

Sustainability Report 2025



ELIX
POLYMERS

A member of
Sinochem
International

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Message from the CEO

I am pleased to present **ELIX Polymers' tenth Sustainability Report**, for the year 2025. This year has been marked by significant progress that strengthens our commitment to a responsible and resilient business model focused on creating sustainable value for people, our customers, society and the environment in which we operate.

However, 2025 has especially been a year in which we have once again demonstrated how our people can tackle challenges with effort, perseverance and a powerful focus on results, even in demanding situations. Our teams' daily commitment lies beyond each achievement in this report.

During 2025, we have taken a decisive step in **consolidating our sustainability strategy**, completing the **2020–2025 Action Plan** and making significant progress in designing and implementing the new **Action Plan with a 2028 horizon**. At the same time, we have strengthened the integration of environmental, social and governance criteria into management and decision-making, highlighting our progress in **adapting to the new requirements of the CSRD Directive, analyzing climate risks and opportunities under the TCFD framework and reviewing and updating our 2025–2030 Sustainability Strategy**. In doing so, we have laid a solid foundation for the company's future.

Our commitment to climate action and operational excellence was enhanced throughout 2025 through measurable advances. This year, we achieved our goal of reducing water consumption by 15% compared to 2017 and far exceeded our initial product carbon footprint reduction target, decreasing it by 45%. Together with continuous improvement in energy efficiency, sustainable transport and pellet loss prevention while maintaining Operation Clean Sweep certification, this progress was joined by significant improvements in raw material efficiency.

These figures are sustained by collective effort, a culture of continuous improvement and a clear determination to do things better every day, even when the path demands perseverance and surpassing limits.

Responsible innovation remains a cornerstone of our value proposition. Through **our brand E-LOOP**, we continue moving toward a more sustainable portfolio, applying ecodesign methodologies in our new developments and reinforcing the use of tools such as Life Cycle Analysis and carbon footprint. Driven by our teams' knowledge and collaborative work, this approach enables us to offer solutions aligned with market expectations and actively contribute to a more circular economy with non-fossil-based raw materials.

At the same time, we have strengthened relationships with our customers by driving active listening through new satisfaction measurement mechanisms. Initial results confirm a high level of satisfaction and strengthen our determination to continue improving the quality of our service and our customers' experience, thanks to the dedication and attention shown by the people in direct contact with them.

People remain the driving force behind ELIX Polymers. In 2025, we consolidated a common framework that gives impetus to professional development, shared responsibility and alignment with the company's purpose and corporate objectives. This progress is supported by our Management by Missions model, which continues to strengthen a shared culture based on commitment, individual responsibility and collective effort directed toward a common purpose.

All these advances are the result of our teams' steady, rigorous and sustained efforts over time, which have managed to turn challenges into opportunities for improvement.

That is why this report is dedicated to the people of ELIX, whose commitment, professionalism, adaptability and perseverance make it possible to keep building a stronger and more sustainable company together, even in complex scenarios.

I want to sincerely thank everyone who makes our progress possible every day with their effort, dedication and trust, including our customers, suppliers and partners and the communities where we operate. I invite you to explore this Sustainability Report, a reflection of the work carried out in 2025 and of our conviction that sustainable progress is only possible through constant effort, collaboration, responsibility and a long-term vision.

David Castañeda,
CEO of ELIX Polymers



01
2025
Highlights



About ELIX Polymers

 **300+**
customers

 **40+**
grades

 **300+**
product colors

 **40+**
countries



Customer Service

 **35/100**
Net Promoter Score
(NPS)

Customer Satisfaction Score (CSAT)

 **4.8/5**
complaints

 **5/5**
sample shipments

 **4.9/5**
customer service

Sustainable Operations



99 k€

investment in environmental protection



927 kWh/t

energy consumption (kWh/t sold)



44 %

Spending on local suppliers (Tarragona)



1,724 M€

expenditure in environmental protection



88 %

waste valorized



12 %

spending on local suppliers (rest of Catalonia)



2.96 tCO₂eq/t

organizational greenhouse gas emissions from production (t CO₂eq/t sales)



1.216 m³/t

water consumption (m³/t sales)



61,382 t

raw material consumption



725

number of suppliers



Social Responsibility



246

people on the team



24 %

women on staff



12,072

training hours



95%

employees with
permanent contracts



02

About ELIX Polymers



About ELIX Polymers

We are one of Europe's leading manufacturers of acrylonitrile butadiene styrene (ABS) resins and their derivatives. Over the years, we have strengthened our position to become a benchmark in the sector.

Five decades of experience have allowed us to build a solid foundation of technical knowledge, specialized resources and capabilities that generate sustained value for our customers. Thanks to this accumulated expertise, we operate effectively in the heavily regulated healthcare, automotive and electrical and electronic device sectors, offering solutions aligned with the strictest standards.

ELIX Polymers' activities are organized from our plant in Tarragona, Spain, which serves as our operational hub and is supported by a sales team active in major international markets. This structure enables us to offer customized, high-quality solutions to meet the most demanding requirements in the thermoplastics field.

We hold many certifications, including ISO 9001, ISO 14001, ISO 45001, ISO 50001 and Operation Clean Sweep (OCS). These accreditations reflect our responsibility in the chemical sector and boost our commitment to sustainability.

ELIX Polymers' strength is built on continuous improvement, a drive for innovation, the incorporation of advanced technology, extensive industry experience and the value contributed by the talent of our employees.



Corporate Policy

Vision

We aspire to consolidate our position as a leading global benchmark in the thermoplastics specialties market. We are customer-oriented, offering personalized service and a broad product portfolio, while maintaining a firm commitment to environmental sustainability and our employees' development.

Values

ELIX Polymers' values are the framework that inspires our decisions and guides how we behave across all departments of the organization. They represent what defines us, how we operate and the path we follow as a committed and responsible company aligned with our principles.



Innovation



Collaboration



Integrity

Mission

Customers

- Satisfy our customers' needs through high-quality products and services
- Be a **reliable and competitive partner** with global reach

People

- Recognize and promote **professional and personal development**
- Ensure a **safe and collaborative work environment**

Company

- Support the **global expansion of ABS**
- Focus on **safe, efficient and reliable operations**
- Generate **long-term value and growth**

