
- Improve equipment
- Personnel: Acquire skills (training), awareness and communication.

This energy management allows us to identify critical points, prioritize actions, establish targets and points for improvement.

Meanwhile, the plants have an Environmental Report to obtain Integrated Environmental Authorisation in accordance with Royal Legislative Decree 1/2016 of 16 December 2016, which approves the revised text of the Law on integrated pollution prevention and control. The environmental impacts of Vertex Bioenergy Solutions plant operations are identified in the Basic Project drawn up to obtain the Integrated Environmental Authorizations of each plant in fulfilment of the IPCC Directive.

The compliance with Integrated Environmental Authorizations involves the control of each of the

environmental impacts and ensuring that they meet the applicable legal requirements in each case, including noise and light pollution.

Furthermore, Vertex Bioenergy Solutions plants have conducted an environmental risk study, including the assessment of the cost of repair, remedying and restitution of the potential environmental damage identified, in fulfilment of Directive 2004/35/EC, of the European Parliament and of the Council, of 21 April 2004, on environmental liability with regard to the prevention and remedying of environmental damage, and maintain a system to control and minimize the risks identified.

Thanks to the source of the raw materials and optimization of processes at the biorefineries, bioethanol achieves a 72% reduction in carbon dioxide emissions compared with the gasolines it replaces, making a direct contribution to reducing the effects of climate change. All with scarcely any impact on infrastructure and the vehicles using the product.

It should lastly be emphasized that the ISCC certification held by Vertex Bioenergy Solutions assists in the report "Linking Voluntary Standards to Sustainable Development Goals", published by the International Trade Centre. This report analyzed how 232 voluntary sustainability standards connect their requirements to the UN Sustainable Development Goals (SDGs). According to the report, the ISCC certification requirements support 11 of the 17 SDGs at a special level.

This Sustainability Management system guarantees the complete life-cycle of the Vertex Bioenergy Solutions products (ethanol, DDGS and maize oil) with labelling which includes greenhouse gas emissions from crops, storage, transportation, processing and distribution to the client, likewise certifying that there has been no change in land use and that traceability is maintained means of a mass balance system.

Certification of the Sustainability Management system is maintained through annual internal and external audits with a Certification Body at all Vertex Bioenergy Solutions production points (plants) and storage points (leased tanks at ports).

B. Climate Change and pollution prevention

Given the nature of its activities, Vertex Bioenergy Solutions places the mitigation of climate change and pollution prevention at the heart of its environmental actions. Biofuel production represents an opportunity to reduce greenhouse gas emissions, thereby helping to minimize the impacts of activities on climate change.

As previously mentioned, Vertex Bioenergy Solutions has implemented a sustainability management system, certified since the year 2010, at all its plants in accordance with the ISCC Standard, thereby complying with the Directive (European Parliament and Council Directive on the promotion of the use of energy from Renewable Energy Sources): (RED). Implementation of the sustainability system has helped us to identify all sources of greenhouse gas emissions, both in the production system and in the supply chain and transportation to the end client, quantifying and managing them so as to reduce emissions through energy efficiency and the pursuit of better alternatives for each stage of our process and supplies.

The aforementioned RED Directive sets the following goals:

- RED I (Directive 2009/28/CE of 23 April 2009) In 2020, the goal is 20% reduction in greenhouse gas emissions compared with 1990, increasing the use of renewable energy to 20% out of the total used, with 10% in the transport sector, and a 20% increase in energy efficiency.
- RED II - Directive (UE) 2018/2001 of 11 December 2018 modified by Directive (UE)

2023/2413, to the framework for the use of renewable energy in the EU, including an overall binding renewable energy target of 42.5%, with an aspiration to reach 45%, by 2030, and a specific target for the use of renewable energy in transport for each Member State of 29% or a reduction in greenhouse gas intensity of at least 14.5%, including its minimum targets for advanced biofuels. The Directive also sets the rules for the contribution of biofuels to the targets, including the imposition of a cap on the use of crop-based biofuels (limited to each Member State at the level of road and rail consumption in 2020, plus 1% flexibility within a maximum of 7%) and the freeze and phase-out of biofuels with high risk of indirect land use change (CIUS), unless they are certified as low CIUS risk, from 2023 to 2030.

- At the same time, in order to meet the targets, RED II offers the possibility of accounting for several times the actual energy content of advanced biofuels (2 times), renewable electricity in road (4 times) and rail transport (1.5 times), and fuels used in the aviation and maritime sectors (1.2 times), excluding crop-based biofuels. Finally, to be considered for transport targets, biofuels must also respect sustainability criteria and greenhouse gas emissions savings. The new RED must be transposed by Member States into national legislation by May 21, 2025. However, to date, most EU countries have only partially transposed the Directive.
- In July 2021, as part of the "Fit for 55" package to help the European Union achieve a 55% reduction in greenhouse gas emissions by 2030 compared to 1990 levels, the Commission includes some measures such as: RED III (EU Directive 2023/2413 of the European Parliament and of the Council of 18 October 2023) introducing new targets for Member States for renewable energy production and increasing targets for renewable energy and reducing greenhouse gas intensity in the transport sector.
- All biofuels together account for 88.4% of renewable energy in transport in the EU. Crop-based biofuels account for the largest contribution of renewables in transport at 48.4%. So-called advanced biofuels make up 15.2% of the mix, while biofuels made from feedstocks in Annex IX-B of RED II are the second most important renewable source in transport at 16.7%. Renewable electricity accounted for 11.6% of the share of renewables for transport, including 7.7% in rail transport but only 1.3% in road transport.

(*) This summary is based on the ePURE document "Summary of biofuels policies and markets in the EU" published in June 2024

All our suppliers of raw materials (grain, grape pomace and wine lees) are in turn certified under ISCC or some other approved voluntary scheme. We receive a Declaration of Sustainability from our suppliers for each purchase (identifying the source and GHG emissions from the crop/process and transportation).

The average emissions from supplies in plant operations calculated in accordance with the EU Renewable Energy Directive (RED I) over recent years have been:

Raw materials

Year	Average emissions gCO2/MJ
2023	24.32
2024	21.7

(*) default values for maize emissions in the RED II Directive are higher than those defined in the RED I Directive due to the broadening of the scope of application globally

Production process consumables:

Year	Average emissions gCO2/MJ
2023	1.44
2024	1.84

Vertex bioenergy Solutions continues efforts with suppliers in pursuit of alternatives with a reduced environmental impact.

The sustainability system implemented at Vertex Bioenergy Solutions is based on various tools developed internally and approved by an external auditor each year.

The minimum savings value (saving of greenhouse gas emissions throughout the product life cycle compared with fossil fuels) established in the EU Directive on the promotion of renewable energy is 50%, a value which Vertex Bioenergy Solutions easily surpasses.

An improvement may be seen in the Average Saving over recent years because of reduced natural gas consumption, improved average raw material emissions, green electrical energy purchases, increased CO2 capture at each plant, and other production process optimizations.

Vertex Bioenergy Solutions has developed its own tools for calculating GHG emissions, registration, and labeling of its products in web format. The online tools cover the following requirements:

- Convey sustainability information about raw materials on ethanol labels.
- Calculate the GHG emissions process in the production of ethanol.
- Ensure mass balance criteria in the labelling process.
- Maintain the traceability of information on ethanol labels.
- Maintain records throughout the process conducted.
- Transparency
- Safety
- Possibility of internal and external auditing

Vertex Bioenergy Solutions identifies projects to improve and reduce its GHG emissions both in the value chain and in the production process, resulting in improved savings (saving of emissions compared with fossil fuels) each year.

2021 saw a legislative change, with the shift from the RED I Directive to RED II, including certain changes in the methodology for calculation of emissions, such as the elimination of the electricity credit for electricity produced by cogeneration, the default values for the consumption of raw materials, the default transport values and the fossil fuel comparison value.

An improvement may specifically be seen in 2021 in the average saving indicator over recent years because of reduced natural gas consumption, improved average raw material emissions, green electrical energy purchases, increased CO2 capture at each plant, and other production process optimizations.

Meanwhile, responsible land use is compatible with and facilitated by raw material crops for biofuels, since the crops used in the European Union to produce bioethanol comply with the strictest environmental sustainability standards in the world. Meanwhile, production installations must, in accordance with their characteristics, certify GHG emissions reductions of 50-60% compared with gasoline. In fact, the average GHG emissions reduction from the bioethanol from European producers is approximately 72% compared with gasoline, up to 2020.

Applicable to all biomass, the ISCC helps organizations to demonstrate their responsibility regarding:

- Reduction of greenhouse gases (GHG)
- Sustainable land use
- Protection of natural biosphere
- Increase in social sustainability.

Integrated Environmental Authorizations also establish minimum environmental controls to guarantee minimal impact in the construction, operation and dismantling of plants.

Meanwhile, periodic external monitoring audits or ISO 14001 Certification verify strict compliance with the terms established in the corresponding Integrated Environmental Authorizations at each installation.

Vertex Bioenergy Solutions has reported the mandatory information included in the National Emissions and Pollutant Sources Register, which has been in force since 2001.

In accordance with the regulations, the owners of industrial complexes must provide the competent authorities with annual information about:

- Emissions of certain substances that pollute the air, water and soil.
- Accidental emissions
- Emissions from diffuse sources
- Transfers of waste outside the industrial complexes

As well as other additional information, as set out in the annexes to Royal Decree 508/2007, regulating the information provided as to emissions under the E-PRTR Regulation and integrated environmental authorizations.

