



Sustainability Report 2024.

Aranco

Service for a Better World



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A WORD FROM OUR CEO

A word from our CEO.

Two tragic and unexpected events have marked the year 2024 in Aranco. The death in April of our colleague Gustavo González in Galicia as a result of a fishing accident left the entire Aranco team in shock. Fishing and the sea were his passion; but the Atlantic Ocean can be very cruel.

In October the province of Valencia suffered a real tragedy caused by a **Dana** (an isolated depression at high altitudes), a terrible flood that devastated several towns and although neither our staff nor their families suffered irreparable personal damage, we have lived and continue to live with a lot of pain and suffering around us. From here, our condolences to the families affected, our complaint to the different administrations for the abandonment and neglect of their responsibilities and our commitment to continue contributing in our own small way, collaborating with organisations that directly help people who continue to suffer the consequences. Our facilities were not damaged, but several dozen customers were, and almost a hundred of our wrapping machines were damaged. From the very day of the event, our priority has been to help these customers get their business back to normal as quickly as possible, a task that has taken us months. We have received congratulations and thanks from most of our customers for our performance at such a difficult time, and it has been the greatest reward for the tremendous effort we have made. I couldn't be prouder.

Fortunately, 2024 has also brought good

news and experiences. We continue to make progress on our 5X2 Strategic Plan and continue our internationalisation process: after the opening of our subsidiary in France in 2023, in 2024 we have opened a subsidiary in Germany. With this milestone we are now able to offer our services in Spain, Portugal, France, Germany, the Netherlands and Belgium.

True to our model, this internationalisation process pivots on innovation, a unique business model and sustainability. Thus, during 2024 we have launched to the market:

- New range of Endurance wrapping machines.
- Films with RFID technology.
- Films with PCR certified recycled raw material.

With this technology we are giving control tools to our customers so that they can optimise and automate their pallet packaging processes and control their consumption and savings, both in terms of tonnes of film and CO₂ emissions. Our commitment is to help our customers to have quality packaging, using the minimum plastic necessary and increasing the productivity of their processes.

In 2024 we have also taken important steps on our path towards decarbonisation. Among other actions, this year we have processed new energy supply contracts with companies that certify the renewable origin of the energy we consume. We have thus brought

forward our objective by one year and by 2025 all the electricity consumed in Aranco will be of renewable origin, both that which we produce in our photovoltaic plant and that which we obtain from the grid.

We have also set out the guidelines of our social impact policy, which allows us to frame all the social actions we have developed and will continue to work on, collaborating with other entities in relation to:

- Youth training.
- Cleaning up the Mediterranean Sea.
- Actions in favour of people affected by the **Dana** floods.

We close the year 2024 with the smile, the optimistic legacy and strength that Gustavo has left us and with the spirit of the Valencian people who rise up and rebuild every time they suffer adversity.

I invite you to read the details of our progress in this Sustainability Report 2024, which I hope will be of interest to you.

Best regards,



Gaizka Lara Goiricelaya,
CEO



"Our commitment is to help our customers to have quality packaging, using the minimum amount of plastic necessary and increasing the productivity of their processes."



1 Recepción
Área Técnica y Sat
Área Producción y Operación
Área Compras
Área Finanzas y Contabilidad
Área Pedidos
Área Digital
Área Innovación y Proyectos
Área Marketing
Área Desarrollo de Negocio
Área Comercial
Dirección
Área Personas y Talentos
Área Sostenibilidad

2 Aranco Café
Sala Multiusos

3 Aranco Lab.
Innovación
Centro de Máquinas
Centro de Producción
Almacén
Gimnasio



ABOUT ARANCO

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More than 35 years transforming the end of line in Europe.

Aranco is a group of companies with a presence in several European countries formed by a Spanish family SME founded in 1988, as a parent company, and its subsidiaries Aranco France and Aranco Deutschland. The Aranco Group specialises in packaging services with connected wrapping machines without investment (Wrapping as a Service), high-performance stretch films, in-house technical service and digital platforms.

With a strong vocation for innovation, we design and manufacture our wrapping machines and all the necessary technology for the digitalisation of our packaging services. Together with European leaders in the sector, we develop high quality, low-micron stretch films with which we help our customers to reduce consumption, waste and emissions.

Headquartered in Massamagrell (Valencia, Spain) and with a staff of more than 50 people throughout the Aranco Group, we provide our Wrapping as a Service packaging services with more than 2.200 wrapping machines currently in operation in more than 800 customers in Spain, Portugal, France, Belgium, the Netherlands and Germany, belonging to sectors such as logistics, large retail, food and beverage, pharmaceuticals and textiles, among others.

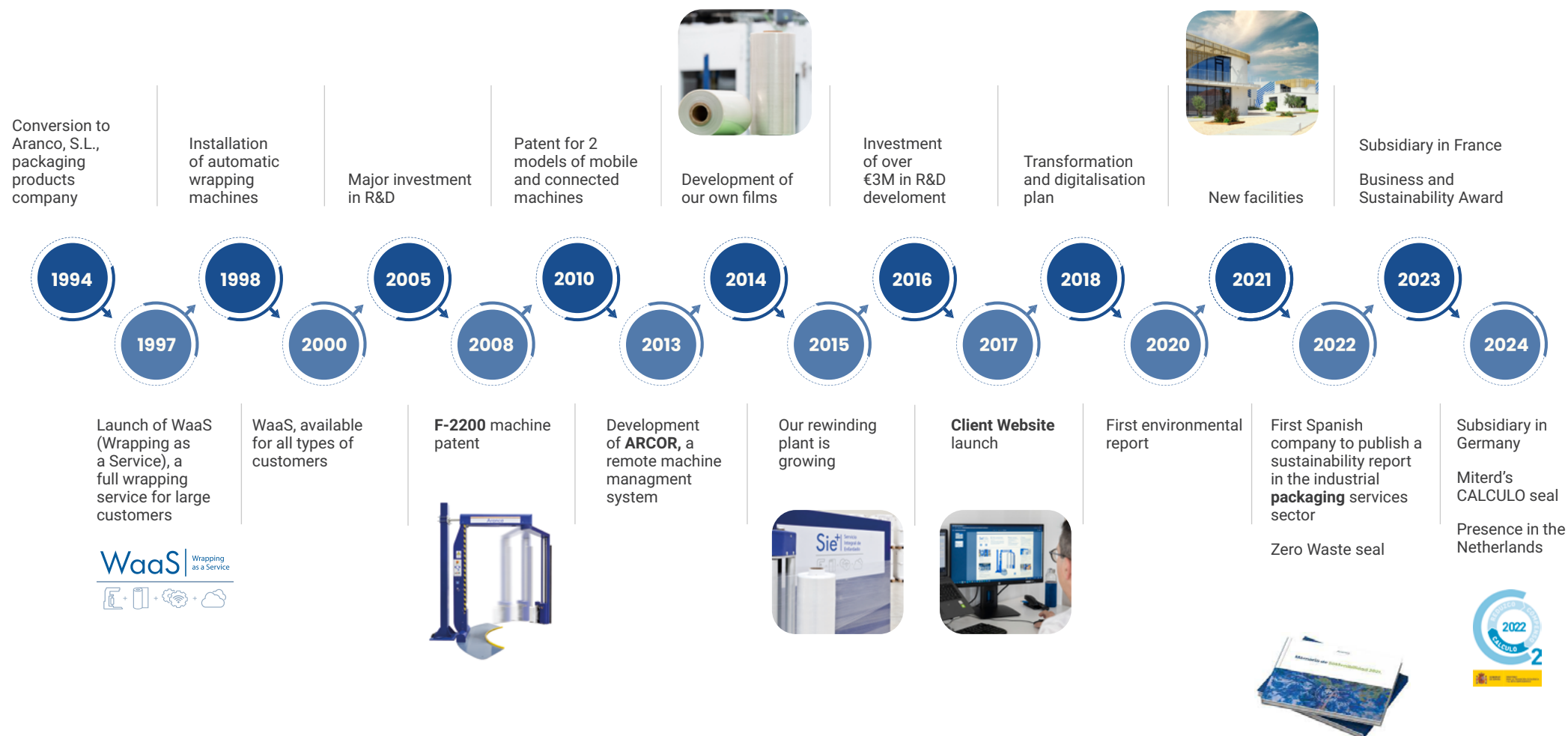
We are still immersed in our international expansion process to bring our packaging services based on innovation, digitalisation and sustainability to other European countries in the coming years, by opening new subsidiaries.

During 2024 we have given a boost to our social impact policies and we have received two awards that highlight our commitment to innovation and sustainability.



Our history.

1988. Mr Luis Lara founds Aranco



Presencia.

Spain.

- Branches throughout Spain.
- Headquarters in Massamagrell (Valencia, Spain).
- Logistics coverage within 48/72 hours anywhere in Spain.
- Local technical services.

Portugal.

- Delegation in Lisbon.
- Logistics coverage within 48/72 hours anywhere in Portugal.
- Local technical services.

France.

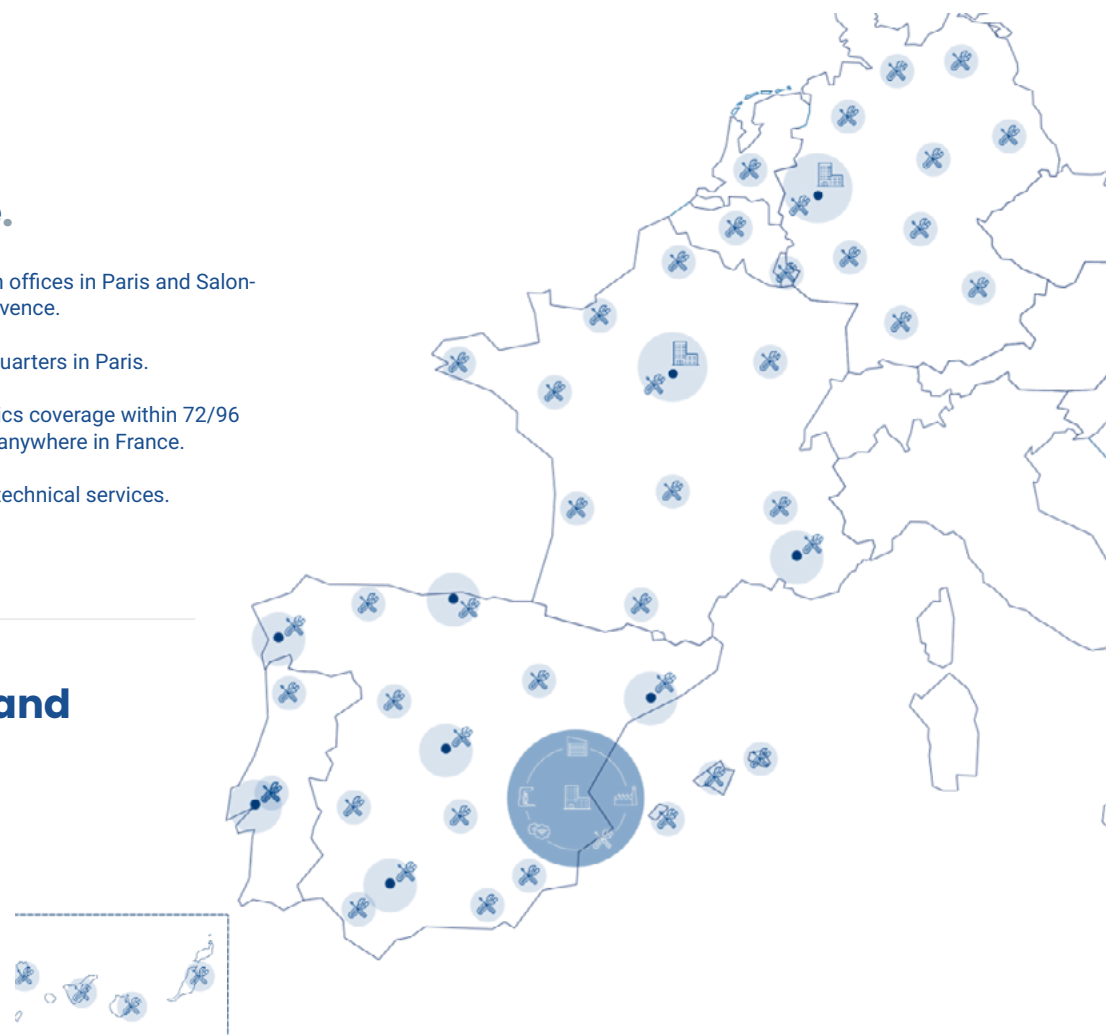
- Branch offices in Paris and Salon-de-Provence.
- Headquarters in Paris.
- Logistics coverage within 72/96 hours anywhere in France.
- Local technical services.