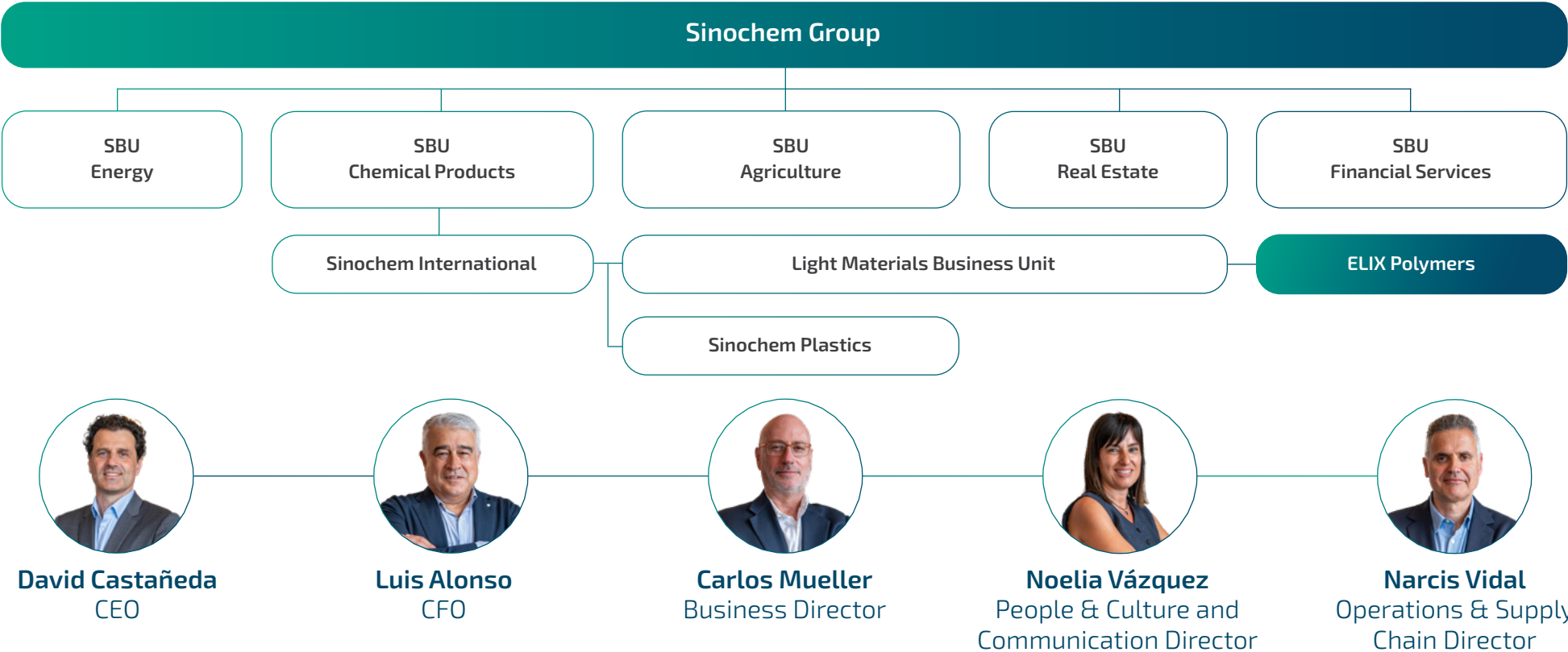
Society

- Offer **sustainable products**
- Carry out **sustainable, responsible and safe operations** that help to mitigate climate change
- Contribute positively to **social well-being**

Organizational Architecture

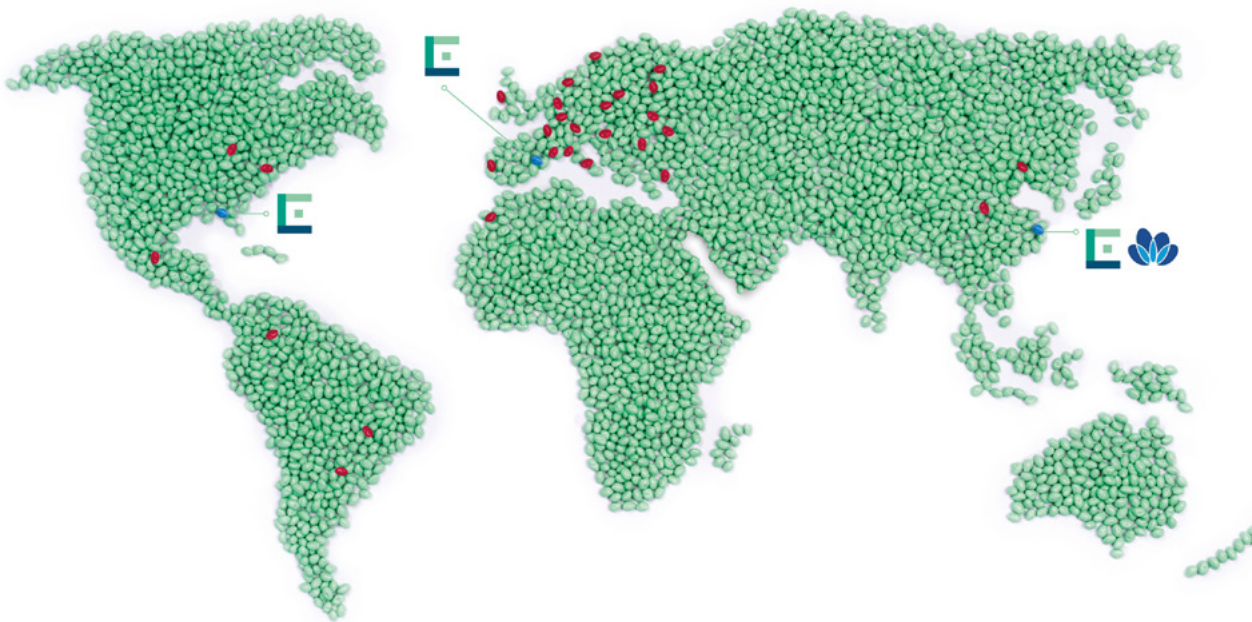
ELIX Polymers is part of Sinochem International (Overseas) Pte. Ltd., a large-scale state-owned joint stock company based in China and integrated into the Sinochem Group (hereinafter, the Group). This business group operates in various sectors considered strategic, including the chemical industry.

Within this corporate structure, our company plays a particularly significant role in the Strategic Business Unit (SBU), acting as the Group's international operating platform. This responsibility gives us a strategic position that strengthens both our production capacity for ABS resins and derivatives and our contribution to the development of new business lines linked to Sinochem International.



Global Company

Markets



Our strategic location and close connection to the industry are key to our success. We concentrate most of our sales in European markets, but our international ambition has led us to expand our global reach. We are also operational in the United States and China. In addition, we have a broad network of salespeople, distributors and representatives

covering more than 40 countries, as well as a logistics network with distribution centers in Spain and the United States. This infrastructure allows us to offer innovative and sustainable solutions and consolidate our leadership through our firm commitment to excellence.

Products

Our high-quality products adapt to our customers' specific needs:

- **ELIX POLYMERS ABS:** ABS thermoplastic materials focused on specialized applications and high-value-added markets.
- **ELIX POLYMERS PC/ABS:** PC/ABS compounds developed to meet our customers' most demanding requirements.
- **Polymer modifiers:** materials that adjust and improve the properties of polymer blends and materials based on PC, ABS, PVC, SMA and others.
- **ELIX POLYMERS' E-LOOP:** more sustainable solutions that integrate innovative upcycling proposals.

Sectors



Automotive

Our high-performance materials meet the strict demands of the automotive sector. They are ideal for general, high-temperature and low-emission applications, as well as for galvanizing/chroming processes and pre-colored part manufacturing. We develop solutions in high-performance ABS and blends, optimized in key properties such as impact resistance, thermal stability, processability and surface aesthetics.

Our customers include major global suppliers and we collaborate with OEMs and Tier 1 suppliers. Our products are approved by leading OEMs for interior and exterior applications.