Greenhouse gas emissions	2024 emissions (tonnes CO2eq)
Scope Emissions 1 (combustion)	431,239
Scope Emissions 1 (biogénics)	452,616
Scope Emissions 1 (CO2 removals)	(91,326)
Scope Emissions 1 (fugitives)	354
Scope Emissions 2	21,910
Scope Emissions 3	591,161
Total	**1,405,956**
Total (wo biogénics)	**953,340**

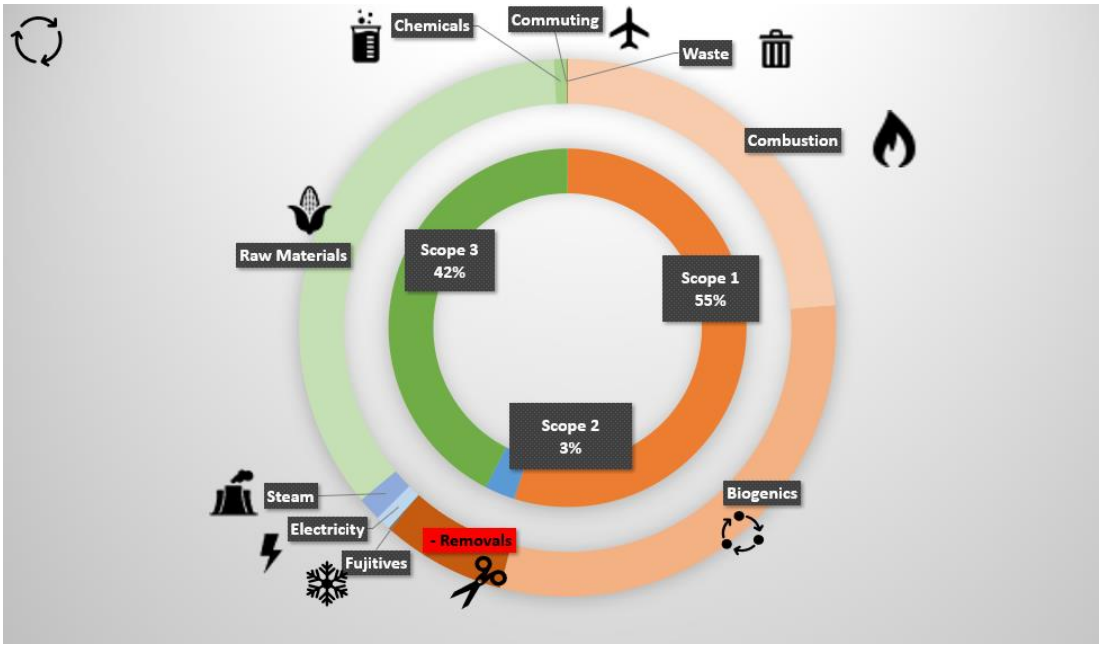
Scope 1 emissions correspond to fuel emissions from the 4 plants, affected by the Emissions Trading System (ETS), verified externally. Fugitive and biogenic ones, from the fermentation process

Scope 2 emissions correspond to heat consumption at the Plant in France (steam supplied by Sobegi) and electricity consumed in France and Spain.

Scope 3 missions correspond to emissions from supplies, both raw materials and consumables used in production processes.

Vertex Bioenergy Solutions is constantly on the lookout for supplies that would help it reduce greenhouse gas emissions, both through technical crop improvements and more efficient consumables, as well as energy optimizations projects or those intended to improve sustainability.

GHG emissions Vertex Bioenergy Solutions in 2024



C. Sustainable resource use and circular economy

Sustainability is present throughout the production value chain. Bioethanol production has no discernible negative impact on human nutrition, given the surplus produced each year from raw materials and minimal land use conversion. In Europe there is abandoned or cultivated land with very low productivity which could be used to produce raw materials for bioethanol. An increase has likewise been achieved and is expected in crop yields, which will limit the need for new crops and improve the sustainability of the process.

Furthermore, since one of the by-products obtained in bioethanol production is animal feed, the existence of this by-product limits imports and soy crops outside the European Union, where there is a greater need for crops to feed the human population.

There are other sustainability-related aspects, such as improved energy security and animal nutrition, where local bioethanol production makes a significant contribution, by reducing both the use and importation of petroleum.

Vertex Bioenergy Solutions is continuously looking for new raw materials compatible with current plants to be able to introduce them into the production process, such as industrial waste from contaminated bread, pomace or corn, thus contributing to the circular economy and sustainability using waste generated by third parties, and being reflected in savings in GHG emissions.

For all these reasons, bioethanol plays a fundamental role in the decarbonization of the planet, representing one of the most beneficial and cost-effective options to reduce transport emissions, without the need to adapt the existing fuel production and distribution infrastructure.

Each plant has a different water intake management system depending on the source.

The company Vertex Bioenergy Solutions belongs to a group of companies that have carried out the Innovation Project "Sustainable Corn Operational Group" led by the company of the Vertex Bioenergy Group, S.L. approved by the Ministry of Agriculture, Fisheries and Food, in order to improve the sustainability of the national corn crop through the implementation of precision agriculture techniques and more efficient crops in order to reduce the costs of the country. greenhouse gas emissions in the agricultural sector.

The implementation of better agricultural practices helps to combat climate change, since the sector accounts for more than 10% of global greenhouse gas emissions.

The University of Seville, the Agricultural Technological Institute of Castilla y León, Corteva, Grupo AN, Timac Agro and Control Union participated in the project, and Bio-e, Cesfac, CIEMAT and Artica+i collaborate and is 80% co-financed by the European Agricultural Fund for Rural Development (EAFRD) of the European Union.

During 2024, the group and the University of Seville have collaborated in the continuation of this project with farmers in the Castilla y León area with the aim of applying cultivation techniques through the use of precision agriculture to improve GHG emissions from the crop.

The plants likewise have an Energy Management System certified under Standard ISO 50001, which covers all energy management and optimisation.

Lastly, through its environmental management system Vertex Bioenergy Solutions strives at all times to optimise the input and use of raw materials

in the production process, minimizing the outflow of waste from the value chain. The plants have specific waste generation records, ensuring that waste is properly managed through collection by an authorized manager in all cases.

The key indicators regarding resource use in the Vertex Bioenergy Solutions value chain are presented below, together with information concerning the company's waste management.

Key indicators related to the use of resources in Vertex Bioenergy Solutions value chain, as well as information regarding the company's waste management, are presented below.

Water consumption breakdown by source and company:

Bioetanol Galicia, S.A.	Total water consumption in the year (mL)	Source (Municipal mains, well, river, reservoir, etc.)	Does it comply with the local limitations for water extraction and consumption?
Consumption	717	Distribution network	YES
Spill	187	Distribution network	YES

Biocarburantes de Castilla y León, S.A.	Total water consumption in the year (mL)	Source (Municipal mains, well, river, reservoir, etc.)	Does it comply with the local limitations for water extraction and consumption?
Consumption	1172	Municipal mains	YES
Spill	322	Surface watercourse, River Tormes	YES

Bioenergy du Sud-Ouest, S.A.S.	Total water consumption in the year (mL)	Source (Municipal mains, well, river, reservoir, etc.)	Does it comply with the local limitations for water extraction and consumption?
Consumption	*19*	*Sobegi*	Yes, Sobegi supply contract
Spill	*0*	*Sobegi*	Yes, Sobegi supply contract

Ecocarburantes Españoles, S.A.	Total water consumption in the year (m3)	Source (Municipal mains, well, river, reservoir, etc.)	Does it comply with the local limitations for water extraction and consumption?
Consumption	*531*	Municipal mains	Yes
Spill	*109*	Municipal mains	Yes

Weight of hazardous and non-hazardous waste, broken down by destination, where applicable: Reuse, Recycling, Composting, Recovery, Incineration, Landfill or other.

Type of waste	Tonnes generated in 2024
Dangerous	587
Nom dangerous	6,675
Total	**7,262**

Waste Destiny	Tonnes generated in 2024
Reuse	138
Recycling	689
Composting	3,503
Waste for energy	3,305
Dumping and others	468
Total	**8,103**

Materials used during 2024 and 2023

Vertex Bioenergy Solutions has used a total of 1,397,326 tons, during the year 2024, being 1,253,183 tons during the year 2023. The main raw material used in our production processes is any raw material containing starch.

Energy consumption 2024	
Electricity consumption (MWh)	156,579
Natural gas consumption (MWh)	2,373,820

Energy consumption 2023	
Electricity consumption (MWh)	142,500
Natural gas consumption (MWh)	2,349,400

Diesel Comsuption 2024	
Diesel Comsuption (L)	34,380

D. Protection of biodiversity

The Sustainability Management System implemented and certified at all plants in accordance with the ISCC standard demonstrates Vertex Bioenergy Solutions commitment to protecting the natural world, striving throughout the value chain to respect the environmental surroundings of Vertex Bioenergy Solutions activities.

Under this certification, ISCC guarantees that the crops providing the raw materials used in the production process apply good agricultural practice so as to minimise any potential impacts on biodiversity and the soil where they are grown. Similarly, studies are conducted into the environmental values of areas adjacent to production plants so as to be able to detect areas of high sensitivity in terms of their environmental value or biodiversity, allowing the corresponding corrective or mitigating measures to be established in each case.

Furthermore, the aforementioned Integrated Environmental Authorisation in accordance with the Transposition of Directive 2008/1/EC, of the European Parliament, of 15 January 2008, concerning integrated pollution prevention and control (IPPC), establishes as a mandatory requirement an environmental flora and fauna inventory at the location where activities are performed in accordance with Act 42/2007, of 13 December 2007 (the Natural Heritage and Biodiversity Act), which establishes specific measures to protect biodiversity in accordance with pre-established categories.

E. Climate Change Risks

Vertex Bioenergy Solutions has voluntarily submitted climate-related financial disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (hereafter TCFD)

Guidance 2021. We will continue to work to improve these disclosures, recognizing that this is an evolving area. This section is structured according to the four pillars of the TCFD: Governance, Strategy, Risk Management and Metrics and Targets.

1. Governance

We refer to the subsections Business Ethics and Sustainability Governance within the Governance section for a description of the role of the Board of Directors and Management in terms of climate-change.