Germany.

- Branch office in Remscheid.
- Headquarters in Düsseldorf.
- Logistics coverage within 72/96 hours anywhere in Germany.
- Local technical services.

Belgium, the Netherlands and Luxembourg.

- Logistics coverage within 72/96 hours anywhere in Belgium, the Netherlands and Luxembourg.
- Local technical services.



Headquarters

Technical services



Rewinding Plant

Wrapping Machine Centre:
manufacturing & repairing

Maintenance Centre

Warehouse

Mission, vision, values.



Mission

To transform Europe's industrial packaging sector by adding value and productivity, improving people's lives and making a positive impact on the environment.



Vision

To improve our world.



Aranco's ethical values:

Respect

Committed to the well-being and fair treatment of all people.

Trust

Committed to building transparent and honest relationships that generate a climate of trust.

Commitment

Committed to the personal growth of people within a shared vision.

Sustainability

Committed to generating shared value with our stakeholders.

In our Code of Ethics and Conduct¹ we express the values that shape Aranco's ethical commitment and culture. This Code identifies and establishes the four fundamental ethical values that govern our behaviour from a corporate or organisational perspective. It also sets out the standards and rules that, in a more practical approach, define the expected behaviour of Aranco's employees and management.

¹Available at www.aranco.com/en/company/sustainability



Service culture.

Firmly rooted in our mission, vision and values, the three pillars of Aranco's service culture are people, innovation and sustainability. With these three pillars, we build a sustainable business model that allows us to generate and maintain a customer service culture that meets all their needs.

People

At Aranco, people are at the heart of our business, creating well-being and focusing on future generations. We integrate ethical standards into our organisation and our suppliers.

Sustainability

We are evolving our business model towards circularity and climate neutrality. We produce with more sustainable energy. We adapt to new regulatory frameworks.

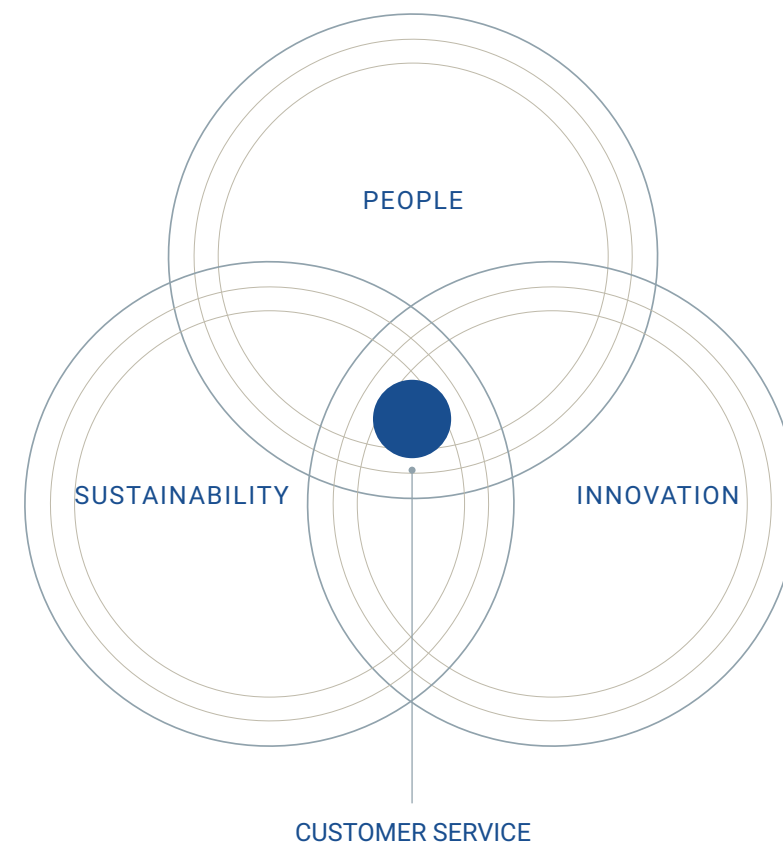
Innovation

We develop more sustainable and profitable solutions to maximise the generation of economic, social and environmental value.

Customer service

We measure our social and environmental impacts and make them available to our customers and stakeholders. We address our customers' sustainability improvement needs as if they were our own.

OUR SERVICE CULTURE



Awards.

During 2024 we received two awards recognising our efforts in innovation, digitalisation and sustainability. These recognitions motivate all areas of Aranco to continue working towards providing our customers with low-carbon services that are increasingly efficient, profitable and sustainable.



Revoluciona 2024 Award

In May 2024 we received the Revolucionaria 2024 Award in the category of companies in the Valencian Community (Region of Valencia), a recognition granted in its 3rd Edition by BBVA with the collaboration of the Faculty of Economics of the University of Valencia. The award jury highlighted Aranco's achievements in implementing innovative strategies, including the digitalisation of our processes, the development of our own technology and our ability to adapt to market challenges.



Sustainable SME Runner-up (SME of the Year Award)

In October 2024 we were awarded the Sustainable SME Runner-up prize as part of the 8th Edition of the 2024 SME of the Year award for companies in the province of Valencia, awarded by the Valencia Chamber of Commerce and Banco Santander in collaboration with Levante-EMV newspaper. This recognition highlights our commitment to sustainability and social responsibility.

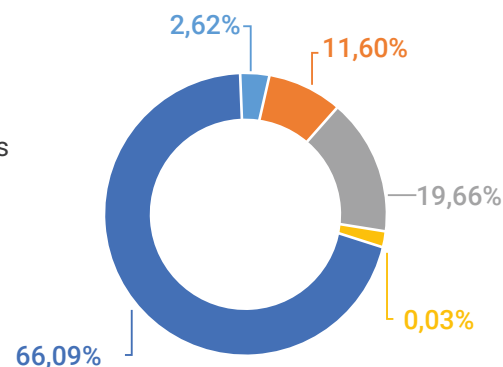
Aranco 2024.

Governance.

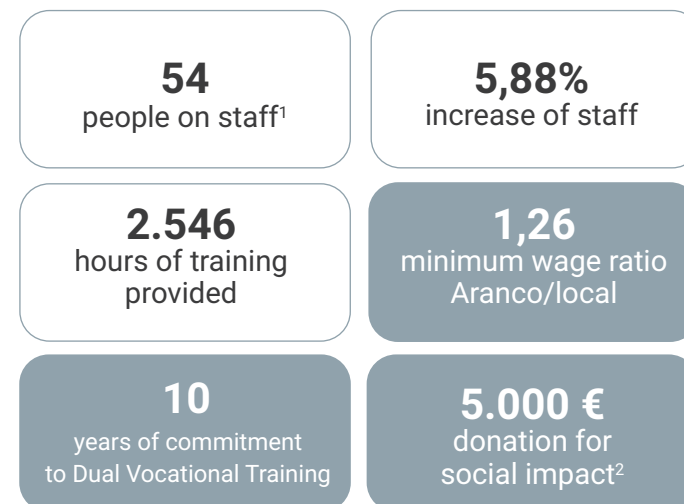


Distributed Economic Value (%)

- Payments to capital providers
- Salaries and employee benefits
- Public administrations
- Investments in the community
- Operational costs



Social.



¹As of 31 December 2024.

²Non-profit organisation "Pedalea por la Dana" ("Ride for the Dana")

Environmental.



Aranco 2024.

Value generation:

MAIN FINANCIAL FIGURES	2022	2023	2024
Turnover	25.405.045, 34 €	27.067.177,29 €	28.192.412,50 €
Turnover growth	21,98%	6,50%	4,20%
EBITDA	4.639.352,77 €	4.898.849,50 €	6.473.685,67 €
EBITDA growth	8,30%	5,60%	32,20%
Fixed assets	16.704.151,28 €	16.594.126,09 €	20.534.405,68 €
Net assets	9.173.402,44 €	9.285.047,54 €	11.134.079,94 €

COMPOSITION OF DISTRIBUTED ECONOMIC VALUE	2022	2023	2024
Payments to capital suppliers	441.684,30 €	628.417,60 €	734.570,88 €
Salaries and employee benefits	2.633.331,17 €	2.773.706,61 €	3.249.436,77 €
Public administrations	3.278.000,53 €	4.965.757,42 €	5.509.919,95 €
Investments in the community	4.069,84 €	4.264,51 €	9.750,14 €
Operational costs	18.723.451,10 €	17.792.361,00 €	18.520.493,67 €
Distributed wealth	25.080.536,94 €	26.164.507,14 €	28.024.171,41 €

Innovation.

Innovation is one of the fundamental pillars of Aranco's culture. Our main innovative milestones during 2024 are as follows:

"Innovating Together"

In 2024 we launched the "Innovating Together" strategy, an initiative aimed at democratising, systematising, encouraging, recognising and rewarding innovation within Aranco. Through the 'Innovation Mailbox', any employee can submit innovative ideas that contribute to the continuous improvement of our processes, services and organisational culture.

Each month, a jury made up of staff from different areas of the company selects the 'best idea of the month', which receives recognition. In its first year, sixteen people were awarded (one per month, in some cases *ex aequo*, and three special prizes).

The winning proposals during 2024 included ideas and projects aimed at digitalisation and automation of internal processes, improvements in the training resources available to staff or new information tools to facilitate our customers' operations, among others.

"Innovating Together" reinforces our commitment to open, participative innovation aligned with our values of sustainability and continuous improvement.

A new Service: CDS, the value of data

In 2024 we added a new Service to our packaging services catalogue: the Control and Data Service, CDS, through which we offer our customers valuable data on their own packaging operations.

During 2024 we have started a pilot of this CDS service at one of our main customers in Spain. The customer uses its own wrapping machines and stretch film purchased from its own supplier. We at Aranco have digitalised its wrapping machines with our technology. Now the customer has access to relevant data on their wrapping process (economic, productive, technical data, etc.) through various channels: Client Website, APIs, reports, etc.

With this service, we provide our customers with valuable data that means economic savings, lower stretch film consumption and less waste generation.



Successful completion of the Smart Film project

Launched in 2022 and successfully completed in 2024, the Smart Film project marks a milestone in the digital transformation of the industrial packaging process. Its main objective has been to acquire and validate knowledge, techniques and technologies in the field of IoT, Big Data, Artificial Intelligence and Business Intelligence, in order to build a Digital Twin of the rewinding process thus optimising the production and supply cycle of the film.

One of the most visible applications of the project has been the incorporation of RFID tags to all the film rolls we market. Thanks to this technology, our rolls now "talk" to our wrapping machines, generating real-time data that improves traceability, consumption control and packaging process efficiency. This film-wrapping machine dialogue not only drives internal digitalisation, but also translates into concrete benefits for our customers, providing key information for a more sustainable and efficient operation:

- More information and data: possibility to generate KPIs, shift comparisons, etc.
- More productivity and efficiency: consumption more in line with needs, less waste.
- Stock control, automatic order generation according to needs.
- More traceability.
- No additional cost for the client.

Innovation.

Smart Office for AI implementation and use

In 2024 we started the Smart Office project to implement Artificial Intelligence (AI) in the day-to-day operations of the Aranco Group.

Smart Office aims to implement AI tools for greater automation of internal processes, improve decision-making and risk mitigation, increase our competitive advantage and optimise our customer services, among other objectives.

The project will initially focus on four strategic areas of the business group. A roadmap has been drawn up for the execution and development of the project, led by our Digital Area together with a prestigious external partner.

