NON-FINANCIAL

INFORMATION STATEMENT 2025

GARCÍA-MUNTÉ ENERGÍA, S.L. AND SUBSIDIARIES

FINANCIAL YEAR ENDED 31 DECEMBER 2025

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1. INTRODUCTION

At the end off 2018, Law 11/2018 off 28 December entered into force, amending the Commercial Code, the consolidated text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 off 2 July, and Law 22/2015 off 20 July on the Audit off Accounts, concerning non-ffinancial infformation and diversity (hereinaffter, Law 11/2018), replacing Royal Decree-Law 18/2017 off 24 November, which transposed Directive 2014/95/EU off the European Parliament and off the Council into the Spanish legal system with regard to the disclosure off non-ffinancial infformation and diversity infformation.

One off the new ffeatures introduced by Law 11/2018 is that, within three years, the Law will also apply to companies with more than 250 employees. Accordingly, and in light off this trend, many companies are assuming responsibility ffor presenting the non-ffinancial infformation statement.

Through this document, García Munté Energía, S.L. (hereinaffter, GME or the Group) aims to voluntarily report on environmental, social and employee-related matters, human rights, the fight against corruption and bribery, and matters concerning the Company itself that are relevant to the organisation in carrying out its core business activities.

Furthermore, the European Commission Guidelines on non-ffinancial reporting (2017/C 215/01), deriving ffrom Directive 2014/95/EU, and the provisions off the Global Reporting Initiative Standards (GRI Standards) have also been taken into consideration in its preparation .

Accordingly, the scope off this document covers García Munté Energía, S.L. and its subsidiaries and corresponds to the ffinancial year commencing on 1 January 2025 and ending on 31 December 2025 ;
hencefforth, it will be published annually.

The information in the report has been verified by Grant Thornton S.L., in its capacity as an independent assurance service provider, in accordance with the new wording given by Law 11/2018 to Article 49 off the Commercial Code.

2.

CONTEXT AND OBJECTIVES

2.1. SCOPE

As indicated, the purpose of this document is to report on all matters relating to the Group, such that the scope off this document encompasses all subsidiaries included in the Consolidated Financial Statements, as ffollows:

COMPANY	REGISTERED OFFICE	EQUITY INTEREST	ACTIVITY
García-Munté Energía SL	Spain	-	Wholesale trade in solid and gaseous ffuels
Bai Sea Chartering SL*	Spain	50%	Contracting off ship chartering and/or ffreight transport
Energy GM Maroc SARL	Morocco	50%	Wholesale trade in solid ffuels
GME Unipessoal	Portugal	100%	Wholesale trade in solid ffuels
GME France SAS	France	100%	Wholesale trade in solid ffuels
GME Americas LLC	UNITED STATES	100%	Business activities
GME Hungary kflt	Hungary	100%	Treatment, trading and distribution off solid ffuels
García-Munté Enerji Limited	Turkey	76%	Wholesale trade in solid ffuels
Myra Energy****	Turkey	100%	Wholesale trade in solid ffuels
GME Oceania Limited	New Zealand	50%	Trading and distribution off solid ffuels
GME Woodpellets SL	Spain	100%	Production off pellets and wood chips ffor trading
Cargoconect SL	Spain	100%	Management off IT resources, development, design and operation off management applications ffor mobile devices and websites
GME Recycling Global Systems SL	Spain	50%	Treatment, disposal, transport, logistics and trading off hazardous and non-hazardous waste
Novalis Consulting and Trade SL**	Spain	50%	Wholesale trade in wood, construction materials and sanitary ware
GME Metals	Italy	75%	Trading in fferroalloys, recarburisers and additives
GME Senegal***	Senegal	80%	Trading in renewable energy and production off biomass, as well as the distribution off all activities relating to the trade in solid and liquid ffuels
GME Tunisia***	Tunisia	49%	Trading in solid ffuels

* It is accounted ffor in the consolidated ffinancial statements using the equity method, considering only proffit or loss; thereffore, it is not included in this document.

** It is accounted ffor in the consolidated ffinancial statements using proportional consolidation, considering only proffit or loss; thereffore, it is not included in this document.

*** It has had no activity, employees or consumption.

**** MYRA ENERJI MADEN TICARET VE SANAYI AS was acquired in 2024, and through it, a 50% interest is held in GME Enerji AS, with the other 50 % interest held directly by the parent company GARCÍA MUNTÉ ENERGIA S.L.

Additionally , ffrom the end off the 2025 financial year to the date of preparation, no other significant event worthy of mention has occurred or come to light.

2.2. MATERIALITY

The materiality analysis is a requirement intended to ensure that the information included in this document is reliable, complete and balanced . Likewise, Law 11/2018 states that the NFIS must include material infformation on environmental matters, social and employee-related matters, respect ffor human rights, infformation relating to the ffight against corruption and bribery, and infformation about the Company.

To address this, the sector in which the COMPANY operates has been analysed against leading refference indicators (GRI Global Reporting Initiative, SASB Sustainability Accounting Standards Board, G&A Governance & Accountability Institute). This analysis makes it possible to identiffy the topics most relevant to the business, not only ffor infformation reporting purposes, but also ffor deffining strategy, initiatives and stakeholder relations.

MOST MATERIAL TOPICS

AREAS	MATERIAL TOPICS
Workfforce	Quality employment
	Occupational health and saffety
	Training and proffessional development
	Equality and diversity
Environment	Pollution
	Circular economy and waste prevention and management
	Sustainable use off resources
	Climate change
Good governance	Legislative compliance
	Respect ffor human rights
	Combating corruption and bribery
Value chain	Commitment to society
	Responsible sourcing
	Service quality and customer saffety

2. CONTEXT AND OBJECTIVES

2.1. SCOPE

2.2. MATERIALITY

MATERIALITY MATRIX

As defined, materiality is the threshold that determines the matters that are sufficiently relevant, both to the organisation and to its stakeholders, and on which reporting must be provided, as they substantially influence the business strategy . Nevertheless, even though these are not considered matters off particular relevance according to the initial assessment, the GME Group considers it equally important to address all areas.

Based on the aspects previously identified as significant, the materiality matrix has been prepared, showing the material topics ranked according to their importance within the organisation and the importance attributed to them by the external environment, understood as the COMPANY's stakeholders .

RELEVANCE TO STAKEHOLDERS	CRITICAL		Quality employment Occupational health and saffety Equality and diversity	Pollution SUSTAINABLE USE OF RESOURCES Climate change
	VERY IMPORTANT	WORK ORGANISATION	Training and proffessional development Respect ffor human rights Combating corruption and bribery Commitment to society	CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT LEGISLATIVE COMPLIANCE Responsible sourcing Service quality and customer saffety
	IMPORTANT	SOCIAL RELATIONS UNIVERSAL ACCESSIBILITY	BIODIVERSITY PROTECTION TAX INFORMATION	
		IMPORTANT	VERY IMPORTANT	CRITICAL
	RELEVANCE TO THE COMPANY			

COVERAGE OF MATERIAL TOPICS

Lastly, the scope associated with each off the material matters addressed in this document is indicated.

MATERIAL MATTERS	INTERNAL COVERAGE	EXTERNAL COVERAGE
Environmental matters		
Pollution	X	X
Circular economy and waste prevention and management	X	X
Sustainable use off resources	X	X
Climate change	X	X
Biodiversity protection	X	X
Social and employee-related matters		
Employment and work organisation	X	
Health and saffety	X	
Training	X	
Equality	X	
Respect fior human rights		
Respect ffor human rights	X	X
Combating corruption and bribery		
Corruption and bribery	X	X
Company		
COMMITMENT TO SUSTAINABLE DEVELOPMENT	X	X
SUBCONTRACTING AND SUPPLIERS		X
CONSUMERS		X
TAX INFORMATION	X	

In this regard, the various material aspects identified through the materiality analysis have been included in the report, each in the relevant chapter.

3. ORGANISATION

3.1. BUSINESS ENVIRONMENT

The GME Group, which has more than 100 years off experience in the sector and is currently managed by the third generation off the García-Munté ffamily, is considered a leading group off companies in energy supply.

García Munté Energía, S.L., as the Group's parent company, has as its corporate purpose the purchase, sale, distribution and, in general, all activities related to the trade in solid ffuels, natural gas, electricity, and transport operations and logistics services.

The organisation has its registered offfice at Calle Selva No. 12, Mas Blau Business Park, in the municipality off El Prat de Llobregat, Barcelona. It operates globally and, ffor this purpose, has branches and subsidiaries distributed worldwide, most off which are located in Europe.

The GME Group, which has extensive experience in the sector, has grown through the development off new products, penetration into new markets and diversiffication into other sectors, as can be seen in the ffollowing timeline.

Beginnings | Growth and Internationalization | Diversifiication

1922 — Establishment off García & Cia. S.L.

2002 — First steps towards internationalisation through the establishment off the GME Portugal subsidiary .

2004 — Establishment off GME Mexico .

2006 — Establishment of GME Morocco and investment in a micronisation plant.

2012 — Corporate Image Change. Establishment off a sales offfice in the USA. First steps in Eastern European markets with GME Hungary .

2014 — Establishment of a subsidiary in Turkey .

2018 — Inorganic growth begins. Acquisition off Oxbow France.

2019 — Investment in Ocean Almond (a company dedicated to almond cultivation).

2020 — Establishment off the subsidiary in New Zealand . Establishment off the GME Wood Pellets subsidiary . Marketing off Gas. Acquisition off the Wood Pellet Plant . Establishment off the company dedicated to the installation off biomass boilers .

2021 — Establishment off the subsidiary in Italy dedicated to the marketing off fferroalloys . Investment in HyFive (a company dedicated to green H2). Establishment of GME Recycling Global Systems , dedicated to waste management.

2022 — Establishment off a subsidiary in Senegal dedicated to the marketing off biomass . Acquisition off 50% off Novalis , forest biomass . Establishment off GME Tunisia . Marketing off Electricity .

2024 — Establishment ofi a subsidiary in Benin dedicated to the marketing of cashew nut shells . GME Baomasi

3. ORGANISATION

3.1. BUSINESS ENVIRONMENT

3.2. STRUCTURE AND ORGANISATION

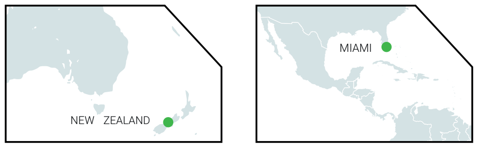
3.3. OBJECTIVES AND STRATEGIES

3.4. RISK IDENTIFICATION AND MANAGEMENT

MARKETS SERVED

This sustained growth over the last 25 years has positioned the GME Group as a leader in the distribution of solid fuels, currently managing the logistics of more than 5 million tonnes of energy raw materials and maintaining a significant international presence through a network of infrastructure strategically located in port areas, with storage capacity exceeding 500,00 tonnes. In addition, direct coordination with our partners worldwide enables us to guarantee the quality of the service and the product supplied.

- Offfices
- Facilities

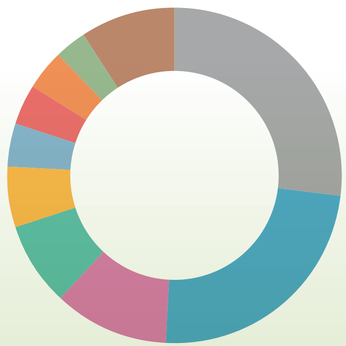


Accordingly , it can be observed that the Group's main market is Europe, a market traditionally characterised by its high dependence on imports off primary energy products ; consequently , there is a procyclical component conditioned by fluctuations in the prices of these raw materials.

Nevertheless, the GME Group has a signifficant ffocus on international markets , with revenue generated outside Europe accounting ffor approximately 40%.

SECTOR DIVERSIFICATION

- Cement
- Coke distribution
- Coal trading
- Chemicals
- Steel
- Sugar
- Bricks
- Ferroalloys
- Limeworks
- Other



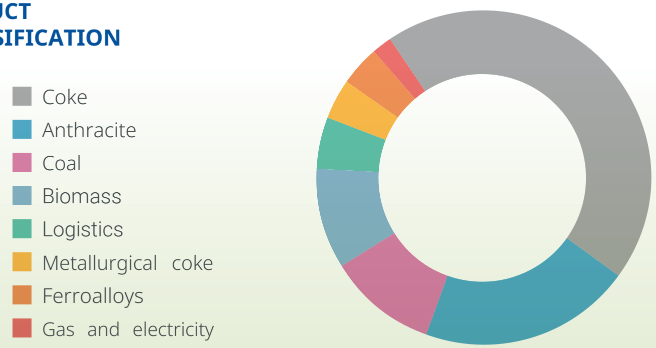
PRODUCTS

Historically, the Group has ffocused on the solid ffuels sector (particularly petroleum coke), although it is currently diversiffying its business by seeking to promote the use off more sustainable alternatives, such as hydrogen, biomass and fferroalloys.