Healthcare

We provide benchmark solutions for the medical sector, prioritizing regulatory compliance, product safety and a globally oriented supply strategy. Our customers include leading injection molders in Europe and the United States, in addition to top international pharmaceutical companies.

Our materials for the healthcare sector meet the strict requirements of the medical device industry and are validated according to ISO 10993 and USP Class VI standards. They also have DMF registration, enabling their use in both medical applications and food-contact solutions in European and US markets. We work closely with industry leaders to develop reliable, high-quality materials that combine technical efficiency, regulatory compliance and a steadfast commitment to sustainability.



Consumer goods

Our materials meet the demands of the consumer goods market: they allow a wide variety of shades and finishes, offer resistance to UV radiation and chemical agents and provide customized solutions with optimal processability. We develop specialized materials for applications such as household appliances, kitchen devices, home goods and small appliances, with performance adapted to the technical, aesthetic and regulatory requirements of the sector.



Household appliances

Our decades-long track record as an ABS supplier to major European appliance manufacturers supports our expertise in this market. Our ABS and PC/ABS grades adapt to the technical, aesthetic and safety requirements of the sector thanks to new colors and finishes, resistance to UV radiation and chemical agents and excellent processability. We offer reliable solutions for small and large appliance applications, with high surface quality, thermal and chemical resistance, as well as food-contact suitability where required. We work closely with manufacturers to ensure consistent, sustainable and efficient results.



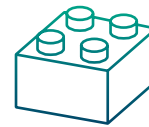
Electrical and electronic devices

Thanks to a broad range of solutions, our materials deliver excellent performance in electrical and electronic device applications. We offer the ability to select the most suitable option based on requirements such as dimensional stability, heat distortion temperature and electrical properties, always adhering to the strictest standards for safety, thermal and chemical resistance, in addition to compliance with international regulations. Continuous improvement, innovation and the use of advanced technology ensure high-quality materials and safe, environmentally respectful processes.



Building and construction

We offer the building and construction market a wide variety of product solutions to meet the growing demand for higher-performance, more resistant, aesthetic and easy-to-use materials. We provide high-performance thermoplastic materials even in demanding environments, thanks to their excellent surface quality, impact resistance and variety of finishes. They are also suitable for applications such as thermoformed sheets, profiles and furniture or cladding components.



Toys, sports and leisure

For many years, we have been working as an ABS supplier to major toy and winter sports equipment manufacturers. These relationships support our expertise in the segment. The specific materials we develop for the toy, leisure and sports sector stand out for their high strength, outstanding surface quality and good processability, in accordance with the most demanding international standards for safety, toxicity, migration and contaminants. In addition to offering food-contact grades and a wide variety of custom colors, we provide reliable and safe solutions for products in direct contact with children, tailored to each customer's needs.



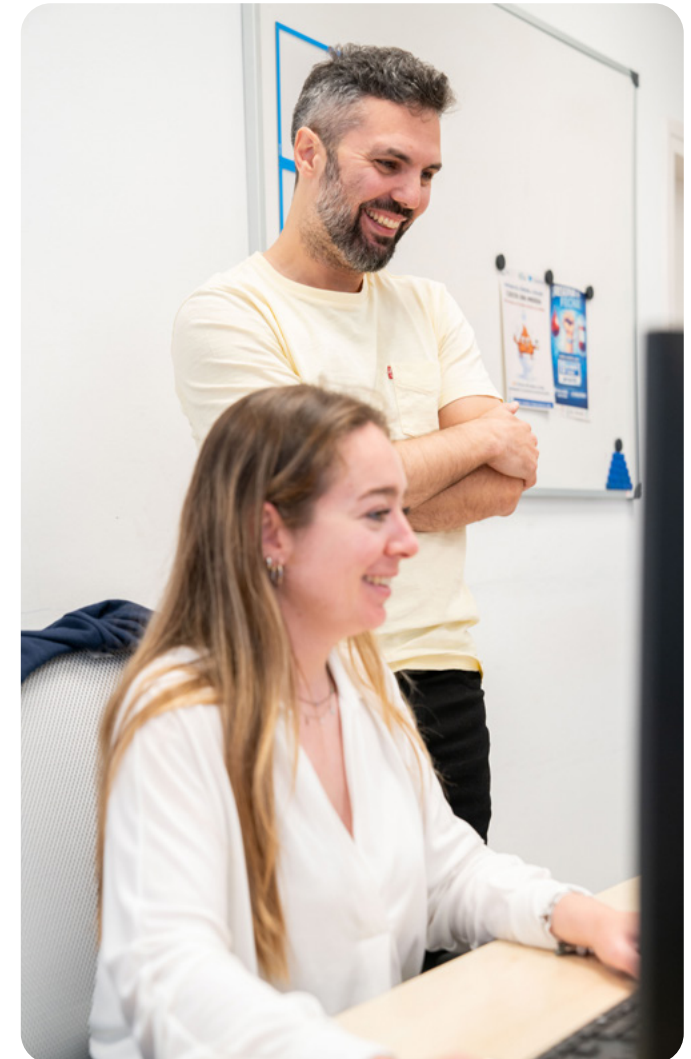
Partnerships

At ELIX Polymers, we believe it is essential to drive partnerships both globally and at the sector level, as well as to promote sustainability-related initiatives. These partnerships facilitate the spread of best practices, provide access to technological progress and help to make a broad positive impact across the entire value chain.

Global



Sustainability initiatives



03

Customer
Service: A
Differentiating
Value



Customer Service: A Differentiating Value

We work to exceed our customers' expectations by offering them the highest-quality products and services. In doing so, we establish ourselves as a reliable and competitive partner with international reach.

With five decades of experience in manufacturing and supplying ABS, we make all our technical knowledge available to our customers to help drive the development of their projects. Our proven track record allows us to support them with a high level of specialization at every stage of the process.

ELIX Polymers places special value on close customer relationships, based not only on offering solutions tailored to their needs, but also on our strategic location close to key markets. Continuous collaboration, from product design through final delivery, enables us to develop customized proposals that meet the most demanding quality standards.



Certified Quality

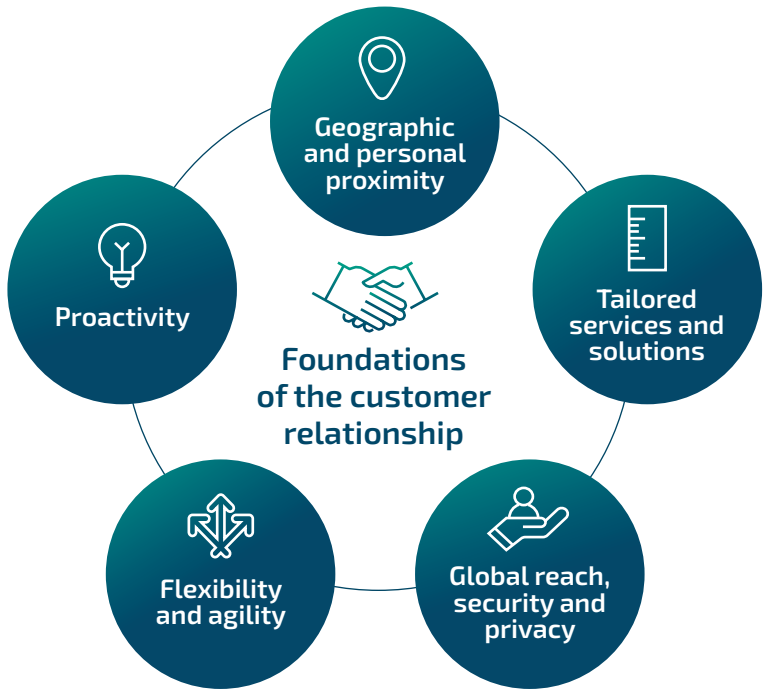
Our management systems and manufacturing processes are backed by internationally recognized certifications. In this framework, **ISO 9001:2015** guarantees the maintenance of high quality standards, as well as optimal delivery times and service excellence.