Another milestone in micron reduction

During 2024 we developed our new 5-micron stretch film. This film, now available in our product portfolio and currently (2025) in use at several customers, is a milestone in sustainability, as it allows safe wrapping processes with less stretch film consumption and less waste generation.

This 5-micron stretch film is the result of several years of development and collaboration with one of the leading European partners in packaging products.





3

Aligned with the SDGs

3.1. Five SDGs linked to our activity

3.2. Our performance



Five SDGs linked to our activity.

Our service culture and our commitment to sustainable development are aligned with the global challenges expressed by the United Nations Sustainable Development Goals. We see the SDGs as a guide to orient our strategy and business model towards global sustainability.

The SDGs directly linked to the development of our activity are the following:



Our performance.



7

AFFORDABLE AND
CLEAN ENERGY

Affordable and clean energy

Scope	Actions and impacts
Renewable energy	Our 100 kW photovoltaic plant became operational in August 2023. During 2024 the plant was operational all year round and provided us with approximately 30% of the electricity consumed.
Energy savings	<p>Our buildings have intelligent lighting and climate control systems, and we use LED luminaires for lower electricity consumption. In addition, the very design of our facilities (inaugurated in 2021) allows natural light to enter and be used in the buildings and reduces insolation during the hottest months of the year.</p> <p>The air-conditioning in the meeting rooms and offices is independent of the general air-conditioning and saves energy when they are empty.</p>


Milestones 2024

Renewable energy	At the end of 2024 we changed our electricity supplier. From January 2025 all electricity consumed is 100% renewable (30% from the photovoltaic plant and the rest from the new supplier). Our carbon footprint from electricity consumption is now zero.
Energy savings	During 2024 we have continued to renew our car fleet, and more than 90% of the vehicles have some form of electric motorization (hybrid or 100% electric). This is the highest percentage of hybrid or electric use in the group's history.

Our performance.

8

DECENT WORK AND
ECONOMIC GROWTH



Decent work and economic growth

Scope

Actions and impacts

Decent work

During 2024, the policies and actions of the People and Talent Area continued to be developed. These actions included the deployment of the Career Plans, to align the demands, expectations and needs of each person responsible for the Aranco Area with the achievement of the milestones of the Aranco Strategic Plan 2022-26.

We offer all members of our staff health insurance, 60% of the cost of which is covered by the company, with access to other family members and with tax benefits.

We offer a collective pension plan to all staff members, and we make two annual financial contributions to the plan.

Our staff has access to various free complementary services, such as a corporate canteen with daily catering, a fully equipped gym and locker rooms, and weekly language classes taught by external teachers.

Our wrapping machines improve the working conditions of our customers' workforces, offering more ergonomics and safety.

Economic growth

Turnover in 2024 was 28.192.412,50 €, an increase of 4,2% over the previous year.



Our performance.

8

DECENT WORK AND ECONOMIC GROWTH



Decent work and economic growth

Milestones 2024

Scope	Actions and impacts
Decent work	<p>At the end of 2024, the workforce of Aranco Group companies reached 54 people, an increase of 5,88% compared to 2023.</p> <p>In 2024, the percentage of permanent contracts in our workforce was 97%, one point higher than in the previous year.</p> <p>During 2024 we completed the full automation of our industrial plant, maintaining employment and improving the working conditions of our workforce with higher levels of ergonomics and comfort.</p>
Economic growth	<p>In 2024 we established our second subsidiary outside Spain, Aranco Deutschland, following the creation in 2023 of our first subsidiary, Aranco France. In both cases, new jobs were also created in both countries.</p> <p>In 2024, tax payments to public authorities exceeded € 5 million for the first time, with a figure of € 5.509.919,95, approximately 11% more than in the previous year.</p>

Our performance.



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

Industry, innovation and infrastructure

Scope	Actions and impacts
Innovation	During 2024, the investment in R&D&I was 387.861,82 €.
	At the end of 2024, Aranco held 11 patents.
	During 2024, the number of hours dedicated to innovation projects was 2.481 hours.
Digitalisation	Aranco has been drawing up Digitalisation Master Plans since 2017. The current plan covers the period 2022/2026.
Digitalisation, innovation	Aranco's Digital Area and Innovation Area accounted for 11% of Aranco's workforce by the end of 2024 (total workforce 54 people).

Our performance.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Industry, innovation and infrastructure

Milestones 2024

Scope	Actions and impacts
Industry	<p>By the end of 2024, the number of Aranco wrapping machines installed at customers was 2.200 units.</p> <p>During 2024, we brought to market a new range of smart wrapping machines, Endurance, and developed the Quadriga autonomous wrapping process solution with AGV wrappers.</p>
Innovation	<p>In 2024 we continue to maintain the SME INNOVATIVE seal (obtained for the first time in 2014). At the beginning of 2025 we renewed the seal, valid until 2030.</p> <p>In 2024, the Innovation Area launched the 'Innovando juntos' (Innovating together) strategy and the 'Innovation Mailbox' initiative.</p>
Digitalisation	<p>In 2024, our Digital Area launched the Smart Office project, for the development and implementation of AI-based tools in the operations of several Aranco areas.</p>
Digitalisation, innovation	<p>In May 2024 we received the Revoluciona 2024 Award for companies in the Valencia Region, which recognises the implementation of innovative strategies, including the digitalisation of our processes, the development of our own technology and our ability to adapt to the challenges of the market.</p>

Our performance.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible production and consumption



Scope	Actions and impacts
Reuse	During 2024, the number of obsolete or damaged wrapping machines refurbished to extend their useful life at new customers was 84 units, exceeding the annual average of 75 wrapping machines refurbished in the period 2021-2024.
Reduce	The average reduction in film consumption we achieve at new customers with our packaging services is 67%.
Recycle	In 2024 we renewed the “Zero to Landfill (From Waste to Resource)” seal awarded by Saica Natur and TÜV SÜD (first achieved in 2022). The percentage of waste recycled or revalued in 2024 was 99,72%.

Milestones 2024

Reduce	During 2024 we completed the initial development phase of 5 micron stretch film. Today (2025) this thinner film is already on the market. With low-micron, high-quality films, we continue to support our customers in reducing consumption and waste.
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Our performance.



13

CLIMATE ACTION

Climate action

Scope

Actions and impacts

Emission reduction

We have the “CALCULO” seal, awarded at the beginning of 2024 by the Ministry of Ecological Transition and Demographic Challenge.

During 2024, the percentage of incidents and diagnoses resolved remotely by our online technicians on our wrapping machines was approximately 25%, without the need for physical travel.

Mobility, reduced emissions

During 2024, the average age of Aranco’s car fleet was 1,78 years.

The logistics of our activity is outsourced to a local transport provider specialised in optimising routes with efficiency, savings and sustainability criteria.

Milestones 2024

Emission reduction

At the end of 2024 we managed the change of electricity supplier. From 1 January 2025, emissions from electricity consumption at our facilities will be zero (photovoltaic energy from our plant and energy purchased from 100% certified renewable sources).

Mobility, emissions reduction

We continued to renew our vehicle fleet (25 cars), and by the end of 2024, more than 90% of them had some form of electric motor (hybrid or fully electric).



4

GOVERNANCE

- 4.1. Ethics and good governance
- 4.2. ESG risk control and management
- 4.3. Sustainability management model
- 4.4. Sustainability Master Plan 2022-2030



Ethics and good governance.

Aranco, the parent company that gives its name to the group, is a Spanish family business with a professionalised governance model based on values that we learned and maintain from our founder, Mr. Luis Lara. These family business and entrepreneurial family values extend to all the companies in the group.

Compliance with the law, commitments to third parties and internal regulations.

Ethical management, based on value-based management of our corporate identity.

Professionalism governed by business, strategic and sustainable criteria.

Adaptation, with a governance structure capable of adapting to the demands of an uncertain global environment.

These governance values, along with the corporate values expressed in our Code of Ethics, are the pillars of our group.



Corporate governance model.

PRESIDENCY	BOARD OF DIRECTORS ²	MONITORING COMMITTEE	CEO
Sustainability functions	Sustainability functions	Sustainability functions	Sustainability functions
<ul style="list-style-type: none">Representing Aranco and its sustainability interests.Approving of the corporate social responsibility policy and Code of Ethics and Conduct.Setting and determining the agenda for the Board meetings, including those related to sustainability issues.	<ul style="list-style-type: none">Establishing and unifying sustainability objectives and strategy.Determining risk management and control policy, including tax risks, and supervising internal control and information systems.Overseeing compliance with the corporate governance rules and internal codes of conduct, ensuring that the corporate culture is aligned with its purpose and values.Overseeing the process of preparing and presenting financial and non-financial information.	<ul style="list-style-type: none">Overseeing the implementation of the company's global strategy, which integrates <i>people, customers and sustainability issues</i>.Monitoring key projects that develop the sustainability strategy.Coordination of areas for the development of the Sustainability Master Plan.Presentation of the results of the sustainability actions implemented.	<ul style="list-style-type: none">Implementing the necessary actions to achieve the objectives set by the Board of Directors.Overseeing that environmental and social practices are in line with the strategy and policy set.Monitoring and evaluation of relations with the different stakeholders.Contributing in the preparation of the ESG risk map, monitoring and updating.Detecting and analysing new risks arising in ESG matters.
As of 31/12/2024, the presidency of the three companies of the Aranco Group ¹ is held by Mr. Gaizka Lara Goiricelaya.	<div>Composition and functioning of the Board of Directors²</div> <div><div><div>100% > 50 years old</div><div>4 people 100% men</div></div><div><div>50% executive directors</div><div>25% proprietary directors</div><div>25% independent directors</div></div><div><div>6 board meetings held in 2024</div><div>12 board meetings scheduled per year</div></div><div>The members of the Board of Directors do not receive remuneration or other payments for the exercise of these duties.</div></div>	<div>Composition and functioning of the Monitoring Committee</div> <div><div>78% Aranco management team</div><div>22% external consultants</div><div><div>11 committees established per year</div><div>9 committees held in 2024</div></div><div><div>44,44% > 50 years old</div><div>9 people 66% men / 34% women</div></div></div>	As of 31/12/2024, the position of CEO of the three companies within the Aranco Group ¹ is held by Mr. Gaizka Lara Goiricelaya. <div><div>¹Aranguren Comercial del Embalaje, S.L.; Service d'Emballage Aranco France, S.A.S.; Aranco Deutschland Verpackung, GmbH.</div><div>²Data of Aranguren Comercial del Embalaje, S.L., parent company of the Aranco Group.</div></div>

¹Aranguren Comercial del Embalaje, S.L.;
Service d'Emballage Aranco France, S.A.S.;
Aranco Deutschland Verpackung, GmbH.

²Data of Aranguren Comercial del Embalaje, S.L.,
parent company of the Aranco Group.

Collaborative culture.

The Aranco Group, made up of the Spanish parent company Aranco and its subsidiary companies in France and Germany, has a horizontal organisational structure, consisting of Areas rather than “departments”. This structure promotes collaboration between individuals and teams on shared projects, and boosts productivity, motivation and the Group’s ability to adapt and innovate.

This culture of collaboration extends beyond the companies within the Aranco Group and reaches other companies, partners, and entities in the industrial, social, educational, and environmental fields, among others, with whom we collaborate and develop projects. This allows us to expand our capacity for action and achieve better results in shorter timeframes.

During 2024, our collaboration with external entities focused on assisting people affected by the October floods through *Pedalea por la Dana*¹ (Ride for the *Dana*). At the end of 2024, we have laid the foundations to intensify our collaboration with other social, educational and environmental entities during 2025.

¹See page 50.



ESG risk control and management.



The initial analysis of environmental, social and governance (ESG) risks was carried out in 2022, coinciding with the preparation and drafting of our first Sustainability Report (financial year 2021) and our first Sustainability Master Plan.

We monitor these ESG risks on an ongoing basis through the relevant governance and management bodies.

During 2024, the main risks monitored and on which we took mitigation or elimination actions were as follows:

ESG risk control and management.