We refer to the Directors' Report for details on the Board of Directors' profiles.

2. Strategy

Vertex Bioenergy Solutions has a strategy to be Net Zero by 2050, which is why it has developed a Cost-Reduction analysis to study the different technologies to reduce emissions, the risk of each technology (availability and resources) and the cost of each one. The study is based on an analysis of the €/tCO2 cost and the amount of CO2 removed with each technology to prioritize capital investment and efforts. Priorities should be made from left to right in the cost reduction graph "total emissions reduction" and in the graph "scope 1 and scope 2 reduction".

3. Risk Management

Climate change risks and opportunities are also discussed, whenever considered, in the Vertex Bioenergy Solutions Management Committee and in the plant committees. In addition, when we evaluate potential investments, all potential risks related to the potential investment, including ESG and climate change risks are considered.

Vertex Bioenergy Solutions has developed a risk analysis methodology based on SWAT Matrix analysis and on common market practices. The risk analysis comprises the following steps:

- Risk Identification (ex-ante): identify causes that may turn into a risk situation, classifying those potential risk.

- Risk Assessment: evaluate the risk considering its likelihood and potential impact.

- Risk Management Plan: focused on mitigating risk effects. To prevent unexpected events,

Vertex Bioenergy Solutions corporate team in collaboration with plant managers, analyses unexpected risks in each of our facilities and define a Prevention and Mitigation Plan for each risk.

4. Metrics and targets

Given the nature of its activities, Vertex Bioenergy Solutions places the mitigation of climate change and pollution prevention at the heart of its environmental actions. Biofuel production represents an opportunity to reduce greenhouse gas emissions, thereby helping to minimize the impacts of activities on climate change.

Topic	Recommended disclosures	Cross Reference	Current Status	Future Priorities
Governance	a. Describe the board's oversight of climate-related risks and opportunities b. Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Governance (Business ethics section) and section 1 below	a. Vertex Bioenergy Solutions Board of Directors is responsible for supervising the climate change risk analysis. Risk management day-to-day activities are reviewed in the Vertex Bioenergy Management Committee at Corporate level and in the Management Committees at Plant level all in a monthly basis. b. Vertex Bioenergy Solutions has a risk analysis document that adopts a multidisciplinary approach to identify risks in different areas, assigning likelihood and impact to propose action plans to further mitigate the main risks. Climate related risks and opportunities are analysed as part of the risk management analysis previously described, particularly through working groups between our Operations, Environmental and Quality Department and asset managers. Climate change and environmental sustainability is a major consideration of our business at all levels. The variable retribution of the High-Level Employees (Directors, Managers, and all employees) is linked to ESG performance targets. Climate change and ESG related training provided to employees (including management	- At Board level: continue supervising ESG and climate related matters, initiatives, risks and opportunities - At Management level: maintain different committees: Vertex Bioenergy Solutions Management Committee at Corporate level and Management Committees at plant level, to efficiently address ESG and climate-related matters - Increased linkages between sustainability performance and remuneration
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Section 2 below	a. Vertex Bioenergy Solutions has identified the greenhouse emissions reduction as an opportunity to contribute to the sustainable development, decarbonization of the transport sector and differentiate from competence. The strategy of Vertex Bioenergy Solutions is managed by the "Brujula de Sostenibilidad" tool. This tool it is a 5-dimensional matrix that link the targets (what) with progress (how much), the progress with the projects (how), the projects with the kpi, the impact in the SDG (Sustainable Development Goals) and responsibilities (who). b. In the short- medium term Vertex Bioenergy Solutions has the objective to increase the GHG emissions saving versus fossil fuel up to 85%. In the long-term Vertex Bioenergy Solutions has the objective to be carbon neutral in 2050. c. The consequences of the 2 ºC scenario for 2100 are under development. Screened for potential climate related risks and opportunities and conducted climate-related scenario analysis to determine and assess Vertex Bioenergy Solutions 2030 and 2050 key risk and opportunity impacts ESG and climate change integrated into financial planning.	- Continue screening and analysing potential climate elated risks and opportunities. Some of the action plans are increase carbon capture, improvement of the GHG emissions from raw material used or biomass combustion for energy generation in production process.
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Principal Risks and Uncertainties section 3 below	- Screened for potential climate related risks and opportunities and conducted climate-related scenario analysis to determine and assess Vertex Bioenergy Solutions 2030 and 2050 key risk and opportunity impacts - ESG and climate change integrated into financial planning - Environment risk analysis has been developed by a risk specialist external company (FM Global) in order to assets climate related risk and actions to eliminate the possible damage in the operations of the plants.	Continue developing our risk assessment processes to better identify emerging climate-related risks and to manage climate-related risks effectively

Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environmental Sustainability and section 4 below	a. The metrics used by Vertex Bioenergy Solutions are the monitoring of the ESG kips reported in the different Committees and Reports: GHG emissions tCO2/m3, GHG savings of or products versus fossil fuels. b. GHG emissions: - Scope 1: These emissions are under EU Trading Scheme (externally verified) - Scope 2: These Emissions are under Renewable Energy Directive GHG calculations (externally verified) - Scope 3 raw materials, chemicals and wastes: These emissions are under Renewable Energy Directive GHG calculations (externally verified) - Scope 3 travels and commuting: These emissions are estimations, but they are only the 0,01% of the total. c. Vertex Bioenergy Solutions Targets are related to GHG emissions reduction: • Net zero Emissions by 2050 (including 100% saving of the ethanol vs fossil fuel) • Total GHG emissions from fossil fuels scope 1 & scope 2 / m3 ethanol from corn < 15 % (0,60) in 2030 • Total GHG emissions scope 3 from Raw Material < 15% (320 kgCO2/dry Ton) in 2030 • 85 % GHG emissions savings average compared to fossil fuel (acc. to RED II) in 2030	- Continue analysing and implementing climate-related reporting best practice d. - Measure progress to reach targets through the "Brujula de Sostenibilidad" tool described in the strategy section of this document. The tool link the projects with the kpi.

V.Information on social and staff issues

The Vertex Bioenergy Solutions Human Resources policy corresponds to its mission, vision and values, and is therefore at all times focused on and aligned with its strategic objectives. It is flexible and dynamic in essence and can adapt to different situations.

The company's success and the achievement of its objectives are based on an appropriate strategy, but above all rely on having in place a suitable team of personnel, whose skills and commitment make the difference in terms of the results achieved by the company.

Within the current context, characterized by innovation and change, the long-term success of the company involved is the ability to attract, motivate and develop employees capable of laying solid foundations for our growth. To this end, Vertex Bioenergy Solutions is committed to a Human Resources policy that can:

- Enable the promotion, exploitation, transfer and management of knowledge.
- Develop, promote and remunerate human resources to allow them to give of their best, and to ensure that their contribution is aligned with company needs.

Aware of this, the company's culture involves motivation and the participation of employees in continuous improvement. As a result, the whole organization is called on to take the initiative in improving business processes, working and environmental conditions, and even in problem-solving. To this end, various programs and groups of actions are promoted for improvement, and tools such as Vertex Management are provided, allowing each employee to participate in the resolution of incidents, and to set out suggestions for new ideas.

A. Employment

Vertex Bioenergy Solutions has a total professional workforce of 366 across all its plants. Spain accounts for the bulk of the workforce, with 291 workers, while there are 75 in France.

1. The workforce at the close of 2024 and distribution of employees by gender, age and professional classification:

	Total			
	Spain		France	
	Men	Women	Men	Women
Directors and executive management	**16**	**3**	**2**	**-**
Under 30 years	-	-	-	-
Between 30 and 50	7	3	1	-
More than 50 years	9	-	1	-
Directors	**20**	**13**	**4**	**3**
Under 30 years	-	-	-	-
Between 30 and 50	10	10	3	2
More than 50 years	10	3	1	1
Technicians and scientific and intellectual professionals and support professionals	**8**	**20**	**2**	**1**
Under 30 years	1	-	-	-
Between 30 and 50	5	16	2	1
More than 50 years	2	4	-	-
Accounting, administrative and other office employees	**19**	**13**	**1**	**4**
Under 30 years	4	-	-	-
Between 30 and 50	7	12	1	2
More than 50 years	8	1	-	2
Other qualified personnel	**148**	**20**	**50**	**8**
Under 30 years	10	3	4	-
Between 30 and 50	102	13	31	5
More than 50 years	36	-	15	3
Total	**211**	**65**	**59**	**16**

2. The workforce at the close of 2024 and distribution of forms of employment contracts.

	Permanent		Temporary	
	Men	Women	Men	Women
Directors and executive management	**18**	**3**	**-**	**-**
Under 30 years	-	-	-	-
Between 30 and 50	8	3	-	-
More than 50 years	10	-	-	-
Directors	**24**	**16**	**-**	**-**
Under 30 years	-	-	-	-
Between 30 and 50	13	12	-	-
More than 50 years	11	4	-	-
Technicians and scientific and intellectual professionals and support professionals	**8**	**19**	**2**	**2**
Under 30 years	-	-	-	-
Between 30 and 50	5	15	2	2
More than 50 years	2	4	-	-
Accounting, administrative and other office employees	**19**	**14**	**1**	**3**
Under 30 years	3	-	1	-
Between 30 and 50	8	11	-	3
More than 50 years	8	3	-	-
Other qualified personnel	**180**	**21**	**18**	**3**
Under 30 years	5	3	9	-
Between 30 and 50	124	15	9	3
More than 50 years	51	3	-	-
Total	**249**	**73**	**21**	**8**

3. The average number of employees for the financial year 2024 by type of contract and type of working day is as follows:

