



2024 Non-Financial Information Statement

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Letter from the Chairman



For SPG, 2024 was a year marked by notable achievements and changes that have reinforced our position as leaders in the packaging industry. From our expansion to our strategic alliances, this year we strove to deliver innovative and sustainable solutions, prioritising proximity and personalised client care.

This year, we took a major leap forward in our internationalisation strategy by expanding our presence in key markets, such as the United Kingdom, Italy, France and Greece. Onboarding new representatives in these regions was key to consolidating trade relationships, increasing our market share and ensuring our products reach a greater number of clients around the world.

By purchasing Rotor Print, we strengthened our position in the global market and broadened our capabilities. By integrating the facilities into our existing operations, including ISO 15378 and GMP certified cleanrooms, we have been able to position ourselves as a leading supplier of medical and pharmaceutical product packaging and meet the most demanding of quality, safety and sustainability standards. Not only does this collaboration give our clients the option of more innovative solutions, but it also fortifies our shared commitment to excellence.

2024 was a year of significant regulatory changes for the packaging industry at national and European level, with the aim of making packaging more sustainable, decreasing waste and harmonising rules across the European Union. In this regard, we are channelling all efforts into meeting the legal requirements for Extended Producer Responsibility (EPR), recyclability and the recycling rate of our products.

In 2024, we gained considerable ground in our commitment to sustainability. We invested in modernising our production processes by purchasing new and more efficient machinery. This technological update has optimised our operative capacity, and we now consume less energy to manufacture the same amount of material or, in some cases, even duplicate production. We managed to significantly increase the percentage of recycled waste, reaching 70%. We continue to broaden our sustainable materials portfolio and have positioned ourselves as the APET supplier with the highest rate of recycled content in its products.

These achievements are the result of the effort made by the organisation and its steadfast commitment to an industry that is engaged in the manufacture of more sustainable packaging and decreasing the amount of waste that is generated.

We had an even greater positive impact on our local community through new collaborations with local entities and fresh sponsorships that support young people and give them their first taste of employment through work experience in our facilities.

We have made additions to our work-life balance measures with the aim of improving employee wellbeing, which is a core company value.

We ended 2024 by intensifying our endeavours and reinforcing our commitment to sustainability.

1. Introduction

This Non-Financial Information Statement (hereinafter NFIS) was written in accordance with Act 11/2018 of 28 December, which amends the Code of Commerce, the revised text of the Spanish Companies Act approved by Royal Legislative Decree 1/2010 of 2 July and Act 22/2015 of 20 July on Statutory Audits as regards non-financial information and diversity (superseding Royal Legislative Decree 18/2017 of 24 November).

As provided for in Act 11/2018 of 28 December, certain companies, including SP Group, must include an NFIS in their management report or provide this information separately, ensuring this is stated clearly in their management report. The information in the report must explain the evolution, results and situation of the group and the impact of its activity with regards to, at the very least, environmental and social matters, respect for human rights and the fight against corruption and bribery, as well as information on personnel, including any measures taken to promote equality of treatment and of opportunities for men and women, to prevent discrimination, for inclusion of people with disabilities, and on universal accessibility.

As provided for in article 49.6.e) of the Code of Commerce introduced by Act 11/2018, Global Reporting Initiative (GRI) standards were used to calculate the key non-financial indicators indicated in this NFIS.

The financial and non-financial information was taken from accounting and documentary records, regulations and/or internal procedures established by the SP Group Board of Directors, which is responsible for identifying the risks associated with

financial and non-financial information, and designing and implementing the company's control system.

SP Group (hereinafter SPG or group), comprising Plastienvase, S.L. and its subsidiary companies, incorporates its Non-Financial Information Statement in an appendix to the Management Report accompanying the 2024 consolidated annual accounts.



1.1. Business model

a) Business environment and scope of activity

The SPG headquarters are located in Villarrubia (Córdoba, Spain) and, since it was established in 1985, the company has been an independent, leading Spanish company in the flexible packaging industry. SPG mainly supplies its products to the national and international food industry, as well as non-food industries (hygiene, healthcare products, automation, cosmetics and others).

The group's business activity includes manufacture and transformation of flexible plastic; sales; imports and exports; and printing onto a range of polymers, such as polyethylene, multi-materials and derivatives, and paper. Our experience means we are a benchmark company in the field of manufacture of materials for flexible packaging.

Let us stress that SPG has been manufacturing flexible packaging for 39 years. It is not a matter of chance, therefore, that we understand that, when it comes to flexibility, it is our flexibility to adapt to our clients' needs that truly counts. The latest printing techniques and continuous product and production process innovations mean we can respond efficiently to whatever the market needs.

From our five manufacturing facilities located strategically in Spain and France, we offer our clients the widest range of flexible packaging on the market. We have the capacity to respond to our clients' needs.

We aim to offer our clients customised industrial packaging solutions and utilise close

client collaboration to position ourselves as the leading group in the market with the shared goal of guaranteeing consumers the best possible experience.

The group's business activity extends principally across several European countries, among which Spain and France play a key role. Our lines of business are explained hereunder.



1.1. Business model

Printed material

At €102,173,336 of the volume of business and 59% of the group's turnover in 2024 (€92,722,430 of the volume of business and 54% of the group's turnover in 2023), this segment of activity constitutes the largest portion of the group's activity and includes the three printing systems explained below.



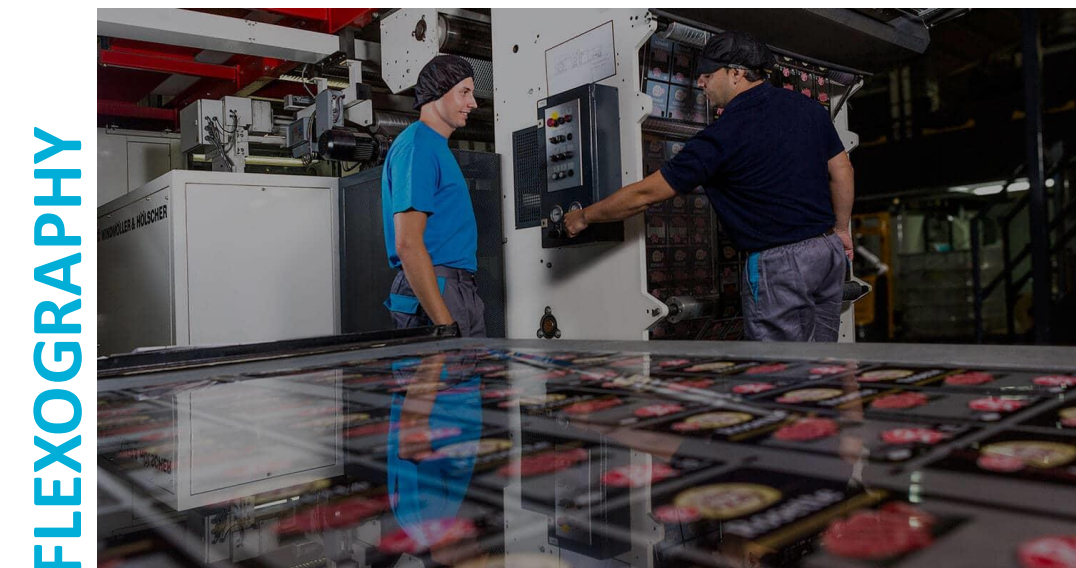
This is a versatile, high-speed printing technique. It can be used with any material, offering high-quality graphics that transfer very detailed images and blends, using up to 9 colours.

The rotogravure technique uses inks that are high in intensity and achieve a beautifully glossy quality finish, even with complex and detailed images. This is why rotogravure is an excellent option for designs with a large amount of blending and for long runs.



Digital printing makes it possible to personalise designs one by one. This technique can turn packaging into a marketing and communication tool to achieve enhanced versatility thanks to designs that go straight from the computer to the machine. The system is ideal for short and very short runs from 1,000 m² upwards, and is perfect for one-off seasonal campaigns, promotions and market tests.

Digital printing does not require plates or any added extras, with designs being reproduced directly from the computer using 7 inks. The quality is very high and comparable to systems such as rotogravure.



This flexible printing technique is perfect for designs that require intense and brilliant tones in medium and large print runs from 15,000 m² upwards with a high printing speed. Flexography printing requires printing plates with raised images that create the printing area.

It is a rotational printing technique that transfers the image directly onto the medium and, since it is incredibly flexible and adaptable, it can be used on any type of material or flexible substrate.

1.1. Business model

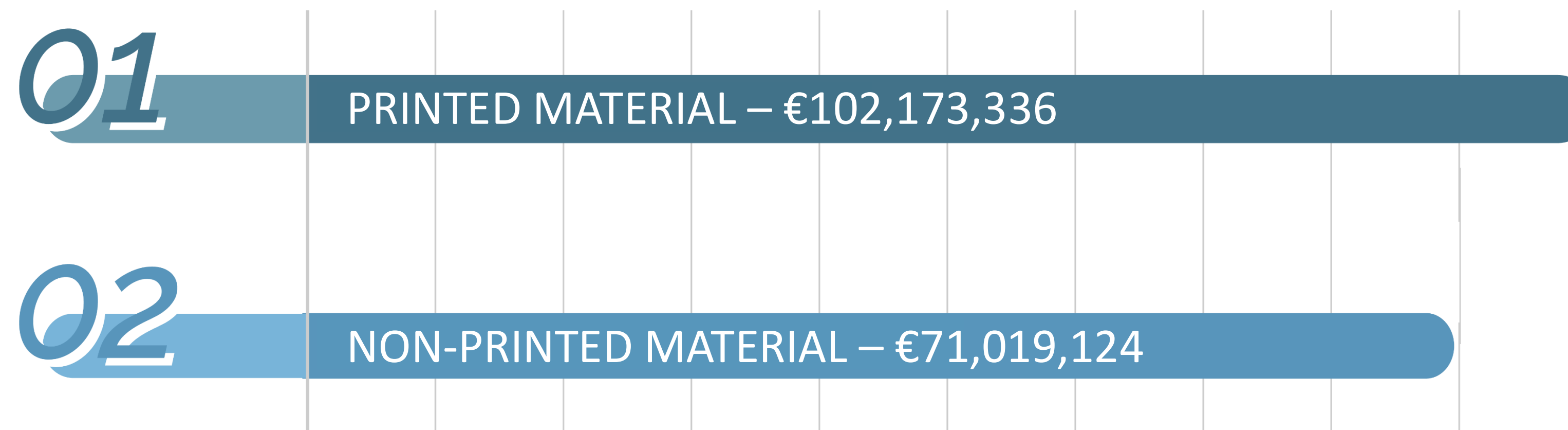
Non-printed material

From a revenue perspective, this is the group's second segment of activity and accounts for 41% of the group's turnover and €71,019,124 of the volume of business in 2024 (46% of the group's turnover and €79,011,218 of the volume of business in 2023). For any company, product packaging solutions are part of the marketing strategy value chain. Choosing the very best solution is key to ensuring products are adequately packaged and preserved.