Dimension	Risk	Mitigation or elimination actions
Governance	Regulatory changes and compliance	During 2024 we continued to monitor regulatory changes, with our own means and staff and in collaboration with external partners and entities (auditors, advisors, associations, suppliers and other stakeholders). We used different means and channels for monitoring, such as meetings, webinars, document exchange, training and others.
	Fraud and unfair competition	During 2024, potential fraud cases were detected in the Spanish market concerning the dubious composition and certification of stretch films marketed as PCR. We monitored the situation in collaboration with industry and technology associations in the plastics sector.
	Material shortages and prices	Throughout 2024, we continued to work with reliable and established suppliers and partners with whom we have developed a long-standing relationship of trust, collaboration and product development. We planned our purchases on a long-term basis, annually agreeing on a purchasing estimate with our suppliers and place our strategic orders on a quarterly basis, with price monitoring.
	Adapting to new technologies	In 2024 we continued to develop our 2022-2026 Digitalisation Master Plan. More than 10% of Aranco's workforce belongs to the group's Digital Area.
	Cybersecurity	The 2022-2026 Digitalisation Master Plan has a specific cybersecurity plan, which continued to be implemented during 2024.
	Choice of business partners	In 2024 we added a number of business partners to our supplier pool. Our relationships with strategic suppliers are based on mutual trust, shared values and common projects and goals.

ESG risk control and management.

Dimension	Risk	Mitigation or elimination actions
Social	Attracting, retaining and developing talent	During 2024 we continued to develop Career Plans for all directors and Area managers. Our People and Talent Area redefined and updated in 2024 the welcome/onboarding plan, improved the recruitment process for new staff and monitored and complied with the Equal Opportunities Plan.
	Protection of Human Rights in our sphere of influence	In 2024 we carried out internal training and informational sessions on our Code of Ethics and Conduct. This Code establishes respect, trust, commitment and sustainability as Aranco's ethical values. The Code expressly states our rejection of practices that do not respect human and labour rights. Training actions on our Code of Ethics and Conduct will continue to be developed during 2025 and beyond.
	Workplace well-being	<p>We are an organisation with a transformative purpose, based on innovation and sustainability, where people are at the centre of our activity and our staff can develop a personal and professional growth project. We seek exceptional people to whom we provide exceptional treatment and care, with added services such as a pension plan, health insurance (Aranco covers 60% of the costs), sports facilities at the headquarters, a free corporate canteen, etc.</p> <p>We foster a work environment of trust and commitment, with a horizontal and participative organisational structure, and a remuneration system higher than that established in collective agreements. Our facilities, inaugurated in 2021, were built with ergonomic, health and safety criteria. In 2024 we fully automated our industrial plant, maintaining employment and improving working conditions for our operators with higher levels of ergonomics and comfort.</p>
	Changing tastes and preferences of customers and society at large	Innovation is one of the pillars of Aranco's culture. In 2024 we developed new products and services, such as the CDS service, our new 5-micron stretch film and our new Endurance wrapping machine range, a family of machines with a more simplified design than previous ranges and more affordable. We continued to develop high quality PCR certified recycled content stretch films in collaboration with leading European partners.
	Loss of image or reputation	<p>From 2021, we publish annual Sustainability Reports to inform our stakeholders of our main ESG actions and the most relevant economic data of our activity each year. We are transparent and proactive in communication, providing our customers and other stakeholders with rigorous and verifiable data. Customers consider us a reliable source of information regarding new regulations, obligations or processes, etc.</p> <p>Furthermore, in the event of quality claims, our response is protocolised, offering immediate attention to our customers, as well as traceability and resolution in the shortest possible time.</p>

ESG risk control and management.

Dimension	Risk	Mitigation or elimination actions
Environmental	Extreme weather events	Our facilities, opened in 2021, were designed to cope with the climatic conditions of our environment and to withstand high-intensity weather events.
	Climate change	Throughout 2024 we obtained 30% of the electricity consumed from our photovoltaic plant. At the end of 2024, we processed the change of power supplier, and since 1 January 2025, all electricity purchased from the new supplier is 100% certified renewable energy. Our carbon footprint from electricity consumption is zero.
	Circularity	Our business model reduces our customers' stretch film consumption and waste generation. All our stretch films are monomaterial, made from linear low-density polyethylene (LLDPE) and 100% recyclable. During 2024 we continued to introduce stretch films with certified PCR recycled raw material into the market. These recycled-content films (30% PCR, 50% PCR, etc.) are also 100% recyclable.
	Use of sustainable materials	During 2024 we developed our new 5-micron stretch film on 2.200-metre rolls. Films with reduced thickness and more metres per roll mean less film consumption, less cardboard consumption and more sustainable wrapping processes, with lower waste and emissions.
	Eco-innovation and adaptation to global needs	We apply eco-design criteria in the development phase of our products and services. During 2024 we launched our new Endurance wrapping machine range, made with fewer materials, lighter and without superfluous aesthetic elements.
	Energy transition	After processing the change of power supplier at the end of 2024, from 1 January 2025 all the electricity consumed by our headquarters in Massamagrell (Valencia, Spain) is 100% renewable and zero-emission. During 2024, we continued to renew our car fleet: more than 90% of our vehicles have some form of electric motorisation.
	Responsible management of natural resources	Electricity is our main source of energy (from 1 January 2025 all electrical energy is 100% renewable). Water usage in our facilities is primarily for human consumption. Our headquarters has tanks for collecting rainwater, which is used for drip irrigation of green areas.

Ethical management: anti-corruption.

Through internal and external controls, at Aranco we act to comply with the law and to prevent fraud, corruption and crimes, especially those related to financial and tax engineering. Trust and transparency with our stakeholders are fundamental and we maintain relationships with third parties based on compliance and ethics.

Actions to prevent fraudulent acts:

- ◉ Annual audits of accounts by independent third parties and subsequent public registration
- ◉ Non-use of banking entities in tax havens
- ◉ Payment of taxes in Spain and in those European countries where the head offices of the other companies of the group are located
- ◉ Use of digital or documented payment and collection methods that facilitate traceability
- ◉ Use of Artificial Intelligence tools for bank reconciliation and checking
- ◉ No use or acceptance of facilitation payments to public officials, customers or suppliers
- ◉ No direct or indirect funding of political parties, candidacies or similar entities
- ◉ Requirement of supplier identification certificates prior to making payments
- ◉ Multiple-eyes measures in financial and tax management
- ◉ Internal system of bank account authorisations for authorised internal personnel only

During 2024, Aranco did not received any sanctions or complaints in the areas of taxation, prevention of money laundering and financing of terrorism or corruption with public administrations or third parties.

Management areas with controls and compliance protocols:

- ◉ Quality and safety of products and services
- ◉ Relationship management with business partners, collaborators and other third parties
- ◉ Finance and taxation
- ◉ Human and labour rights
- ◉ Occupational health and safety
- ◉ Environmental management
- ◉ Waste management
- ◉ Personnel management
- ◉ Non-interference with public administrations

Sustainability management model.

Sustainability at Aranco is structural throughout the organisation and business model. The management and supervision of sustainability policies, projects and actions in our companies are carried out by the specific bodies detailed in the following table.

This management model aims to guarantee the achievement of the objectives established in our Sustainability Master Plan and thus contribute to achieving the objectives of our current Strategic Plan.

Body	Functions
General Direction/CEO	<ul style="list-style-type: none"> • Providing the necessary resources to the Sustainability Area. • Promoting and supervising the execution and updating of the Sustainability Master Plan (SMP). • Supervising the ESG and Sustainability reports. • Ensuring compliance with sustainability objectives.
Sustainability and Ethics Committee	<ul style="list-style-type: none"> • Integrating sustainability objectives across all Areas of the Aranco Group. • Overseeing compliance with the SMP, the Code of Ethics and the integrity framework. • Proposing improvements to ESG and sustainability reports. • Collaborating with the Sustainability Area. • Advising and proposing to the Board of Directors on sustainability matters. • Listening to and serving as a framework for the participation of other Areas in sustainability matters.
Sustainability Area	<ul style="list-style-type: none"> • Promoting the implementation and sustainability objectives of the Group, including the Code of Ethics, integrity framework, etc. • Proposing updates and carrying out the SMP. • Preparing the ESG and sustainability reports. • Collaborating with other Areas in Aranco to communicate sustainability projects, objectives and reports. • Responding to and attending to requests from customers and other stakeholders on matters of sustainability, CSR, waste, environmental aspects, etc.
Head of Sustainability Area	<ul style="list-style-type: none"> • Coordinating the actions and objectives of the Sustainability Area established in the SMP. • Reporting to the Sustainability and Ethics Committee. • Reporting to the General Direction/CEO. • Coordinating collaboration with external partners to achieve the objectives of the Sustainability Area.

Sustainability Master Plan 2022–2030.

Our Sustainability Master Plan (SMP) is the framework document and strategy that establishes objectives and projects to enhance the sustainable management of our companies.

The SMP initially envisaged a timeframe from 2022 to 2026. Revised in 2023, its scope was extended with a second phase of development for the period 2027-2030.

By 2030, Aranco's main challenges, as established in the SMP, are as follows:

- **Decarbonisation**
- **Strengthening our compliance and due diligence model**
- **Developing increasingly sustainable products and services**

To achieve these three challenges, the Plan is structured in eight main axes or lines of action, and each axis is deployed in different developments and projects:

Axis	Development
Ethical and sustainable management model	<ul style="list-style-type: none"> ⌚ Compliance ⌚ Due diligence ⌚ Risk analysis ⌚ Traceability of sustainability management ⌚ Sustainable Finance
2024–2030 Decarbonisation Plan	<ul style="list-style-type: none"> ⌚ Carbon Footprint ⌚ Mobility and transport
Certifications	<ul style="list-style-type: none"> ⌚ Corporate ⌚ Specific (ESG areas)
Communication and Transparency	<ul style="list-style-type: none"> ⌚ Training ⌚ Internal communication ⌚ External communication ⌚ Corporate website ⌚ Sustainability Reports
People and Talent	<ul style="list-style-type: none"> ⌚ Internal Communication Plan ⌚ Implementation of Equal Opportunities Plan ⌚ Measuring the work climate ⌚ Wellness Plan ⌚ Onboarding Plan ⌚ Career Plans ⌚ Flexibility and work-life balance policies
Impact on the Community	<ul style="list-style-type: none"> ⌚ Social Action Plan
Waste	<ul style="list-style-type: none"> ⌚ Waste management ⌚ Zero Waste Seal ⌚ PROs (Producer Responsibility Organizations) ⌚ Prevention and Ecodesign Business Plan
Products and Services	<ul style="list-style-type: none"> ⌚ Recycled raw-material films ⌚ Reduced thickness films ⌚ Ecodesign of wrapping machines



5

SOCIAL

- 5.1. Talent management
- 5.2. Health and well-being
- 5.3. Training and development
- 5.4. Equality and diversity
- 5.5. Protection of human rights
- 5.6. Contribution to the environment

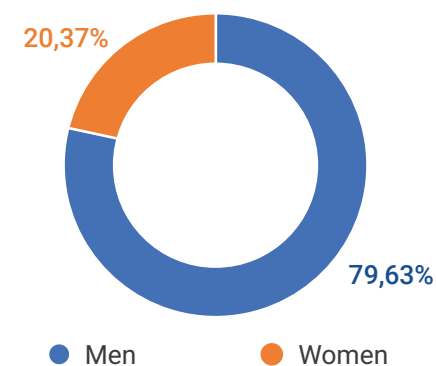


Talent management.

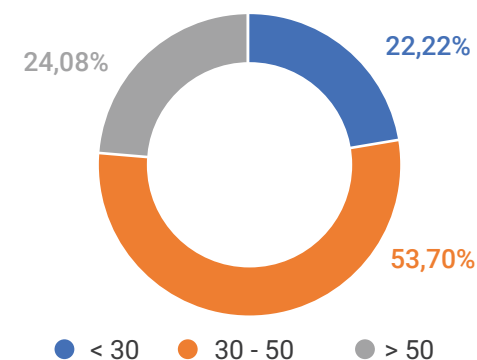
The Aranco Group's workforce is growing every year. Creating employment and caring for the people who work in our companies is a strategic priority. The mission of our People and Talent Area is to maintain high standards of satisfaction and motivation among our staff and identification with the business project.