	Full-time		Part-time	
	Men	Women	Men	Women
Directors and executive management	**7**	**1**	**-**	**-**
Under 30 years	-	-	-	-
Between 30 and 50	4	1	-	-
More than 50 years	3	-	-	-
Directors	**16**	**11**	**-**	**-**
Under 30 years	-	-	-	-
Between 30 and 50	8	9	-	-
More than 50 years	8	2	-	-
Technicians and scientific and intellectual professionals and support rofessionals	**7**	**19**	**1**	**1**
Under 30 years	1	-	-	-
Between 30 and 50	3	11	1	2
More than 50 years	1	3	-	-
Accounting, administrative and other office employees	**15**	**12**	**-**	**3**
Under 30 years	1	-	1	-
Between 30 and 50	6	8	-	1
More than 50 years	4	2	-	-
Other qualified personnel	**142**	**15**	**13**	**3**
Under 30 years	3	2	7	1
Between 30 and 50	97	12	6	2
More than 50 years	42	1	-	-
Total	**181**	**51**	**15**	**6**

4. Number of redundancies by gender, age and professional classification in 2024

	Total	
	Men	Women
Directors and executive management	**-**	**-**
Under 30 years	-	-
Between 30 and 50	-	-
More than 50 years	-	-
Directors	**-**	**-**
Under 30 years	-	-
Between 30 and 50	-	-
More than 50 years	-	-
Technicians and scientific and intellectual professionals and support professionals	**-**	**-**
Under 30 years	-	-
Between 30 and 50	-	-
More than 50 years	-	-
Accounting, administrative and other office employees	**-**	**-**
Under 30 years	-	-
Between 30 and 50	-	-
More than 50 years	-	-
Other qualified personnel	**-**	**-**
Under 30 years	-	-
Between 30 and 50	-	-
More than 50 years	-	-
Total	**-**	**-**

5. Average pay and changes in pay, broken down by gender, age and professional classification or equivalent in 2024 in thousands of Euros.

	Total	
	Men	Women
Directors and executive management	**117**	**77**
Under 30 years	-	-
Between 30 and 50	94	77
More than 50 years	136	-
Directors	**61**	**58**
Under 30 years	-	-
Between 30 and 50	54	54
More than 50 years	70	70
Technicians and scientific and intellectual professionals and support professionals	**42**	**30**
Under 30 years	24	-
Between 30 and 50	42	30
More than 50 years	53	33
Accounting, administrative and other office employees	**37**	**31**
Under 30 years	10	-
Between 30 and 50	39	30
More than 50 years	49	35
Other qualified personnel	**36**	**30**
Under 30 years	22	14
Between 30 and 50	37	35
More than 50 years	38	36

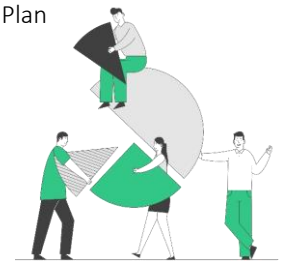
Remuneration policy and salary gap

Vertex Bioenergy Solutions maintains a competitive, motivating and fair remuneration structure, offering attractive remuneration conditions. Remuneration covers salary, variable remuneration, social benefits and other components.

The remuneration system will in all cases be defined in accordance with the applicable legal regulations (Collective Agreements or other), guaranteeing equal treatment and opportunities.

Said system currently covers:

- A Flexible Remuneration Plan available to all Vertex Bioenergy Solutions employees, which is governed by the Flexible Remuneration Plan. Regulation Guide
- A Variable Remuneration Plan (variable amount not open to consolidation) governed by the Variable Remuneration Plan.



The Vertex Bioenergy Solutions Variable Remuneration Plan is intended to promote a greater focus on results, motivating professionals to achieve targets aligned with the business strategy, thereby underpinning their commitment to the company. Payment of the bonus is therefore down to a decision by the company's Board of Directors.

Each manager must inform his or her team members, with the support of the individual with responsibility for human resources, if necessary, with this announcement being performed in an appropriate, clear and sufficiently transparent manner, in accordance with the professional capacity and specific attributions of each

The quality of communication in this regard is an essential part of the dialogue that each manager must maintain with his/her co-workers as regards remuneration issues and the fulfilment of goals.

The salary gap by category in 2023 is thus as follows:

	Total (thousands of €)		
	Men	Women	Salary GAP
Directors and executive management	117	77	34%
Directors	61	58	5%
Technicians and scientific and intellectual professionals and support professionals	42	30	29%
Accounting, administrative and other office employees	37	31	16%
Other qualified personnel	36	30	17%

This is calculated as the difference between the average pay of men as a whole compared with the average pay of women as a whole, divided by the average male salary. This was also performed without distinguishing between professional levels and without including any possible differences at specific workplaces or independent organizations.

Average pay of directors and executives

No salaries, allowances or remuneration of any kind have been accrued during the financial years 2024 and 2023 in favour of the members of the administrative body, nor have any pension obligations or payments of life insurance premiums been incurred with respect to its members.

Meanwhile, the Group did not grant any advances or loans to members of the governing body.

The Company classifies as "Senior Management" personnel not only those individuals with senior managerial employment contracts, but also those that perform functions regarding the general objectives of the Company, such as the planning, management and control of activities, and who perform their functions with independence and full responsibility, limited only by the higher-level bodies representing them.

During the 2024 financial year the amount accruing as remuneration for senior management personnel, including any compensation and the bonus, was a figure of 502 thousand euros (0 thousand euros as of December 31, 2023), corresponding to short-term remuneration.

Employees with disability

As an organisation, Vertex Bioenergy Solutions helps to improve the living conditions of underprivileged groups and individuals. We are committed to undertaking our project in partnership with local organizations that support equal opportunities, quality education, the health and well-being of communities, access to the labour market and the economic, rural and industrial progress of such areas.

The Group had 10 employees over the course of the 2024 financial year at the companies lying within the consolidation scope, with a disability equal to or greater than 33%.

Vertex Bioenergy Solutions channels its social initiatives for underprivileged groups through the Vertex Bioenergy Foundation. A number of the initiatives undertaken during 2024 are shown below.

Implementation of occupational switching-off measures

Vertex Bioenergy Solutions strives to improve the quality-of-life of its employees, and they are therefore assisted in switching off from their professional activities through work-life balance and social benefit measures.

B. Organization of work

Organization of working time

On-site work is essential in our activity to maintain the culture of Vertex Bioenergy Solutions, our values, team bonding, as well as staff training and professional development. However, throughout the months of the pandemic we managed to continue working and delivering our services to our clients through a remote working structure, given the exceptional circumstances. As a result, in order to offer a range of facilities in the interests of work-life balance, Management have given consideration to the implementation of a flexible working option, allowing employees to work both on-site and remotely, without affecting essential business functions or plant output. A general announcement was issued in September 2021 to increase working flexibility, indicating various organizational options which may amount to up to 30% of the duration of the working week. This advantage has remained in force since then, and the employees of the Vertex

Bioenergy Solutions Group can continue to benefit from this measure.

This is an optional flexible working format at all times, and those workers who do not wish to perform such work or to do so for a shorter time have this option.

Number of hours of absence

The number of hours of absence at Vertex Bioenergy Solutions in 2024 was 24,433. This calculation includes hours of absence as a result of common illnesses, occupational accidents, breastfeeding leave and absence connected with parental leave.

Measures facilitated for work-life balance.

The prevailing principle of the Vertex Bioenergy Solutions employment and personal development policy is non-discrimination and equality.

Bearing in mind that the sector in which it operates has traditionally seen a greater presence of men, the Human Resources Area is making efforts to continue to recruit women in all functional areas.

In 2024 fiscal year, a diagnosis is conducted analyzing the Group's position in such matters as access to employment, professional classification, promotion and training, remuneration and the structuring of working hours to facilitate work-life balance.

The collective bargaining agreement to which Vertex Bioenergy Solutions has signed up acknowledges workers' rights to work-life balance. This covers, among other aspects:

- Temporary modification of split or mixed working hours
- Reduced working hours.
- Paid leave
- Pregnant and nursing women
- Maternity and paternity leave
- Period of maternity leave
- Leave of absence to care for relatives

The number of instances of leave granted for childbirth and childcare, and the resumption of work, thereafter, amounted to the following figures over the course of the year:

Leave for childbirth and childcare	11 employees on leave during 2024, all of whom have resumed work.
Leave of absence to care for children under 3 years	0 during 2024.
Reduced working hours to care for children.	7 people in total enjoyed this benefit.

C. Health and safety

Through its Management Policy, Vertex Bioenergy Solutions establishes the guidelines to be followed by the organization with regard to occupational risk prevention and the prevention of Serious Accidents involving Hazardous Substances (Seveso). The term Occupational Risk Prevention is equivalent to the terms Health and Safety at Work or Occupational Health and Safety.

Vertex Bioenergy Solutions is firmly committed to safety, as demonstrated day after day in the course of its activities, risk analysis, the implementation of control measures, change management in processes, and the dedication shown by all staff to continuous improvement.

As may be clearly seen in the Management Policy, Vertex Bioenergy Solutions views the health and safety of workers in particular, and of stakeholders in general, as a business priority. The objective is to achieve an environment of increasingly safe workplaces and processes, serving to fulfil the goal of "zero accidents".

With the aim of going beyond mere legal compliance, the coverage, scope and management of health and safety at the companies that make up Vertex Bioenergy Solutions are supported by a health and safety management system structured on the basis of the requirements of Standard ISO 45001:2018, certified by Bureau Veritas Certification.

Standard ISO 45001:2018 “Occupational health and safety management systems" focuses on risk prevention, innovation and continuous improvement, benefiting organizations that have structured systems in place under this standard, by improving organizational resilience. Aside from improving the dedication of workers and publicly demonstrating the commitment to sustainable employment by providing healthy and safe workplaces, this standard also focuses on key business challenges such as the supply chain and continuous planning.