It is our main goal to provide our clients with the broadest possible range of personalised solutions for industrial packaging of food and non-food products. As such, our range includes rigid, semi-rigid, flexible, flexible with a metallic finish, and flexible with aluminium packaging solutions. Furthermore, our leading experts are committed to finding new solutions and improving the quality of our products.

1.1. Business model

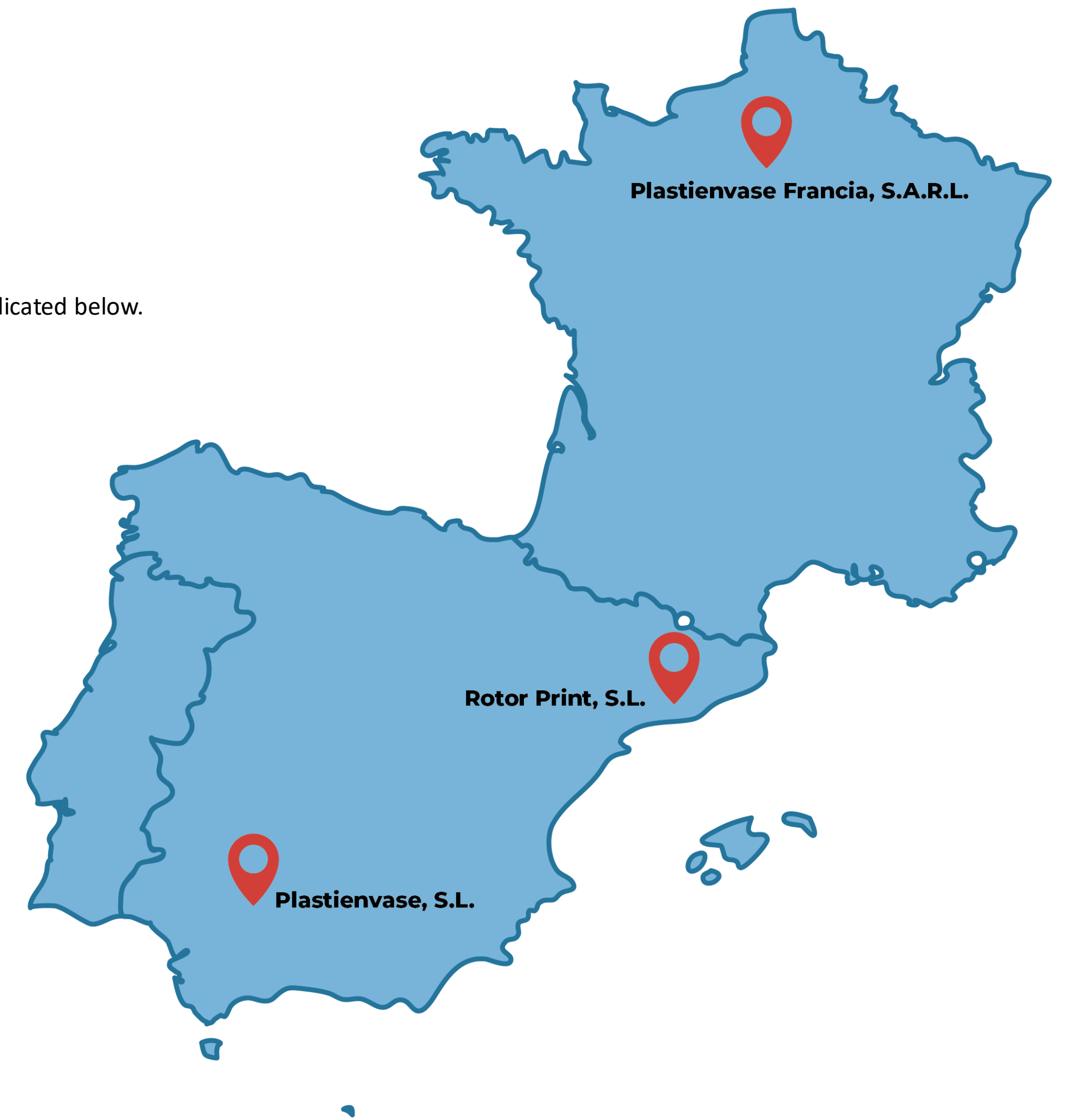
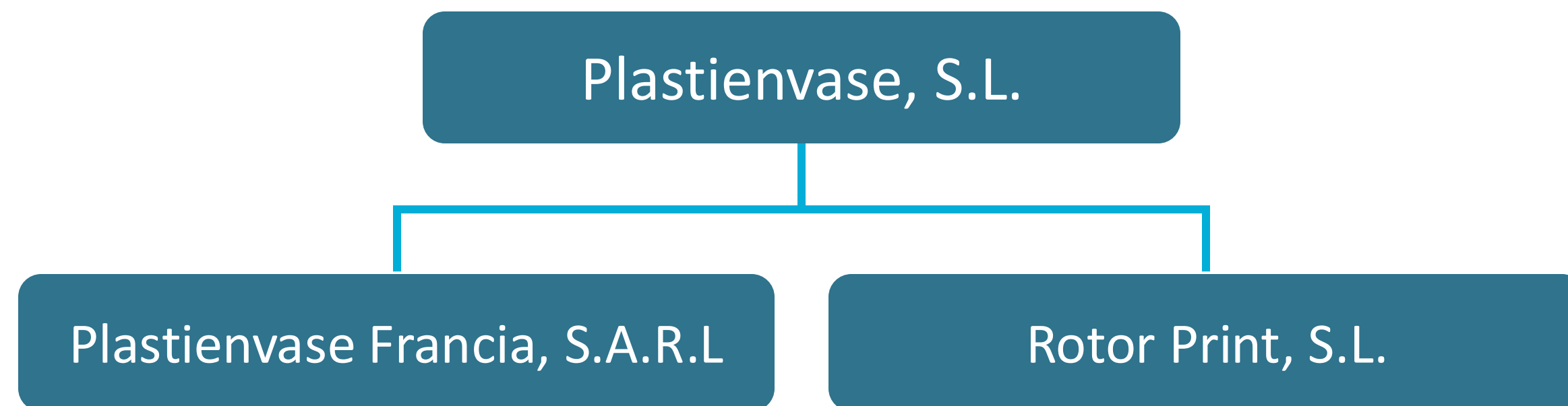


1.1. Business model

b) Organisation and structure

Organisational structure

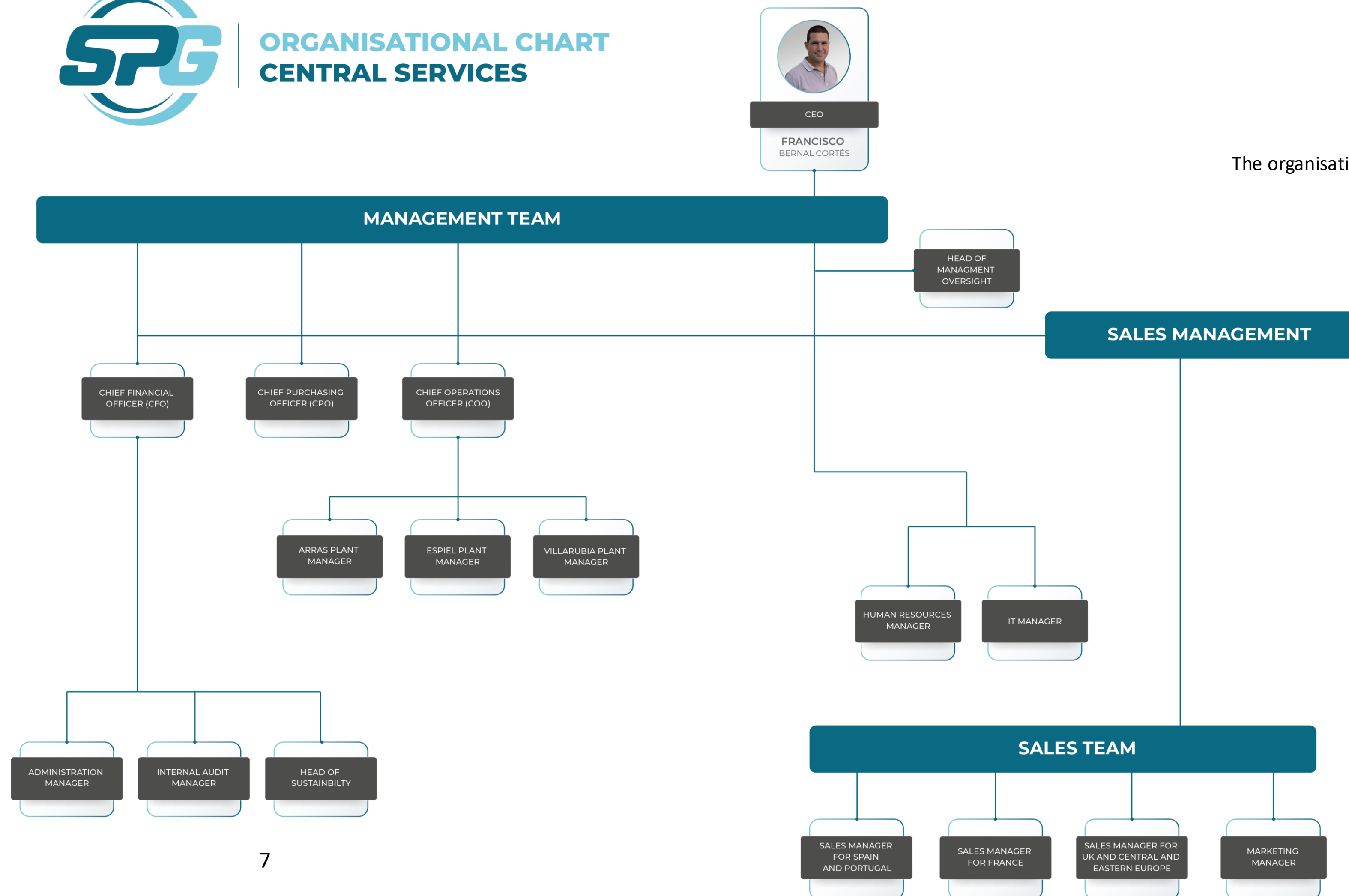
SPG is a group of companies, of which Plastienvase, S.L. is the parent company. The organisation chart is indicated below.