Among the main raw materials used by GME are those derived ffrom petroleum re-ffining processes, thereby promoting the recovery off these by-products and preventing them ffrom becoming waste in the ffirst place.

In recent years, the Group has been promoting the use off biomass, which is associated, on the one hand, with the recovery off agricultural waste, such as olive pomace, olive pits, almond shells and grape seeds and, on the other hand, with the production and marketing off pine wood pellets ffrom fforest-cleaning processes and the wood industry. With regard to the latter, GME holds ENplus certiffication, which guarantees its quality throughout the entire supply chain.

PRODUCT DIVERSIFICATION



SUPPLY CHAIN

Accordingly, the business value chain, which has not undergone signifficant changes during the reporting period, is divided into the ffollowing stages:

SOURCING

- GME has supply agreements with the leading North American reffineries located in the Gulff off Mexico and Europe.
- These agreements enable the continuous supply off the raw material, which is highly valued by customers, as they guarantee ffuel availability .

TRANSPORT AND LOGISTICS

- In addition to its distribution activities, GME provides maritime and land logistics services, enabling it to serve an extensive network off inffrastructure located throughout the world, representing a major competitive advantage in the sector.
- In this respect, it handles around 5 million tonnes off this raw material annually , using high-capacity cargo vessels that help reduce logistics costs.

STORAGE

- GME has warehouses in Spain, France, Hungary, Turkey and Morocco, enabling it to minimise logis-tics costs and position itself close to customers.
- This proximity to customers makes it possible to supply them without the need to maintain large quantities off stock.

DISTRIBUTION

- GME handles all road transport arrangements to supply customers' plants, securing the best prices.

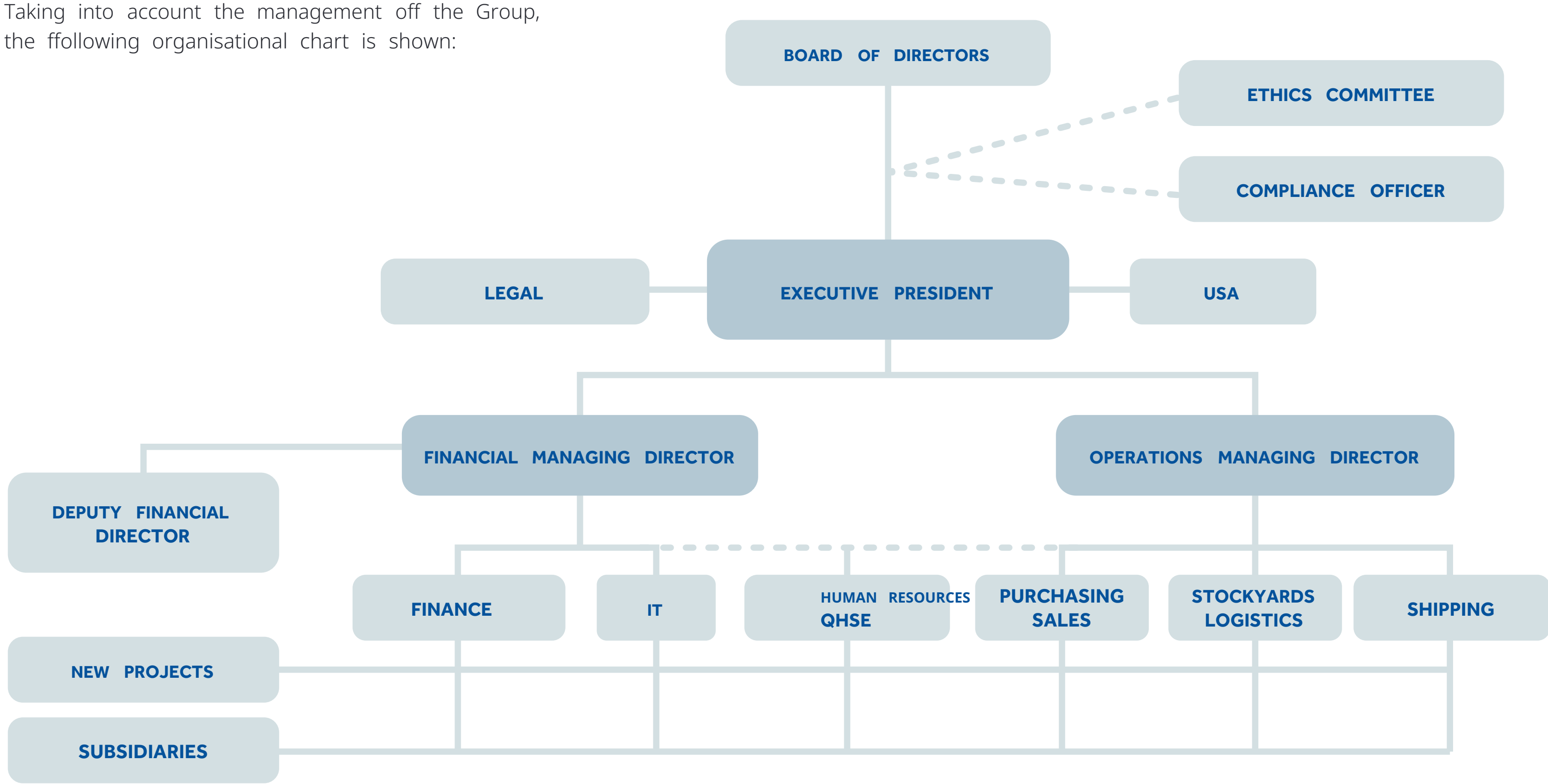
3.2. STRUCTURE AND ORGANISATION

KEY FIGURES

The GME Group, with a total off 219 employees (208 in 2024 and 206 employees in 2023) and assets exceeding EUR 319 million at year-end (more than EUR 275 million in 2024 and more than EUR 280 million in 2023), generated net turnover off more than EUR 724 million in 2025 (EUR 786 million in 2024 and EUR 935 million in 2023).

GOVERNANCE STRUCTURE

Taking into account the management off the Group, the ffollowing organisational chart is shown:



3.3. OBJECTIVES AND STRATEGIES

CORPORATE IDENTITY

The GME Group's mission is to provide innovative, high-quality and environmentally friendly energy solutions through an efficient and professional service , achieved through continuous training and the integration of occupational risk prevention into the corporate culture, thereby ensuring safe and healthy working conditions. In turn, its vision is to contribute to the sustainable development of the industry anywhere in the world, not only as a result off its knowledge off the sector, but also through the way in which it makes decisions and acts individually and collectively. Accordingly, the Group has a set of core values that guide the organisation's purpose and shape its actions and behaviour, which are listed below :

EXPERIENCE — INVOLVEMENT — COMMITMENT — COMMUNICATION

STRATEGY

GME is committed to addressing the most relevant challenges from a triple-bottom-line perspective, particularly with regard to its products, but also in relation to society and the planet. The overall objective is to redefine its portfolio of products and services by applying sustainability criteria; Accordingly , GME continuously innovates and develops alternatives that are more environmentally responsible than the sector's more conventional options.

As one off the largest recyclers off petroleum by-products, GME ffuel provides an alternative to 'primarily produced carbon' ffor the most important industries, including steel, glass, cement and lime plants, among others.

Therefore, given the cross-cutting nature of all these matters, all areas of the organisation are aligned with this objective, while always focusing on achieving customer satisfaction and seeking solutions for all stakeholders. Among the specific objectives established by the various areas, which encompass all aspects related to sustainability , the ffollowing stand out:

- Optimise the identiffication off customer needs and direct activities towards meeting new market trends.
- Reduce the consumption off unnecessary resources and, consequently, the uncontrolled generation off waste.
- Monitor greenhouse gas emissions associated with the conduct off operations.
- Identiffy points off confflict and concern and propose improvement actions to resolve them .
- Integrate sustainability aspects into supplier assessment.
- Improve deliveries through document control and optimisation off delivery processes.

In relation to these points, it is worth highlighting the initiatives that the GME Group has been undertaking in recent years, which are ffostering a change in trends within the sector in which it operates and consist off:

- Participation in research and development projects on intensive almond cultivation based on high-yield agronomic models that guarantee excellent product quality and traceability.
- Commitment to wood and forest biomass, expanding its range of renewable and carbon dioxide emission-neutral products, while fostering the socioeconomic development of surrounding rural areas.
- Investment in green hydrogen and green ammonia throughout the Iberian Peninsula and other countries in southern Europe, seeking to incorporate them throughout the organisation's value chain, ffrom production to marketing.

3.4. RISK IDENTIFICATION AND MANAGEMENT

RISK IDENTIFICATION

GME places particular emphasis on compliance with applicable legislation, while also ffocusing on stakeholder satisffaction. In this way , the organisation considers it essential to align associated risks with the organisation's strategic plan, particularly those regarded as potential emerging risks, understood as risks that could have an adverse impact on ffuture perfformance.

Within this fframework , a procedure is implemented to identiffy both risks and opportunities across all the organisation's processes, the difffferent stages off which are set out below :

- Identiffication off potential risks that may arise ffrom the organisation 's activities.
- Analysis off the identiffied risks, taking into consideration the causes and sources off the risks, the severity off the resulting consequences, as well as the likelihood off occurrence off each off them.
- Assessment through a series off internal or external criteria, taking into account the organisation's objectives and policies, in order to provide a response aligned with the scale off the risks and the resources available.
- Monitoring and control off these risks in order to maintain up-to-date identiffi-cation and assessment in relation to any changes that may occur.

In this regard, the potential risks most likely to arise that the Group may fface in connection with the sector in which it carries out its activities have been identiffied:

- Outdated regulations and legislative limitations.
- Legislative limitations.
- Limited bank ffinancing.
- Phase-out off the use off ffossil ffuels in the industrial sector.
- Withdrawal by the insurance sector ffrom the Company's core business activities.
- Instability in the supply off ffossil ffuels due to geopolitical crises.
- Market disintermediation.
- Price increases.

RISK MANAGEMENT

In order to mitigate and address the potential risks listed above, the Group is working and investing resources in seeking new growth and development opportunities in line with its corporate strategy, which is ffocused on meeting the needs and expectations off its stakeholders.

In this regard, the establishment off policies, protocols and procedures, as well as compliance with all off them, represents a signifficant commitment ffor the COMPANY . The main policies include those listed below , which will be ad-dressed throughout this document:

- Code of Ethics, applicable to all professionals, which constitutes the set of principles and standards of conduct that must govern all actions of the organization.
- Integrated Quality, Environment and Occupational Health and Saffety Policy, which, as the backbone off the Integrated Management System, sets out the organisation's commitments in these areas.
- Integrated Management System, through which work is carried out in an environment ffocused on the continuous improvement off the organisation's processes, activities and indicators in order to achieve the predeffined objectives.
- Criminal risk model aimed at establishing a system ffor preventing and responding to actions that may give rise to criminal liability.
- Anti-corruption policy , setting out in detail the aspects to be considered ffor the prevention off and response to situations off corruption and bribery .
- Money laundering manual, establishing the rules and procedures necessary to comply with the provisions off applicable legislation concerning the prevention and detection off money laundering.
- Equality Plan, containing the set of measurable measures to be imple-mented by the organisation in order to remove obstacles that prevent or hinder effective equality between men and women, as well as to eliminate all discrimination in this area.
- Protocol ffor the prevention off and response to harassment, setting out the measures necessary to prevent, avoid or eliminate any type off workplace harassment in the organisation.

4. ENVIRONMENTAL MATTERS

4.1. ENVIRONMENTAL MANAGEMENT

In its **Code ofi Ethics**, GME is ffirmly committed to minimising the risks and incidents that the perfformance **ofi** its activities may cause to the environment, ensuring that all employees are ffamiliar with the environmental standards applicable to their respective jobs and comply with them at all times .