Customer Relationships

The main services we make available to our customers are:

- **Customer service:** comprehensive management of requests related to deliveries, returns and other specific needs.
- **Technical after-sales service:** specialized advice to ensure proper handling and use of our products, as well as accurate knowledge of their characteristics and applications.



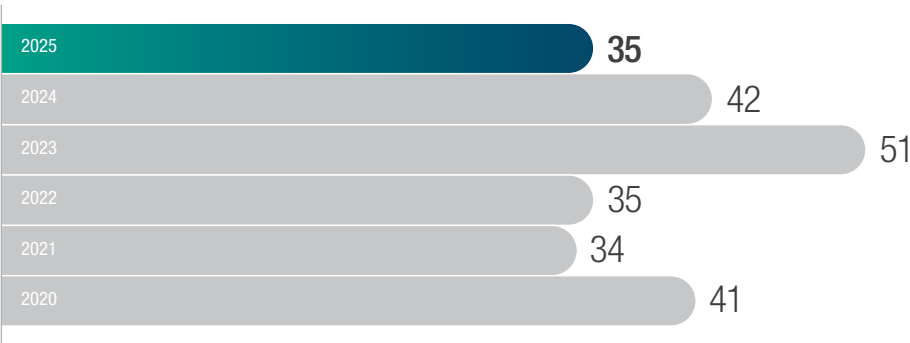
Satisfaction Assessment

We assess customer satisfaction through the combined analysis of two key indicators: the Net Promoter Score (NPS) and the Customer Satisfaction Score (CSAT). The results obtained allow us to implement corrective actions quickly and drive continuous improvement initiatives.

NPS: Net Promoter Score

This is an overall satisfaction indicator that we apply innovatively in the business-to-business environment. It measures **customer loyalty** based on the question: "How likely are you to recommend our product or service to an acquaintance?"

NPS trend



CSAT: Customer Satisfaction Score

This operational performance indicator evaluates **customer satisfaction at the main points of contact between the company and its stakeholders**. To do this, we ask our customers a direct question about their level of satisfaction. When it is low, we include an additional question aimed at identifying opportunities for improvement.

The CSAT is primarily applied to two types of interactions: complaints and sample shipments. As a new development in 2025, we incorporated a novel way to measure our customers' level of satisfaction, **customer service**, with the aim of strengthening active listening and continuing to improve service quality.

The initial results achieved have been very positive and reflect a high level of satisfaction among the participants. Nevertheless, we are aware of the importance of having an increasingly representative sample. Therefore, next year we will focus on increasing participation, thereby strengthening the quality and impact of this tool as a basis for continuous improvement and value creation for our customers.



Average score	2022	2023	2024	2025
Complaints process	4.8	4.8	4.8	4.8
Sample shipment process	4.7	4.6	4.8	5
Customer service process	-	-	-	4.9

Note: The results in these tables are measured on a scale of 1 to 5, where 1 equals "very unsatisfactory" and 5 equals "highly satisfactory".



04

Sustainability Strategy



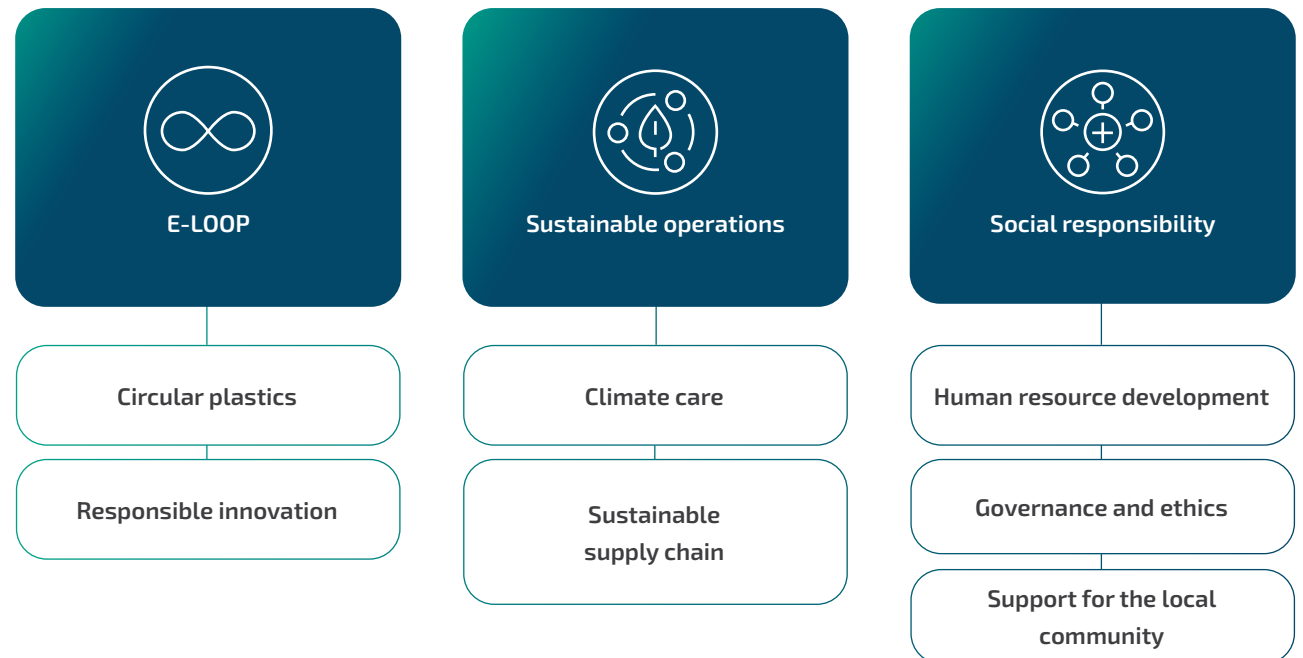
Sustainability Strategy

Our **sustainability strategy** with a 2030 horizon has been rolled out through a **2020–2025 Action Plan**, which we closed this year. In addition, we developed the 2025–2028 Action Plan during 2025, which will continue to drive us to achieve our objectives for 2030.

Closing of the 2020–2025 Action Plan

During this year, we worked on the **2020–2025 Action Plan** and made progress on implementing a new plan with a 2028 horizon.