1.1. Business model



ORGANISATIONAL CHART CENTRAL SERVICES



Functional organisational structure

The organisational structure at the group's companies is shown here.

1.1. Business model

The group's headquarters are located in Villarrubia, Córdoba (Spain) and it has two facilities (Villarrubia and Espiel) in that province and one facility in Arras (France). A further two facilities in Olost, Barcelona (Spain) were acquired in 2024. The total number of employees for the period was 778 (633 in 2023).



1.1. Business model

Objectives and strategies

Our business philosophy is to provide our clients with the broadest possible range of custom solutions for industrial packaging. With this in mind, we work closely with our clients to achieve the common goal of guaranteeing their consumers the best possible experience.

One of our main roles is to preserve, transport and contain food in a manner that is safe for consumers. As such, SPG manufactures single and multi-layer films for use with food, and prints them using flexography, rotogravure and digital printing systems.

With the acquisition of Rotor Print, S.L. in July 2024, we added manufacture and printing of flexible packaging for food and the pharmaceutical industry to our range. All the manufacturing processes are carried out in cleanrooms. We use rotogravure and HD flexography printing systems.

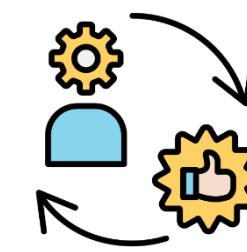
We have 39 years of experience and SPG has diversified to offer products adapted to serve the cosmetics, food, healthcare, automotive, industrial, pharmaceutical, pet food and personal hygiene industries.

Strategic lines

SPG's range of materials can be used across many and varied markets. We specialise in the food industry and, as such, we work with manufacturers of fresh, dry and frozen foods, among others. We also provide solutions for non-food markets, including personal hygiene and perfumery, automotive products, the pharmaceutical industry, chemical and biological products and other non-food products.

Values

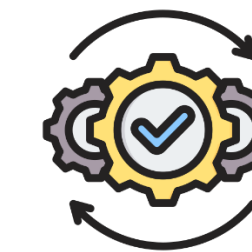
Our values embody a philosophy that shapes everything we do.



Ongoing adaptation and flexibility driven by client demand



Human capital as our differential value



Process quality



Loyalty and respect for the organisation



Flexibility, adaptability and efficiency

1.2. Policies and results

a) Corporate governance, responsibilities and risk management

As the entity responsible for determining the group's general policies and strategies, it is the Board of Directors' duty to systematically design, assess and review the system of corporate governance and its application by approving group corporate policies.

The SPG governance model is based on transparency, ethics, diligence and division of roles among management bodies with regards to decision making and execution, control and monitoring. The group's Corporate Governance Model stipulates the activity and behaviour guidelines that are aligned with the principles, commitments and lines of activity defined in the Code of Conduct and explained in the internal Policies and Rules. Implementation of the Corporate Governance system leads to the establishment of an internal regulatory framework for the group that is anchored by the Articles of Association and Code of Ethics.

The Articles of Association are the general rules governing operation of the group and the Code of Ethics is the catalogue of principles that the company adopts as its basic rules of conduct for operation. The group also has a Code of Business Conduct for regulating certain fundamental behaviour rules that are grounded in integrity, honesty, fair play and legal compliance.

The different policies that SPG applies to matters of the environment, social issues, respect for human rights, personnel and the fight against corruption and bribery are

indicated and explained in the corresponding sections of this report. SPG also strives to improve the quality and safety of its activities by performing internal and external audits that foster continuous improvement. As such, the group is certified in and adheres to the following Management Systems:



In December 2024, we obtained FSC certification for the purchase of FSC Mix and FSC Recycled paper for the manufacture and sale of spools and FSC Mix and FSC Recycled multi-material packaging (paper + film + plastic) using the transfer system.

We were also awarded the ECOVADIS seal in recognition of our accomplishments in matters of sustainability.

1.2. Policies and results

b) Board of Directors

The Board of Directors serves as the group's highest governing and supervisory body, and it adheres to the principles of Good Corporate Governance for unlisted companies stipulated in the Code of Good Practices.

The Board of Directors has 5 members:

- 1 Chairman
- 2 Managing Directors
- 1 Board Member
- 1 Secretary (non-board member)

The Board of Directors serves as the group's highest governing and supervisory body, and its functions are stipulated in the Articles of Association. The Board's consistent guiding principle is to carry out its duties with diligence, loyalty and good faith and to do so in the best interests of the company.

c) Code of conduct and principles of corporate responsibility

While it is not intended to address all possible situations, SPG has a code of business conduct that is designed to provide a guidance framework for conduct.

All SPG employees are expected to always base their actions on two fundamental principles of action:

- Avoiding conduct of any kind that could damage or endanger SPG or its reputation.

- Behaving in a legal and honest manner.

The code also includes the rules and principles to which the Group and its parties must adhere, and it addresses the following areas :

- Compliance with the law at all times
- Conflicts of interest
- Kinship
- Confidential information
- Protection of company assets
- Quality in the workplace
- Enhancing diversity and respecting the personal dignity of employees
- Compliance with the code of conduct and its provisions
- Guaranteeing integrity, no matter what the circumstances

d) Whistleblowing channel

There is an internal channel at SPG for reporting, processing, investigating and resolving any complaints and incidents related to the company's code of conduct.

1.3. Key business risks and indicators

a) Stakeholders and communication channels

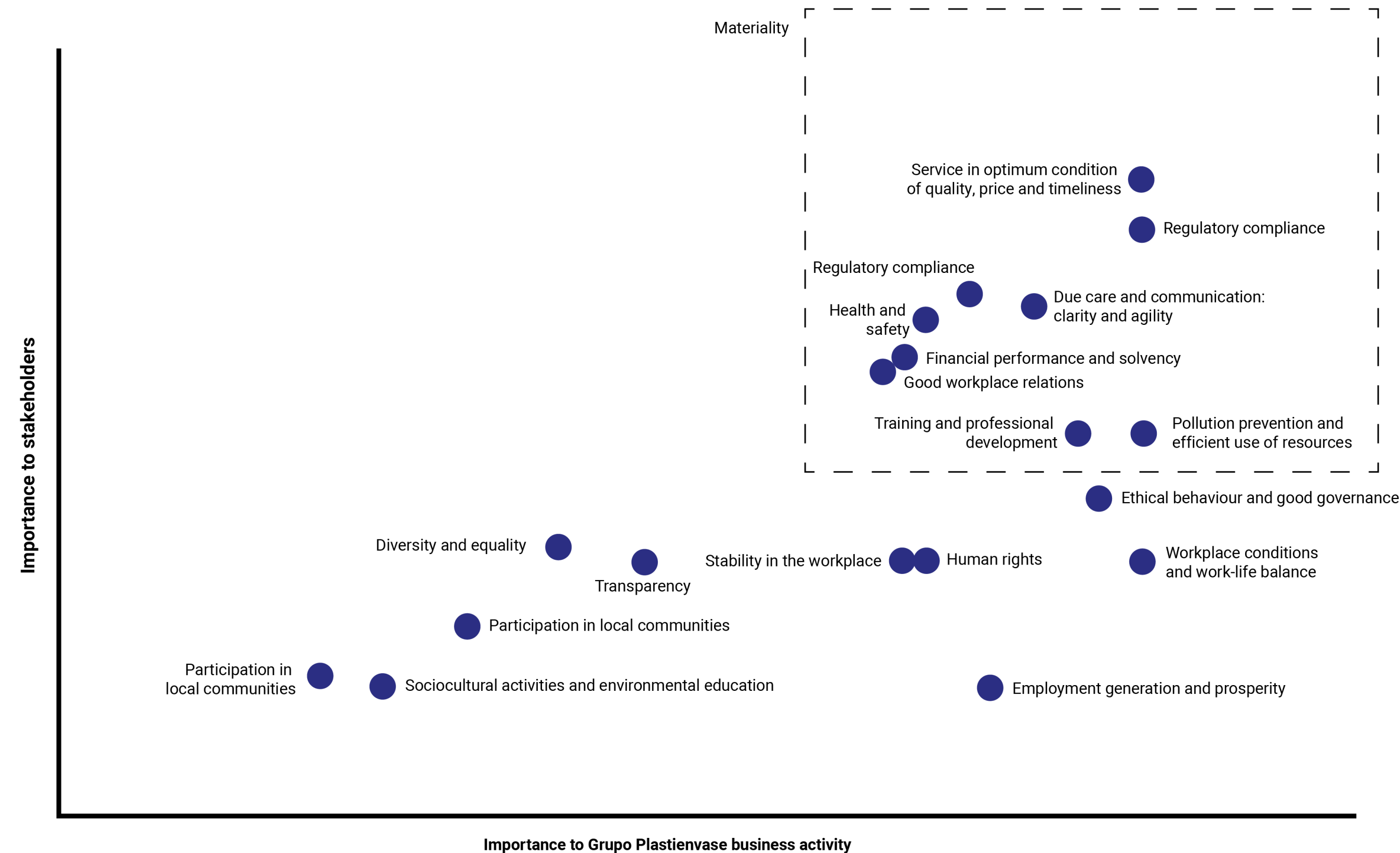
SPG has identified its key stakeholders with the aim of fostering effective commitment, strategically guiding our dialogue and advancing operational excellence at our organisation. With the needs of the different stakeholders in mind, we have established a set of goals to address their demands and deliver solutions.

b) Materiality matrix

The materiality matrix links the impact of stakeholders on assessments and decisions with the importance of the organisation's economic, environmental and social impacts, in addition to the significance of those aspects to the strategic vision and priorities of the group's business activity.

Based on conversations with our stakeholders, we performed a materiality analysis which enhanced our understanding of their expectations, needs and concerns. As such, we have been able to analyse and implement a series of initiatives that also ensure we are aligned with the latest national and regional environmental, social and corporate governance requirements.

The materiality matrix shown here is the result of that process of participation.



2. Environment

SPG is committed to protecting the environment by rationalising its use of resources and energy, as well as preventing any potential soil, air and water pollution. To this end, our activities are managed and carried out in an efficient and sustainable manner. We achieve these goals by implementing and sustaining an integrated Quality and Environment Management System based on the ISO 9001, ISO 14001 and ISO 50001 standards.