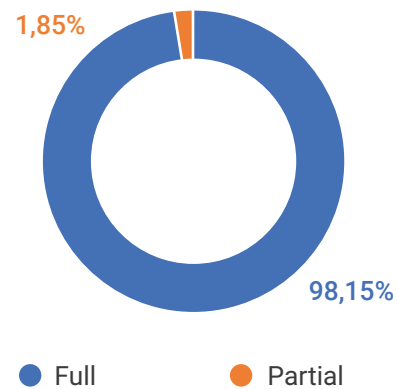
Percentage distribution of staff by gender



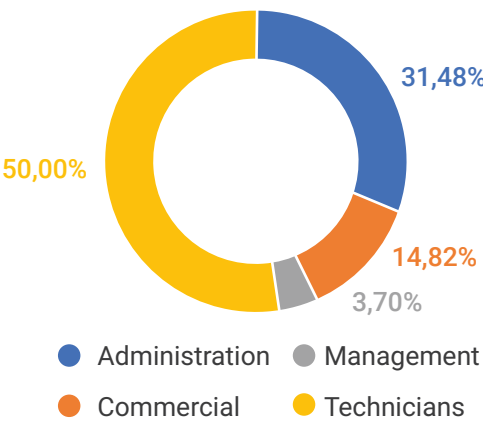
Percentage distribution of staff by age



Percentage distribution of staff by type of working day



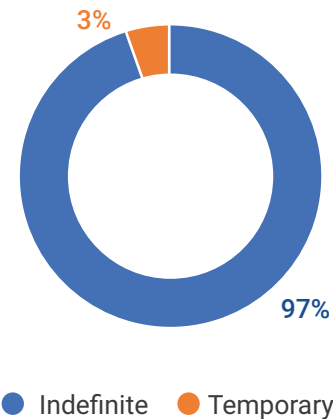
Percentage distribution of staff by area



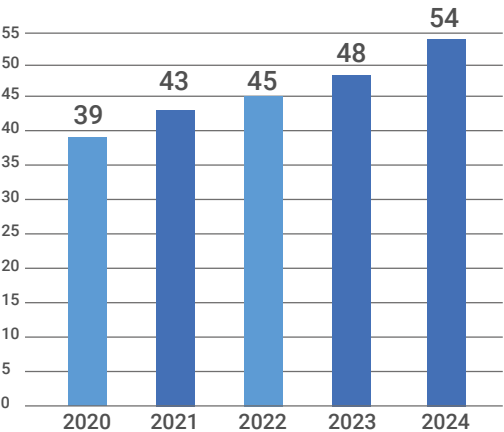
Staff by working day and gender

	Women	Men	Total%
Full	10	43	98,15%
Partial	1	0	1,85%
Total	11	43	100%

Percentage distribution of staff by type of contract



Evolution of the average staff



Main characteristics of our talent management:

Aranco with purpose

We are more than a business group: we are an organisation with a transformational purpose, based on innovation and sustainability, where people are at the heart of the business and our staff can develop a vital project of personal and professional growth.

We care for people

We look for exceptional people to take on exceptional challenges and provide them with exceptional treatment and care. We offer our staff several additional services to facilitate their daily activities and improve their working conditions.

Main additional services for our staff



Pension plan

Aranco makes two annual contributions



Health insurance

Aranco covers 60% of the costs. The insurance includes access to the families of employees. With tax benefits



In-house sports facilities



Free daily corporate canteen



Language classes

Free weekly English and French classes



Key features of our talent management:

Equal Opportunities Plan 2023–2027

During 2024, 48% of the actions foreseen in the Plan, approved in 2023, have been implemented.

Work climate

As a family business group, one of our hallmarks is closeness and respect for people. We foster a working environment of trust and commitment.

Participation

We promote the participation and involvement of people with a horizontal and collaborative internal structure between people, teams and companies in the group.

Cross-cutting communication

We use different internal communication channels and media that the entire workforce can use to inform and be informed. Atari is our information intranet.

Competitive wage conditions

Our remuneration system is higher than that set out in the collective agreements, in all areas and in all positions.



Career Plans

During 2024 we continued to develop the personalised career plans initiated in 2023. These plans aim to understand the needs and expectations of the people in charge of Aranco's Areas and align them with the objectives of our Strategic Plan. The plans include training, team reinforcement, etc.

Milestones in our talent management.

In line with the constant growth of our workforce and our expansion into more European countries, in 2024 our People and Talent Area has been equipped with new management tools:



New selection protocol

In collaboration with a strategic partner in recruitment, in 2024 our People and Talent Area standardized the personnel selection process, including the definition of key actions and the incorporation of competency tests for a more objective assessment of candidates.

Improving the Onboarding Plan

During 2024 we improved the onboarding process for new employees, with a more appropriate information protocol and a new roadmap for the onboarding and incorporation stages.

The Welcome Manual has also been drawn up and the onboarding process has been standardized with digital tools.



Health and well-being.

We maintain a safe and healthy working environment for our people and our employees.

This commitment to health and safety is a strategic priority and is based on well-established criteria and principles:

Our commitment to health and safety:

- ◉ Compliance with the law.
- ◉ Integration of occupational health and safety management in our activity in a cross-cutting manner.
- ◉ Preventive culture in terms of occupational risks.
- ◉ Systematic evaluation and management of hazards to mitigate or eliminate occupational risks.
- ◉ Health insurance for the entire workforce (Aranco covers 60% of the cost).

Our People and Talent Area manages occupational health and safety, in collaboration with an external prevention service, which takes on the more technical and specialised aspects of this management, advises us on new legislation and instructs us on best practices.

The preventive actions we carry out to maintain the health and well-being of our people include occupational risk assessment, training and awareness programmes, annual medical check-ups and the coordination of business activities (CBA), among others.

2024	WOMEN	MEN
Minor accidents at work	0	0
Serious accidents at work	0	0
Very serious accidents at work	0	0
Fatal accidents	0	0
Occupational diseases	2	2

	2022	2023	2024
Accidents at work (overall)	1	0	0
Occupational diseases (overall)	0	2	4
Investment in occupational safety and health	8.355,71 euros*	5.188,00 euros	5.517,71 euros
Absenteeism	0,99%	0,82%	2,64%
Sector average	3,49%	3,67%	4,00%

*Of the 8.355,71 euros invested in occupational health and safety in 2022, 1.620,00 euros corresponded to Covid expenses; and 2.064,55 euros corresponded to training courses linked to occupational health and safety.

A healthy working environment.

We take care of the working environment so that it is healthy and enhances the well-being of all the people in our workforce. Our actions to promote health go beyond mere compliance with the law, because people are at the heart of our business model.

Our actions for a healthy working environment:

Automation

- During 2024 we completed the full automation of our industrial plant, maintaining employment and improving working conditions for our staff with higher levels of ergonomics and comfort.

Healthy eating and interaction

- We promote healthy eating in our free corporate canteen, which is also designed as a place for informal meetings and interaction.

Physical activity

- We encourage physical activity. Our headquarters has a free gym and changing rooms.

Sport

- We encourage our staff to participate in sporting events by covering the cost of equipment.

Conciliation

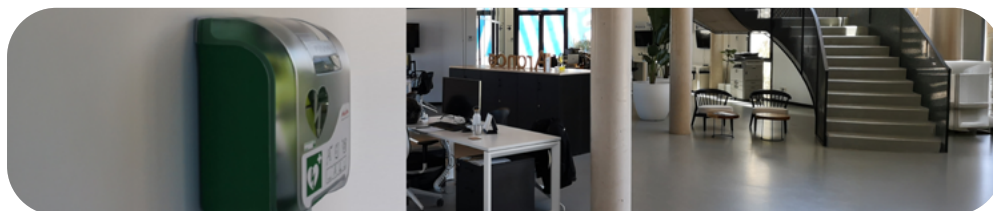
- We promote a work-life balance by offering flexible working hours and schedules tailored to everyone's needs, including remote work options.

Medical tests

- We carry out annual medical tests through an authorised external entity.

Defibrillator

- Our headquarters is equipped with an AED defibrillation device. We regularly train our staff in its correct use.



In 2024, we completed the full automation of our industrial plant while preserving all jobs. The most physically demanding tasks are now handled by robots, wrapping machines, and other automated systems and auxiliary equipment.



Training and development.

In a changing world, training is a competitive advantage. At the Aranco Group, training activities are integrated into the daily activities of our staff, including management. Constant training allows us to effectively anticipate new trends and regulatory changes, as well as to strengthen our capacity for innovation and adaptation to new markets and countries.

We design an annual training plan that reflects the training needs and demands of our people. This plan includes mandatory training (risk prevention, regulatory compliance, etc.), planned training (which responds to the needs detected by the Area managers) and unplanned training (which arises for unexpected reasons, such as legislative changes, etc.).

Training actions during 2024 have included, among others, the technical training of our staff, regulatory compliance, occupational health and safety, languages, cybersecurity and sustainability management.



Training plan	2023	2024
Total people trained	25	28
Total training hours	2.354	2.546
Total training actions	18	18
Average number of training hours per person	94,16	90,93
Average hours of training (women)	92,88	91
Average hours of training (men)	94,88	90,90
Investment in training	15.143,50 euros	15.419,00 euros

Equality and diversity.

Approved in 2023, the Equal Opportunities Plan 2023-2027 has been further implemented in 2024. Its objectives are to guarantee equal treatment and opportunities between women and men, to integrate the equal opportunities perspective in all areas of the company, to facilitate and disseminate measures to reconcile the personal and professional lives of those who work at Aranco and to make visible the company's commitment to promoting effective equality between women and men.

During 2024, our People and Talent Area has completed 13 actions of the Plan, which represent 48% of the total number of actions foreseen in the Plan. Currently (2025) there are four actions in execution (15% of the total) and 10 more actions are pending (37% of the total), all of which are expected to be carried out before the end of 2027.

No sanctions or complaints regarding discrimination, workplace harassment, or sexual harassment were filed against Aranco during the 2024 financial year.



Protection of Human Rights.

Our business model is based on respect for the human and labour rights of our employees, with decent working conditions and equal opportunities.

Our commitment to human rights:

- ⦿ Not using or encouraging the use of child labour
- ⦿ Not using or encouraging the use of forced, compulsory or bonded labour
- ⦿ Avoiding all forms of human trafficking
- ⦿ Not using or encouraging work carried out by people under sentence
- ⦿ Guaranteeing effective and decent pay
- ⦿ Eliminating all forms of discrimination
- ⦿ Not using or encouraging disciplinary measures that infringe the freedom or dignity of individuals
- ⦿ Ensuring a safe and healthy working environment
- ⦿ Training our staff to perform their tasks efficiently and safely
- ⦿ Respecting the rights to freedom of association, affiliation and collective bargaining
- ⦿ Whistleblowing channel implementation

We have also implemented protocols and controls to prevent or mitigate the risks of Human and Labour Rights violations:

Prevention and mitigation protocols:

- ⦿ Recruitment, training and career development
- ⦿ Occupational health and safety management
- ⦿ Equal opportunity and non-discrimination management
- ⦿ Effective and equitable remuneration
- ⦿ Control and management of working time
- ⦿ Structured and systematic social dialogue

We extend our commitment to the respect and protection of Human and Labour Rights to our supply chain, in line with our purchasing policy: we establish and maintain business relationships with organisations that share our business philosophy, and we carry out Human Rights compliance checks in the supply chain at strategic and high-risk suppliers (stretch film, machinery and work clothes).

In 2024, Aranco has not received any sanctions or complaints of human and labour rights violations, nor have its relevant suppliers.

Responsible supply.

Our suppliers are strategic partners with whom we build strong, long-lasting relationships based on transparency, trust and partnership.

Our supplier pool is small and reliable, to whom we extend our values and business philosophy. We develop innovative and long-term projects with them.

We maintain our commitment to prioritise the choice of local suppliers, and in this way, we can better assess their performance and maximise the economic and social impact on the community, while reducing environmental costs.