With regard to the organization of risk prevention, Vertex Bioenergy Solutions has established a Joint Risk Prevention Service covering all its companies in Spain handling three risk prevention specialties (safety at work, industrial hygiene, ergonomics and psycho-sociology). As for the plant in France, it has a risk prevention structure in accordance with the requirements of French legislation.

Meanwhile, all plants have a Health and Safety Committee in place from when operations begin, established in accordance with the composition, functionality, responsibilities and powers derived from Articles 38 and 39 of the Occupational Risk Prevention Act and the Chemicals Industry Agreement, serving as a consultative and participatory body for workers in the field of health and safety.

So as to promote risk prevention and the design of training and dissemination activities, Vertex's companies undergo rigorous monitoring and investigation of accidents and near-accidents. The lessons learned are shared and disseminated among all companies and are accessible to all employees via the Vertex internal website.

In 2024, as in previous years coinciding with the European Safety Week, a "Safety Day" was held in which an activity common to all plants was developed. The activity chosen in this edition has been a game that in the form of a contest was entitled "Who wants to win Prevention?"". The aim of this edition was to help employees remember and reflect on the company's specific safety rules, in a fun, shared and innovative way and to improve safety communication when talking about prevention in a group.

This main activity has been completed, at the local level, with others related to healthy habits and health promotion.

One of the cornerstones on which we base our safety management is a safe attitude on the part of employees. Vertex Bioenergy Solutions sees identification and control of both situations of risk and unsafe conduct as a priority risk prevention activity, focused on the continuous improvement of safety conditions.

Safety is the constant in the company's risk prevention culture, and as such workers are at all times called on not to proceed or in any circumstance prioritize the completion of work if this entails a risk, and if they do not have access to the necessary resources and knowledge to offset or eliminate the effects of the risk in itself. Within this context, and as part of the annual risk prevention activities at the plants, a program of behavioural observations and oversight of health and safety at work conditions is established as a general element at all levels. Annual targets are set and are monitored at both the company and corporate level on the different Management Committees that have been established.

Vertex Bioenergy Solutions has always seen risk prevention training as a fundamental cornerstone in achieving greater safety and awareness levels among its workers day by day. Year after year it strengthens workforce risk prevention training, a task involving each and every one of the workers and furthermore covering any change that might arise in production processes. The process begins with risk assessment and the detection of training needs and continues with the development of a training plan coordinated by HR and the Risk Prevention Service, with consultation of the workers' representatives.

Vertex Bioenergy Solutions companies maintain processes for continuous instruction, implementation and assessment of actions to control emergency situations.

Occupational health or professional medical supervision represents one of the four mandatory risk prevention specialties. In Spain this specialty is subcontracted from an external Risk Prevention Service, while in France it is covered by the company doctor. Coverage is universal and complies with the applicable medical protocols on the basis of the risk assessment. Health monitoring is supplemented by vaccination campaigns, information and training events to promote health and healthy lifestyles.

The psychological and nutritional support and advice service which began in 2021 online was continued in 2024. The service provides the tools to manage possible problems faced by workers or their families in professional or personal terms.

Accidents at work

With regard to accidents at work, we set out below the frequency and seriousness indices at Vertex Bioenergy Solutions during 2024:

Accident index	Men	Women	Total
Frequency index	6.22	0.00	4.78
Severity index	0.06	0.00	0.04
Occupational illnesses	0	0	0

The frequency index is calculated by dividing the number of accidents by the number of working hours established in the regulations in force, multiplied by one million, and compared each year against the industry average.

In order to obtain the total number of working hours, 40 hours per week are estimated as an annual average, in accordance with the applicable Collective Bargaining Agreement, which establishes a total of 1,752 hours. These hours were taken for each employee and therefore multiplied by the number of workers covered by the repo Calculation of the seriousness index involved dividing the number of hours lost to absence by the number of working hours, multiplied by one thousand.

D. Labour relations

Vertex Bioenergy Solutions workers in Spain are covered by the regulations of the Collective Bargaining Agreement (XXI General Collective Agreement for the Chemicals Industry, published in Official State Gazette 41 of 6 February 2025). Meanwhile, the workers in France are covered by the "Convention collective nationale des industries chimiques et connexes" No. IDCC 0044.

The Collective Bargaining Agreement establishes a labour relations structure based on three principles:

- Involvement by personnel in matters of employment relevance, through their representative bodies.
- Social responsibility of the companies belonging to Vertex Bioenergy Solutions.
- Resolution of employment disputes through dialogue and permanent negotiation between

company management and staff representatives.

Meanwhile, the role of Trade Union Representatives is acknowledged as essential interlocutors for the regulation and development of labour relations and as channels for information and consultation with staff, as well as negotiations between workers and company. Vertex Bioenergy Solutions has trade union representatives in place at each of its plants, with a Works Council (Social and Economic Council) being established at some of them.

The Collective Agreement establishes that in order to fulfil the right to effective protection, the company will be obliged to guarantee the health and safety of the workers it employs, in all aspects connected with their work. This obligation will take the form of adoption by the company of the necessary measures for risk assessment, risk prevention planning, information, consultation, participation and training of workers, action in cases of emergency and serious and imminent risk, health monitoring and the organization of a risk prevention service.

Priority is likewise given to the promotion and intensification of organizational, training and information actions in the interests of risk prevention, allowing staff to adjust to any organizational changes that new technologies might entail, caring for their physical, mental and social health, understood in accordance with the holistic concept formulated by the World Health Organization.

E. Training

The Company strives to offer the possibility of progress to all those showing dedication and the potential required in order to develop their skills. The Company encourages its employees to express their goals and hopes, maintaining open dialogue with them. The company performs a needs analysis which is then set out in the training plan.

The aim is to retain and motivate employees, offering them attractive but realistic career development paths, allowing them to develop their skills in the long term, taking into account the economic reality and a constantly evolving environment.

Succession plans with regard to Company needs will as far as possible be combined with the individual development plans.

The specific hours of training dedicated throughout the year were as follows:

	2024
Directors and Executive management	235
Directors	922
Technicians and scientific and intellectual professionals and support professionals	627
Accounting, administrative and other office employees	819
Other qualified personnel	7,302
Total	**9,905**

From among the training programs delivered, we would emphasize:

- The following courses were delivered for VERTEX personnel online: DSE, stress prevention, office HSW, road safety.
- Training course for various employees in "Asset Management according to Standard ISO 55001", delivered by Bureau Veritas.
- Planning, Organization, management and Coordination of Emergencies, 2023.
- Mobile Unit Firefighting
- Prevention measures and rules of action against COVID-19.

We would also highlight the internal training to explain all the Policies and Procedures published on our Internet with regard to quality and safety.

F. Equality and Universal Accessibility for people with disability

The Vertex Bioenergy Solutions policy involves hiring co-workers who have the personality and professional skills allowing them to develop a long-term relationship with the company.

Each new co-worker becomes a fully integrated member of the corporate culture, which means a commitment to the Organization and a constant willingness to improve. This is why, taking into account the importance of Vertex Bioenergy Solutions values, a particular emphasis will be placed on the alignment between a candidate's qualities and the company's values themselves.

Those wishing to join the organization must be prepared to sign up to the Vertex Bioenergy Solutions Code of Conduct, since it sets out the key values and principles.

In accordance with the same level of demand, all recruitment by Vertex Bioenergy Solutions must comply with the principles of non-discrimination as regards origin, nationality, religion, race, gender and age.

Meanwhile, although the implementation of equality plans is for the moment voluntary, there is a Male and Female Equality Agreement in place at the French plant, while the Spanish plants are in the process of completing this document. Measures and standards are established in this regard concerning:

- Hiring: Hiring criteria must be strictly based on the skills, experience and qualifications of employees. These criteria apply equally to men and women.
- Training: An equal number of hours of training is established for men and women year. The measures include the generation of a training plan for the following year.
- Effective remuneration: An obligation is established to implement an equal level of remuneration for people with the same position, skills and experience, irrespective of their gender.

Lastly, in the event of any type of discrimination or harassment on any grounds of origin, nationality, religion, race, gender, age or sexual orientation, or for any other reason, whatever the type of conduct involved, a channel is in place to report the matter to the head of Human Resources, as established in the aforementioned Code of Conduct. The Ethics and Compliance Channel available to all individuals via the Group website likewise applies.

Mention should be made of the existence of a sexual harassment representative at the French site, in accordance with national law.

VI. Information on respect for Human Rights

As a company incorporated and with its tax domicile in Spain, which has since 1977 been a signatory to the UN Declaration of Human Rights, Vertex Bioenergy Solutions applies each and every one of the principles set out therein and confirmed by the Spanish Official State Gazette published on 10 October 1979.

Vertex Bioenergy Solutions belongs to a group of companies that joined the United Nations Global Compact and its 17 principles in 2022.

The Sustainable Development Goals (SDGs) are 17 global goals focused on sustainable development and addressing issues ranging from poverty and equality to responsible production and consumption. Vertex Bioenergy Solutions makes a direct contribution to achieving these goals through its activity, projects and alliances.

The group is committed in its Code of Conduct to ongoing compliance with the legislation in force and a series of good practices, allowing employees to perform their work under optimal conditions, facilitating their commitment and motivation, and eliminating all forms of forced or involuntary labour.

Vertex Bioenergy Solutions has external and internal communication channels in place to allow its stakeholders to report any incidents or abuses that could jeopardize the Group's commitments to defend, respect and protect human rights.

The Code of Conduct likewise sets out behavioral standards within the Group for its entire professional workforce.

If any complaint is made, Vertex Bioenergy Solutions has an Ethics and Human Resources Committee in place, ready to resolve any incident. During 2024 no complaints were received as a result of cases of violations of human rights, nor any other breaches.

Freedom of association, collective bargaining, the elimination of discrimination at work and in employment, elimination of forced or involuntary labour and the effective abolition of child labour are fundamental rights that have always been acknowledged and respected by Vertex Bioenergy Solutions, and guaranteed through the application of the Collective Agreement and internal policies.