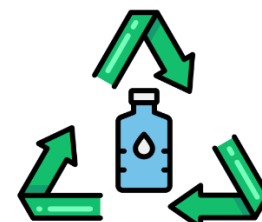


2.1. Current foreseeable impact of activities

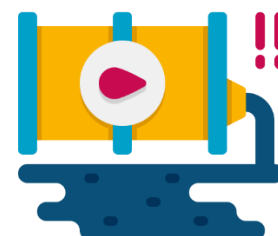
We identify and assess the environmental factors that affect our activity and we analyse the impact they have and the hazards they pose. This includes aspects such as:



Consumption of fossil fuels and CO₂ emissions



Decreasing consumption of plastic and use of virgin, reformulated or mono-materials in our production process and end products



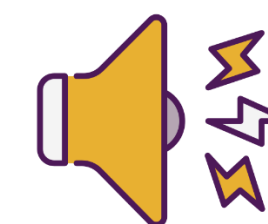
Accidental spillages (inks and toner) that have a direct impact on soil contamination and surface water



Consumption of raw materials and natural resources, (water, energy, etc.)



Waste generation and management (inks, toner, glue, etc.)



Noise generation

By the same token, the group’s consolidated annual accounts show that the group incurred environmental protection and improvement costs in the 2024 and 2023 financial years to a total cost of €630,485 and €583,517, respectively.

The group’s ongoing commitment to natural resources and the environment is reflected in how it operates. We aim to minimise the negative impact this might have and do so by rationalising resource and energy consumption and preventing possible soil, air and water pollution. With this in mind, our activities are managed and carried out efficiently and sustainably.

2.2. Environmental risks and biodiversity protection

SPG applies a principle of precaution in its operations and adopts an analytical and problem-solving approach to any adverse cases or situations, ensuring we adopt the most effective and satisfactory solutions to minimise environmental impacts and hazards.

At SPG, we have adapted our production process to apply the three sustainability Rs: reduce, reuse and recycle. We strive to minimise use of excess plastic packaging on products and to devise new solutions so that the high-value materials we manufacture can be reused and have an extended lifespan.

Furthermore, we use recycled materials on some of our production lines to further the circular economy. This new outlook in our activity means we can reduce the material waste produced during extrusion, as well as reuse post-industrial and post-consumption materials and stop them from contaminating the environment. In doing so, we minimise the carbon footprint generated during packaging manufacture.

In compliance with the European Commission's action plan, SPG is aligned with the 54 proposals for closing the life cycle of products. More specifically, we adhere to the recommendations in the European strategy on plastics. Thanks to this proposal, we strive to innovate efficiently in the plastics sector and guarantee provision of the recycled resource-product-resource cycle.

Several years ago, we asked ourselves how we could better care for our planet. The

answer was clear: we needed to reduce our carbon footprint by researching how to obtain more environmentally friendly materials and offering our clients more innovative, responsible solutions. In doing so, we aim to protect biodiversity.



2.3. Circular economy: waste and recycling

Current legislation, Decision 2014/955/EU, defines waste as any substance or object which the holder discards, intends to discard or is required to discard. The legislation contains the European List of Waste (LoW) designed to create a standardised system for classifying waste across the European Union.

As mentioned, we have adapted our production process to apply the three sustainability Rs: reduce, reuse and recycle. To this end, we aim to reduce excess plastic packaging on products and devise new solutions for our products so that they can be reused. We will also use recyclable material on some of our production lines to foment the circular economy.



The packaging sector is among the industries most affected by sustainability-driven changes. For years, producers have been immersed in a process of research and

innovation to develop sustainable plastics, bioplastics and materials that facilitate separation and recycling processes.

The plastics circular economy is not limited to recovery or material production processes alone. Technical research in the industry contributes to the goals of this closed economy through contributions such as the following:

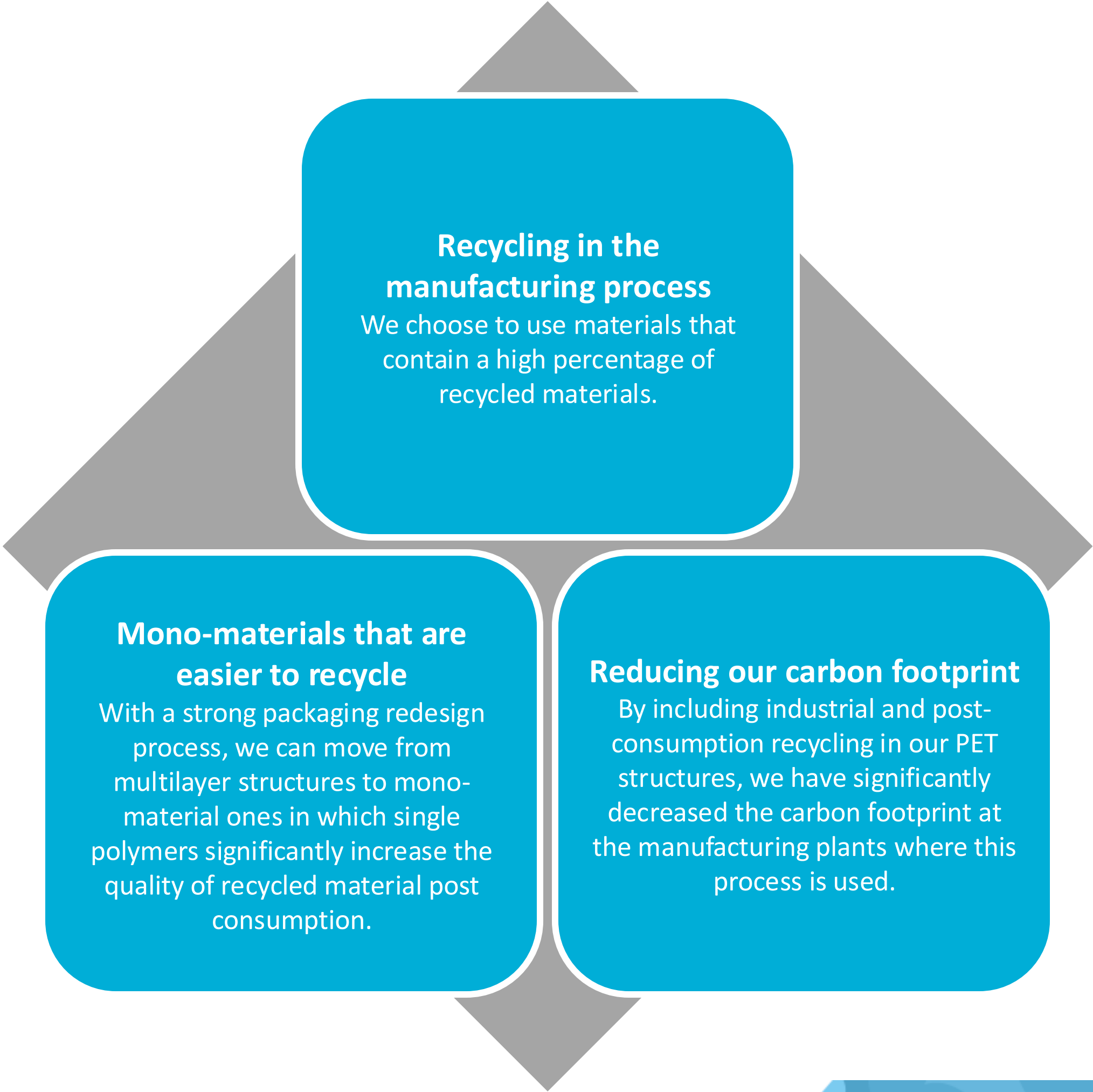
- Plastic packaging extends the shelf life of food and, as such, prevents waste in consumable goods
- The sector's firm commitment drives companies to acquire certified guarantees that their industrial waste is reincorporated into their production processes
- Consumer awareness of waste separation and endeavours by local systems and recycling companies generate a steadfast commitment to reuse of materials and enhance production of mono-material plastics to eliminate pollution issues
- Closed loop production processes also help companies control and decrease the impact they have on the environment and bring their ecotaxes down

2.3. Circular economy: waste and recycling

The circular economy undoubtedly presents a significant challenge of reconversion and innovation for the plastics industry, but it is also a positive and profitable opportunity for us all, from institutions and companies to the consumers of the future.

At SPG, as we strive to contribute to sustainability of the food packaging industry, we have channelled our efforts into a project to improve and innovate in our machinery and production process, and to search for new materials that guarantee improved recycling. We do this by pursuing several lines of research and development.

Our R&D Department launched the following projects in 2024:



2.3. Circular economy: waste and recycling

ADITAPETHB: HIGH-BARRIER MONO-MATERIAL PACKAGING THROUGH DEVELOPMENT OF NON-ACTIVATED SCAVENGERS BASED ON PET

This project began in January 2021 and ended in late 2024.

It addressed developments relating to oxygen absorber additives and their effective activation when rPET and APET mono-material trays are thermoformed, making them more recyclable than multi-layer packaging.

BIOCOMPACK: RESEARCH INTO THE EFFECT OF PBSA ON FOOD PACKAGING BARRIER PROPERTIES

This project began in early 2024 and will end in December 2025.

In conjunction with PACK2EARTH, it develops biodegradable and compostable packaging with OK COMPOST HOME certification.

CAFEBOTTOM: DEVELOPMENT OF NEW RECYLABLE PACKAGING FOR COFFEE USING ANTI-STATIC AND CO-EXTRUSION TECHNIQUES

This two-year project kicked off in January 2024 and will end in December 2025.

Developments relating to insertion of one-way valves in flat bottom coffee packaging with side pleats.

CEROMERMAS: NEW SOLUTIONS FOR UTILISING CO-EXTRUDED STRUCTURES THAT CANNOT BE RECYCLED

This project began in January 2022 and ended in December 2024.

Developments based on the ZERO WASTE project that aims to recover industrial waste, such as offcuts and spools of off-standard material, and solutions for putting them to good use.

CIRCULAR4FOOD: NEW SOLUTIONS FOR THE CIRCULARITY OF RECYCLED POLYOLEFINS USED IN FOOD PACKAGING

This project began in January 2022 and ended in December 2024.

It was submitted to CTA, the innovation cluster of Andalusia, with the collaboration of ANDALTEC technology centre and the University of Jaén (UJA). Its aim was to devise solutions for the circularity of co-extrusions of PA-PE and flexible PE films.

COMPOSPACK: NEW SOLUTIONS FOR REDUCING THE OTR AND WVTR IN BIODEGRADABLE AND COMPOSTABLE STRUCTURES FOR SINGLE-DOSE PACKAGING

This project began in January 2023 and will end in December 2026.