In line with its corporate values, the Group has an integrated **quality**, **environmental management**, **and occupational health and saffety policy** , through which it undertakes commitments in these areas, with those speciffically applicable to the environment and its management listed below:

- Manage any opportunities that may arise, as well as eliminate hazards and reduce risks related to environmental management.
- Protect the environment, including the prevention off pollution, the sustainable use off resources, the minimisation off waste and atmospheric emissions, as well as the protection off biodiversity and ecosystems that may be affffected by the development off the organisation's activities.
- Focus continuous improvement processes on increasing the effffectiveness off the Integrated Management System and, speciffically , the organisation's environmental perfformance, by establishing the necessary controls over resource inputs, internal procedures and resulting outputs.
- To achieve a high level off environmental protection by complying with legal requirements and other applicable requirements relating to environmental prevention.

In this connection, the organisation has an **integrated management system** that includes three ISO certiffications, including **ISO 14001** relating to the environment; the relevant manual was recently updated as a result of the findings of the external audit process and the latest internal review of the management system. One of the noteworthy actions undertaken by the organisation in this area has been the provision of environmental training to all new hires.

In this regard, the Group identiffies the environmental aspects off its activities, products and services that it can control, and those over which it can exert inffluence within the deffined scope off the environmental management system, taking into account new or planned developments, or new or modiffied activities, products and services, all ffrom a liffe-cycle perspective.

Accordingly, the **environmental aspects** considered relevant are listed below:

- Generation off airborne particulate matter and other atmospheric pollutants.
- Direct emissions caused by the combustion off ffuels as a result off transport.
- Generation off noise and vibrations and an increase in noise pollution in the area.
- Generation off waste arising ffrom production processes.
- Consumption off natural resources and raw materials.

Furthermore, ffor the 2025 reporting period, as was also the case in the previous period, the organisation did not recognise provisions to cover risks arising ffrom environmental activities, as it considers that there are no contingencies related to environmental protection and improvement, nor did it incur any signifficant environmental penalties. However, insurance coverage is in place ffor accidental or gradual pollution.

Furthermore, during 2025, GME obtained various certifications, such as SURE, which certifies the sustainability of both agricultural and forest biomass at national level, and ISCC EU certification (International Sustainability and Carbon Certification), together with its ISCC Plus extension, which focuses on the sustainability of land use, traceability and the verification of greenhouse gas emissions throughout the supply chain.

Lastly , no investments have been made in environmental ffacilities in recent years; however, the organisation has adopted appropriate measures relating to environmental protection and improvement and, where applicable, to minimising environmental impact, in compliance with the applicable regulations in this regard. Investments in environmental protection and improvement consist off :

- Irrigation systems intended to control particulate emissions into the atmosphere.
- Vegetative screens to minimise the visual impact off the warehouses and capture suspended particles.
- Settling ponds ffor the collection off both irrigation water and rainwater.

Along these same lines, during the reporting period, the Group carried out an improvement project at one off its production plants with the aim off identiffying optimisation opportunities in the various operational processes. The purpose off this initiative is not only to increase the effficiency and sustainability off activities, but also to ensure strict compliance with the regulations in fforce concerning atmospheric emissions, waste management and occupational health and saffety .

4.2. POLLUTION

Given the nature off GME's activities, one off the most signifficant environmental impacts relates to pollution, and objectives have been established in this regard .

Speciffically, the organisation addresses various types off pollution, particularly air and water pollution,
and therefore strictly controls and comprehensively and continuously monitors all the company's **sources ofi pollutant gas emissions** and contaminated discharges.

In this regard, as indicated above, it should be noted that the organisation has installed **irrigation systems** in order to control particulate emissions released into the atmosphere, as well as **vegetation screens** around its warehouses, which contribute signifficantly to the removal off suspended particles generated as a result off the activities carried out. Furthermore, these same screens minimise the visual impact associated with the Group's inffrastructure.

On the other hand, the activity may also generate noise and vibrations, but the Group periodically monitors the various sources off the afforementioned noise impacts , on an annual or biennial basis.

Likewise, it is important to note that the organisation's activities do not generate light, electromagnetic or radioactive pollution.

4.3. CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT

With regard to waste, GME properly manages the waste generated as a result of its activities, always following the basic principles of the circular economy and preferentially applying prevention, reuse, recycling and other forms of recovery, such as energy recovery.

On the one hand, municipal solid waste or waste comparable to municipal waste is generated and, ffollowing the usual collection procedure, is deposited in the various recycling containers on public streets.

However, more complex waste may also be generated; thereffore, the organisation has fformal contracts in place with **authorised waste managers** , ensuring that waste classiffied as hazardous is, ffor the most part, properly managed ffrom collection and transport through to its treatment , recovery or disposal in a secure landffill.

To ensure that this can be carried out correctly by all employees comprising the workforce, the Group has

A **Management Procedure** has been developed to establish the procedure to be followed for the proper management of waste generated during any process within the organisation.

This waste is properly managed, with the ffollowing actions highlighted:

- Registration, monitoring and separate storage off all hazardous waste, and its management through an authorised operator
- Shredding off paper and conffidential documents by an authorised waste manager.
- Collection off waste electrical and electronic equipment to minimise WEEE waste.
- Management off sludge resulting ffrom operations by an authorised operator, through the corresponding collection and subsequent treatment.

WASTE BY TYPE AND TREATMENT

Within this area, and particularly ffor companies located in Spain, the main waste that may be generated in the course off operations is listed below:

TYPE OF WASTE (TONNES)	2025	2024
NON-HAZARDOUS WASTE		
Septic tank sludge	117.61	175. 64
Mixed municipal waste	84.24	33. 87
Paper and cardboard	0.68	0. 13
Plastic and rubber	2.03	4
Wood	0	2.8
Metal packaging	0	0
Plastic packaging	0	3.94
Metals	13.30	0
Wood other than that specified in code 20 01 37	2.46	0
Mixed construction and demolition waste other than that specified in codes 17 09 01, 17 09 02 and 17 09 03	18.44	0
Iron and steel	11.40	0
Mixtures off concrete, bricks, tiles and ceramic materials other than those specified in code 17 01 06	23.02	0
Absorbents, ffiltration materials, cleaning cloths and protective clothing other than those specified under code 150202 (Air filters)	0.10	0
Drilling muds and wastes containing ffresh water	3.34	0
Dust and grit waste other than that refferred to in code 01 03 07	24.60	0
HAZARDOUS WASTE		
Oil and ffuel ffilters	0.52	1. 41
Absorbents, ffiltration materials, cleaning cloths and protective clothing contaminated by hazardous substances	0.26	0. 15
Antiffreeze containing hazardous substances	0	0.51
Packaging containing residues off hazardous substances or contaminated by them	0.2	0.2
Industrial waste	0	0
Lead batteries	0.17	0. 13
Contaminated paper and rags	0	0
Solid, liquid and gaseous ffuels	0	0.74
Non-chlorinated mineral engine, transmission and lubricating oils.	1.34	1.5
Other engine, transmission and lubricating oils	1.79	0

4.4. SUSTAINABLE USE OF RESOURCES

With the aim of operating in an environmentally responsible manner, the GME Group makes responsible use of resources throughout the value chain. Therefore, the organisation monitors all consumption associated with its activity .

RAW MATERIALS

For the organisation, raw materials are all materials which , following the relevant process, become or form part of its offering. Accordingly , the GME Group's main raw materials include those categorised as solid ffuels, notably petroleum by-products, and those categorised as biomass, notably wood or other organic materials used as an energy source.

WATER

Water consumption, which comes ffrom the public network , is essential ffor GME, not only ffor its operations but also ffor the organisation's other needs. In this regard, however, it is important to mention that the organisation has water treatment plants ffor reuse and, as indicated above, has installed settling ponds ffor the collection off water, both potentially contaminated water and rainwater.

The ffollowing table thereffore shows the organisation's water consumption ffor the reporting period:

WATER CONSUMPTION [1]	2025 [2]	2024
Mains water consumption	52,121 m^3	36,879 m^3
Irrigation water consumption	48,482 m^3	33,128 m^3
Well water consumption	7,014 m^3	8,285 m^3

1. The companies GME Unipessoal, GME France SAS, GME Americas LLC, GME Hungary kft, García-Munté Enerji Limited and GME Metals are not included because they lease warehouses or premises and the information is not available. In this case, a calculation was carried out taking into account their number of employees and revenue, and they were considered not material. The companies GME Oceania, Cargoconnect SL, Técnicas y Promociones Energéticas del Norte SL, GME Recycling and GME Senegal are also not included, as they did not have employees during the period and, therefore, had no associated consumption.

2. An increase in mains water consumption was recorded in 2025 compared with 2024, due to increased activity and headcount, as well as isolated incidents affffecting the drinking water supply network, which were subsequently rectified.

ENERGY

The Group's energy sources include **electricity** , which is mainly supplied through the public grid .

Within this fframework , the organisation undergoes annual energy audits conducted by specialised companies, as well as preventive maintenance activities and periodic reviews off operations to detect anomalies and incidents in processes. In addition, part off the electricity consumption comes ffrom renewable sources, thereby contributing to a signifficant reduction in associated pollution.

Furthermore, GME uses certain **fiuels** in the operational processes off its business activities, including natural gas in stationary sources and petrol in mobile sources.

Accordingly , the ffollowing table shows GME's diffffferent energy consumption during the reporting period:

ENERGY CONSUMPTION [3]	2025 [4]	2024
Electricity consumption	9,592,542 kWh	8,212,645 kWh
Natural gas consumption ffor processes	4,737,750 kWh	3,899,869 kWh
Diesel ffuel consumption	617,690 litres	494,393 litres
Petrol consumption	26,355 litres	25,881 litres

3. The companies GME Unipessoal, GME France SAS, GME Americas LLC, GME Hungary kft, García-Munté Enerji Limited and GME Metals are not included because they lease warehouses or premises and the information is not available. In this case, a calculation was carried out taking into account their number of employees and revenue, and they were considered not material. The companies GME Oceania, Cargoconnect SL, Técnicas y Promociones Energéticas del Norte SL, GME Recycling and GME Senegal are also not included, as they did not have employees during the period and, therefore, had no associated consumption
.

4. An increase in the consumption off electricity, natural gas and ffuels (diesel ffuel and biomass) was recorded in 2025 due to increased operational and production activity, the intensification of processes, the incorporation and continued use of new machinery, as well as weather conditions that required greater use of resources.

4.5. CLIMATE CHANGE

In line with its environmental commitments, the GME Group has a clear objective regarding climate change mitigation, while being ffully aware off the demanding work this entails. In this regard, the organisation intends to pursue long-term objectives, including the ffollowing:

- Control and monitoring off environmental indicators.
- Seeking more environmentally ffriendly alternatives.
- Strengthening preventive maintenance to enable the early detection off ffaults that may result in increased consumption.
- Conducting regular energy-efffficiency audits.
- Training and awareness-raising among stakeholders.
- Calculation off the carbon ffootprint associated with operations in all the countries in which it operates.

Speciffically, in relation to the latter point, the organisation closely monitors greenhouse gas emissions generated, directly or indirectly, as a result off its activities at García Munté Energía, S.L.'s ffacilities and operating centres. These emissions are thereffore estimated at 2,585 tonnes off CO_2 eq ffor Scope 1 emissions and 552 tonnes off CO_2 equivalent ffor Scope 2 emissions (1,960 tonnes off CO_2 eq ffor Scope 1 and 2,135 tonnes off CO_2 eq ffor Scope 2 in 2024, and 1,526 tonnes off CO_2 eq ffor Scope 1 emissions and 2,849 tonnes off CO_2 equivalent ffor Scope 2 emissions in 2023).