Lastly, the supplier and subcontractor code establish certain standards regarding respect in this sphere, which must be accepted by all suppliers working with Vertex Bioenergy Solutions. These regulations include the following:

- All applicable laws and standards of the company where operations are performed must be fulfilled.
- Human rights must be respected, and no employees may suffer harassment, physical or mental punishment or any other form of abuse.
- Salaries and working hours must at least fulfil the laws, rules and standards applicable in this regard in the country in question, including minimum salaries, overtime and maximum working hours.
- Forced or imposed labour may not be employed, and employees must be free to leave their job having first given sufficient notice.
- Child labour may not be employed, and in specific terms ILO standards must be respected.
- The rights of employees to associate freely must be respected.
- All employees must be provided with properly safe and hygienic working conditions.
- Suppliers must actively encourage compliance with these standards among their respective suppliers and subcontractors.

VII. Information on combating corruption and bribery

The Vertex Bioenergy Solutions Code of Conduct establishes measures to combat corruption and bribery.

Employees must never, directly or through intermediaries, offer or promise an improper personal or financial favour or any other type of favour in order to obtain or win business or some other advantage from a third party, whether public or private. Nor must employees accept any such advantage in exchange for preferential treatment towards a third party. Employees must likewise refrain from exercising any activity or conduct that could give rise to the appearance or suspicion of such conduct or any such attempt. Failure to comply may not only give rise to the application of disciplinary penalties but could also result in criminal charges being brought.

Furthermore, employees must not be influenced by receiving favours, nor attempt to influence third parties in an inappropriate manner by giving favours. Employees may only offer or accept reasonable meals and symbolic gifts that are appropriate in accordance with the circumstances, and shall not accept or offer gifts, meals or entertainment if such conduct could create the impression that it constitutes inappropriate influence with regard to the corresponding commercial relationship.

If an employee has any doubts, they must request advice from their immediate superior or the head of Legal Affairs or Internal Auditing. No employee must offer third parties, nor accept from them, any money, loans, bribes or similar monetary benefits.

Vertex Bioenergy Solutions also has in place an Ethics and Compliance Channel the purpose of which is to make a tool available to stakeholders so they can channel their concerns as to any type of unlawful, illicit or criminal conduct on the part of employees or companies of the Vertex Bioenergy Solutions Group.

This is a confidential communication channel available to any stakeholder that has any type of relationship with any company within the Vertex Bioenergy Solutions Group. It thus applies to employees, clients, suppliers and partners.

The scope of application extends to any potentially unlawful conduct or any breach with regard to financial, accounting or commercial malpractice, or any breach of regulations by Group employees or companies.

Notification of a concern will be issued via the group website (VERTEX BIOENERGY | Home), by completing the enclosed form. The reports will be received by members of the Ethics Committee.

Any concerns submitted must contain the information required to allow an analysis of the reported events to be conducted. The communication received must therefore include at least the following:

- Clear and detailed statement of the events.
- Identification of the Company or Business Unit where they took place.
- Identification of the persons involved in or aware of the conduct reported.
- Time when or during which the events occurred.
- Where possible, quantification of the impact of the reported events on the financial statements.
- Where necessary, provide documents, files or additional information deemed relevant for the evaluation and resolution of the concern.

Meanwhile, given the importance that Vertex Bioenergy Solutions places on transparency, during 2024 the Foundation contributed more than 104,000 euros to 5foundations and other non-profit entities to perform social projects.

Lastly, in order to proceed to process approval and registration of companies within the Vertex Bioenergy Solutions supplier system, they must undertake not to use fraudulent means, such as the payment of bribes, to guarantee the supply of goods and services.

VIII. Information about the Company

The Vertex Bioenergy Solutions Group channels its actions and social commitment through the Vertex Bioenergy Foundation, an independent non-profit legal entity registered in the National Register of Foundations on 11 February 2020, the corporate purpose of which is to provide positive energy helping to improve people's lives, contributing to a more inclusive, healthier and more accessible world, and providing global solutions to today's challenges.

The foundation's purposes are:

- Promotion of the 17 UN Sustainable Development Goals, through investments and donations for projects by foundations, NGOs and universities.
- Promotion, facilitation and support in structuring and developing the rural environment and communities.
- Promotion of and care for people at risk of exclusion for physical, economic or cultural reasons.

The specific initiatives on which the Vertex Bioenergy Foundation works are:

- Awareness-raising at potential user companies and among the general public to favour the use of bioethanol as a renewable fuel transport, acknowledging its cost-effective and environmentally sustainable role.
- Collaboration and facilitation of rural development and local communities.
- The introduction of vehicles propelled by E85, improved taxation conditions for the product based on its environmental benefits, its renewable nature and role as a locally produced fuel.
- Greater awareness among public authorities as to the benefits of bioethanol for users, for the environment and for national economic, rural and industrial development.

In order better to fulfil its functions, the Foundation may, among others, perform the following activities, which are listed simply by way of example: the granting of economic aid; support, protection contributions for the transport logistics sector in the use of bioethanol and renewable energies; recognition for individuals or organizations in collaboration with and facilitation of rural development and local communities and the best ideas in the fields of health, well-being and safety; promotion and dissemination of the benefits of using bioethanol to improve the climate, and other activities aligned with its purposes.

We are committed to addressing the needs of the communities where we undertake our activities, our founding purposes being to facilitate and achieve the 17 UN Sustainable Development Goals, through investments and donations for projects by foundations, NGOs and organizations; promotion, facilitation and support in structuring and developing the rural environment and communities, and lastly, promotion of care for groups and individuals at risk of social exclusion for physical, economic and/or cultural reasons.

And among these 17 goals, our Foundation specifies 10 of them: No poverty; zero hunger; good health and well-being; quality education; reduced inequality; sustainable cities and communities; climate action; life on land; life below water; peace, justice and strong institutions, and lastly partnerships to achieve the goals.

With an even greater focus on the following three strategic areas: Communities; Social humanism and inequalities, and lastly Life on Land and Life below Water, with the aim of reaching more beneficiaries through strategic alliances to achieve the United Nations Sustainable Development Goals (SDGs).

In 2024 our Foundation focused its efforts on preserving the health and well-being of our internal teams and partners.

Lastly, we made a commitment to initiatives in collaboration with local organizations that support equal opportunities, quality education, the health and well-being of communities, access to the labour market and progress of the rural and industrial economy in those regions where we operate.

A. Company commitments to sustainable development

In terms of its commitment to sustainable development, Vertex Bioenergy Solutions collaborate with the Vertex Bioenergy Foundation as a general interest non-profit organisation channelling the commitment and social initiatives of the founding company.

It believes in addressing the needs of those communities where it operates, with a commitment to generating value within such communities.

It is involved in the development of its own initiatives or third-party partnerships to support the individuals and groups with which it has dealings in adapting to the needs of each community where it works. All this work is performed in accordance with criteria of transparency, good governance, sustainability, innovation and professionalism.

As an organisation, it helps to improve the living conditions of underprivileged groups and individuals. Projects are undertaken in partnership with local organisations that support equal opportunities, quality education, the health and well-being of communities, access to the labour market and the economic, rural and industrial progress of such areas.

The programmes in this area focus on making a positive impact in the areas of environmental protection and climate action, through participation in initiatives such as reforestation, and cleaning up the countryside, woodland and beaches. This in turn involves raising awareness among those around us, public opinion and organisations as to the benefits of bioethanol transport, acknowledging its cost-effective and environmentally sustainable status.

The programs in this area are aimed at having a positive impact in the areas of environmental protection and climate actions, participating in initiatives such as reforestation, cleaning of mountains, forests and beaches. At the same time, they involve raising awareness among our environments, public opinion and entities about the benefits of bioethanol for transport, assuming it as profitable and environmentally sustainable.

The projects and programmes of the Foundation connected with sustainable development may be found in (Projects | Vertex Bioenergy Foundation (fundacionvertexbioenergy.org):

- “Muevete con bioethanol Project 2024” Cartagena and Salamanca
- ASIDO Foundation, Cartagena join forces to achieve inclusiveness and sustainability in Galicia.
- Princess of Girona Foundation. Talent Tour. Young people with purpose. Teaching talent.
- Medicines for economic cooking A Coruña
- Convenio Les Genets de Mesplede , Bioenergie du Sud Ouest
- Mesa Asociation. Bioenergie du Sud Ouest
- “Muevete con bioetanol” Editorial Collection
- Scholarships for children of workers. ODS-4. Course: 2024. School stage: primary, secondary, baccalaureate and vocational training. University and intermediate vocational training.


42
Volunteers
33
Hours/year
27.206
People involved

B. Subcontracting and suppliers

The management focus is assessed by means of periodic weekly and monthly monitoring committees. These assessments serve to determine priorities in implementing initiatives.

One of the most significant modifications applied to the focus in procurement management concerned the degree of centralisation. While initially the main function of acquiring goods and services was performed by a centralised department, a new approach has been adopted in the management model, increasing the level of empowerment of end users by making them effective purchasers. This decentralisation of the functions has provided a greater level of efficiency, while also achieving greater proximity between the user that has the specific need for particular goods or services, and the supplier who will satisfy that need.

The basis of the company's procurement strategy is direct integration of suppliers within the development of operations through application of their experience and technology. The introduction of the best solutions proposed by suppliers serves to minimise risk and optimise costs and deadlines.

All suppliers with which agreements are in place have signed our social responsibility clauses, and they have all received our general purchasing conditions, which include human rights clauses.

Vertex Bioenergy Solutions conducts a satisfaction survey among its suppliers as a stakeholder, with the aim of ascertaining their appraisal of the collaboration, and opportunities for improvement in our purchasing processes, handling of invoices, etc.

In 2023 we archieved a participation rate of 47%, with an overall satisfaction level of 8.6 out of 10. In this regard, all aspects received a score of more than 4.5 out of 5, above all "fair and respectful treatment".