Developments linked to the creation of single-dose packaging that is compostable and suitable for a range of uses, such as food, animal semen and insect repellent.

2.3. Circular economy: waste and recycling

INTELECT01: ACTIVE AND SMART MULTI-LAYER PACKAGING WITH ENHANCED RECYCLABILITY FOR THE MEAT INDUSTRY

This project started in January 2024 and will end in December 2025.

The project was brought to us by a technology and innovation development centre (CDTI) in collaboration with UBE and EL POZO. It addresses active, smart and recyclable packaging development for the meat industry.

POLITERMOS: HIGH-BARRIER MONO-MATERIAL PACKAGING SUITABLE FOR HEAT PROCESSING BASED ON POLYVINYL ALCOHOL

This project began in January 2021 and ended in December 2024.

It sought to develop mono-material PP and PE packaging that can withstand heat processing and has high-barrier properties.

REPULPAPER: NEW SOLUTIONS TO INCREASE THE REPULPABILITY OF TRAYS WITH A HIGH PAPER CONTENT

This project began in January 2024 and will end in December 2027.

It addresses developments in packaging and trays with a high paper content that meet European demands on packaging recyclability and repulpability.

RHODESTACK: NEW FLEXIBLE PACKAGING WITH ELEVATED LEVELS OF LEAK-TIGHTNESS AND SEALABILITY TO EXTEND THE SHELF LIFE OF FOOD

This project started in early 2024 and will end in late 2026.

The project aims to develop incredibly leakproof stand-up pouches that can be filled through a cap. Additional tests with rhodamine are being designed to achieve enhanced safety levels.

RPETNIASPG: RESEARCH INTO THE IMPACT OF DRYING AGENTS FOR THE ELIMINATION OF NIAS IN RPET

This project began in January 2023 and ended in December 2024.

The research focuses on identification and posterior effective decontamination of undesirable substances that are subject to specific migration in PET, such as NIAS (non-intentionally added substances).

SOSTRETORT: NEW RECYCLABLE CO-EXTRUSIONS SUITABLE FOR RETORT PROCESSES AS REPLACEMENTS FOR METAL LAMINATES

This project began in January 2023 and will end in December 2025.

The project came from Perte Agro I and consists of replacing metal laminates with 100% recyclable PE/PA co-extrusions for sterilisation and replacement of multi-layer laminates.

2.3. Circular economy: waste and recycling

Non-hazardous waste

During normal operation at SPG, we generate the non-hazardous waste indicated below.

EWL code	Description	2024		2023	
		Kilos	Weight (%)	Kilos	Weight (%)
070213	Plastic waste	886,160	12 %	-	0 %
080399	Wastes from ink and toner, not otherwise specified	16,920	0 %	-	0 %
120105	Plastic shavings and turnings	1,817,960	25 %	1,825,280	57 %
150101	Cardboard packaging	169,340	2 %	828,000	26 %
150102	Plastic packaging	1,994,760	27 %	-	0 %
150103	Wooden waste	333,640	5 %	135,130	4 %
170405	Iron and steel	34,760	0 %	58,620	2 %
170407	Mixed metals	10,720	0 %	-	0 %
191204	Plastic and rubber	381,480	5 %	-	0 %
200101	Paper and cardboard	76,600	1 %	65,200	2 %
200110	Clothing	500	0 %	-	0 %
200138	Wood waste other than that specified in code 20 01 37	120,310	2 %	-	0 %
200139	Inert plastic waste	1,303,900	18 %	199,561	6 %
200140	Scrap metal	16,500	0 %	-	0 %
200301	Mixed municipal waste	81,290	1 %	-	0 %
200304	Septic tank sludge	23,500	0 %	31,140	1 %
200307	Bulky waste (wood)	-	0 %	76,520	2 %
Total		7,268,340	100 %	3,219,451	100 %

Hazardous waste

During normal operation at SPG, we generate the hazardous waste indicated below.

EWL code	Description	2024		2023	
		Kilos	Weight (%)	Kilos	Weight (%)
060313	Solid salts and solutions containing heavy metals	301	0 %	-	-
080312	Waste ink	362,012	55 %	137,349	64 %
080314	Ink sludge containing hazardous substances	98,252	15 %	-	-
080411	Adhesives and sealants sludge containing organic solvents or other hazardous substances	5,785	1 %	-	-
090101	Developer solution	-	0 %	1,450	1 %
130205	Used oils	3,307	1 %	872	0 %
130310	Other insulating and heat transmission oils	417	0 %	-	-
130507	Oily water	2,969	0 %	6,134	3 %
140603	Other solvents and solvent mixtures	11,360	2 %	-	-
150110	Contaminated packaging	58,875	9 %	27,260	13 %
150202	Contaminated absorbents	115,181	17 %	39,725	19 %
160504	Gases in pressure containers	142	0 %	206	0 %
160506	Laboratory chemicals	-	0 %	60	0 %
160601	Batteries	402	0 %	1,217	1 %
170605	Construction materials containing asbestos	20	0 %	-	-
180103	Waste that requires special collection and removal precautions to prevent infections	100	0 %	-	-
200121	Fluorescent tubes	149	0 %	50	0 %
Total		659,272	100 %	214,323	100 %



2.3. Circular economy: waste and recycling

SPG uses a third-party collection, storage and disposal service for collecting hazardous and non-hazardous waste. We recycle all types of waste generated during normal business operation. In general terms, the amount of waste recovered in 2024 was as follows:

Description	Kilos generated	Kilos recovered	Weight (%)
Non-hazardous waste	7,268,340	5,050,280	69 %
Hazardous waste	659,272	462,961	70 %
Total	7,927,612	5,513,241	70 %

We replaced the horizontal press at Rotor Print with a static compactor to improve waste management and energy recovery and stop waste from being sent to landfill (SRF - solid recovered fuel). This has led to 100% and 94% recovery of the non-hazardous and hazardous waste generated at Rotor Print, respectively.

At Arras, we recovered empty drums initially destined for waste and filled them with hazardous waste. In addition, we have reduced consumption of materials and generation of waste by recovering pallets and classifying plastic nozzles to facilitate recovery.



2.4. Pollution and climate change

Reduction of greenhouse gas emissions

Our commitment to the planet translates into a reduction of greenhouse gases. By incorporating recycling into our production process and downgauging, SPG can supply food packaging with a reduced carbon footprint (greenhouse gas emissions) and, furthermore, printed products that do not contain solvents, which makes them more sustainable. This includes RClosing Efficient, SOL, FSOL and VSOL films.

Our greenhouse gas emissions were as follows:

CO ₂ equivalent t	2024	2023
Scope 1	9,239.84	2,664.69
Scope 2	8,404.30	8,887.96
Total	17,644.14	11,552.65



Having calculated and verified the 2023 carbon footprint for Scopes 1 and 2 at the Villarrubia and Espiel facilities in Córdoba, we were awarded the Reduzco seal issued by the Ministry for Ecological Transition and the Demographic Challenge (MITECO) on the basis of a 3.99% decrease in the average intensity of our emissions over the three years from 2021 to 2023 compared with 2020 to 2022 for Scopes 1 and 2.



2.4. Pollution and climate change

Since the group's facilities are located far from urban hubs, light and noise pollution are not classed as relevant or as having a significant impact on the environment. Moreover, there have been no reported incidents and no complaints in relation to these environmental issues.

Sustainable packaging

SPG supports sustainability in food packaging and, as such, traditional packaging has been redesigned to create more sustainable packaging that decreases the environmental footprint and facilitates recycling. Our most environmentally friendly packaging includes:



2.5. Sustainable use of resources

Water consumption

SPG mainly uses water for consumption by personnel at its different facilities and for product manufacture. The water for consumption comes mainly from the water supply network at the different locations. The following water consumption figures were recorded:

	2024	2023
Public water works supply (m³)	21,308	10,764
Groundwater (m³)	1,000	1,000
Total (m³)	22,308	11,764

The boiler drains at the Arras facilities have been modified to bring water consumption down.

Electricity consumption

SPG uses electricity as a resource for its business activity. This is principally the electricity used at its offices and manufacturing plants.

Installation of solar panels at the Villarubia and Espiel plants was completed in August 2022. This was a turning point in the Group's consumption of electricity since it fosters use of self-generated energy.

In addition, all the exterior lighting and the interior lighting at the Villarubia and Espiel manufacturing facilities was already updated to LED lights in previous periods. Transformer substations were installed at both manufacturing facilities meaning we have been able to change and optimise the energy supplied to our machinery.

We have heat recovery systems at the Villarubia manufacturing facility. That is, the air released from the factory and offices is pre-heated and returned to the offices.

We have also reduced energy consumption at the Espiel facility by purchasing air leak detectors which enable detection, repair and reduction of leaks.

In 2024, the lighting in the cleanroom and in the office extension at the Rotor Print facilities was changed to spotlights and LED light fixtures. The rotogravure machine was replaced with a more energy-efficient one. We have also taken steps to install LED lights at the Arras facility.

	2024	2023
Total consumption of electricity (kw)	35,075,928	28,026,794
Consumption of energy acquired from the grid	30,772,300	23,010,266
Self-generated consumption (photovoltaic)	4,303,628	5,016,528



2.5. Sustainable use of resources

Natural gas

Natural gas is one of the resources the group consumes during normal operation. It is linked to use of the machinery at the facilities. Consumption details are provided below.

	2024	2023
Consumption of gas (kg)	1,176,933	1,108,517

Inks

Another of the group’s most used resources during normal operation is inks. This is linked to its main line of activity and to printers and photocopying machines. Details of ink consumption and waste, as well as toner consumption and waste, are provided below.

	2024	2023
Ink waste (kg)	477,184	139,349
Inks (kg)	1,816,613	707,760

Plastic

Like inks, plastic is one of the resources the group uses most during normal operation. Our core business activity is manufacture of packaging materials. We also consume packaging plastic in the consumables that are used in the production process. Details

of the plastic we consume and recycle are provided below.

	2024	2023
Plastic for packaging (kg)	48,712	77,618
Contaminated plastic packaging (kg)	58,875	27,260
Plastic waste (kg)	1,685,380	1,971,629
Plastic shavings and burrs (kg)	1,817,960	1,825,280

Paper

Paper is one of the most used resources in the group's offices and rationalising its use and bringing consumption levels down are among our main goals.

The group rolls out employee awareness campaigns on use of paper and provides recycling bins to encourage recycling.