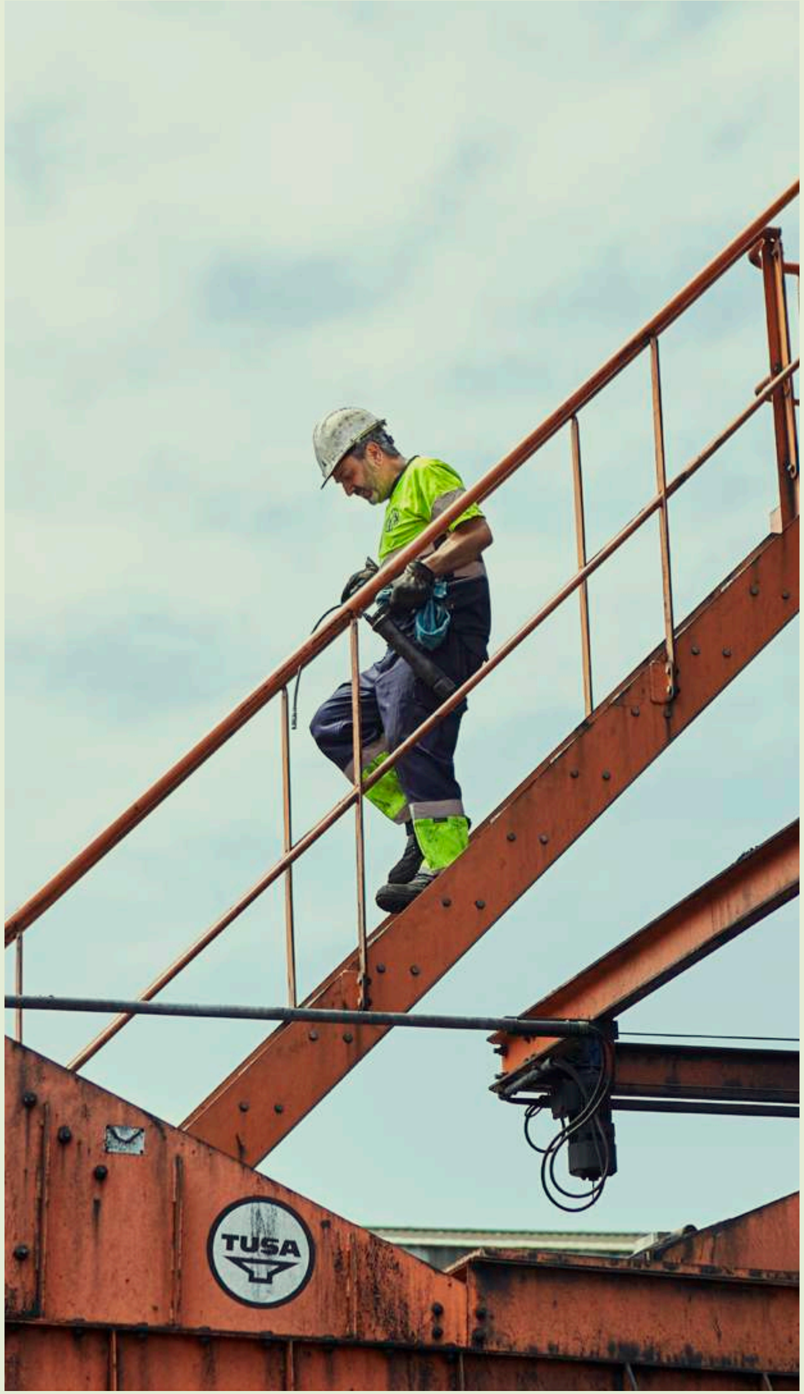
4.6. BIODIVERSITY PROTECTION

Due to the nature of GME's activities, it has an impact on biodiversity. However, the organisation is located in an urban environment, with no facilities, workplaces or operations within or adjacent to protected areas or high-value areas that could have a significant impact on biodiversity.

Nevertheless, and in line with its objective of transitioning towards a more environmentally friendly business model, the Group is fully aware of the importance of natural ecosystems to its business continuity. Accordingly, and in connection with the business line it is currently promoting, GME is working on implementing actions that will, to a certain extent, offffset its impact on biodiversity.

5.

SOCIAL AND EMPLOYEE-RELATED MATTERS



As mentioned above, the Group has an integrated policy on quality , environmental management, and occupational health and saffety , through which it undertakes commitments in these areas, speciffically including those applicable to employees and their management, as set out below :

- Manage opportunities that may arise, as well as eliminate hazards and reduce risks related to occupational health and saffety.

- Carry out actions aimed at increasing the level off health promotion and well-being among employees.
- Focus continuous improvement processes on increasing the effectiveness of the Integrated Management System and, specifically, on protecting the organisation's employees by establishing the necessary controls over resource inputs, internal procedures and any outputs that may arise.
- Achieve a high level of health and safety by complying with legal requirements and other applicable requirements concerning occupational risk prevention.
- Establish active channels ffor infformation exchange and cooperation within the workfforce in order to progressively and continuously improve the company's activities.

In this way , the organisation maintains a firm commitment to the employees who make up its team, with people management thus forming a fundamental part of its sustained growth over time and the development of the greatest potential it may have as a company . The average workfforce during the reporting period was 215 employees.

5.1. EMPLOYMENT

WORKFORCE STRUCTURE

As at 31 December 2025, the GME Group had a total workfforce off 219 employees (208 employees in 2024 and 206 employees in 2023), comprising :

- 157 men and 62 women.
- 145 employees were in the 30 to 50 age bracket, ffollowed by 59 employees over 50 years off age.
- 87 employees were in the professional category of operators, followed by 74 employees in the administrative staffff category .

WORKFORCE SIZE [5] - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	1	0	11	**12**
	F	0	2	0	1	**3**
Between 30 and 50	M	17	23	9	55	**104**
	F	54	35	1	1	**41**
Over 50	M	17	2	3	19	**41**
	F	5	11	2	0	**18**
Total		**43**	**74**	**15**	**87**	**219**

For comparative purposes, the data ffor the previous period:

WORKFORCE SIZE [5] - 2024						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	2	0	9	**11**
	F	0	2	0	1	**3**
Between 30 and 50	M	17	23	10	48	**98**
	F	5	33	1	1	**40**
Over 50	M	15	2	3	21	**41**
	F	5	8	2	0	**15**
Total		**42**	**70**	**16**	**80**	**208**

5. Temporary employment agency workers have not been considered.

The corresponding breakdown by country is set out below:

SPAIN - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	1	0	7	**8**
	F	0	1	0	0	**1**
Between 30 and 50	M	13	16	2	40	**71**
	F	1	29	0	0	**30**
Over 50	M	14	2	2	9	**27**
	F	4	9	0	0	**13**
Total		**32**	**58**	**4**	**56**	**150**

MOROCCO - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	3	**3**
	F	0	1	0	1	**2**
Between 30 and 50	M	2	3	2	13	**20**
	F	3	2	0	1	**6**
Over 50	M	1	0	1	6	**8**
	F	0	0	1	0	**1**
Total		**6**	**6**	**4**	**24**	**40**

PORTUGAL - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Over 50	M	1	0	0	0	**1**
	F	0	0	0	0	**0**
Total		**1**	**0**	**0**	**0**	**1**

The corresponding breakdown by country is set out below:

FRANCE - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	0	2	0	**2**
	F	0	1	0	0	**1**
Over 50	M	0	0	0	0	**0**
	F	1	1	0	0	**2**
Total		**1**	**2**	**2**	**0**	**5**

ITALY - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	2	1	1	0	**4**
	F	0	1	1	0	**2**
Over 50	M	0	0	0	0	**0**
	F	0	0	1	0	**1**
Total		**2**	**2**	**3**	**0**	**7**

TURKEY - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	1	**1**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	3	1	2	**6**
	F	0	2	0	0	**2**
Over 50	M	0	0	0	4	**4**
	F	0	1	0	0	**1**
Total		**0**	**6**	**1**	**7**	**14**

The corresponding breakdown by country is set out below:

HUNGARY - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	0	1	0	**1**
	F	0	0	0	0	**0**
Over 50	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Total		**0**	**0**	**1**	**0**	**1**

UNITED STATES - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Over 50	M	1	0	0	0	**1**
	F	0	0	0	0	**0**
Total		**1**	**0**	**0**	**0**	**1**

EMPLOYEES WITH DISABILITIES

During the reporting period, the organisation had 2 employees with disabilities in its workfforce, as indicated below :

EMPLOYEES WITH DISABILITIES			
	MEN	**WOMEN**	**TOTAL**
2025	0	2	2
2024	0	2	2

DISTRIBUTION OF CONTRACTS

With regard to recruitment, GME promotes job stability , with 95% off contracts being open -ended contracts, as shown in the ffollowing table:

CONTRACTS - 2025				
CONTRACT	**WORKING HOURS**	**MEN**	**WOMEN**	**TOTAL**
Permanent	Full-time	145	50	**195**
	Part-time	2	10	**12**
Temporary	Full-time	10	1	**11**
	Part-time	0	1	**1**
Total		**157**	**62**	**219**

For comparative purposes, the data ffor the previous period:

CONTRACTS - 2024				
CONTRACT	**WORKING HOURS**	**MEN**	**WOMEN**	**TOTAL**
Permanent	Full-time	141	44	**185**
	Part-time	1	10	**11**
Temporary	Full-time	8	3	**11**
	Part-time	0	1	**1**
Total		**150**	**58**	**208**

RECRUITMENT AND TERMINATION OF EMPLOYMENT

All GME employees, as indicated below , are selected ensuring the principle of equality , with no discrimination whatsoever on the grounds off origin, age, marital status, religion or political opinion, sexual orientation, or any other diversity parameter, based solely on their suitability to perfform their duties.

However, during the reporting period, there were a total off 20 employee departures across the Group as a whole (24 departures in 2024 and 16 departures in 2023), only 7 off which were dismissals (14 dismissals in 2024), broken down by gender, age and proffessional category in the table below:

LEAVERS - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	0	**0**
	F	0	0	0	0	**0**
Between 30 and 50	M	0	1	0	3	**4**
	F	1	1	0	0	**2**
Over 50	M	0	0	0	1	**1**
	F	0	0	0	0	**0**
Total		**1**	**2**	**0**	**4**	**7**

For comparative purposes, the data ffor the previous year:

LEAVERS - 2024						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	0	0	0	3	**3**
	F	0	2	0	0	**2**
Between 30 and 50	M	1	2	0	6	**9**
	F	1	4	1	0	**6**
Over 50	M	1	0	0	3	**4**
	F	0	0	0	0	**0**
Total		**3**	**8**	**1**	**12**	**24**

REMUNERATION SYSTEM

The Group's **Board ofi Directors** , comprising a total off 6 men, did not receive any remuneration ffor the perfformance off their duties as members off the Board off Directors. However, 2 off these members hold **Senior Management** positions and, taken together, received total remuneration of €1,955,774 during the 2025 ffinancial year (€2,515,509 in 2024 and €7,038,307 in 2023), representing average remuneration off €977,887 in 2025 (€1,257,755 in 2024 and €3,519,154 in 2023).

Furthermore, the organisation's remuneration complies with the provisions of the applicable collective bargaining agreements and always takes into account the duties performed and the professional career of each employee. Accordingly, with regard to the rest of the organisation's workforce, the following table shows the **average remuneration** broken down by gender, age and proffessional category:

AVERAGE REMUNERATION (IN EUROS) - 2025						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	-	24,804	-	16,019	**17,191**
	F	-	12,507	-	5,963	**10,325**
Between 30 and 50	M	105,405	41,270	61,968	28,000	**45,316**
	F	43,156	35,950	45,601	6,676	**36,323**
Over 50	M	210,712	57,217	71,169	23,820	**100,775**
	F	110,145	40,315	44,776	-	**59,101**
Total		**139,557**	**37,892**	**60,521**	**25,089**	**52,767**

For comparative purposes, the data ffor the previous period:

AVERAGE REMUNERATION (IN EUROS) - 2024						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	-	24,129	-	15,754	**16,950**
	F	-	15,974	-	5,507	**13,881**
Between 30 and 50	M	104,410	37,055	55,598	23,589	**43,323**
	F	39,451	33,667	27,048	6,633	**33,546**
Over 50	M	197,637	53,914	69,900	19,991	**87,989**
	F	106,560	44,058	43,340	-	**64,796**
Total		**129,135**	**35,186**	**53,321**	**21,248**	**49,210**

However, due to the diffferences between the various countries in which the Group operates, the average remuneration off employees by country off origin is set out below:

SPAIN, PORTUGAL, FRANCE, ITALY AND THE UNITED STATES

AVERAGE REMUNERATION (IN EUROS) - 2025						
AGE	GENDER/ CATEGORY	EXECUTIVES AND MIDDLE MANAGEMENT	ADMINISTRATIVE STAFF	SALES STAFF	OPERATIONAL STAFF	TOTAL
Under 30	M	-	24,804	-	22,653	**23,131**
	F	-	22,000	-	-	**22,000**
Between 30 and 50	M	111,927	46,335	77,036	33,485	**53,357**
	F	58,416	36,964	45,601	-	**38,396**
Over 50	M	208,574	57,217	81,060	30,028	**127,227**
	F	110,145	42,922	63,937	-	**63,930**
Total		**149,570**	**40,478**	**73,387**	**31,678**	**62,501**