The 2020–2025 Action Plan was rolled out across three strategic lines:



2020–2025 Action Plan Programs



E-LOOP

P1. Circular plastics

- Offer a sustainable advantage for 25% of our product solutions by 2025.¹

P2. Responsible innovation

- Ensure that 100% of our products are recyclable and free of substances of very high concern.
- Invest in R&D and technology, with projects to improve circularity and sustainable products.



SUSTAINABLE OPERATIONS

P3. Climate care

- Reduce our environmental footprint by 15% (CO₂ and water).
- Eliminate pellet loss in our operations.
- Reduce our vulnerability to climate change.

P4. Sustainable supply chain

- Evaluate 80% of our suppliers based on their environmental and social performance by 2025.²



SOCIAL RESPONSIBILITY

P5. Human resource development

- Create a safe work environment that contributes to people's comprehensive physical, emotional and social well-being.
- Ensure equal pay for positions of equal value.
- Promote women to operational and management positions.

P6. Governance and ethics

- Develop, formalize and expand the company's ethical values.

P7. Support for the local community

- Make a positive impact on local communities and ecosystems.

1. For this program, this percentage applies to mechanical/chemical recycling or renewables in our products, or we reduce material intensity and thereby reduce our environmental footprint.

2. This objective refers to suppliers with recurring expenses exceeding €250k.

Strategic Facilitators of the 2020–2025 Action Plan

F1. Ensuring the good reputation of ELIX Polymers through communication: 2025 Strategic Communication Plan

- Establish and communicate clear commitments to environmental protection and carbon neutrality.
- Explain the positive impact and actions carried out by ELIX Polymers to partners, customers and all stakeholders.
- Attract sustainable financing.

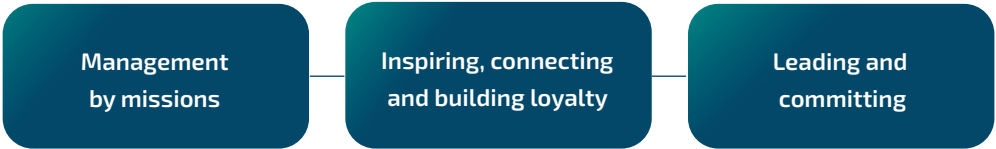
During 2025, we carried out a comprehensive update and redesign of our website, with the goal of more faithfully representing our identity, optimizing user experience and facilitating access to relevant content, thereby strengthening our position as an innovative, accessible and proximity-oriented organization.

We have implemented the **2025 Strategic Communication Plan** with the goal of strengthening our brand and enhancing the bond of trust and transparency we have established with our stakeholders. We also seek to promote more fluid communication.

The 2025 Communication Plan is structured around the following lines:

- 1. **Strengthen and provide continuity to the actions** encompassed in previous communication plans.
- 2. **Give visibility to our sustainability strategy.**
- 3. Improve **internal communication flows** within the company.
- 4. Increase **the motivation and sense of belonging** of ELIX Polymers' employees.

Its actions are oriented toward:



F2. Digitalization as a support lever

- Use **digital technology** to achieve transparency and traceability.
- Enhance the **circular economy** by using digital technologies.
- Improve **operational and logistical efficiency**.

The **DIGICOM digitalization committee** remains one of ELIX Polymers' strategic levers. Digitalization is conceived as a tool for greater efficiency, not as an end in itself. The integration of technological solutions with optimization methodologies, such as efficient management based on Lean principles, boosts the quality of decision-making and ensures the fluid development of initiatives and projects aligned with corporate strategy.

Likewise, the performance of tools already implemented in legacy systems, such as Sales & Operations Planning (S&OP), improves data-driven decision-making, maximizing business impact and advancing energy efficiency and facility usage.



Main Projects in 2025

- **Initiation of the Manufacturing Execution System (MES)**, approved and started in 2025, to be developed gradually over the next two years to improve control and traceability of production processes.
- **Digitalization and piloting of solutions in the plant and technical processes**, including digital checklists in the pelletizing plant, artificial intelligence pilots for quality control on extrusion lines and reactor modeling.
- **Execution of the second phase of the Supervisory Control and Data Acquisition (SCADA) system** update, which improves information availability and tools for facility optimization, with a phased development plan extending over the next three years.
- **Implementation of pilot mobility solutions in the plant** to facilitate real-time facility monitoring and control, laying the groundwork for operational digitalization.

2025–2028 Action Plan

The **2025–2028 Action Plan** establishes priority lines of action that will allow us to advance in a structured and measurable way toward fulfilling our sustainability strategy.

Adaptation to the Corporate Sustainability Reporting Directive (CSRD)

In line with our commitment to operate according to the highest sustainability standards, we advanced with a solid and structured adaptation process in accordance with the new CSRD requirements in 2025. This process has strengthened the incorporation of sustainability criteria into both management and decision-making.

Specifically, we achieved significant progress in four areas during the year:

- **Double materiality analysis.**
- **Gap analysis** between the non-financial information statement (NFIS) and CSRD requirements.
- **Assessment of climate change-related risks and opportunities** aligned with the TCFD framework.
- **Review and update of the 2025–2030 Sustainability Strategy.**