	2024	2023
Paper consumed (pages)	1,135,635	923,127



3. Social matters and human resources

3.1. Workforce and staffing policies and commitments

SPG is committed to upholding personal dignity and commits to maintaining a workplace free from discrimination and abuse. Employees should not face discrimination on the grounds of race, colour, nationality, background, age, sex, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social attribute. SPG promotes equal opportunities for its staff.

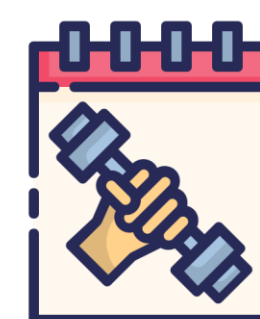
The main values upon which our team is built are:



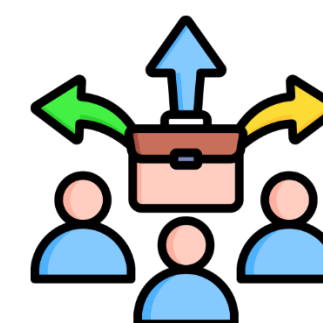
Teamwork



Equal opportunities



Innovation and initiative



Respect and daily effort

3.2. Employment and disability

a) Employment

At 31 December 2024, the SPG workforce comprised 778 employees (633 in the financial year 2023), of which 81% were men and 19% were women. Permanent employees comprised 98% of the average workforce for the financial year (GRI 2-7, GRI 2-8).

Professional categories	Total number of employees at 31.12.2024 and breakdown by sex, age, country and professional classification								
	< 35		>35 <50		>50		Total		
	M	W	M	W	M	W	M	W	Total
Sales	4	1	6	-	5	-	15	1	16
Managers	2	-	11	4	5	2	18	6	24
Skilled workers and operators	116	12	245	13	108	7	469	32	501
Administration	12	18	25	31	14	15	51	64	115
Technicians	19	18	38	21	19	4	76	43	119
Total workforce	153	49	325	69	151	28	629	146	775



3.2. Employment and disability

At the end of financial year 2024, the group had 3 male interns in its employ in different roles. This brings the total workforce up to 778 employees, as detailed in the group's Annual Consolidated Accounts.

Professional categories	Total number of employees at 31.12.2023 and breakdown by sex, age, country and professional classification								
	< 35		>35 <50		>50		Total		
	M	W	M	W	M	W	M	W	Total
Sales	1	3	4	12	2	3	7	18	25
Managers	1	-	8	4	4	2	13	6	19
Skilled workers and operators	79	1	210	0	102	0	391	1	392
Administration	6	16	15	19	7	12	28	47	75
Technicians	19	11	44	15	22	2	85	28	113
Total workforce	106	31	281	50	137	19	524	100	624

(*) At the end of financial year 2023, the group had 6 male and 3 female interns in its employ in different roles. This brings the total workforce up to 633 employees, as detailed in the group's Annual Consolidated Accounts.

3.2. Employment and disability

Total number of employees at 31.12.2024 and distribution by type of contract					
Type of contract	Men	%	Women	%	Total
Permanent	622	98.89%	142	97.28%	764
Temporary	5	0.79%	2	1.36%	7
Part time	2	0.32%	2	1.36%	4
Total workforce	629	100%	146	100%	775

Total number of employees at 31.12.2023 and distribution by type of contract					
Type of contract	Men	%	Women	%	Total
Permanent	516	95.20%	86	94%	602
Temporary	23	4.24%	4	5%	27
Part time	3	0.55%	1	1%	4
Total workforce	542	100%	91	100%	633

3.2. Employment and disability

Annual average hires broken down by sex, professional classification and type of contract, 2024								
Professional categories*	Men				Women			
	Permanent	Temporary	Total	%	Permanent	Temporary	Total	%
Sales	-	-	-	0%	-	-	-	0%
Managers	-	-	-	0%	-	-	-	0%
Skilled workers and operators	44	6	50	88%	5	3	8	40%
Administration	2	-	2	4%	4	3	7	35%
Technicians	4	1	5	9%	4	1	5	25%
Total workforce	50	7	57	100%	13	7	20	100%

Annual average hires broken down by sex, professional classification and type of contract, 2023								
Professional categories*	Men				Women			
	Permanent	Temporary	Total	%	Permanent	Temporary	Total	%
Sales	-	-	-	0%	-	-	-	0%
Managers	-	-	-	0%	-	-	-	0%
Skilled workers and operators	29	14	43	87%	1	-	1	11%
Administration	2	-	2	3%	4	6	10	75%
Technicians	5	-	5	9%	2	-	2	14%
Total workforce	35	14	49	100%	7	6	13	100%

3.2. Employment and disability

Annual average hires broken down by sex, age and type of contract, 2024								
Professional categories*	Men				Women			
	Permanent	Temporary	Total	%	Permanent	Temporary	Total	%
<35	30	6	36	65%	7	4	11	58%
>35 <50	18	-	18	33%	4	2	6	32%
>50	1	-	1	2%	2	-	2	11%
Total workforce	49	6	55	100%	13	6	19	100%

Annual average hires broken down by sex, age and type of contract, 2023								
Professional categories*	Men				Women			
	Permanent	Temporary	Total	%	Permanent	Temporary	Total	%
<35	82	22	104	19%	29	9	38	46%
>35 <50	297	7	304	55%	40	2	42	50%
>50	140	1	141	26%	17	0	17	20%
Total workforce	519	30	549	100%	86	11	97	100%

A total of 19 men and 4 women were dismissed each year in 2024 and 2023.

3.2. Employment and disability

	2024			2023		
Category	Men	Women	Total	Men	Women	Total
Sales	-	-	-	-	-	-
Managers	2	-	2	2	-	2
Skilled workers and operators	22	-	17	17	-	17
Administration	-	2	2	-	2	2
Technicians	-	2	2	-	2	2
Total	24	4	28	19	4	23

3.2. Employment and disability

b) Disability and universal accessibility

Article 42.1 of Legislative Royal Decree 1/2013 of 29 November, which approves the consolidated text of the General Act on the Rights of People with a Disability and their Social Inclusion, establishes that in the case of private companies employing 50 or more people, at least two percent of the workforce must have a disability. The same decree includes provisions by which business owners who are obliged to comply with the disability quota can claim, in exceptional circumstances, an exemption under Royal Decree 364/2005 of 8 April, which governs alternative compliance with the disability quota.

The total number of employees with a disability in SPG in 2024 was 31 (30 in 2023). Given the average size of the workforce, the legal requirement to hire staff with a disability is a consideration for the group.

	2024	2023
Workforce	5	4
Special workplace	26	26



3.3. Remuneration

Average remuneration broken down by sex, age and professional classification, 2024 (€)												
Professional categories	< 35			>35 <50			>50			Total		
	M	W	W/M	M	W	W/M	M	W	W/M	M	W	W/M
Sales	20,545	27,665	135%	73,549	-	0%	180,209	-	0%	100,792	27,665	27%
Managers	-	-	-	110,832	57,157	52%	84,139	64,353	76%	63,760	57,429	90%
Skilled workers and operators	20,027	10,419	52%	23,819	13,619	57%	25,980	14,934	57%	25,408	13,225	52%
Administration	18,174	21,274	117%	25,622	25,333	99%	25,751	27,483	107%	21,692	23,450	108%
Technicians	22,990	16,978	74%	30,506	26,998	88%	34,656	36,851	106%	32,235	26,150	81%
Average remuneration										29,243	23,967	82%

Average remuneration broken down by sex, age and professional classification, 2023 (€)												
Professional categories	< 35			>35 <50			>50			Total		
	M	W	W/M	M	W	W/M	M	W	W/M	M	W	W/M
Sales	34,656	-	0%	168,338	-	0%	147,831	-	0%	116,942	-	0%
Managers	-	-	0%	86,832	56,570	65%	95,203	48,808	51%	87,253	52,639	60%
Skilled workers and operators	19,231	2,865	15%	23,189	11,873	51%	26,564	29,133	110%	23,073	14,623	63%
Administration	21,601	18,224	84%	18,452	28,031	152%	21,416	28,246	132%	20,817	25,511	123%
Technicians	18,595	19,159	103%	27,964	25,486	91%	37,459	30,310	81%	27,920	25,249	90%
Average remuneration										27,340	22,723	83%

3.3. Remuneration

a) Pay gap

The group's remuneration policy applies to the entire workforce. It is governed by the collective bargaining agreements arising from the highly competitive nature of the sector in which the business provides its services.

The remuneration system is objective and tailored to professional groups, with no differences based on gender. The pay table is therefore the same for all employees.

The remuneration system compensates and rewards the commitment, responsibility and performance of all professionals.

SPG has a performance-based profit-sharing system for all employees that is based on the contribution that each professional makes to the group's income.

In financial year 2024, as per the previous table, the pay gap in the group was 0.82 in favour of men, calculated based on the average total salaries of men and women. The pay gap arises primarily from managerial positions for both the 35 to 50 age bracket and the over 50s. However, the pay gap calculation in this category is not representative. This is because the managerial category includes members of the Management Board, and these individuals are paid for their work.



3.4. The workday, work-life balance and disconnecting from work

SPG manages the length of the workday and compliance with working hours in accordance with the provisions of the Workers' Statute and the collective bargaining agreements in force in the different production centres.

SPG appreciates the benefits – for employees and for the group – of a work-life balance and supports measures to achieve this. A package of measures is in place to address family support, quality of employment, personal and professional development, and flexibility of location and of working hours. Information is available to workers in the SPG's dossier of work-life balance measures.

a) Absences

A total of 24,585 hours were spent absent from work in the financial year 2024 (39,288 in 2023). This equates to 37.42% of total planned working hours.



3.5. Health and safety

The health and safety of the group’s staff is paramount. That is why we are committed to reducing all existing risks, whether low, medium or high. All workers are provided with a safe and hygienic workplace, and risk assessments have been conducted for all jobs and functions in our factories and offices.

All workers attend courses on health and safety. The company has an Internal Operations Plan that comes into force in the event of any emergency, including fire, flooding, pollution, etc. The plan is in place and is tested once per year.

Factories are equipped with sprinklers, fire hoses and powder extinguishers in sufficient numbers in both offices and workshops. They undergo annual legal checks by a competent company, and fire drills are conducted annually. Likewise, electrical installations are checked annually by a competent company.

All legal checks are conducted as per an official schedule. Records of these are available, along with an action plan for instances of non-compliance.

The preventative management needed to meet these objectives is conducted by means of an Integrated Management System for Quality, the Environment and Workplace Risk Prevention, based on ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018.