We apply the following principles in our responsible purchasing model:

Principles of our procurement model:

- ⦿ Compliance with legality, due diligence and the obligations and agreements established between the parties
- ⦿ Transparent management, constant dialogue and confidentiality
- ⦿ Inclusion of ESG aspects in the evaluation of our suppliers
- ⦿ Absence of conflicts of interest and independence of decisions, based on objective criteria
- ⦿ Reduction of economic, social and environmental costs
- ⦿ Quality, promotion of continuous improvement, innovation and exchange of best practices



Main indicators of our supplies:

2024

Product returned to suppliers due to lack of quality

0,80%

Average payment period to suppliers

51 days

Local and European (EU) machinery suppliers

100%

Local logistics suppliers

100%

Approved suppliers

100%

Logistics suppliers with certified environmental management system

100%

Film suppliers with production sites in Europe

93%

Contribution to the environment.

Beyond our business activity, actions with a positive impact on our environment are a priority for Aranco. We carry out these actions with our own initiatives or by collaborating with specialised and sectorial organisations and entities with which we manage to be more effective and useful. Our objective with these positive impact actions is to contribute to the economic and social development of our surroundings and to improve their environmental conditions.

The priority areas of our positive impact actions are as follows:

Priority areas:

- ⦿ Education, training and employability
- ⦿ Environmental impact (climate change, circular economy, waste)
- ⦿ Collaboration with organisations providing direct aid in municipalities affected by the *Dana* floods
- ⦿ Collaboration with sector associations that promote sustainable development

The priority groups for action are young people, to encourage and promote training, employability and access to employment; children and other vulnerable groups; people at risk of social and labour exclusion; and from the end of 2024, entities

and organisations working on the ground to help in the reconstruction of the Valencian areas affected by the *Dana* floods of October of that year. This direct collaboration will continue at least until 2025.



Actions to promote the training and employability of young people.

Joop Programme

We collaborate with the JOOP Programme of the Institut Valencià de la Juventut of the Generalitat Valenciana (Youth Institute of the Valencian Region). This programme, in which young people between the ages of 16 and 21 participate, aims to reduce early school leaving and is carried out in various municipalities of the Valencian Region. These young people receive training from a coach to motivate them and get them to reflect on their life project and resume their studies or jobs. The training sessions are combined with outings to companies, so that they can see first-hand what these companies do and what training is required.

At our headquarters in Massamagrell we welcome young people from the JOOP Programme every year and inform them about our activity and the importance of generating purposeful companies; we explain to them what kind of training and skills are necessary to work in our sector and we encourage them to continue with their studies to achieve better opportunities in their working life, with a realistic but hopeful message.

A decade of commitment to Dual Vocational Training (2014-2024)

In 2014 we joined the FP DUAL (VET, Vocational Education & Training), an educational modality that provides students with a professional qualification that combines the training received in an educational centre with practical and training activities in a company. In this way, employability and direct hiring of students is favoured.

After a decade of commitment to this training modality, in 2024, 16% of Aranco's current workforce came from FP DUAL. In these ten years, 19 students from three schools in our area have carried out internships in our facilities with this dual mode. The internships have been carried out in five areas of Aranco:

Areas in which FP DUAL work experience placements have been carried out at Aranco	Trainees ¹
Technical service	2
Machine centre (Workshop)	11
Industrial plant	3
Administration/Finance	1
Ordering (Sales/Customer Service)	2
Total number of FP DUAL (VET) trainees (2014-2024)	19

¹During the period 2014-2024

Between 2014 and 2024, 19 people completed internships at our company. Nearly half of them (nine) went on to join our workforce with permanent contracts, representing 16% of our total staff by the end of 2024.

Key indicators:	2023	2024
Number of FP VET (DUAL) students on placements at Aranco in the year	3	3
Number of people recruited by Aranco from FP DUAL (VET) in year	1	0
Total number of students in FP DUAL (VET) (cumulative since 2014)	19	19
Total number of people recruited by Aranco from FP DUAL (VET) (cumulative since 2014)	9	9
Percentage of Aranco's workforce from FP DUAL (VET)	18% ¹	16% ²

¹For a total workforce of 51 people (including subsidiary Aranco France) at the end of 2023.

²For a total workforce of 54 people (including subsidiary Aranco France and subsidiary Aranco Deutschland) by the end of 2024.

This on-site traineeship is carried out in this way:

- Each student is assigned an Aranco tutor who monitors the practical training programme on a weekly basis.
- Each student is registered with the Social Security during the FCT (Training in the workplace) internship period.
- We compensate each student, at least to cover travel expenses to our facilities.

Collaboration with *Pedalea por la Dana*: bicycles to regain mobility

On 29 October 2024 the *Dana* floods severely affected many municipalities in the province of Valencia and other parts of Spain. The floods caused more than 200 deaths and enormous material damage. A few days later, a group of volunteers near the city of Valencia organised themselves to collect donated bicycles, repair them and give them to residents of the affected municipalities so that they could use them as a means of daily transport. Aware of this initiative, at the end of 2024 we decided to make an economic donation of 5.000,00 euros with which this group of volunteers, *Pedalea por la Dana* (“Ride for the *Dana*”), could acquire spare materials and new bicycles to be donated.

Pedalea por la Dana carried out its voluntary activity for almost four months, during which time they delivered more than 680 repaired and new bicycles to people for whom the access to a bicycle meant a substantial improvement of their mobility possibilities and a certain recovery of normality.

In January 2025, we had the opportunity to receive the volunteer group at our headquarters, whom we were able to thank personally for the great work carried out.



We are maintaining this policy of collaboration with organizations directly involved on the ground in supporting people affected by the *Dana* floods throughout 2025, through financial donations and direct volunteer activities carried out by our staff.



6

Environmental

6.1. Environmental management

6.2. Circular economy

6.3. Climate change



Environmental management.

To minimise the environmental impacts of our business activity, we apply the following environmental management measures and criteria:

- ◉ Compliance with the law
- ◉ Identification and management of environmental aspects
- ◉ Preventive management (mitigation and elimination of environmental impacts)
- ◉ Responsible efficiency and consumption
- ◉ Ecodesign and reuse

The main environmental aspects identified are as follows:



Atmospheric emissions



Electricity consumption



Fuel consumption



Water consumption



Noise pollution



Circularity



Use of sustainable materials



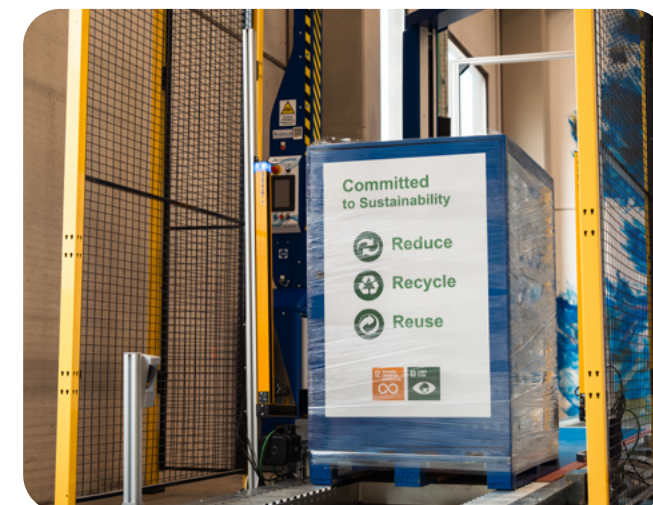
Sustainable design of products and services



Waste generation and management

This environmental management pursues the following general objectives:

- Decarbonisation
- Reducing the economic, energy and environmental costs of our activity
- Increasing our competitiveness
- Mitigating risks derived from the environmental aspects identified
- Enhancing sustainability awareness among our staff and our stakeholders
- Fulfilling our mission, vision and corporate identity



The main environmental impacts of our activity are detailed in the following table, on which we apply mitigation or elimination actions:

Environmental aspect	Actions
Noise pollution	<ul style="list-style-type: none"> Soundproofing of our industrial plant (rewinding machinery)
Use of materials	<ul style="list-style-type: none"> Quality management to keep shrinkage at residual levels Digitalisation of material management Procurement model with quality control and materials fraud prevention Strict delivery deadlines from our suppliers for efficient supply management Training our staff for the correct use of materials
Energy efficiency (electricity)	<ul style="list-style-type: none"> Headquarters (inaugurated in 2021) with efficient design Own 100 kW photovoltaic plant (covers 30% of our power consumption) 100% renewable energy contracting (procedures 2024) Intelligent control of lighting and air conditioning Hot water via heat pump Low-consumption lighting and presence sensors for light saving
Energy efficiency (fuels)	<ul style="list-style-type: none"> Progressive replacement of vehicle fleet towards hybrids and electric vehicles Own charging points for electric and hybrid vehicles at our headquarters Efficient route design for our technicians and salespeople Remote work and meetings Digitalisation of our services, allowing online preventive and predictive controls of the wrapping machines and resolving up to 25% of the incidents without physical travels
Water consumption	<ul style="list-style-type: none"> Digitalised control of water meters Purified water dispensers at our headquarters connected to the general supply to avoid PET bottles Use of corporate metal bottles by the staff Rainwater collection system for drip irrigation of trees and green areas at our headquarters

Circular economy.

To encourage and promote the circularity of our activities, we carry out the following actions, among others:

Low-micron stretch films

We develop high-quality, low-micron stretch films (in 2024 we developed our new 5-micron film), including films with certified PCR recycled content.

Regulatory compliance

We comply with regulatory obligations on packaging management, reporting and reduction. Since 2023, we have been a member of several PRO bodies (Producer Responsibility Organizations) in the countries where we operate.

Quality PCR films

We offer our customers the possibility to switch from conventional stretch films to alternative ones with certified PCR content of equal or higher quality.

Reuse

We extend the lifespan of our wrapping machines through mechanical and electrical restoration, as well as software updates (an average of 75 wrapping machines restored per year).

Innovation

We develop innovative products and services with eco-design criteria.

From waste to resources

We minimise waste at our facilities and manage it with specialised waste managers. For the third consecutive year we have renewed the Zero to Landfill seal.



Zero to Landfill seal.

In December 2022 we obtained for the first time the “Zero to Landfill - From Waste to Resources” seal, issued by Saica Natur (a Saica group company specialising in waste management and environmental services), and audited and verified by the multinational certification body TÜV SÜD.

This certification recognises companies that manage to recycle or energetically valorise more than 95% of the waste generated. By obtaining the seal in 2022, we became the first company in the industrial packaging services sector to do so.

Since 2022 we have renewed the seal annually, improving each year the percentage of recycling or energetic valorisation of the waste generated at our headquarters in Massamagrell (Spain).

Percentage of waste recycled or reused for energy recovery:

99,59%

in 2023

99,72%

in 2024



REDUCE



REUSE



RECYCLE



Reduce.

In our business we apply measures for efficiency and responsible consumption, both internally and through our products and services.

Consumption of supplies

Supplies	Quantity 2023	Quantity 2024
Water (megalitres)	0,833	0,899
Electricity (kilowatts per hour)	364.328 ¹	402.019 ²
Diesel B7 (litres)	20.574,09	9.855,75
Petrol E5 (litres)	21.513,01	31.973,97
TOTAL fuels (litres)	42.087,10	41.829,72

¹329.328 kilowatt hour purchased from a retailer and 35.000 kilowatts hour from our photovoltaic plant.
²281.419 kilowatt hour purchased from a retailer and 120.600 kilowatts hour from our photovoltaic plant.



Efficiency and responsible consumption actions within Aranco:	
Internal digitalisation	We reduce or eliminate paper use by digitising our internal processes (e.g. during 2024 the registration and signing of visits to our headquarters became digital).
Emission reductions (electricity)	We reduce emissions from electricity consumption by using our own photovoltaic plant throughout 2024 ¹ .
Emission reductions (fuels)	We replace our all-thermal vehicles with hybrid and electric cars, and plan the routes of our technicians, salespeople and delivery.
Home automation	Our facilities use home automation systems and efficient, natural lighting to reduce electricity consumption.
Zero food waste	Our staff choose the quantities and menus for the free corporate canteen via an online application to reduce food waste.
Plastic bottle reduction	Our staff use corporate metal bottles for drinking tap water purified with dispensers.
Less irrigation water	We reduce irrigation water consumption through rainwater collection tanks and drip irrigation in green areas.