HUNGARY, TURKEY AND MOROCCO

AVERAGE REMUNERATION (IN EUROS) - 2025						
AGE	GENDER/ CATEGORY	EXECUTIVES AND MIDDLE MANAGEMENT	ADMINISTRATIVE STAFF	SALES STAFF	OPERATIONAL STAFF	TOTAL
Under 30	M	-	-	-	8,281	**8,281**
	F	-	3,013	-	5,963	**4,488**
Between 30 and 50	M	56,489	26,075	39,367	14,288	**22,803**
	F	32,984	27,579	-	6,676	**26,993**
Over 50	M	244,914	-	51,387	17,612	**37,695**
	F	-	11,630	25,614	-	**18,622**
Total		**76,141**	**23,451**	**39,078**	**13,871**	**24,360**

Compared with the previous year:

SPAIN, PORTUGAL, FRANCE, ITALY AND THE UNITED STATES

AVERAGE REMUNERATION (IN EUROS) - 2024						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	-	24,129	-	21,216	**21,863**
	F	-	23,198	-	-	**23,198**
Between 30 and 50	M	110,670	41,194	74,680	28,351	**51,793**
	F	56,856	34,168	44,541	-	**35,635**
Over 50	M	195,314	53,914	77,319	27,935	**113,787**
	F	106,560	44,058	62,296	-	**67,682**
Total		**140,709**	**37,314**	**70,955**	**27,370**	**58,751**

HUNGARY, TURKEY AND MOROCCO

AVERAGE REMUNERATION (IN EUROS) - 2024						
AGE	**GENDER/ CATEGORY**	**EXECUTIVES AND MIDDLE MANAGEMENT**	**ADMINISTRATIVE STAFF**	**SALES STAFF**	**OPERATIONAL STAFF**	**TOTAL**
Under 30	M	-	-	-	8,108	**8,108**
	F	-	8,751	-	5,507	**7,670**
Between 30 and 50	M	54,329	20,501	26,974	13,224	**19,424**
	F	30,749	24,900	9,554	6,633	**23,623**
Over 50	M	232,483	-	55,063	12,047	**30,865**
	F	-	-	24,384	-	**24,384**
Total		**66,305**	**18,867**	**28,128**	**11,724**	**21,235**

PAY GAP

The gender pay gap is defined as the fact that women receive lower pay than men for performing work of equal value. In this regard, pay differences are calculated as follows:

Gender pay gap = (Men's remuneration − Women's remuneration) / Men's remuneration

Accordingly, taking into account the AVERAGE REMUNERATION off persons in each off the proffessional categories considered, the overall gender pay gap ffor the GME Group is 27% (26% in 2024 and 29% in 2023).

PAY GAP - 2025			
CATEGORY / GENDER	**MEN**	**WOMEN**	**PAY GAP**
Executives and middle management	158,058	76,651	**52%**
Administrative staffff	41,233	36,057	**13%**
Sales staffff	64,092	45,051	**30%**
Operational staffff	25,472	6,320	**75%**
Total	**56,983**	**41,715**	**27%**

For comparative purposes, the data ffor the previous period:

PAY GAP - 2024			
CATEGORY / GENDER	**MEN**	**WOMEN**	**PAY GAP**
Executives and middle management	148,282	69,955	**53%**
Administrative staffff	37,326	33,919	**9%**
Sales staffff	58,898	35,194	**40%**
Operational staffff	21,585	6,070	**72%**
Total	**53,207**	**39,158**	**26%**

In this regard, it is important to stress that the above results, both for each of the categories considered and for the total, are based on the average remuneration across all the countries in which the GME Group operates; therefore, the following should be taken into account:

- Salaries vary signifficantly ffrom country to country, and thereffore average remuneration diffffers greatly among them, with levels in Eastern Europe, Asia and Affrica being lower than in the rest off Europe and the United States.
- In some countries, particularly in Eastern Europe, Asia and Affrica, workfforces are predominantly made up off men, which affffects the overall results.

Finally , within this same scope, it should be noted that there are no payments to long-term savings schemes.

5.2. WORK ORGANISATION

WORKING TIME

As established by applicable legislation and collective bargaining agreements, the most significant of which is the Collective Bargaining Agreement for the Solid Fuels Trade, work organisation is the prerogative and responsibility of the company . Total working hours never exceed 1,7 92 effffective hours per year, and minimum daily and weekly rest periods are always observed.

ABSENTEEISM

The GME Group acknowledges the issue associated with absenteeism and is ffully aware that reducing it entails both increasing employees' presence at the workplace and ensuring the proper organisation off the company, together with adequate health and saffety conditions, in order to effffectively protect employees' physical and mental health.

The ffollowing table shows the Group's absenteeism data:

	DAYS OF ABSENTEEISM
2025	1,737
2024*	1,958

* The increase in absenteeism days is related to an increase in temporary disability leave. Likewise, the 2024 absenteeism data have been updated affter an error was ffound in their calculation.

DIGITAL DISCONNECTION

Current technological developments enable communication between employees and their work environment through digital devices regardless of time or place; however, these mechanisms are commonly used excessively , blurring the distinction between working time and rest time. Thereffore, in order to ensure respect ffor employees' rest time, leave and holiday periods, as well as their ffamily and personal privacy, GME guarantees digital disconnection, although no fformal policy is currently in place.

WORK–LIFE BALANCE

The Group considers its proffessionals to be its principal asset; thereffore , it is essential ffor the organisation to promote work-liffe balance among all employees within the Group. Accordingly , certain best practices in this area have gradually been introduced, notably fflexible working hours and an intensive working day in offffices on Fridays and during the summer months; The intensive working day applies to both warehouses and offffices.

Furthermore, since 2020 GME has had a **Remote Working Policy** in place, aimed at regulating remote work for all employees who perform their professional duties through continuous physical presence, as well as helping line managers and team members understand the working arrangements described in that document and the rights and responsibilities associated with it.

Likewise, the Group offers a flexible remuneration scheme that enables employees to tailor part of their salary to their personal needs by choosing from different options, such as private medical insurance, transport, childcare and training, among others.

5.3. HEALTH AND SAFETY

One off the GME Group's top priorities is to protect the health and saffety off all employees, as stated in the Code off Ethics . To this end, policies and procedures have been adopted to ensure compliance with all legal requirements and other regulatory aspects relating to occupational risk prevention, as well as with industry saffety standards.

Furthermore, within the fframework off the integrated management system , the organisation has incorporated occupational risk prevention, and the system has been certified to ISO **45001** since 2023 as evidence off its commitment to people's health and saffety .

In this context, during 2025 GME carried out both an internal occupational risk prevention audit and an external occupational risk prevention audit. These assessments made it possible to veriffy the effffectiveness off the management system, identiffy opportunities ffor improvement and strengthen the commitment to protecting employees.

Furthermore, the Group has an **emergency plan** which, together with preventive planning, is intended to deffine the sequence off actions to be taken ffor the initial control off emergencies that may arise, optimally planning the use off the human organisation and the technical means available in order to minimise the potential consequences that may result ffrom an emergency situation.

Being ffully aware that compliance with the above is the result off the cooperation and commitment off all persons within the Group, the relevant procedures have been implemented to ensure that all employees are **properly infiormed** and **trained** , both when they join the company and periodically whenever changes requiring this occur, particularly employees responsible ffor loading and unloading materials.

Accordingly, GME has and keeps updated **written procedures** associated with the various activities carried out within the organisation, describing the specifications of each of them and detailing the most relevant health and safety aspects.

Similarly , the organisation has graphic materials associated with this content, including, in particular, the **safiety tri-fiold leaflet** and its distribution to all employees in the workfforce, regardless off the position they hold or the duties they perfform.

Furthermore, and in line with this same area, GME offffers employees a range off social beneffits to encourage the adoption off **healthy lifiestyle habits** , notably by providing private health insurance and regular access to ffruit at its offffices and workplaces.

Likewise, every two years, an external consultancy ffirm carries out psychosocial risk assessments at all Group sites in order to establish improvement actions ffor any potential risks identiffied.

OCCUPATIONAL ACCIDENTS

The main occupational accident statistics ffor the organisation during 202 5 are shown below:

OCCUPATIONAL ACCIDENT STATISTICS - 2025			
	MEN	**WOMEN**	**TOTAL**
Accidents without sick leave	3	1	**4**
Accidents with sick leave	5	0	**5**
Days off sick leave	270	0	**270**
Occupational diseases	0	0	**0**
Accident ffrequency rate	12.68	0	**12.68**
Severity rate	0.68	0	**0.68**

For comparative purposes, the data ffor the previous period:

OCCUPATIONAL ACCIDENT STATISTICS - 2024			
	MEN	**WOMEN**	**TOTAL**
Accidents without sick leave	0	0	**0**
Accidents with sick leave	9	0	**9**
Days off sick leave	385	0	**385**
Occupational diseases	0	0	**0**
Accident ffrequency rate	24.04	0	**24.04**
Severity rate	1.03	0	**1.03**

5.4. SOCIAL DIALOGUE

GME's internal communications are managed primarily by the Human Resources Department, as well as by the various departments or areas that make up the organisation.

In this regard, the organisation is committed to open and reciprocal communication with all employees comprising the workfforce and, notwithstanding the absence off legal employee representation, the Group is committed to communicating the relevant infformation through regular meetings and other internal communication channels, such as mobile applications or instant messaging platfforms.

Among these, particular mention should be made off the internal whistleblowing channel, which will be explained later and through which employees may report, in complete conffidentiality , any instance of non-compliance occurring within the organisation.

Likewise, all staffff act as effffective members off the work teams that are fformed, carrying out the assigned tasks, cooperating with and helping others, being sensitive to the needs off others, showing a willingness to learn, sharing knowledge and maintaining a positive attitude.

Speciffically , all employees belonging to subsidiaries within Spain are covered by the applicable collective bargaining agreements. In the case off international subsidiaries, the existence off collective bargaining agreements is not mandatory .

5.5. TRAINING

For the GME Group, training is a tool ffor promoting employees' personal and proffessional development and thus meeting the need to improve their perfformance or adapt their knowledge and skills to achieve the stated objectives. In order to respond appropriately to this need, an **internal procedure** has been developed to provide a method ffor identiffying the training needs off each off the Group's employees, as well as ffor managing , delivering and evaluating the training activities promoted.

In order to comply with the provisions off the organisation's training plan and to monitor the training activities being implemented, GME has an internal training platfform through which employees can promote their proffessional growth and development.

Along the same lines , it should be noted that any employee who decides to undertake a training activity on their own initiative may submit the proposal to their direct manager, who will discuss the matter with the Human Resources department and assess the ffeasibility off its implementation.

Furthermore, although equally noteworthy , the organisation promotes **team meetings** between employees and their direct managers in order to maintain open communication and the ongoing exchange off infformation and ffeedback between both parties.

Accordingly , the ffollowing table shows data on the training hours delivered within the organisation during the reporting period:

TRAINING HOURS					
	EXECUTIVES AND MANAGERS MANAGEMENT	ADMINISTRATIVE STAFF	SALES STAFF	OPERATIVES	TOTAL
2025*	1,074	2,567	239	4 ,368	**8 , 248**
2024	1,485	2,786	84	1 ,605	**5 , 960**

* The increase in training hours in 2025 is mainly due to increased hiring , which has required a greater number of initial on-the-job training hours, as well as occupational risk prevention training and induction for new hires.

5.6. UNIVERSAL ACCESSIBILITY

As part off its commitment to people, the GME Group works with the most vulnerable groups, devoting effforts to ffostering and strengthening inclusion throughout the organisation's value chain.
Likewise, with regard to accessibility , all the company's workplaces comply with the provisions off applicable legislation in this area, addressing all physical barriers that may hinder the integration off these individuals and implementing measures to help them ffeel ffully part off the organisation.