In 2024, SPG’s own Prevention Service obtained Bureau Veritas certification following a legal audit of the workplace risk prevention system. Said audit is a management instrument that gives a true picture of the workplace risk prevention system. It assesses the effectiveness of the system and detects shortcomings that may result in breaches of current legislation. In turn, it facilitates decisions to fine tune and improve the system. The group obtained this certification by implementing an effective and legally-compliant management system.

In 2024 there were 40 instances of sick leave due to workplace accidents. None were recorded in 2023.

Details of the accidents that occurred in 2024 and 2023, and their seriousness, are as follows:

	2024			2023		
	Men	Women	Total	Men	Women	Total
Accidents	50	1	51	35	-	35

	2024			2023		
	Men	Women	Total	Men	Women	Total
Low	50	1	51	35	-	35



3.6. Employee relations

SPG makes communication possible between all levels and functions of the organisation. The following communication channels are available:

- Intranet
- Speakap
- Ethics channel
- Suggestions inbox for human resources and for workplace risk prevention
- TVs in common areas
- Noticeboards
- Business Committee
- Health and Safety Committee
- Diversity Committee

These channels enable us to address staff concerns about the preventative management system, to communicate with the entire workforce about changes affecting workplace risk prevention, and to specify those individuals who are in charge of emergency measures and of implementing any planned actions. The group also has an inbox to which staff can send their concerns, suggestions, opinions and questions.

All staff of the group are covered by the relevant sectoral collective bargaining agreement. In our case, this is the Collective Bargaining Agreement for Graphic Arts.

The group facilitates communication in the following directions:

Top-down communication

This type of communication takes place from management to the rest of the organisation. Its purpose is to inform, motivate and align the workforce. The key communication tools are Speakap, internal TV, email, meetings and noticeboards. These types of communications usually concern the following:

- Strategic and operational updates
- Corporate news and campaigns
- Messages from the leadership or managers
- Information from human resources on benefits, training and the work climate
- Culture and values: examples of performance, acknowledgements
- Messages about workplace health and safety
- Product quality and R&D, regulations and best practices
- Celebrating corporate achievements and milestones

Bottom-up communication

This type of communication gives a voice to employees for their ideas, needs or concerns, providing internal knowledge that facilitates continuous improvement. It aims to provide a space for engagement, for gathering suggestions and for identifying improvements or possible complaints.

Channels available:

- Comments and reactions in Speakap
- Physical suggestions box
- Direct communication with middle managers
- Corporate ethics channel (for sensitive/confidential matters)
- Internal surveys and online forms
- Team meetings and listening spaces
- Breakfasts with the CEO

3.6. Employee relations

Transversal and social communication

It fosters exchange between teams, departments and countries, and helps build the group culture while supporting collaborative learning and a sense of belonging.

Examples:

- Sharing of best practices among factories or departments
- Global campaigns with local participation
- Social publications (birthdays, activities, team photos, etc.) on Speakap

Communication with linked external environments

There may be times when communications are sent to the following:

- Relatives of employees (e.g. events or campaigns about work-life balance)
- External suppliers or partners
- Foundations or entities involved in social projects

These communications are managed by the People and Culture department or by Internal Communication, and must align with the values of the group.



3.7. Training

At SPG, our human capital is what sets us apart. We are firmly behind the professional development of all our employees, because we want to help them grow. Our personalised training action plans are adapted to the needs of each department.

The total number of training hours per professional category is as follows:

Category	2024	2023
Interns	3	-
Sales	48	892
Managers	1,304	586
Skilled workers and operators	5,371	4,229
Administration	898	526
Technicians	3,243	645
Total	10,867	6,878



3.8. Equality and diversity

Equal opportunities

SPG’s Code of Conduct promotes the principle of equality and tackles any form of discrimination on the grounds of race, colour, nationality, background, age, sex, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social attribute. SPG promotes equal opportunities for its staff.

Any employee who feels that their workplace does not comply with the aforementioned principles should report the matter to the Human Resources Manager. SPG prides itself on providing all its workers with the same opportunities to access jobs, training and promotions, and equality of working conditions. To that end, it has an Equal Opportunities Plan in place to ensure men and women are treated the same.

We examined the organisational structure of the company to identify areas for improvement. Any matters that could give rise to discrimination in the group were scrutinised. The following indicators were included in the analysis: a) staff selection policy, b) workforce distribution, c) talent management and training, d) professional career development, e) pay policy, and f) work-life balance.

We concluded that there is no discrimination in any of these areas. New objectives and improvement actions were proposed to prevent possible instances of inequality within the company, and a Diversity Committee has since been set up to ensure compliance with the relevant policies. The committee meets twice a year to monitor any improvement actions.

The number of paternity/maternity leave applications granted throughout the year, as well as returns to work, were as follows:

2024	Leave granted	Subsequent returns to work	Employees who stopped working after 12 months
Men	16	16	-
Women	4	4	-
Total	20	20	-

2023	Leave granted	Subsequent returns to work	Employees who stopped working after 12 months
Men	22	22	-
Women	5	5	1
Total	27	27	1



3.8. Equality and diversity

a) Diversity and integrity

SPG takes responsibility for ensuring a workplace free from any form of discrimination and harassment. All workers must be treated fairly and respectfully by their superiors, subordinates and colleagues.

In that regard, SPG has in place a harassment protocol to prevent sexual, gender-based and psychological harassment from taking place. Such situations are an assault on the dignity of the individuals involved. They also compromise the working environment and impact the health, morale and self-esteem of the workforce. The protocol describes those behaviours that should be prevented, as well as specific measures to ensure that prevention happens, plus guidelines for handling complaints and reports made by anyone subjected to these behaviors.

The protocol comes into effect when a report of such behaviour is made. The process is confidential and protects the identity of the person affected, as well as the identities all those involved.

b) Recruitment and selection

In its recruitment and selection processes, the group will include all professionals who match the list of required competencies and will not impose any exclusions that may limit the effectiveness of the process.

Professionals will be selected based exclusively on merit and ability, in accordance with the following guidelines:

- One selection process for the entire company: this ensures that all candidates are treated the same way throughout the process and guarantees the utmost confidentiality regarding their participation.
- Selection based on competencies set by SPG: competency-based selection enables the company to identify and assess candidates against the required knowledge, attitudes and abilities.
- Treatment of candidates with an internal connection: any family link, interest or personal influence by third parties will have no impact on the objectivity of the process. Candidates will only be considered where there is total equality in terms of whether they meet the requirements and competencies needed for the role. Immediate relatives and partners of employees may only be hired as employees or consultants based on their training, performance, competence and experiences, and provided the employee and their relative or partner do not report to one other, either directly or indirectly.

All SPG recruitment processes are conducted in accordance with the needs of the company. The gender of the person being hired has no bearing on the type of contract offered.

4. Human rights

At present, our company holds the following certifications attesting to excellent and sustainable management: ISO 9001, ISO 14001, ISO 50001, Retray Product, BRC Packaging and Ecosense certification.

SPG supports the regulations applicable to the public sector, as well as the Workers' Statute and the specific provisions in our collective bargaining agreement. We are against any form of forced labour, child labour or discriminatory employment practices.

At SPG, we have external and internal communication channels for addressing possible human rights abuses. Our code of conduct establishes behavioural guidelines for the entire SPG workforce, and we also have a harassment protocol and equality policies, in order to prevent abuses from occurring in the first place.

Any person who finds themselves involved in a situation that violates the harassment prevention protocol and equality policy should follow the group's protocol for such circumstances. The situation will be reported and investigated with the utmost confidentiality. All efforts will be made to protect the victim and their right to privacy, confidentiality and dignity throughout the process. SPG will not tolerate any form of workplace harassment, be it sexual, gender-based, psychological or harassment of any other nature.

We are acutely aware of the need to uphold and protect basic employment rights by complying with current employment law, and by eliminating forced labour, child labour and work carried out under arduous, extreme, inhuman or degrading conditions.

No reports of human rights violations have been received.



5. Measures to prevent corruption and bribery

SPG, by means of its values, principles, policies and procedures, is committed to ensuring its workforce, directors and the third parties it works with all act ethically and morally. SPG does not tolerate behaviours that could lead to or be considered crimes of corruption, bribery or influence peddling.

The group's Code of Conduct states expressly that all employees must avoid situations that could give rise to a conflict of interest. They must abstain from representing the group in, taking part in, or influencing decisions in which the individual or a third party may have a direct or indirect personal interest.

If a conflict of interest arises, or if an employee finds themselves in a situation that may involve or give rise to a conflict of interest, the employee must notify their immediate superior and/or the Human Resources Manager, so that the situation can be dealt with fairly and transparently.

Employees are prohibited from accepting any form of reward or gift that may lead to allegations of partiality.

Control measures are in place to prevent money laundering, in accordance with the principle of due diligence. The main control measures are as follows:

- A purchase approval system with value thresholds, integrated in the group's ERP, to ensure appropriate separation of functions.
- A system of authorisations and joint signatures to control the group's financial transactions and minimise the chances of fraud being committed.

- Training initiatives around compliance, with specific training on money laundering and crime prevention.
- Implementation of various internal controls.

The Code of Conduct prohibits any activity that may be linked to money laundering, funding of terrorism, or operations of any nature which are known or suspected to be carried out for the purpose of introducing, into the economy, funds of unknown origin which are proceeds of crime.

6. Society

6.1. Commitment to society and sustainable development

Measures to support employment

At SPG, our human capital is what sets us apart. We are firmly behind the professional development of our employees, because we want to help them grow. Our personalised training action plans are adapted to the needs of each department.

SPG's people constitute a high-performing team built on innovation, teamwork, initiative, respect and daily effort.

We are also committed to employability. In that respect, we offer opportunities to gain that all-important initial practical experience on real projects, helping consolidate the knowledge acquired during training and paving the way for the future. This initiative supports the employability of interns from various universities and training centres across our operations. In financial year 2024, the group employed 3 interns (9 in 2023).

The group has a huge role in society. Its impact ranges from generating employment to developing the local communities where our production centres are located, both nationally and internationally.

Relationships and methods of dialogue with stakeholders from local communities

SPG maintains a constant, open and transparent dialogue with all stakeholders in the regions where it operates, focussing at all times on the overarching social benefit and on a positive and beneficial impact for the entire community. Lines of communication

are always open with our stakeholders, ensuring compliance with policies at all times.

SPG supports R&D&I

At SPG, we know that the ability to anticipate is what drives progress and defines the history of a company.