¹Zero emissions from January 2025 for electricity consumption (photovoltaic plant + procurement of 100% renewable power supply).

Water consumption

In 2024 water consumption increased by 8% compared to 2023. Water consumption is directly linked to human use (for drinking and in restrooms and changing rooms). During 2024, Aranco's workforce increased by 5,88%.

Electricity consumption.

Electricity is our only energy source in our production process. In 2024 there was an overall increase in electricity consumption, in line with the increase in film production, the expansion of our industrial machinery and the full automation of our plant in Massamagrell.

Despite this growth in electricity consumption, our efficiency ratios in relation to turnover and in relation to the number of employees were reduced:

Efficiency ratios (electricity)

Efficiency ratio: turnover	2023 ¹	2024 ²
Tn CO ₂ eq/1M€	3,007	2,824
Efficiency ratio: employee	2023 ³	2024 ⁴
Tn CO ₂ eq/employee	1,695	1,419

¹Turnover 2023: 27.067.177,29 euros

²Turnover 2024: 28.192.412,50 euros

³Average workforce 2023: 48 people

⁴Average workforce 2024: 54 people

Throughout the 12 months of the year we obtained electricity from our photovoltaic plant, which supplied 30% of the electricity consumed in 2024.

The electricity purchased from the supplier in 2024 was 281.419 kWh, which is 14,55% less than the electricity purchased in 2023, which was 329.328 kWh.

30%
of electricity from
photovoltaic plant in 2024

-14,55%
of electricity purchased from
a trader in 2024



Fuel consumption.

In 2024 there was a slight reduction in the total fuel consumption of our automobiles.

The greatest reduction in consumption was achieved thanks to our products, services, and business model, which enable our customers to achieve substantial reductions in plastic use, with less waste generation and emissions.

Reduction actions with our products and services

Less waste and shrinkage

Our films are of high quality. With them, our customers improve the quality of their wrapping process and reduce film waste and losses.

Less film consumption

An average 67% reduction in film consumption for new customers.

Less cardboard consumption

An average reduction of 85% in the consumption of kg of cardboard on rolls.

Reduced thickness films

We develop stretch films with reduced thicknesses while maintaining or increasing their quality. During 2024 we started the development of 5-micron stretch film, marketed in 2025.

More metres per roll, less cardboard

We develop rolls with up to 2.200 metres of film, for fewer roll changes and less cardboard consumption.

Less transport emissions

Reduced emissions associated with transport, together with our logistics partner, through efficient time and route management.

Less trips and better technical response

Our wrapping machines are connected to a central monitoring system, allowing our online technicians to solve up to 25% of the incidents remotely, without physical trips.

More digitalisation, productivity and savings

Wrapping services based on digitalisation (RFID, connected wrapping machines, etc.), including maintenance plans for the wrapping machines and improving productivity.

Reuse.

We extend the life of our wrapping machines through eco-design and restoration. Thanks to refurbishment, we can reuse recalled, obsolete or damaged wrapping machines that have been in service for years and can be reused after an upgrade of their electronics, software or by repairing some elements.

Our business model and the fact that we designs and manufacture our own wrapping machines promote the practice of reuse.

In recent years (2021-2024), the average number of wrapping machines restored annually has been 75. During 2024, the number restored was 84 units.

	2023	2024
Restored wrapping machines:	87	84



Re-use actions:	
Eco-design and repairability	We design and manufacture durable, high-quality wrapping machines with a long lifespan and easy repairability and restoration.
Maintenance plans	We establish maintenance plans for each wrapping machine, extending their lifespan and ensuring efficient consumption.
Restoration and reuse	We restore obsolete or damaged wrapping machines to extend their lifespan and dismantle irreparable machines for component reuse.
Certified PCR recycled films	We develop high-performance stretch films made from at least 30% certified Post-Consumer Recycled (PCR) material.
Packaging reuse	We reuse wooden pallets from film suppliers (only purchasing second-hand wooden pallets from local suppliers when necessary).

FSC-certified cardboard	We use FSC certified cardboard cores and sheets.
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Recycle.

We manage the waste generated at our facilities responsibly and efficiently through an authorised waste management company. In 2022 we obtained for the first time the Zero to Landfill seal from Saica Natur, certified by TÜV SÜD, which we have been renewing annually.

For proper waste management, we take measures such as separating waste from our production plant into designated spaces and containers, and using machinery for proper preparation for recycling.

With regard to specifically industrial waste, the recycling or valorisation rate exceeded 99% in 2024.

Non-hazardous waste	LER code	Type	kg 2023	kg 2024
Cardboard	200101	Non-hazardous	2.686	4.350
Scrap	200140	Non-hazardous	2.040	518
Polyethylene	150102	Non-hazardous	33.508	74.773
Strapping	200139	Non-hazardous	797	845
Wood	170201	Non-hazardous	6.100	9.962
Recoverable waste to be sorted	200307	Non-hazardous	122.390	128.840
Copper wire	170401	Non-hazardous	41	90
Rubbish	200201	Non-hazardous	40	120
Small devices	16021452	Non-hazardous	365	156

Hazardous waste	LER code	Type	kg 2023	kg 2024
Contaminated plastic packaging	150110*	Hazardous	49	61
Aerosols	150111*	Hazardous	121	68
Rags and absorbents	150202*	Hazardous	124	141

Climate change.

Our business model is based on reducing consumption and emissions, which helps to decarbonise the economy and tackling climate change. We fight climate change with low-carbon packaging products and services, by controlling corporate emissions and through our mobility policy.

Low-carbon services.

Our main environmental commitment is the development of a business model that offers low-carbon services and products.



Actions to reduce emissions:	
Eco-innovation and efficiency.	We develop packaging services with eco-innovation, eco-design and efficiency criteria. In 2024 we launched our new CDS service.
Reduced resource consumption	More than 70% of the films we market are 6 or 7 microns thick. In 2024 we developed 5-micron films.
Circularity	We develop low-micron stretch films with certified PCR recycled content (minimum 30%). We also market shrink films with more than 70% recycled content.
Digitisation	We offer highly digitalised packaging services, with remotely connected wrapping machines that generate valuable data and enable repairs without the need for travel.
Repairability and efficiency	We manufacture our wrapping machines with lower consumption of resources and materials, avoiding aesthetic elements and superfluous packaging and prioritising durability, repairability, efficiency and lower weight for more efficient transport.
Emission-free electricity consumption	In 2024, 30% of our electricity consumption came from our photovoltaic plant ¹ .
More sustainable mobility	We design efficient routes for our technicians and salespeople for more sustainable mobility.
More efficient vehicles	We replace our fleet of combustion-engine vehicles with hybrid and electric cars. By 2024, more than 90% of our cars had some form of electric motorisation.
Smart logistics	Our logistics partners plan efficient routes and introduce electric vehicles for their operations.
Remote work	Remote meetings to avoid travel and teleworking are part of our daily operations.

¹Since January 2025 the electricity purchased from a supplier comes from 100% certified renewable sources. From that date our emissions from electricity consumption are zero.

Carbon footprint.

As in previous years, in 2024 we calculated the mandatory scopes 1 and 2 of our carbon footprint, following the same methodology, considering the following sources of emissions:

- Scope 1: diesel B7 and petrol E5 consumption of our vehicle fleet.
- Scope 2: electricity consumption of our facilities.

The emission factors used are those published by the Spanish Ministry of Ecological Transition and Demographic Challenge for the 2024 financial year, published in 2025.

Corporate carbon footprint 2023 v. 2024

Scope 1	2023	2024
Gasoline E5	48,382	71,919
Diesel B7	51,765	24,804
Total Scope 1 (Tn CO₂eq)	100,147	96,72
Scope 2	2023	2024
Electricity	81,40	79,64
Total Scope 2 (Tn CO₂eq)	81,40	79,64
Scope	2023	2024
Scope 1 + Scope 2 (Tn CO₂eq)	181,547	176,365

Efficiency ratios

Efficiency ratio: turnover	2023 ¹	2024 ²
Tn CO ₂ eq/IM€	6,707	6,255
Efficiency ratio: employee	2023 ³	2024 ⁴
Tn CO ₂ eq/employee	3,7823	3,266

¹Turnover 2023: 27.067.177,29 euros

²Turnover 2024: 28.192.412,50 euros

³Average workforce 2023: 48 people

⁴Average workforce 2024: 54 people

As in previous years, we have used turnover and number of employees to calculate the emission intensity ratios. Both ratios, linked to the activity and size of the Group's companies, clearly show the efficiency of the actions implemented. In both cases, the ratios for 2024 show an improvement in values compared to the previous year.

Regarding the turnover ratio, we have increased turnover by 4,20% in 2024 compared to the previous year and reduced emissions. The number of tonnes of CO₂ emitted in 2024 per million euros of turnover is 6,74% lower than the previous year.



In February 2024, the Spanish Ministry of Ecological Transition confirmed our registration in the Carbon Footprint Register, applied for at the end of 2023.

Towards zero emissions in electricity consumption

Our photovoltaic plant, on the roof of our industrial facility in Massamagrell, became operational in August 2023. During the 12 months of 2024 approximately 30% of the energy consumed at our entire headquarters (three buildings) came from the plant. The rest of the electricity, which is our main source of energy, was purchased from a supplier.

At the end of 2024, we took steps to change of supplier so that all electricity purchased from the market would be 100% certified renewable. This change has been realised, and since January 2025 all the electricity purchased from the new supplier is from renewable sources.

Since January 2025, all the electricity we consume has been 100% renewable — with 30% generated by our solar plant and the remaining 70% sourced from our new supplier. As a result, our carbon footprint from electricity consumption is now zero.



Mobility and logistics with lower emissions.

During 2024, we continued to renew our corporate vehicle fleet to ensure that our employees with mobility obligations have safe and reliable cars and to reduce emissions, gases and pollutants through increasingly cleaner engines.

By the end of 2024, 96% of our corporate cars had some kind of hybrid or fully electric motorisation.

Our headquarters in Massamagrell (Valencia, Spain) has a charging area for electric and hybrid cars, with four charging points.

The average age of our corporate cars in 2024 was 1,78 years.

The logistics of our operations are subcontracted to a local transport provider specialised in route optimisation with efficiency, savings and sustainability criteria, so we do not have our own vans or trucks.

Currently (2025) we are launching a project with our logistics provider to use electric trucks for delivering our goods to local customers in the province of Valencia.



Vehicle fleet 2023

Vehicle type	Diesel	Petrol	Electric	Hybrid
Cars	6	0	1	16
Forklifts	0	0	6	0

Vehicle fleet 2024

Vehicle type	Diesel	Petrol	Electric	Hybrid
Cars	1	0	1	23
Forklifts	0	0	5	0



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GRI Annex

Annex: table of GRI indicators.

Aranco has prepared this report in accordance with the latest GRI Standards for the period from 1 January 2024 to 31 December 2024.