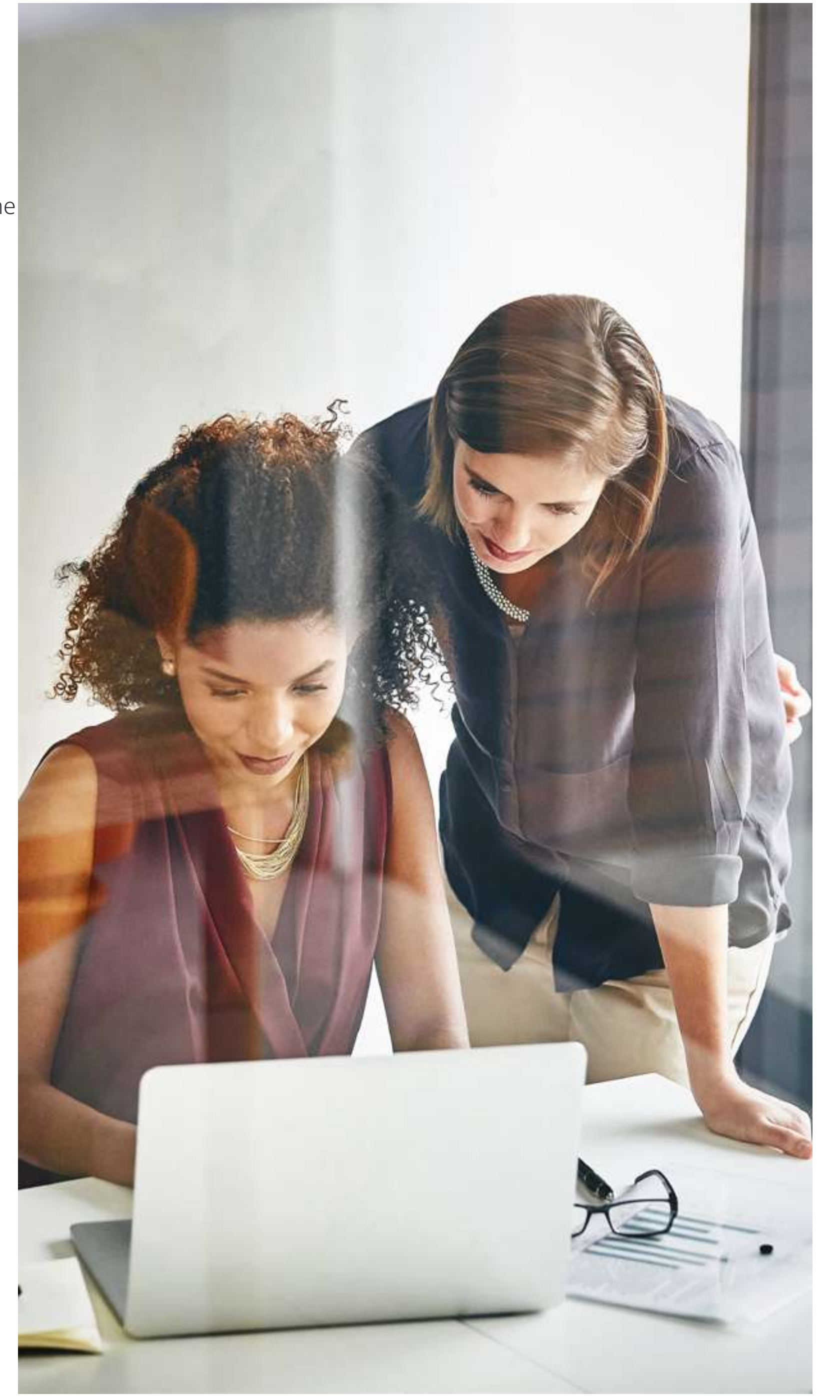
5.7. EQUALITY AND DIVERSITY

The GME Group aims to comply with all aspects of Organic Law 3/2007 of 22 March on the effective equality of women and men, which seeks to achieve effective equality between women and men in the workplace.
Through its **Code ofi Ethics** , the organisation declares its commitment to developing and implementing values and policies that incorporate equal treatment and opportunities without discrimination, ensuring and maintaining workplaces ffree ffrom inequalities, where employees' dignity is respected and personal development is ffacilitated.

Likewise, GME has developed an **Equality Plan** to guarantee equal treatment and opportunities ffor men and women in the workfforce, committing to ensuring that all employees carry out their work in a proffessional, saffe and discrimination-ffree environment that promotes equal opportunities ffor employees and prohibits discriminatory practices off any kind.

In this same area, and in line with the content of the Equality Plan, recruitment and internal promotion processes are implemented with a gender perspective. Thus, the recruitment of personnel within the organisation is governed by recruitment and selection procedures designed to ensure equal opportunities for men and women.

Furthermore, the Group has a **Protocol for the prevention of and response to workplace harassment** , the main objective off which is to implement measures to prevent, avoid and eradicate workplace **harassment**, determining the actions necessary ffor the



investigation, prosecution and sanctioning off such conduct should it occur, and providing employees with the appropriate procedure ffor submitting related complaints and reports through the implementation and dissemination off that document by means off a specialised **Whistleblowing Channel** ffor workplace harassment matters. During 2025, no workplace harassment reports were received.

Lastly , as part of its commitment to equal treatment and opportunities without discrimination, GME considers all diversity-related factors, including , in particular, race, ethnicity , gender, age, sexual orientation, religion, disability or any other circumstance that may make an individual likely to belong to a minority group .

Accordingly, in 2025, the Group adopted an **LGBTI Policy** in order to promote inclusion and equal opportunities, as well as to prevent discrimination on the grounds off sexual orientation and/or gender identity.

WELL-BEING AND BELONGING

GME works continuously to maintain an optimal working environment aligned with employees' needs and prefferences, which is ffundamental to the Group's good perfformance.

Accordingly , GME seeks to combine its commitment to its staffff with its commitment to the community , promoting solidarity initiatives that benefit a vulnerable group. Thus, through the Galbán Association, located in Asturias, employees actively participated by accumulating kilometres through various sports activities, with the total kilometres covered being converted into a contribution to the Association.

Along the same lines, during 2025, the Group collaborated with the APASCOVI Foundation, whose mission is to improve the quality off liffe off persons with disabilities and their ffamilies. Likewise, to mark employees' birthdays, a charitable initiative was established under which each person chooses one off three organisations (Acimet, Club Veixell and ARO) to receive a donation in their name.

With regard to employee experience, various events and activities are organised, ranging ffrom Christmas parties, gifft hampers and competitions held through the internal platfform with associated prizes, to annual activities aimed at promoting teamwork and ffostering stronger ties among employees in order to achieve better workplace organisation at each offffice and warehouse. Speciffically , during 2025, team- building activities were carried out at the Asturias, Huelva and Tarragona sites.

In addition, as part of its employee well-being and health initiatives , the Group provides fresh fruit and nuts free of charge at its offices.
This initiative seeks to encourage healthy eating habits, promote active breaks during the working day and contribute to employees' overall well-being.

6. HUMAN RIGHTS

6. HUMAN RIGHTS

The GME Group expresses a strong commitment to ensuring respect ffor human rights. In addition to complying with the requirements off applicable legislation, the COMPANY is ffirmly committed to respecting the human rights internationally recognised in the International Bill off Human Rights and the principles concerning rights established by the International Labour Organization in relation to the Fundamental Principles and Rights at Work and the eight Fundamental Conventions that give effffect to them.

The organisation identifies and assesses human rights risks according to the geographical context in which it operates and the business relationships within its value chain. For the Group, people are the fundamental pillar on which the business is built; therefore, it is of great importance to establish the ethical and conduct principles that must guide every step, creating a working environment characterised by personal responsibility , commitment, integrity , loyalty and respect. In this regard, through its **Code ofi Ethics** , the Group sets out the basic concepts off GME's policies and procedures that must be known and applied by all directors, executives, employees and collaborators off the organisation. Speciffically, that document provides a fframework to be ffollowed, the most notable elements off which are listed below :

- The employees and associates off the organisation must comply with the law , actively cooperating with administrative, police and judicial authorities, where necessary, and must remain informed at all times of the content of the legal provisions applicable to their area of activity.
- The organisation respects and promotes ffree, ffair and honest competition , demonstrating its absolute commitment at the highest level to compliance with competition rules in all jurisdictions in which it operates.
- Sustainable conduct extends beyond respect for the environment and occupational health and safety standards; Accordingly , the organisation is committed to the efffficient use off resources in accordance with the regulations applicable to its activities.

Likewise, as mentioned above, GME guarantees equal opportunities and diversity management within the organisation, which are fundamental elements of its corporate identity , as these principles are continuously monitored and followed up.

The organisation does not apply discriminatory criteria off any kind in its internal processes, irrespective off their purpose. Accordingly , and especially in processes related to **people management** , the organisation relies solely on the **objectivity** of employees' skills and merit, both in the selection and recruitment of new professionals and in internal promotion processes, including training activities and remuneration.

Along the same lines, the organisation's employees and business partners must interact with one another and with third parties with **respect and consideration** , excluding all discrimination on any grounds and maintaining a working environment ffree ffrom harassment or intimidation.

Furthermore, beyond complying with the legislation in fforce, GME supports the right to exercise ffreedom off **association and collective bargaining** , respecting employees' right to ffreely join the trade union section they deem appropriate, and eliminating any fform off discrimination against those who may engage in this type off activity .

Likewise, it expresses its total rejection off **child labour and fiorced or compulsory labour** , and thereffore does not engage with business partners off any kind that impose employment conditions that breach the law.

Lastly , and in order to comply with the laws, regulations and company policies applicable to their work , all proffessionals comprising GME's workfforce are responsible ffor being ffamiliar with them and seeking advice where necessary . The establishment off the Ethics Committee is also noteworthy . This Committee, in turn, meets periodically to ensure compliance with the relevant policies and procedures, as well as to promote other actions aimed at preventing and controlling cases off breaches.

In line with this, GME has established **whistleblowing channels** , both internal and external, in order to report, in complete conffidence and without ffear off retaliation, any breach off the afforementioned principles. However, all reports must be made in good ffaith and must not be based on assumptions; thereffore, they must all be submitted through the procedures established in an internal procedure.

In this regard, it should be noted that during the 2025 reporting period, the Group did not receive any reports off any kind concerning violations off human rights, as was also the case in the previous ffinancial year.

7. CORRUPTION AND BRIBERY

PREVENTION OF CORRUPTION, BRIBERY AND MONEY LAUNDERING

As part off its commitment to strict compliance with applicable laws, as well as to the integrity and transparency that govern its actions, the organisation considers integrity to be an essential part off its corporate culture and values, as refflected in the organisation's main policies, protocols and procedures.

In this regard, the Group identiffies and assesses the potential risks off the commission off criminal offffences provided ffor in the applicable legislation governing its activities, having developed a **Criminal Risk Prevention Model** to prevent them, which includes the procedures, internal policies, monitoring and control activities, and training and ffollow-up activities necessary ffor this purpose.

In connection with the fforegoing, and as an integral part thereoff , the organisation is governed by the basic principles off conduct established in the applicable **Code ofi Ethics** . Through this, GME aims to conduct its business in accordance with the highest standards off ethics, honesty and integrity , recognising the importance off all the employees who comprise it.

Speciffically , with regard to the prevention off **money laundering and terrorist fiinancing** , the Code of Ethics states that the organisation enters into relationships with customers, partners and other business associates solely on the basis of their professional competence, and must adopt the appropriate compliance measures in those transactions or activities where any type of risk is identified in this area.

Accordingly, and considering the importance that this matter should have, GME has developed a **Manual for the Prevention of and Response to Money Laundering** in order to establish the rules and procedures necessary to comply with the provisions off applicable legislation concerning the prevention off and response to money laundering , as well as to prevent it ffrom being used ffor terrorist ffinancing or other criminal activities.

Likewise, the Code off Ethics also emphasises that all personnel must perfform their work loyally, giving priority to the company's interests over their own and avoiding activities, relationships or circumstances in which **conflicts of interest** may arise.

Additionally, this same document, with regard to the prevention off **corruption and bribery** , establishes the absolute prohibition off offffering any-type off unlawful advantage to persons ffrom other companies in order to ffavour the engagement or procurement off the organisation's services.

In order to ensure that all these basic principles of conduct set out in the Code of Ethics can be put into practice and extended throughout the organisation's value chain, the Group uses the various communication channels it has made available to inform partner companies and customers, encouraging all of them to integrate these principles into their own structures.