Instructions

Six basic principles define the relationship with suppliers and underpin the strategy of the purchasing department

Outsourcing

The outsourcing of the services identified as supplementary to production guarantees the utmost optimisation of operations. Outsourcing allows the company to focus on improving its knowledge of key activities, increasing the performance of the core business, incorporating the most professional service through the direct involvement of suppliers in day-to-day operations.

Services such as specialist service provision in the different maintenance and utilities areas, as well as supplies and application of critical products, are outsourced sectors because of the training, technology and specific experience requirements fulfilled by the knowledge and experience which our suppliers have built up over years.

Leadership

A continuous quest for and the contracting of the leading suppliers in each sector guarantees innovative improvement solutions with a major technological component, serving to maintain competitiveness and quality. The supply of critical products and the maintenance of essential units draws on providers of established standing and proven experience.

Globalisation

All procurement is subject to globalisation. Contractual arrangements with shared providers and the various production centres serve to incorporate the most highly developed and uniform service, with a standardised scope providing a corporate procedure and balanced growth across the various production plants. These synergies facilitate the application of global solutions which in turn lead to cost optimisation both in administration and in the development of services and supplies.

Local Development

Meanwhile, a focus on the development and involvement of local suppliers guarantees coverage for the most elemental and basic needs, with the consequent flexibility in volumes of consumption and response times. This has a positive impact on commercial and industrial growth in the geographical areas where the company conducts operations, guaranteeing a close social relationship.

Integration

The integration of suppliers' improvement proposals allows productivity and performance to be continuously improved. Results-based pricing is a fundamental principle of business commitment, which goes hand-in-hand with the incorporation within the environmental safety policy of respect for human rights and business ethics.

Quality

The quality of our suppliers is a key factor in ensuring that the services and supplies that our production plants receive live up to the expected level.

The sustainability policies of Vertex Bioenergy Solutions and all its business groups demand that suppliers in general sign a social responsibility code made up of 11 clauses. Through adhesion to this social responsibility code, Vertex Bioenergy Solutions encourages its suppliers to observe and comply with established social and environmental regulations, along with fulfilment of all aspects of social responsibility set out in the global compact, covering all the company's production processes, and therefore requiring all suppliers to sign up to this code.

Suppliers of raw materials are certified under one of the Voluntary Schemes approved by the European Commission (such as ISCC or 2BSvS) in fulfilment of Directive 2009/28/EC of the European Parliament and of the Council, of 23 April 2009, on the promotion of the use of energy from renewable sources (the RED), which includes verification of the social responsibility requirements of raw materials suppliers.

C. Clients

The goals of Vertex Bioenergy Solutions are to fulfil the needs of clients and stakeholders and day by day increase their trust in our products and services, while also ensuring the production of raw materials for animal feed under appropriate food health and safety conditions, and continuously improving the safety conditions of our processes and installations to provide our workers, those of partner companies, clients and users, with healthy and safe working conditions to prevent injury and any work-related harm to health.

As a safety measure regarding its clients, Vertex Bioenergy Solutions complies with the standards of ISO 17025 serving to guarantee to clients that the quality and safety of its tests and services are assessed by competent and fully qualified bodies.

Vertex Bioenergy Solutions thus conducts regular Client Satisfaction Reports to evaluate different parameters rating the following categories from 0 to 5 points:

- Service
- Satisfaction
- Responsiveness
- Sustainability
- Delivery deadlines
- Flexibility
- Quality

This report evaluates various products, such as Ethanol, DDGS and grape alcohol. The overall results are as follows:

2021:

2023:

Meanwhile, the aforementioned Ethics and Compliance Channel allows any client to report any kind of concern.

D. Tax information

1. Profits tax

The Parent Company and subsidiaries, except for the French company Bioenergie du Sud-Ouest,S.A.S which pays tax under the individual taxation regime, have since 1 January 2019 paid tax under the terms of the Tax Consolidation Regime, with Vertex Bioenergy, S.L. as the Parent Company of Taxation Group 102/18.

In the year ended December 31, 2024, in addition to Vertex Bioenergy, S.L., the parent company of Consolidated Tax Group No. 102/18 is made up of the companies Biocarburantes de Castilla y León, S.A., Bioetanol Galicia, S.A., Ecoagricola, S.A. and Vertex Bioenergy Solutions, S.L.U. and Ecocarburantes Españoles,S.A.

The expenditure corresponding to the current tax for the 2024 and 2023 financial year was as follows (thousands of euros):

Country	France	Spain
Corporation Tax (2024)	1,907	9,206
Corporation Tax (2023)	-	2,118

2. Grants

At 31 December 2024 and 2023, the Group essentially had the following grants pending:

	2024	2023
Grants	26,829	9,412

- An amount of 3,793 thousand euros for the grant awarded within the context of the European Commission for the production of 200 Ml of bioethanol in 2002. At the close of the 2024 financial year, the amount of the grant had been collected in full, with the amount pending imputation to the consolidated profit and loss account being 927 thousand euros (1,009 thousand euros at December 31, 2023).

- An amount of 15,736 thousand euros for the grant awarded within the context of Royal Decree 570/88, for the delimitation of the Castile-Leon Economic Promotion Zone, by the Directorate-General for Industrial Development and Regional Incentives. At the close of the 2024 financial year, the amount of the grant had been collected in full, with the amount pending imputation to the consolidated profit and loss account being 3,852 thousand euros (4,193 thousand euros at December 31, 2023).

- An amount of 6,917 thousand within the context of the Agreement of the Governing Council of the Castile-Leon Development Agency, dated 26/03/2002. At the close of the 2024 financial year, the amount of the grant had been collected in full, with the amount pending imputation to the consolidated profit and loss account being 1,674 thousand euros (1,820 thousand euros at December 31, 2023).
- An amount of 6,000 thousand euros, corresponding to 3 grants awarded to Bioénergié du Sud-Ouest. At the close of the financial year 2024 the amount of these grants pending imputation to the consolidated profit and loss account is 1,838 thousand euros (2,096 thousand euros at December 31, 2023).

- In the financial year 2019 a grant was awarded to one of the group companies for amount of 246 thousand euros was granted to one of the Group companies. This subsidy was granted in accordance with the Programme for Aid for Energy Efficiency Actions in SMEs and Large Companies of the Industrial Sector II. At the close of the 2024 financial year, the amount of the subsidy had been collected in full, with the amount pending recognition in the consolidated income statement being 172 thousand euros. (191 thousand euros at December 31, 2023).

In 2023 and 2024, the group has carried out energy efficiency projects whose energy savings have been able to be monetized in the Energy Savings Certificate System (CAE), which has meant the recovery of part of the cost of its investments in energy efficiency technology by receiving a consideration from the Delegated Entity of 18,685 thousand euros for these certificates. At the end of the 2024 financial year, the amount of the CAE was collected in full and is pending allocation to the consolidated income statement amounting to 18,267 thousand euros.

An amount of 103 thousand euros, a subsidy granted under the Innovation and Sustainability Plans in the field of the manufacturing industry. At the end of the 2024 financial year, the amount of the subsidy was collected in full and is pending allocation to the consolidated income statement at an amount of €99 thousand (€103 thousand as of December 31, 2023).

On the other hand, the companies have been granted subsidies within the National Plan for the allocation of greenhouse gas emission rights. Of the total number of registrations, an amount of 11,751 thousand euros corresponds to these rights granted during the year. Of the total number of withdrawals, an amount of €11,751 thousand (€15,359 thousand as of December 31, 2023) corresponds to Emission Rights, classified under the heading "Operating subsidies incorporated into profit or loss" of the accompanying consolidated income statement.

In addition, in 2023 the Group companies received State aid granted to gas-intensive companies amounting to 16,727 thousand euros, which was charged to the Consolidated Income Statement under the heading "operating subsidies incorporated into profit or loss" for 2023

3. Result for the financial year

The Consolidated result at 31 December 2024 is obtained on the basis of the aggregation of the individual results from 1 January 2024 up to 31 December 2024 at the Parent Company, plus consolidation adjustments. These items are detailed below:

	Thousand of euros				
					2024
Investee Company	% Direct Stake	% Indirect Stake	Individual Results	Results attributed to the Parent Company	Result attributed to minority interests
Vertex Bioenergy Solutions , S.L.U.	-	-	(5,038)	(5,038)	-
Biocarburantes de Castilla y León, S.A.	100%	-	17,736	17,736	-
Ecocarburantes Españoles, S.A.	100%	-	4,626	4,626	-
Bioetanol Galicia, S.A.	100%	-	10,963	10,963	-
Bioénergie du Sud-Ouest, S.A.S	100%	-	6,284	6,284	-
Sum total			**34,571**	**34,571**	

	Thousand of euros				
					2023
Investee Company	% Direct Stake	% Indirect Stake	Individual Results	Results attributed to the Parent Company	Result attributed to minority interests
Vertex Bioenergy Solutions , S.L.U.	-	-	(12,271)	(12,271)	-
Biocarburantes de Castilla y León, S.A.	100%	-	9,827	9,827	-
Ecocarburantes Españoles, S.A.	100%	-	4,392	4,392	-
Bioetanol Galicia, S.A.	100%	-	17,166	17,166	-
Sum total			**19,114**	**19,114**	