GRI Standard	Description	Page	Direct Response
GRI 2: GENERAL CONTENTS, 2021			
2-1 Organisational details			
GRI 2-1-a	Name of the organisation		Aranguren Comercial de Embalaje, S.L. (Aranco) Service d'Emballage Aranco France, S.A.S. Aranco Deutschland Verpackung, GmbH
GRI 2-1-b	Nature of ownership and legal form		Sociedad Limitada Unipersonal Civis LKH Holding España, S.L. and Tresmares Capital, partners and owners of Aranguren Comercial del Embalaje, S.L. which is sole owner of Service d'Emballage Aranco France, S.A.S. and of Aranco Deutschland Verpackung, GmbH, respectively
GRI 2-1-c	Location of the headquarters		Polígono Industrial Massamagrell, C/ Industrias, 10, 46130 Massamagrell (Valencia) Spain
GRI 2-1-d	Countries of operation		Spain, France, Germany
2-2 Entities included in the organization's sustainability reporting			
GRI 2-2-a	Entities included in sustainability reporting		Aranguren Comercial del Embalaje, S.L. (Aranco) Service d'Emballage Aranco France, S.A.S Aranco Deutschland Verpackung, GmbH
GRI 2-2-b	Differences between the list of entities included in financial reports and the list of sustainability reports		None
GRI 2-2-c	Approach used for consolidating information		Consolidated
2-3 Reporting period, frequency and contact point			
GRI 2-3-a	Reporting period and frequency of sustainability reporting		1 January – 31 December 2024 Annual
GRI 2-3-b	Financial reporting period		1 January to 31 December 2024
GRI 2-3-c	Date of the report or reported information		2025
GRI 2-3-d	Contact for questions about the report or reported information		sostenibilidad@aranco.com
2-4 Restatements of information			
GRI 2-4-a-i	Update of information: reasons		Not applicable
GRI 2-4-a-ii	Information update: effect		Not applicable

GRI Standard	Description	Page	Direct Response
2-5 External assurance			
GRI 2-5-a	External assurance		Not externally assured
2-6 Activities, value chain and other business relationships			
GRI 2-6-a	Business Sectors	Page 6	
GRI 2-6-b-i	Value chain: activities, products and services of the organisation, and markets served.	Page 6	
GRI 2-6-b-ii	Organisation's supply chain	Pages 46-47	
GRI 2-6-b-iii	Entities downstream of the organisation and their activities	Page 6	
GRI 2-6-c	Other relevant business relationships		Not applicable
GRI 2-6-d	Significant changes		No significant changes
2-7 Employees			
GRI 2-7-a	Total number of employees, by gender and region	Pages 6, 12, 20, 37-38	
GRI 2-7-b	Permanent, temporary, full-time, full-time, part-time employees	Page 38	
GRI 2-7-c	Methods used and assumptions used to compile the data	Pages 37-38	
GRI 2-7-d	Contextual information	Pages 37-38	
GRI 2-7-e	Significant fluctuations in the number of employees	Pages 37-38	
2-8 Workers who are not employees			
GRI 2-8-a	Number of workers who are not employees		0
2-9 Governance structure and composition			
GRI 2-9-a	Governance structure and composition	Page 27	
GRI 2-9-b	Committees of the highest governance body	Page 27	
GRI 2-9-c	Composition of the highest governance body	Page 27	
2-10 Nomination and selection of the highest governance body			
GRI 2-10-a	Nomination and selection of the highest governance body	Page 27	
2-11 Chair of the highest governance body			
GRI 2-11-a	Chair of the highest governance body and senior executive of the organisation		Gaizka Lara Goiricelaya

GRI Standard	Description	Page	Direct Response
2-12 Role of the highest governance body in overseeing the management of impacts			
GRI 2-12-a	Role of the highest governance body in overseeing the management of impacts	Page 27	
GRI 2-12-b	Role of the highest governance body in overseeing due diligence to address impacts	Page 27	
2-13 Delegation of responsibility for impact management			
GRI 2-13	Delegation of responsibility for impact management	Page 34	
2-14 Role of the highest governance body in sustainability reporting			
GRI 2-14	Highest governance body's role in sustainability reporting	Page 27	
2-15 Conflicts of Interest			
GRI 2-15-a	Processes for the highest governance body to ensure conflicts of interest are avoided and mitigated.	Page. 27	
GRI 2-15-b	Disclosure of conflicts of interest to stakeholders	Page 27	
2-16 Communication of critical concerns			
GRI 2-16-a	Communicating critical concerns to the highest governance body	Page 34	
GRI 2-16-b	Number and nature of critical concerns communicated to the highest governance body	Pages 29-32	
2-17 Collective knowledge of the highest governance body			
GRI 2-17-a	Measures taken to increase the highest governance body's collective knowledge of sustainable development issues	Page 34	
2-18 Evaluation of the performance of the highest governance body			
GRI 2-18-a	Processes for evaluation of the highest governance body's performance in overseeing the management of the organisation's impacts.		not applicable
2-19 Remuneration policies			
GRI 2-19-a	Remuneration policies for members of the highest governance body and for senior executives	Page 27	
GRI 2-19-a-v	Retirement benefits		Not applicable
GRI 2-20	Process for determining remuneration		Not applicable
GRI 2-21	Total annual compensation ratio		Not applicable

GRI Standard	Description	Page	Direct Response
2-22 Sustainable development strategy statement			
GRI 2-22-a	Statement by the highest governance body or the most senior executive on the importance of sustainable development	Page 4	
2-23 Policy commitments			
GRI 2-23-a	Responsible business conduct commitments and policies	Pages 9-10, 26, 33, 46-47	
GRI 2-23-b	Specific commitments and policies for the respect of human rights	Pages 36, 46	
GRI 2-23-f	Communication of commitments and policies	Pages 26, 33, 39-41, 43, 46-47	
2-24 Embedding policy commitmentsf			
GRI 2-24-a	Mainstreaming commitments and policies for responsible business conduct	Pages 39-41, 43, 46-47	
2-25 Processes for remediation of negative impacts			
GRI 2-25-a	Commitments to provide or assist in the remediation of negative impacts	Pages 29-33	
2-26 Mechanisms for seeking advice and raising concerns			
GRI 2-26-a-i	Mechanisms for individuals to seek advice on implementation of policies and practices for responsible conduct	Pages 34, 40	
GRI 2-26-a-ii	Mechanisms for individuals to express their concerns	Pages 34, 40	
2-27 Compliance with laws and regulations			
GRI 2-27-a	Information on number of instances of non-compliance		None
GRI 2-27-b	Information on number and monetary value of fines		None
2-28 Membership in associations			
GRI 2-28-a	Information on industry associations		Anaip, ADL Foro de Marcas Renombradas Españolas
2-29 Approach to Stakeholder Engagement			
GRI 2-29-a-i	Stakeholder categories		Not applicable
2-30 Collective bargaining agreements			
GRI 2-30	Percentage of total employees with collective bargaining agreements		100% of workforce covered by collective bargaining agreements

GRI Standard	Description	Page	Direct Response
GRI 3: MATERIAL ISSUES, 2021			
3-1 Process for determining material topics			
GRI 3-1-a	Describe process for determining material topics		Questionnaires to key stakeholders
GRI 3-1-b	Specify stakeholder groups		Not applicable
3-2 List of material issues			
GRI 3-2-a	List material issues	Pages 30-32, 35	
GRI 3-2-b	Changes to the list of material topics		None
3-3 Management of material issues			
GRI 3-3-a	Description of actual and potential impacts	Pages 29-32	
GRI 201: ECONOMIC PERFORMANCE, 2016			
GRI 201-1	Direct economic value generated and distributed	Pages 12-13	
GRI 201-3	Defined benefit plan obligations and other retirement plans		None
GRI 201-4	Financial assistance received from government		320.918,22 €
GRI 202: MARKET PRESENCE, 2016			
GRI 202-1	Ratio of standard entry level wage by gender vs. local minimum wage	Page 12	
GRI 202-2	Proportion of senior executives hired from the local community		100%
GRI 204: PROCUREMENT PRACTICES, 2016			
GRI 204-1	Proportion of spend on local suppliers	Pages 12-13	
GRI 205: ANTI-CORRUPTION, 2016			
GRI 205-1	Operations assessed for risks related to corruption		100% of operations assessed
GRI 205-3	Confirmed cases of corruption and measures taken		No cases have been detected
GRI 206: UNFAIR COMPETITION, 2016			
GRI 206-1	Legal actions related to unfair competition and monopolistic and anti-competitive practices		No cases detected
GRI 302: ENERGY, 2016			
GRI 302-1	Energy consumption within the organisation	Pages 12, 18, 24, 52-53, 56-57, 61-63	
GRI 302-4	Reduction of energy consumption	Pages 12, 18, 24, 53, 56-57, 61-63	

GRI Standard	Description	Page	Direct Response
GRI 303: WATER AND EFFLUENTS, 2018			
GRI 303-1	Interaction with water as a shared resource	Pages 52-53, 56-57	
GRI 303-2	Management of impacts related to water discharges	Pages 52-53, 56-57	
GRI 303-5	Water consumption	Pages 56-57	
GRI 304: BIODIVERSITY, 2016			
GRI 304-1	Operations owned, leased, or managed sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas.		None
GRI 304-3	Protected or restored habitats		None
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable
GRI 305: EMISSIONS, 2016			
GRI-305-1	Direct GHG emissions	Pages 57, 62	
GRI-305-2	Indirect GHG emissions	Pages 57, 62	
GRI-305-4	GHG emissions intensity	Pages 57, 62	
GRI-305-5	GHG emission reductions	Pages 57, 62	
GRI 306: WASTE, 2020			
GRI 306-1	Waste generation and significant impacts related to waste	Pages 12,23, 54-55, 59	
GRI 306-2	Management of significant impacts related to waste	Pages 55, 59	
GRI 306-3	Waste generated	Page 59	
GRI 306-4	Waste not destined for disposal	Pages 55, 59	
GRI 306-5	Wastes destined for disposal	Pages 55, 59	
GRI 401: EMPLOYMENT, 2016			
GRI 401-1	New employee hires and staff turnover	Pages 12, 20, 38, 41	
GRI 401-2	Benefits for full-time employees that are not given to part-time employees		None
GRI 401-3	Parental leave	Pages 39, 43, 45	

GRI Standard	Description	Page	Direct Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY, 2018			
GRI 403-1	Occupational health and safety management system	Pages 39, 42-43	
GRI 403-2	Hazard Identification, Risk Assessment and Incident Investigation	Page 42	
GRI 403-3	Occupational health services	Pages 39, 42-43	
GRI 403-5	Occupational health and safety training for workers	Pages 42-44	
GRI 403-6	Promoting the health of workers	Pages 42-44	
GRI 403-8	Coverage of the occupational health and safety management system	Pages 39, 42-43	
GRI 403-9	Work-related injuries	Page 42	
GRI 403-10	Occupational diseases and illnesses	Page 42	
GRI 404: TRAINING AND EDUCATION, 2016			
GRI 404-1	Average hours of training per year per employee	Page 44	
GRI 404-2	Programmes to improve employees' skills and transition assistance programmes	Page 44	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY, 2016			
GRI 405-1	Diversity in governance bodies and employees	Pages 27, 37-38, 45	
GRI 405-2	Ratio of basic salary and remuneration of women to men	Pages 40, 45	
GRI 406: NON-DISCRIMINATION, 2016			
GRI 406-1	Cases of discrimination and corrective actions taken		No cases have been detected
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, 2016			
GRI 407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk.		No cases have been detected
GRI 408: CHILD LABOUR LOCAL COMMUNITIES, 2016			
GRI 408-1	Operations and suppliers with significant risk of child labour.		No cases have been detected
GRI 409: FORCED OR COMPULSORY LABOUR, 2016			
GRI 409-1	Operations and suppliers with significant risk of incidents of forced or compulsory labour.		No cases have been detected

GRI Standard	Description	Page	Direct Response
GRI 410: SECURITY PRACTICES, 2016			
GRI 410-1	Security personnel trained in human rights policies or procedures.		None
GRI 411: INDIGENOUS PEOPLES' RIGHTS, 2016			
GRI 411-1	Cases of violations of indigenous peoples' rights		Not applicable
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS, 2016			
GRI 414-1	New suppliers that have passed selection filters according to social criteria.		100%
GRI 414-2	Negative social impacts in the supply chain and measures taken		100% new supplier companies certified
GRI 415: PUBLIC POLICY, 2016			
GRI 415-1	Contributions to political parties and/or representatives		No contributions have been made
GRI 416: CUSTOMER HEALTH AND SAFETY, 2016			
GRI 416-1	Assessment of health and safety impacts of product or service categories.		No cases have been detected
GRI 416-2	Cases of non-compliance relating to health and safety impacts of product and service categories		No cases have been detected
GRI 417: MARKETING AND LABELLING, 2016			
GRI 417-2	Cases of non-compliance related to information and labelling of products and services.		No cases have been detected
GRI 417-3	Cases of non-compliance related to marketing communications		No cases have been detected
GRI 418: CUSTOMER PRIVACY, 2016			
GRI 418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data		No cases have been detected