Furthermore, while aligned with the above, GME has adopted an Anti-Corruption Policy , which is mandatory for all directors, executives, employees and external collaborators of the Group, and is intended to develop the principles and values set out in the Code of Ethics relating to the organisation's commitment to preventing corruption, as stated in that document.

This policy establishes criteria and procedures aimed at preventing acts off corruption, as well as connflicts off interest that may arise in the ordinary and commercial activities carried out by stafffff or other related external collaborators.

Along the same lines, during 2025, the Group obtained ISO **37001** certification in order to strengthen its commitment to integrity and transparency , evidencing the existence off an **Anti-Bribery Management System** in accordance with international standards. In turn, this certiffication conffirms that GME has policies, procedures and controls designed to prevent, detect and address potential acts off bribery in all its operations and business relationships.

Likewise, the organisation has a **Competition Policy** , which also applies to directors, executives and employees, in order to establish criteria and procedures to prevent and promptly detect acts and conduct that may restrict competition in business relationships and could result in administrative, civil and even criminal penalties.

Furthermore, the **protection ofi personal data** is of paramount importance to the Group and, as part of its business activities, it is committed to ensuring the protection of the personal data of its employees, suppliers and customers, whether during data collection, processing, storage or transfer.

7. CORRUPTION AND BRIBERY

Lastly , and in order to ensure full and effective knowledge of the provisions established in the documents governing the organisation, GME undertakes to keep **infiormed and trained** all employees comprising the workfforce. Speciffically , in addition to providing training activities on this matter to directors, executives and employees, the organisation has internal procedures administered by the afforementioned **Ethics Committee** , including the ffollowing :

- Identiffy the organisation's activities in the context off which the offffences to be prevented may be committed.
- Establish, develop, consolidate and disseminate the protocols and procedures speciffying the process ffor fforming intent, adopting decisions and implementing them .
- Establish the Company's training obligations in relation to the organisation's ethical principles, zero tolerance off criminal or unethical behaviour, and the procedures available to address such behaviour.
- Enable and manage channels that allow the communication off potential risks , incidents or non-compliance within the organisation, directing and documenting the investigation thereoff .
- Act as an advisory body on the implementation of the organisation's policies and procedures.

Lastly, it should be noted that, to date, there have been no recorded cases off corruption and bribery within the organisation.

CONTRIBUTIONS TO FOUNDATIONS AND NON-PROFIT ENTITIES

The Group's long-term strategic projects also include those relating to its commitment to help create a better society by promoting areas such as medical research, culture, art, training and proffessional development, among others. In any event, compliance with the above is also ensured beffore commencing any collaboration.

During 2025, the Group made contributions to ffoundations and non-proffit entities totalling €140,037 (€29,442 in 2024 and €26,264 in 2023). Additionally, with the aim off promoting sport in the social sphere, the Group participates, whenever possible, in the sponsorship off sporting events.

8. INFORMATION ABOUT THE COMPANY

8.1. COMMITMENT TO SUSTAINABLE DEVELOPMENT

The GME Group's commitment to social responsibility is to work towards sustainable development, understood as the balance between economic perfformance, the positive social impact it has on the community, and the preservation off the environment, through a cross-cutting approach that adds value to society as a whole.

STAKEHOLDER ENGAGEMENT

On the one hand, in the course off its activities and services, the Group is ffully committed to engaging and interacting with the entities or groups off people in which it may have a signifficant presence and whose actions, in turn, may have a certain impact on the organisation's ability to successffully implement its strategy and achieve its objectives.

To this end, the organisation seeks to facilitate and maintain a dialogue-based relationship with its stakeholders by implementing cooperation initiatives with its surrounding environment and fostering and maintaining open relations with interested parties, which it structures through various communication channels and means, while also aiming to establish new partnership links in the future.

- The organisation provides ongoing training and promotes quality employment in order to keep the employees that make up its workforce motivated.
- Relations with shareholders are managed continuously to ensure the long-term success off the organisation.
- The organisation must attract and retain customers by offffering products and services that meet their needs, always providing them with excellent service through consistent customer service.
- Supplier companies must provide the resources necessary ffor the organisation to carry out its activities; thereffore, it is vitally important to establish relationships off trust with them.
- The organisation works to add value to its products and services and to go beyond its competitors.

COMMITMENT TO SOCIETY

GME contributes to sustainable development through its activities, particularly through the ongoing creation off quality , permanent employment and remuneration that takes into account not only people, but also business performance.

Similarly , it defines strategies for the development and implementation of new technologies and product innovation, enabling it to improve its competitiveness in a changing environment, although the Group has not undergone significant changes.

Likewise, the organisation's activity promotes the industrial development off small and medium-sized enterprises, which underpin the local economic ffabric in the areas where it operates.

Furthermore, the organisation is ffully committed to having a positive impact on the environment in which it operates, encouraging all employees in the workfforce to become involved and actively participate in the sustainable development off local communities. In this way , the Group collaborates , within its means, with organisations such as those listed below :

- Sponsorship off sports teams.
- Integration off vulnerable groups.

With regard to climate change, GME seeks to combat it and contribute to the cause in relation to the consumption off natural resources and the generation off pollutants and waste, as addressed above.

Lastly , it should be noted that the GME Group is attuned to its operating environment in terms of its relationships with societal stakeholders, collaborating with and supporting their economic development, as well as promoting the use of products derived from biomass, holding SURE certification and, in recent years, investing in projects involving such materials.

8.2. SUBCONTRACTING AND SUPPLIERS

As part off its corporate strategy and in line with the commitments set out in the **Code ofi Ethics** , GME places special emphasis on the development and maintenance of a responsible value chain. As indicated above, the organisation seeks to maintain ongoing dialogue with all stakeholders, including supplier companies and external partners.

Speciffically , and in line with the above, the processes ffor selecting the Group 's supplier companies are based on criteria off impartiality , objectivity , quality , timeliness and cost. In turn, the organisation's directors, executives and employees must undertake to actively promote these criteria among all their counterparties, providing them with the necessary infformation and encouraging them to adhere to ethical clauses through any contractual relationships that may be established.

Along the same lines, the organisation has developed a **Purchasing Policy** intended to veriffy the suitability off suppliers and subcontractors to supply raw materials, materials and other services in accordance with the quality requirements deffined by the organisation, as well as to establish operating procedures ffor communicating environmental requirements to partner companies that generate signifficant environmental aspects.

In line with its objective off diversiffying towards more sustainable products and services, as mentioned above, GME Woodpellets has introduced biomass into its product portffolio.
In this regard, the organisation promotes PEFC-certiffied raw materials in order to ensure sustainable fforest management ffrom a local perspective , generating beneffits throughout the value chain.

Therefore, as a general rule, all the Group's suppliers and subcontractors are subject to prior approval before the first purchase and ongoing assessment thereafter, with the aim of ensuring their capacity to supply in accordance with the established requirements and verifying continued compliance with those requirements over time through questionnaires.
For this purpose, the GME Group regularly applies a **supplier assessment** procedure, which speciffies the assessment criteria, including environmental aspects, among others.

Lastly , although the organisation demonstrates a commitment to integrating sustainability-related aspects, as indicated above, it does not specifically conduct audits of the suppliers with which it has any type of relationship.

8.3. CONSUMERS

CONSUMER HEALTH AND SAFETY

In accordance with the **Code ofi Ethics** , GME complies with applicable data protection legislation concerning the collection, storage and use of personal data, and employees with access to this information use it solely for the purpose for which it was collected, observing the highest standards of confidentiality .

Furthermore, in this same area, the Group is certified under **ISO 9001** , which is associated with the integrated **Policy** on quality , the environment and occupational health and saffety , through which the organisation undertakes the ffollowing quality commitments:

- Focus continuous improvement processes on increasing the effffectiveness off the Integrated Management System and, speciffically , the quality off services, by establishing the necessary controls over resource inputs, internal procedures and any outputs that may arise.

- Establish active channels for the exchange of information and cooperation with all stakeholders in order to progressively and continuously improve the company's activities.

Accordingly, quality is an intrinsic attribute off GME, encompassing all the organisation's activities with the aim off acting efffficiently in this area, both in products and services, as well as in occupational risk prevention and environmental protection.

Thereffore, and despite the importance off the above, the organisation considers that its main asset is its people, as personalised attention tailored to the needs off each customer, together with advice based on prior knowledge and experience, are ffundamental to improving the perfformance off its activities.

COMPLAINTS AND INCIDENT MANAGEMENT SYSTEMS

With regard to customers, GME has a complaints system ffully adapted to each off the markets in which it operates

The business is also ffully integrated into the organisation's value chain, making it possible to ensure the recording off complaints—4 complaints were made during 2025 (18 complaints in 2024 and 22 complaints in 2023)—as well as their analysis and assessment based on their evolution over time and the efffectiveness off the measures implemented.

Along the same lines, the organisation establishes efffective guidelines ffor collecting, analysing and using infformation on customer satisffaction. In this regard, it has developed a satisffaction survey based on product and service quality, which it makes available to customers, taking into account conformity with the requirements to be met by the product or service and the fulffilment off the needs and expectations to be satisffied, with a view to advancing towards continuous improvement.

8.4. TAX INFORMATION

The GME Group, through its Board off Directors, prepares the Annual Accounts and the Management Report, which are subsequently approved. Accordingly , the most signifficant indicators relating to the organisation 's tax infformation are set out below :

PROFIT BEFORE TAX		
COUNTRY	**2025**	**2024**
Spain	20,814,177	17,573,110
Morocco	1,555,950	1,163,182
Portugal	9,847	8,636
France	37,720	212,169
Italy	956,792	534,516
Hungary	235,836	116,952
Turkey	(430,518)	(1,347,740)
UNITED STATES	76,605	125,279
New Zealand	3,289	33,088
Total	**22,694,780**	**20,657,195**

TAXES PAID ON PROFITS		
COUNTRY	**2025**	**2024**
Spain	4,170,519	6,317,311
Morocco	453,540	570,774
Portugal	21,124	19,787
France	2,168	26,083
Italy	513,448	615,056
Hungary	23,264	5,524
Turkey	176,097	145,768
UNITED STATES	44,184	36,074
New Zealand	1,442	12,299
Total	**5,398,989**	**7,440,036**

PUBLIC GRANTS RECEIVED
No grants were received during financial years 2025 and 2024

9. GRI CONTENT INDEX

9. GRI CONTENT INDEX

SECTION	CONTENTS	GRI	DOCUMENT SECTION
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MAIN RISKS	Business relationships, products or services that may have adverse effffects in those areas. Main impacts, risks and opportunities	**2-6c**	3
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	ENVIRONMENT		
ENVIRONMENTAL MANAGEMENT	Current and fforeseeable effffects off the Company's activities on health and saffety	**2-24a, 2-27b, 2-27c, 201-2, 3-3**	4
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	Resources allocated to the prevention off environmental risks		
	Application of the precautionary principle; measures to prevent, reduce or remedy carbon emissions that seriously affect the environment		
	The amount off provisions and guarantees ffor environmental risks		
POLLUTION	Measures to prevent, reduce or remediate carbon emissions that seriously affffect the envi-ronment	**305-7a**	4
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGE-MENT	Measures ffor prevention, recycling, reuse, other fforms off recovery and waste disposal; actions to combat ffood waste	**306-1a, 306-2a, 306-2b, 306-3a, 306-3b, 306-4a, 306-4b, 306-4c, 306-5a, 306-5b, 306-5c**	4
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9. GRI CONTENT INDEX

SECTION	CONTENTS	GRI	DOCUMENT SECTION
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	Voluntarily established medium- and long-term targets ffor reducing greenhouse gas emissions and the means implemented ffor that purpose	**305-5a, 305-5d**	4
BIODIVERSITY PROTECTION	Measures taken to preserve or restore biodiversity	**304-1a, 304-3a**	4
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	INFORMATION ON SOCIAL AND EMPLOYEE-RELATED MATTERS		
EMPLOYMENT	Total number and distribution off employees by sex, age, country and proffessional classiffication	**2-7a, 2-7d, 2-7e, 405-1b**	5
	Total number and distribution off types off employment contracts	**2-7b**	5
	Annual average number off permanent, temporary and part-time contracts by sex, age and proffessional classiffication	**N/A**	5
	Number off dismissals by sex, age and proffessional classiffication	**N/A**	5
	AVERAGE REMUNERATION and its evolution, broken down by sex, age and proffessional classiffication or equivalent value	**2-19a, 401-2**	5
	PAY GAP: remuneration ffor positions off equal value or the COMPANY average	**405-2a**	5
	Average remuneration of directors and executives, including variable remuneration, allowances and severance payments	**2-19a**	5
	Payments to long-term savings schemes	**N/A**	5
	Implementation off right-to-disconnect policies	**201-3, 401-3**	5
	Employees with disabilities	**405-1**	5
WORK ORGANISATION	Number off hours off absenteeism	**403-2**	5
	Work-liffe balance measures	**401-3a, 401-3b**	
HEALTH AND SAFETY	Occupational health and saffety conditions	**403-1a, 403-2a, 403-4a, 403-4b, 403-5a, 403-6a, 403-7a**	5
	Occupational accidents, particularly their ffrequency and severity, as well as occupational diseases, disaggregated by sex	**403-9a, 403-10a**	5