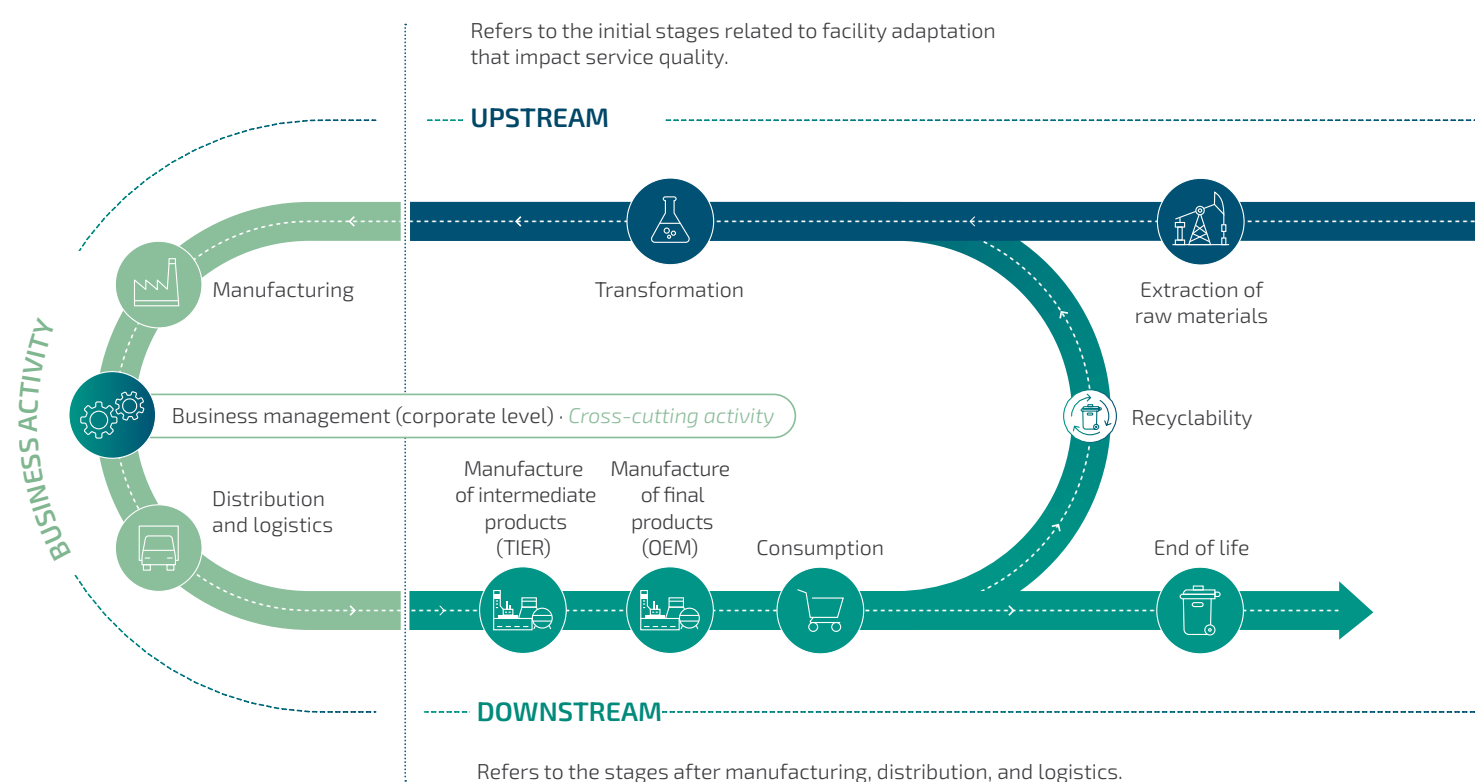
Double Materiality Analysis

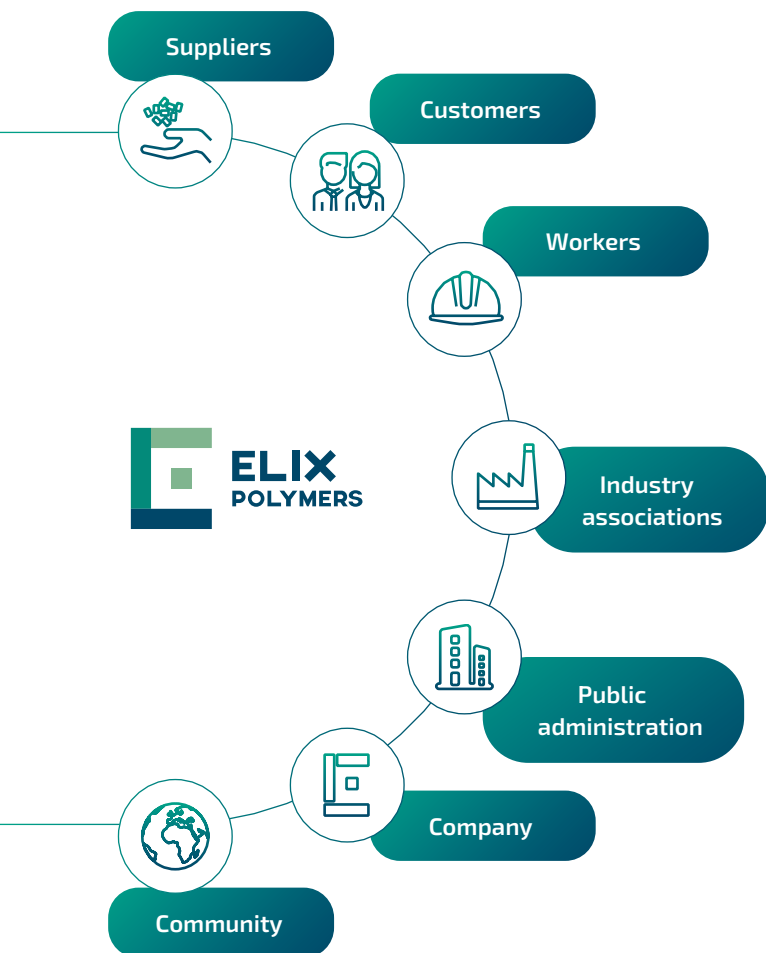
The first step in adapting to the CSRD was the development of a **double materiality analysis** following the methodology defined by the European Financial Reporting Advisory Group (EFRAG) and the European Sustainability Reporting Standards (ESRS).

First, we conducted a **comprehensive analysis of our environmental, social and governance (ESG) context**, including the identification of the main activities in our value chain (upstream, own operations and downstream). This analysis covers key sustainability issues based on benchmark international frameworks and comparative competitor analysis. It also takes the main ESG trends and regulations applicable to ELIX Polymers and our value chain into account, as well as sectoral and global ESG risks.

Value chain and stakeholders

Identifying our value chain, with attention paid to upstream and downstream activities, as well as the main stakeholders we interact with, has given us a comprehensive understanding of where our impacts, risks and opportunities (IROs) arise throughout the chain and the company's relationship with different relevant actors. This has provided the foundation for the double materiality assessment and the integration of sustainability into our strategy.





Based on the ESG context and taking our main stakeholders' perspective into account, we identified the principal sustainability-related IROs (101 IROs). Specifically, we carried out the following **internal and external consultation process**:

- **Personal interviews** with the five members of ELIX Polymers' Executive Team (CEO, CFO, Business Director, People & Culture and Communication Director, Operations & Supply Chain Director).
- **Five participatory sessions with team members from different departments of the company.**
- **Seven interviews with external stakeholder representatives** (customers, community, industry associations and supplier companies).

After identifying the IROs, we evaluated 96 of them according to defined thresholds that consider the likelihood and severity of their impacts and the likelihood of the occurrence and potential magnitude of their risks and opportunities. ELIX Polymers' Executive Team and the team leads driving sustainability participated in the impact materiality assessment, while the CFO and Finance Department leads participated in the financial materiality assessment. Finally, the results were consolidated and validated by the Executive Team.

The process led to the identification of the following material topics:

Material topics



ENVIRONMENT

- Climate change (ESRS E1)**
 - Climate change mitigation
- Pollution (ESRS E2)**
 - Microplastics
- Water and marine resources (ESRS E3)**
 - Water consumption
- Circular economy (ESRS E5)**
 - Resource inputs, including resource use



SOCIAL

- Our workforce (ESRS S1)**
 - Health and safety
- Consumers and end users (ESRS S4)**
 - Consumers and/or end users (quality)
 - Personal safety of consumers and/or end users



GOVERNANCE

- Business conduct (ESRS G1)**
 - Innovation
 - Regulatory compliance

Gap analysis between the NFIS and the CSRD

Once the material topics were defined, we conducted a **gap analysis between the last published NFIS and the requirements of the CSRD and ESRS**. This process helped us to:

- **Identify the starting situation** with respect to the CSRD and ESRS requirements.
- **Align documentation and reinforce sustainability governance.**
- **Guide the new 2025–2030 Sustainability Strategy.**



TCFD: climate change risk and opportunity analysis

Following the recommendations of the **Task Force on Climate-Related Financial Disclosures** (TCFD) and the requirements of the IFRS S2 standard, we have conducted a comprehensive analysis of climate change-related risks and opportunities. This analysis is an essential tool strengthening our corporate strategy, as it provides a complete overview of physical and transition risks, as well as opportunities associated with decarbonization processes.