The group has its own laboratories for research, development and innovation. Our most skilled professionals seek new solutions that result in continuous improvements to the quality of our products, the service our clients receive and the consumer experience.

Innovation has been the main driver of growth at SPG since the beginning. Year after year, SPG makes a significant investment in human resources, experts and materials, to ensure we remain leaders in a highly competitive and globalised market.

Our research efforts often take the form of joint R&D&I projects undertaken with our clients.

6.1. Commitment to society and sustainable development

Collaboration with non-profits

SPG is not a member of any non-profit associations or organisations but does make donations. Contributions to foundations or non-profit organisations in financial year 2024 totalled 6,622 euros (1,400 in 2023).



6.2. Subcontractors and suppliers

SPG seeks to uphold the utmost impartiality and objectivity when hiring its suppliers. Management is transparent, with steps taken to prevent direct assignation of suppliers and to encourage various suppliers to participate, thus ensuring impartiality and efficiency. In addition, all purchases must go through the Procurement Department. This creates a centralised system that facilitates better control over all the company's procurement, and greater transparency in its acquisition processes.

SPG establishes the collaborative relationships it needs with its suppliers in order to satisfy interests on both sides. We will undertake collaborative negotiations with our suppliers. Where this management model is not possible, we will take a position that ensures the success of our company and that our objectives are met.

Suppliers have a clear understanding of the technical approval phases from the outset. Their product must go through initial testing by our technical team, followed by a second industry testing phase by our clients and monitoring by us.

Depending on the material, the product must also undergo performance testing decided by R&D, and if applicable, must obtain the necessary food safety certifications.

New suppliers must provide the following information about their corporate social responsibility:

- Environmental and quality management policy in place in their company
- Compliance with current legislation in the country of operation
- Compliance with REACH
- Internal supplier evaluation questionnaire
- Product data and safety sheets

- Migration testing
- Certifications (ISO, BRC, GFASI, etc.)

Of the suppliers that the group has contracted services with, 8.7% are local and 66.4% are national.

6.3. Measures for consumer health and safety

Guaranteeing consumer health and safety is of the utmost important to the group. The Quality, Environment and Food Safety Policy sets out the following measures (among others) to achieve this:

- Compliance with any legislation, regulations and specifications that apply to our business.
- Supplying plastic film that meets tough quality and safety standards.
- Maintenance of the following certifications/standards: BRC IOP, ISO 9001, ISO 14001, ISO 50001.
- Respecting the deadline set by the client.
- Working to reduce the number of internal complaints about quality and non-conformity through the data and indicators system.

We have received 2,268 complaints of non-conformity. These were resolved by the Quality Department. All complaints are processed individually via our in-house IT system and corrective measures taken in each case.



6.4. Taxes and subsidies

The controlling company in the group does not file consolidated tax returns. Reconciliation of the accounting profit and corporation tax has been set out in note 15 of the Statement of Annual Consolidated Accounts of Plastienvase, S.L. and Subsidiaries for financial year 2024.

The figures have been calculated using accrual accounting. The group is of the opinion that this approach more accurately represents the company’s position than cash accounting.

	2024	2023
Pre-tax profit	3,902,219	14,712,017
Corporation tax	2,093,311	2,745,437

Public subsidies received and the relevant fiscal information are detailed in note 13.g. of the Statement of Annual Consolidated Accounts of Plastienvase, S.L. and Subsidiaries for financial year 2024.

Distribution of the net consolidated turnover for the financial year, broken down by country, is set out in note 17.a. of the Statement of Annual Consolidated Accounts of Plastienvase, S.L. and Subsidiaries for financial year 2024.



Appendix I: Act 11/2018 and the GRI Standards

Theme	Requirements of Act 11/2018	Link with GRI Standards	Page
<u>General questions</u>			
Business model	A brief description of the group's business model, including the business environment, how it is organised and structured, the markets it operates in, its objectives and strategies, and the main factors and trends affecting its future development.	2-1 Organisational details 2-2 Entities included in the organisation's sustainability reporting 2-6 Activities, value chain and other business relationships 2-22 Statement on sustainable development strategy	1-9
Policies	A description of the group's policies on environmental and social matters, human rights, the fight against corruption and bribery, and its staff, including measures taken to promote equality of treatment and of opportunities for women and men, to prevent discrimination, for inclusion of people with a disability, and on universal accessibility. In addition, due diligence procedures for identifying, assessing, preventing and reducing risks and significant impacts, and for control and verification, detailing the specific measures in place.	3-3 Management of material topics	11-14
Short, medium and long term risks	The main risks related to environmental and social matters, human rights, the fight against corruption and bribery, and staff, including measures taken to promote equality of treatment and of opportunities for women and men, to prevent discrimination, for inclusion of people with a disability, and on universal accessibility, with respect to the group's operations. This includes, where applicable and proportionate, its business relationships, products and services that may negatively impact these matters. It also includes the manner in which the group manages these risks, including the procedures used to identify and evaluate them in accordance with the main national, European and international frameworks in each case. It should include a breakdown of the impacts identified, specifying the main risks in the short, medium and long term.	102-15 Main impacts, risks and opportunities (2016) N/A (2021)	15-16

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<u>General questions</u>			
KPIs	<p>Relevant non-financial key performance indicators for the specific business activity. They should meet criteria for comparability, materiality, relevance and reliability.</p> <p>* To facilitate comparison of information over time and between organisations, the non-financial key indicators used will be standardised and generally applicable. They should comply with the relevant European Commission directives and the Global Reporting Initiative Standards, with mention in the report of the national, European or international framework used in each case.</p> <p>* The non-financial key performance indicators should be applied to each section of the non-financial information statement.</p> <p>* These indicators should be useful. They should account for specific circumstances and be consistent with the parameters of internal risk management and assessment procedures.</p> <p>* The information should be accurate, comparable and verifiable.</p>	3-3 Management of material topics	13-42



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Environmental matters	Environmental management		
	Current and predicted effects of business activities on the environment, and where applicable, on health and safety	3-3 Management of material topics	13-21
	Procedures for environmental assessment or certification	3-3 Management of material topics	13-21
	Application of the precautionary principle	2-23 Policy commitments	13-21
	Quantity of provisions and guarantees for environmental risks	3-3 Management of material topics	13-21
	Pollution		
	Measures to prevent, reduce or redress emissions that have a severe impact on the environment, including any form of specific air pollution caused by an activity, as well as noise and light pollution	305-5 Reduction of GHG emissions	22
	Circular economy and waste prevention and management		
	Measures to prevent, recycle and reuse waste, other forms of waste recovery and elimination, and actions to combat food waste	3-3 Management of material topics 306-2 Management of significant waste-related impacts	13-16
	Sustainable resource use		
	Water consumption and supply in accordance with local limitations	303-1 Interactions with water as a shared resource	24
	Raw material consumption and measures to improve efficiency of use	3-3 Management of material topics 301-1 Materials used by weight or volume	23-25

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	Sustainable resource use		
Environmental matters	Direct and indirect energy consumption	3-3 Management of material topics 302-1 Energy consumption within the organisation 302-2 Energy consumption outside of the organisation 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	24
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	Use of renewable energy	3-3 Management of material topics 302-1 Energy consumption within the organisation 302-2 Energy consumption outside of the organisation 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	24



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Environmental matters	Sustainable resource use		
	Important components of greenhouse gas emissions generated as a result of the company's activities, including use of the goods and services it produces	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions	22
	Measures taken to adapt to the impact of climate change	3-3 Management of material topics	22
	Voluntary medium and long term targets to reduce greenhouse gas emissions, and measures implemented to achieve them	3-3 Management of material topics	22
	Protecting biodiversity		
	Impacts caused by activities or operations in protected areas	304-2 Significant impacts of activities, products and services on biodiversity	13-21
<u>Staff matters</u>			
Social and staff matters	Employment		
	Total number and distribution of employees, including diversity criteria (sex, age, country, etc.)	3-3 Management of material topics 2-7 Employees 405-1 Diversity of governance bodies and employees	26-34
	Total number and distribution of contract types, i.e. average annual number of permanent, temporary and part time contracts, broken down by sex, age and professional classification	2-7 Employees 2-8 Workers who are not employees	26-34

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<u>Staff matters</u>			
Social and staff matters	Employment		
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	Average remuneration over time, broken down by sex, age and professional classification or equivalent	3-3 Management of material topics 405-2 Ratio of basic salary and remuneration of women to men	26-28
	Pay gap, remuneration of equivalent jobs or the average across society	3-3 Management of material topics 2-19 Remuneration policies 2-20 Process to determine remuneration 2-21 Annual total compensation ratio 2-22 Statement on sustainable development strategy	26-31
	Implementation of policies on disconnecting from work	3.3 Management of material topics	35-37
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Social and staff matters	Organising work		
	Organising the workday	3-3 Management of material topics	35-38
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	Health and safety conditions at work	3-3 Management of material topics 403-3 Occupational health services	35-38
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Social and staff matters	Employee relations		
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	Percentage of employees covered by collective bargaining agreements, by country	2-30 Collective bargaining agreements	37-38
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	Training policies implemented	3-3 Management of material topics	38-40
	Total number of training hours by professional categories	404-1 Average hours of training per year per employee	38-40

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Social and staff matters	Universal accessibility for people with a disability		
	Universal accessibility for people with a disability	3-3 Management of material topics	32-34
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	Measures adopted to promote equal treatment and opportunities for women and men.	3-3 Management of material topics	41
	Equality plans (Chapter III of Organic Law 3/2007 of 22 March on Effective Equality of Women and Men), measures to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with a disability.	3-3 Management of material topics	41
	Policy against all forms of discrimination, and where applicable, for managing diversity	3-3 Management of material topics	41



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<u>Respect for human rights</u>			
Matters relating to human rights	Human rights		
	Due diligence procedures on human rights: preventing the risk of human rights violations, and where applicable, measures for mitigating, managing and making reparation for possible abuses.	3-3 Management of material topics 2-23 Policy commitments 2-24 Embedding policy commitments /2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns	43-44
	Reports of human rights violations	406-1 Incidents of discrimination and corrective actions taken	43-44
	Promotion of, and compliance with the key conventions of the International Labour Organization on freedom of association, the right to collective bargaining, abolishing discrimination in employment and occupation, abolishing forced or compulsory labour and abolishing child labour.	3-3 Management of material topics 406-1 Incidents of discrimination and corrective actions taken 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408-1 Operations and suppliers at significant risk for incidents of child labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	43-44



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	Taxes paid on profits	3-3 Management of material topics	49
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