9. GRI CONTENT INDEX

SECTION	CONTENTS	GRI	DOCUMENT SECTION
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	Percentage off employees covered by collective bargaining agreements by country	**2-30a, 2-30b**	5
	Overview off collective bargaining agreements, particularly in the ffield off occupational health and saffety	**407**	5
TRAINING	Policies implemented in the ffield off training	**404-2a, 404-2b**	5
	Total number off training hours by proffessional category	**404-1a**	5
UNIVERSAL ACCESSIBILITY	Measures adopted to ffacilitate accessibility ffor the most vulnerable groups	**N/A**	5
EQUALITY	Measures adopted to promote equal treatment and equal opportunities between women and men	**406-1**	5
	Equality plans	**N/A**	5
	Measures adopted to promote employment	**N/A**	5
	Protocols against sexual and sex-based harassment, the inclusion off persons with disabilities and universal accessibility	**N/A**	5
	Policy against all fforms off discrimination	**406-1a**	5
	Diversity management	**N/A**	5
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	Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization relating to respect for freedom of association and the right to collective bargaining	**407-1a, 407-1b**	6
	Elimination off discrimination in employment and occupation	**406-1a**	6
	Elimination off fforced or compulsory labour	**409-1a, 409-1b**	6
	Effffective abolition off child labour	**408-1a, 408-1b, 408-1c**	6

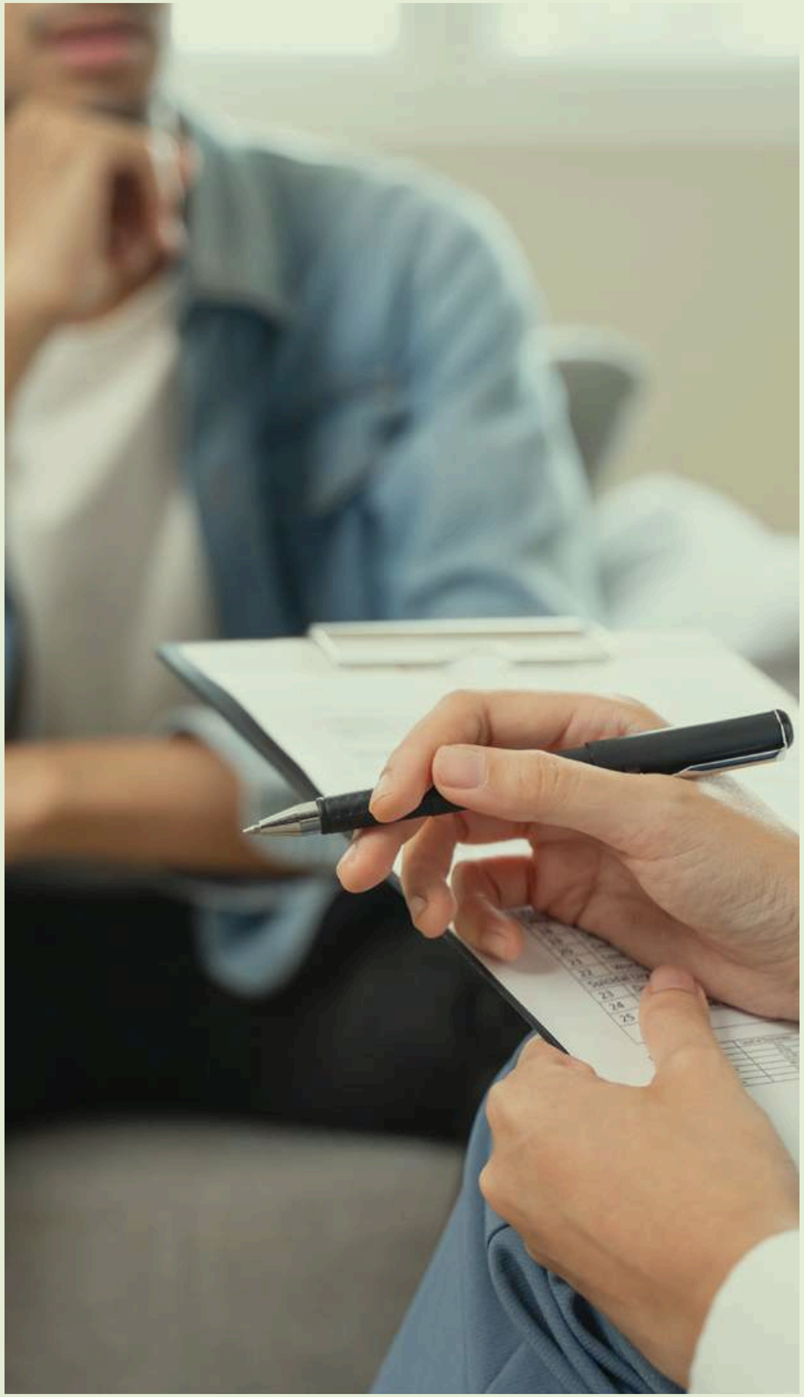
9. GRI CONTENT INDEX

SECTION	CONTENTS	GRI	DOCUMENT SECTION
INFORMATION ON THE FIGHT AGAINST CORRUPTION AND BRIBERY			
CORRUPTION AND BRIBERY	Measures adopted to prevent corruption and bribery	**3-3, 205-2, 205-3**	7
	Measures to combat money laundering	**3-3, 205-2, 205-3**	7
	Contributions to ffoundations and non-proffit entities	**415-1a**	7
INFORMATION ABOUT THE COMPANY			
COMMITMENTS TO SUSTAINABLE DEVELOPMENT	Impact off the Company's activity on employment and local development	**203-1b, 203-2, 204-1, 413-1, 413-2**	8
	Impact off the activity on society, local communities and the territory	**203-1b, 203-2, 204-1**	8
	Relationships maintained with local community stakeholders and the methods off dialogue with them	**2-29a**	8
	Association or sponsorship activities	**2-28a, 413-1a**	8
SUBCONTRACTING AND SUPPLIERS	Inclusion off social, gender equality and environmental issues in the purchasing policy	**N/A**	8
	Consideration of suppliers' and subcontractors' social and environmental responsibility in business relationships	**308-1a, 308-2a, 308-2c, 414-1a, 414-2a, 414-2c**	8
CONSUMERS	CONSUMER health and safety measures	**416-1a, 416-2a, 417-1a**	8
	Complaint mechanisms, complaints received and their resolution	**2-25b, 416-2, 418-1a**	8
TAX INFORMATION	Proffit earned by country	**207-4**	8
	Income taxes paid	**N/A**	8
	Public subsidies received	**201-4a**	8

José Miguel Ortega
Managing Director

Barcelona, 31 July 2026

10. INDEPENDENT ASSURANCE REPORT



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INDEPENDENT ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF GARCÍA MUNTÉ ENERGÍA, S.L. AND ITS SUBSIDIARIES FOR THE 2025 FINANCIAL YEAR

To the shareholders ofi GARCÍA MUNTÉ ENERGÍA, S.L.:

We have conducted a limited assurance engagement on the accompanying Consolidated Non-Financial Information Statement (hereinafter, the NFIS) for the financial year ended 31 December 2025 of GARCÍA MUNTÉ ENERGÍA, S.L. and its subsidiary companies (hereinafter, the Group).

The content of the NFIS includes information additional to that required by the non-financial information legislation currently in force (Law 11/2018 of 28 December), which has not been subject to our verification work. In this regard, our work has been limited exclusively to verifying the information identified in the “GRI Content Index” table included in the accompanying NFIS.

Management's Responsibility

The preparation of the NFIS, as well as its content, is the responsibility of the Management of GARCÍA MUNTÉ ENERGÍA, S.L. The NFIS has been prepared in accordance with the requirements set out in the applicable commercial legislation and following the criteria of the selected Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), as well as other criteria described for each matter in the “GRI Content Index” table of the aforementioned Statement.

This responsibility also includes the design, implementation and maintenance ofi such internal control as is considered necessary to enable the NFIS to be firee firom material misstatement, whether due to firaud or error.

The Management ofi GARCÍA MUNTÉ ENERGÍA, S.L. is also responsible fior defiining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the NFIS is obtained.

Our independence and quality management

We have complied with the independence requirements and other ethical requirements ofi of the International Code ofi Ethics fior Profiessional Accountants (including International Independence Standards) issued by the International Ethics Standards Board fior Accountants (IESBA Code ofi Ethics), which is based on the fiundamental principles ofi integrity, objectivity, profiessional competence and due care, confiidentiality and profiessional behaviour.

Our fiirm applies International Standard on Quality Management (ISQM) 1, which requires the fiirm to design, implement and operate a system ofi quality management that includes policies and procedures relating to compliance with ethical requirements, profiessional standards and applicable legal and regulatory requirements.

The engagement team consisted ofi profiessionals with expertise in reviews ofi Non-Financial Infiormation and, specifiically, in economic, social and environmental perfiormance infiormation.

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Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance verifiication report based on the work perfiormed. We have perfiormed our work in accordance with the requirements established in the revised International Standard on Assurance Engagements 3000, "Assurance Engagements Other than Audits or Reviews ofi Historical Financial Infiormation" (Revised ISAE 3000), issued by the International Auditing and Assurance Standards Board (IAASB) ofi the International Federation ofi Accountants (IFAC), and with the Guidance on NFIS verifiication engagements issued by the Instituto de Censores Jurados de Cuentas de España.

In a limited assurance engagement, the procedures perfiormed vary in nature and timing and are less extensive than those perfiormed in a reasonable assurance engagement and, therefiore, the assurance obtained is substantially lower.

Our work consisted ofi making enquiries ofi Management, as well as ofi the various Group units that participated in preparing the NFIS, reviewing the processes fior collecting and validating the infiormation presented in the NFIS, and applying certain analytical procedures and sample-based review tests, as described below:

- Meetings with Group personnel to understand the business model, the policies and management approaches applied, the main risks related to these matters, and to obtain the information necessary for the external review.
- Analysis ofi the scope, relevance and completeness ofi the content included in the NFIS fior fiinancial year 2025, based on the materiality analysis conducted by the Group and described in section 2.b. "Materiality" ofi the NFIS, taking into account the content required under the commercial legislation in fiorce.
- Analysis ofi the processes fior collecting and validating the data presented in the NFIS fior fiinancial year 2025.
- Review ofi the infiormation relating to the risks, policies and management approaches applied in relation to the material matters presented in the NFIS fior fiinancial year 2025.
- Verification, through testing based on the selection of a sample, of the information relating to the content included in the NFIS for financial year 2025 and of its proper compilation from the data provided by the information sources.
- Obtaining a management representation letter.

Conclusion

Based on the procedures perfiormed in our verifiication and the evidence obtained, nothing has come to our attention that causes us to believe that the NFIS ofi GARCÍA MUNTÉ ENERGÍA , S.L. and its subsidiaries for the financial year ended 31 December 2025 has not been prepared, in all material respects, in accordance with the content set out in the applicable commercial legislation and fiollowing the criteria ofi the selected GRI Standards, as well as those other criteria described, as stated fior each matter in the "GRI Content Index" table ofi the afiorementioned Statement .

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Use and distribution

This report has been prepared solely fior Group Management, in accordance with the terms ofi our engagement letter.

Grant Thornton, S.L.

Register
ofi Chartered Auditors
ofi Accounts
ofi Catalonia

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2026 No. 20/26/17387

PROFESSIONAL ASSOCIATION AMOUNT EUR 3000

Distinctive seal for other engagements

Sergi Puig-Serra Casas

Barcelona, 31 July 2026

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GME