The study clearly identifies the climate factors that may influence the fulfillment of our strategic objectives and provides a solid foundation for informed decision-making in operational, energy, regulatory and supply chain areas. It also facilitates the detection of competitive advantages through process adaptation, the incorporation of emerging technologies, efficiency improvements and the development of solutions aligned with market trends. Furthermore, it helps to strengthen climate governance and integrate risk management into the organizational structure by promoting consistent, cross-cutting strategic planning based on the pillars of governance, strategy, risk management and metrics and targets.

2025–2030 Sustainability Strategy

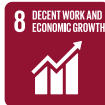
Our **sustainability strategy** was revised in 2025 based on the results of the double materiality analysis, the gap analysis between the NFIS and CSRD and the Climate Risk and Opportunity Report we prepared. This comprehensive exercise allowed us to update the 2025–2030 Sustainability Strategy, better aligning it with the regulatory context, the expectations of our stakeholders and the company's strategic challenges.

In terms of sustainability, the course of ELIX Polymers' actions is determined by a strategy aimed at making a **positive impact throughout its entire operating environment**, from raw material sourcing to the end-of-life cycle of its products, integrating ESG criteria across every stage of the value chain.

Furthermore, **we have renewed our sustainability governance system and structured our contribution through four strategic lines and six programs**. To ensure continuity, consistency and effective strategy deployment, the work teams that were already part of the previous framework have been maintained.

Identifying what is truly a priority allows us to make decisions with greater clarity, purpose and consistency. From there, we move forward by turning these priorities into concrete initiatives that gradually bring us closer to achieving our strategic objectives.



Strategic Lines	Our Purpose	Aspirational Goal	2025–2028	Related SDGs
SL1. Sustainable solutions	We offer innovative solutions that reduce environmental impact without compromising performance.	By 2030, 25% of our product portfolio will consist of circular and bio-based solutions.	• Offer circular and bio-based solutions without compromising end-use performance. • Establish partnerships with key value chain actors to create innovative circular business models. • Reinforce the company's commitment to circular and responsible innovation initiatives.	     
SL2. Climate action	We are committed to integrating environmental responsibility and climate resilience into all our operations and supply chain.	Achieve net zero emissions by 2050.	• Reduce Scope 1 and 2 emissions by 2030 in line with SBTi requirements. • Reduce Scope 3 emissions by 2030 in line with SBTi requirements. • Reduce water consumption per ton of ABS produced by 2030. • Enhance ELIX Polymers' climate resilience across all its operations and supply chain. • Prevent pellet loss into the environment. • Improve the ESG performance of ELIX Polymers' critical suppliers.	     
SL3. Social impact	We are committed to fostering the development and recognition of talent by taking a holistic approach to managing our people.	Improve employee satisfaction and foster a strong sense of belonging.	• Consolidate ELIX Polymers' commitment to employee development and well-being.	     
SL4. Corporate culture	We strive to maintain the highest ethical standards while making a positive impact on the environment and communities.	Enhance the positive impact of our organization.	• Strengthen our corporate culture and reputation. • Promote ELIX Polymers' positive impact on the community.	    

Our 2025–2028 Action Plan

The sustainability strategy is rolled out through **six operational programs**, which transform strategic priorities into concrete, measurable initiatives. These programs cover ELIX Polymers' main areas of action and structure its action plan.

Work to develop and monitor the programs will continuously be led by **three multidisciplinary teams: E-LOOP, Sustainable Operations and Social Responsibility**. In a complementary manner, two cross-cutting programs have been defined that act as strategic facilitators and are aimed at enhancing communication and sustainability reporting.



Contribution to the Sustainable Development Goals (SDGs)

In response to this global framework, **we have identified the SDGs to which we are best able to contribute.** We have integrated them into our strategy to align our initiatives with a fair, inclusive and sustainable development model.



Sustainability Recognition: EcoVadis Assessment

We remain committed to EcoVadis, an independent rating agency specialized in sustainable development and the assessment of environmental, social and governance performance. This assessment reflects our ongoing commitment to responsible management and to improving the impact of our activity on people, society and the environment.

The assessment consists of four ratings, analyzing the company's progress and performance in the areas of the environment, social and human rights, ethics and fair business practices and the supply chain. In the most recent assessment, ELIX Polymers achieved an overall score of 84/100, ranking it among the top 5% of companies receiving the highest scores. This demonstrates our solid performance in sustainability and ESG criteria.



05

E-LOOP, Sustainable Solutions



E-LOOP, Sustainable Solutions

The circular economy, a pillar of our strategy, guides our mission to offer sustainable products to society.

The **Life Cycle Assessment** (LCA) is the methodological basis with which we objectively evaluate the environmental impact of our products. This globally standardized tool allows us to assess all stages of a product's life cycle and compare alternatives, such as different formulations, different production sites or various recycling options, all from a scientific perspective.

ELIX Polymers applies this methodology to determine the environmental performance of the most advanced E-LOOP brand solutions. To do so, it carries out a complete LCA in accordance with ISO 14040 and ISO 14044 standards under a cradle-to-gate approach. This includes both direct (Scope 1) and indirect (Scopes 2 and 3) emissions, as well as transportation to our customers' facilities. This study has been externally validated by the Anthesis Group, ensuring its robustness and technical consistency.

The E-LOOP brand integrates all our circular economy proposals, encompassing innovations in design, materials and services. Through this line, we develop more sustainable solutions supported by robust environmental analyses.