Appendix I: GRI Table

	Contents of Law 11/2018 NFRS		GRI	Section of the report
Business Model	Brief description of the group's business model, which will include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.		GRI 2-1 Organization Name	II.Businness model
			GRI 2-2 Activities, brands, products and services	
			GRI 2-1 Location of activities	
			GRI 1 Markets Served	
			GRI 2-1 Key Impacts, Risks and Opportunities	
			GRI 1 Dimension of the organization	
Information on environmental issues	**Policies**	Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23 Commitments and policies	IV.A. Information on environmental matters Policies
			GRI 3-3 Key Impacts, Risks and Opportunities	
	Main risks	Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	GRI 3-3 Key Impacts, Risks and Opportunities	IV.Information on environmental matters Policies
			GRI 2-11 Effectiveness of risk management processes	
	General	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	GRI 3-3 Management of material issues	IV.Information on environmental matters Policies
			GRI 201-2 Financial implications and other risks and opportunities arising from climate change	
		· Environmental assessment or certification procedures	GRI 3-3 Key Impacts, Risks and Opportunities	
		· Resources dedicated to the prevention of environmental risks	-	
		· Application of the precautionary principle	-	
		· Provisions and guarantees for environmental risks	-	

		Contents of Law 11/2018 NFRS	GRI	Section of the report
	Contamination	Measures to prevent, reduce or repair carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution	GRI 3-3 Management Approach (with a view to GRI 302 and 305)	IV.Information on environmental matters Policies
	Circular Economy and Waste Prevention and Management	Measures of prevention, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste	GRI 3-3 Management Approach (Effluents and Waste)	IV.C. Sustainable use of resources and circular economy
	Sustainable use of resources	Water consumption and water supply according to local constraints	GRI 303-1 Water extraction by source	IV.C Sustainable use of resources and circular economy
		Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3 Management Approach (Environment)	
			GRI 301-1 Materials used by weight and volume	
		Energy: Consumption, direct and indirect; Measures taken to improve energy efficiency, Use of renewable energies	GRI 102-2 Management Approach (Energy)	
			GRI 302-1 Energy consumption within the organization (energy from renewable and non-renewable sources)	
	Climate change	Greenhouse Gas Emissions	GRI 3-3 Management Approach (Reducing GHG Emissions)	IV.B. Energy and climate change
		Measures taken to adapt to the consequences of Climate Change		
		Reduction targets established voluntarily in the medium and long term to reduce GHG emissions and means implemented for this purpose.		
	Protection of biodiversity	Measures taken to preserve or restore biodiversity	-	Not material
		Impacts caused by activities or operations in protected areas		
Information on social and personnel issues	**Policies**	Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 3-3 The management approach and its components	V. Information on social and personnel related matters Policies
			GRI 3-3 Evaluation of the management approach	
			GRI 2-19 Remuneration policies	

	Contents of Law 11/2018 NFRS		GRI	Section of the report
	Main risks	Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	GRI 3-3 Key Impacts, Risks and Opportunities	V. Information on social and personnel related matter Policies
			GRI 2-11 Effectiveness of risk management processes	
	Employment	Total number and distribution of employees by sex, age, country and occupational classification	GRI 1U Dimension of the organization	V.A. Employment and remuneration
			GRI 2-7 Information about employees and other workers	
		Total number and distribution of employment contract modalities	GRI 2-7 Information about employees and other workers	
		Annual average of indefinite, temporary and part-time contracts by sex, age and occupational classification	GRI 2-7 Information about employees and other workers	
		Number of dismissals by sex, age and occupational classification	GRI 2-7 Information about employees and other workers	
		Average remuneration and its evolution disaggregated by sex, age and professional classification or equal value	GRI 2-20 Process for Determining Remuneration	
		Pay Gap	GRI 2-20 Process for Determining Remuneration	
		Remuneration of equal or average jobs in society	GRI 201-3 Information about remuneration of directors and managers	
		The average remuneration of directors and directors, including variable remuneration, allowances, indemnities, payment to long-term savings pension systems and any other perception disaggregated by sex	-	
		Implementation of work disconnection measures	GRI 3-3 Management Approach (work disconnection)	
		Employees with disabilities	-	

	Contents of Law 11/2018 NFRS	GRI	Section of the report
Organization of work	Organisation of working time	GRI 3-3 Management Approach (Organization of Work)	V.B. Organisation of working
	Number of hours of absenteeism	GRI 403-2 Types of accidents and ratios of occupational accidents, occupational diseases, days lost, and absenteeism, and number of related deaths (section a)	
	Measures aimed at facilitating the enjoyment of conciliation and encouraging the co-responsible exercise of these by both parents.	GRI 401-3 Parental leave	
Health & Safety	Occupational health and safety conditions	GRI 3-3 Management Approach (Health and Safety)	V.C. Health and safety
	Accidents at work (frequency and severity) disaggregated by sex	-	
	Occupational diseases (frequency and severity) disaggregated by sex	GRI 403-2 Types of accidents and ratios of occupational accidents, occupational diseases, days lost, and absenteeism, and number of related deaths	
Social Relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff	GRI 2-29 Focus on stakeholder participation (on trade unions and collective bargaining)	V.D.Labour/ management
	Percentage of employees covered by collective agreement by country	GRI 2-30 Collective Bargaining Agreements	
	Assessment of collective agreements, particularly in the field of health and safety at work	-	
Formation	Policies implemented in the field of training	GRI 3-3 Management Approach (Training and Teaching)	V.E. Training
		GRI 404-2 Programs to improve employee skills and programs	
	Total number of training hours by professional category	GRI 404-1 Average annual training hours per employee	

		Contents of Law 11/2018 NFRS	GRI	Section of the report
	Accessibility	Universal accessibility for persons with disabilities	GRI 3-3 Management Approach (Diversity and Equal Opportunities and Non-Discrimination)	V.F.Accessibility and equal opportunity
	Equality	Measures taken to promote equal treatment and opportunities for men and women	GRI 3-3 Management Approach (Diversity and Equal Opportunities)	V.F. Accessibility and equal opportunity
		Equality plans	GRI 3-3Management Approach (Diversity and Equal Opportunities and Non-Discrimination)	
		Measures taken to promote employment	GRI 3-3 Management Approach (Employment)	
		Protocols against sexual and gender-based harassment	GRI 3-3 Management Approach (Diversity and Equal Opportunities and Non-Discrimination)	
		Universal integration and accessibility of persons with disabilities	GRI 3-3 Management Approach (Diversity and Equal Opportunities and Non-Discrimination)	
		Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3 Management Approach (Diversity and Equal Opportunities and Non-Discrimination)	
Information on respect for human rights	**Policies**	Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 3-3 The management approach and its components	VI. Ethical behaviour and respect for human rights
			GRI 3-3 Evaluation of the management approach	
	Main risks	Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	GRI 3-3 Key Impacts, Risks and Opportunities GRI 2-11 Effectiveness of risk management processes	VI. Ethical behaviour and respect for human rights

		Contents of Law 11/2018 NFRS	GRI	Section of the report
	Human rights	Implementation of human rights due diligence procedures	GRI 2-25 Processes to remedy negative impacts	VI. Ethical behaviour and respect for human rights
		Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	GRI 3-3 Management Approach (Human Rights Assessment)	
		Complaints of human rights violations	GRI 3-3 Management Approach (Human Rights Assessment)	
		Promotion and enforcement of the provisions of the fundamental ILO Conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour	GRI 3-3 Management Approach (Non-discrimination; Freedom of association and collective bargaining; Child Labour; Forced or compulsory labour and human rights)	
Information relating to the fight against corruption and bribery	**Policies**	Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 3-3 The management approach and its components GRI 3-3 Evaluation of the management approach	VII. Combating corruption and bribery
	Main risks	Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	GRI 3-3 Key Impacts, Risks and Opportunities GRI 2-11 Effectiveness of risk management processes	VII. Combating corruption and bribery
	Corruption and bribery	Measures taken to prevent corruption and bribery	GRI 3-3 Management Approach (with a view to GRI 205 Anti-Corruption)	
	Corruption and bribery Policies	Measures to combat money laundering	GRI 3-3 Management Approach (Anti-Corruption)	VII. Combating corruption and bribery
		Contributions to foundations and non-profit entities	GRI 3-3 Management Approach (Anti-Corruption)	
		Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 3-3 The management approach and its components	

		Contents of Law 11/2018 NFRS	GRI	Section of the report
Information about the company	**Policies** **Main risks**	Policies applied by the group, including the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted. Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	GRI 3-3 Evaluation of the management approach GRI 102-15 Key Impacts, Risks and Opportunities	VIII. The company`s sustainable development commitments
	Main risks **The company's commitments to sustainable development**	Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international reference frameworks for each subject. Information on the impacts that have been identified should be included, providing a breakdown of them, in particular on the main risks in the short, medium and long term. Impact of society's activity on employment and local development	GRI 2-11 Effectiveness of risk management processes GRI 3-3 The management approach and its components	VIII. The company`s sustainable development commitments
	The company's commitments to sustainable development **Subcontracting and suppliers**	Impact of the activity of society on local populations and the territory	GRI 3-3 The management approach and its components	VIII.A The company`s sustainable development commitments
		Relations maintained with the actors of the local communities and the modalities of dialogue with them	GRI 3-3 The management approach and its components	
		Partnership or sponsorship actions	GRI 2-28 Membership in associations	
		Inclusion of social, gender equality and environmental issues in purchasing policy	GRI 3-3 Management Approach (Environmental and Social Assessment of Suppliers)	
	Subcontracting and suppliers **Clients**	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 3-3 Management Approach (Environmental and Social Assessment of Suppliers)	VII.B. Subcontracting and suppliers
		Monitoring systems and audits and audit results	-	
		Measures for the health and safety of consumers	GRI 3-3 Management Approach (Customer Health and Safety)	

	Contents of Law 11/2018 NFRS		GRI	Section of the report
	Clients **Tax information**	Complaint systems, complaints received and resolution thereof	GRI 2-26 Advisory mechanisms and ethical concerns (complaints received and resolution)	VIII.C. Clients
		Complaint systems, complaints received and resolution thereof Benefits obtained by country	GRI 3-3 Management Approach (Customer Health and Safety) -	
	Tax information	Taxes on profits paid	GRI 201-1 Taxes on profits paid	VII.D. Tax Information
		Public subsidies received	-	