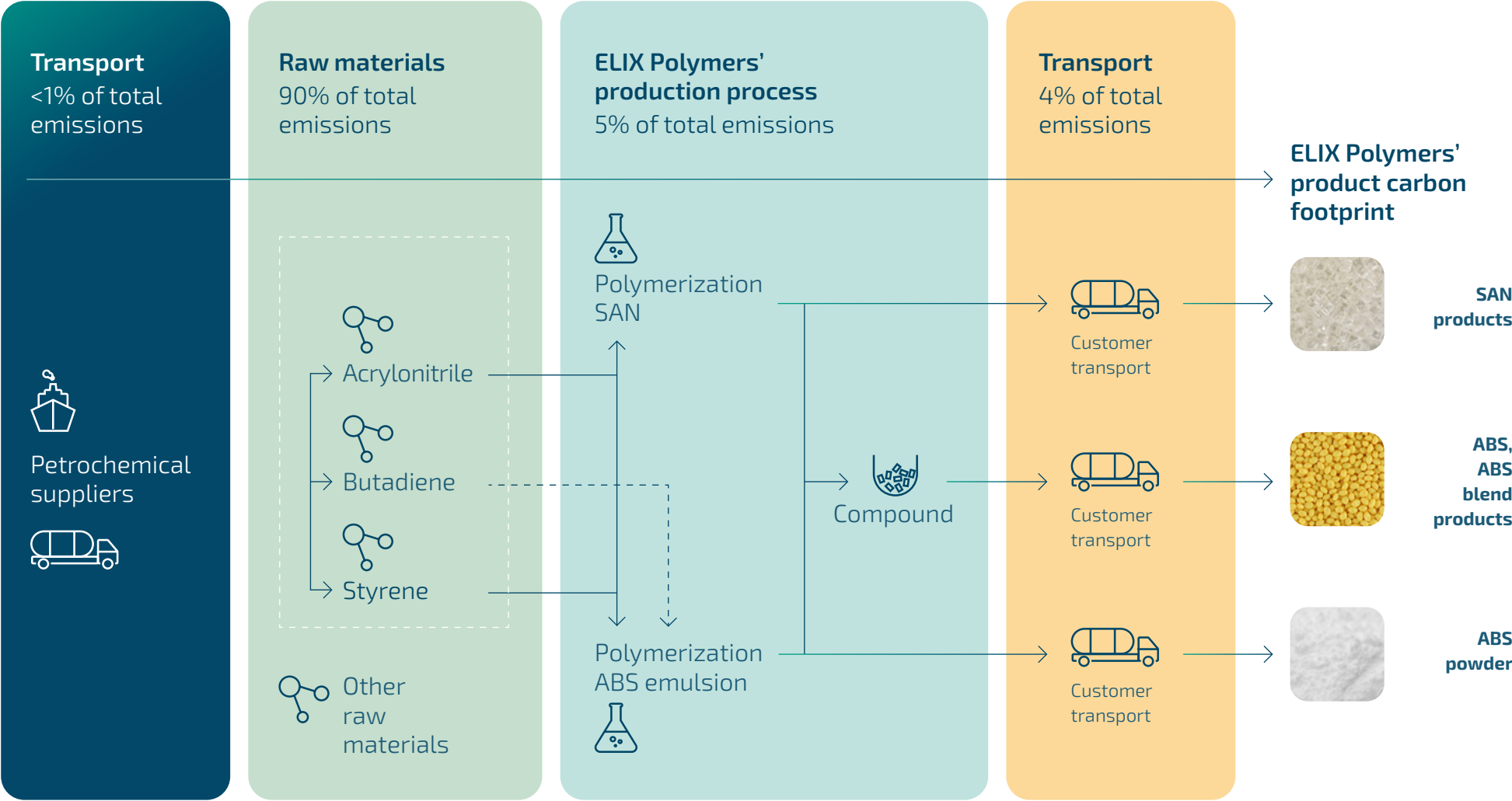
Among all the impact categories analyzed, we have prioritized three due to their relevance to the chemical industry: **carbon footprint, water footprint and fossil resource scarcity**. These indicators allow us to better understand the environmental performance of each solution and compare it with that of fossil-based polymers.

The Life Cycle Assessment confirms that mechanically recycled materials and sustainable raw materials with ISCC+ certification significantly reduce the environmental impact of the final product.

E-LOOP Advantages

- Our portfolio of solutions incorporates **more sustainable options**, thanks to the use of bio-based raw materials, mechanically recycled materials and sustainable raw materials with ISCC+ certification, expanding the alternatives available to our customers.
- E-LOOP solutions significantly reduce the carbon footprint** under a cradle-to-gate approach, in addition to improving other relevant environmental indicators.
- Calculations can be adapted to each customer's specific requirements**, as they consider aspects such as the inclusion or exclusion of biogenic carbon or the consideration of different end-of-life scenarios.

Carbon footprint of ELIX Polymers' generic products



Circular Plastics

Objectives

- Offer **upcycling solutions** that guarantee functionality in end-customer applications.
- Establish **partnerships with stakeholders along the value chain** to generate new circular business models.
- **Boost raw material usage efficiency**, which means reducing waste production.
- **Analyze current packaging**, seeking and implementing the most sustainable alternative solutions to reduce the environmental impact of packaging introduced into the market by ELIX Polymers.

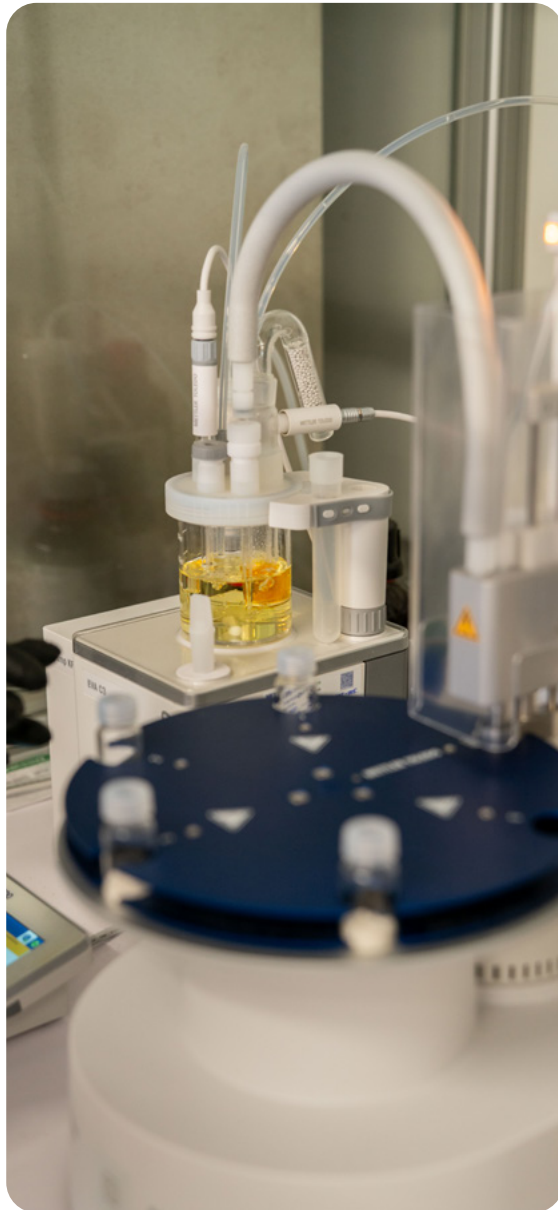
Priority lines of action

- Mechanical recycling.
- ISCC+ certified raw materials.

Main actions in 2025

- **Continued qualification of E-LOOP materials**, primarily with automotive customers, focusing on mechanical recycling (MR).
- **Validations carried out for future projects with major manufacturers** (OEMs).
- **Consolidation of E-LOOP businesses** initiated in previous years.
- **Registration of new E-LOOP projects and customers**, with three consolidated mechanical recycling (MR) projects and four consolidated ISCC+ certified raw material (CR) projects.
- **Sharp increase in E-LOOP sales**, reaching 12,776 tons in 2025, driven mainly by the toy sector with 100% ISCC+ certified material.
- **Consolidation of the E-LOOP portfolio**, with 19 active materials (ISCC+ certified raw materials and mechanical recycling).
- **Expansion of ISCC+ certified sustainable raw materials**, completing the three basic monomers and diversifying circular and bio-circular sources.





Responsible Innovation

Objectives

- Drive responsible innovation aimed at a **more sustainable catalogue**, including research into the use of renewable or recycled raw materials in our products.

Priority lines of action

- Improving the sustainability of ABS materials.
- Promoting the **design of recyclable and reusable products**.

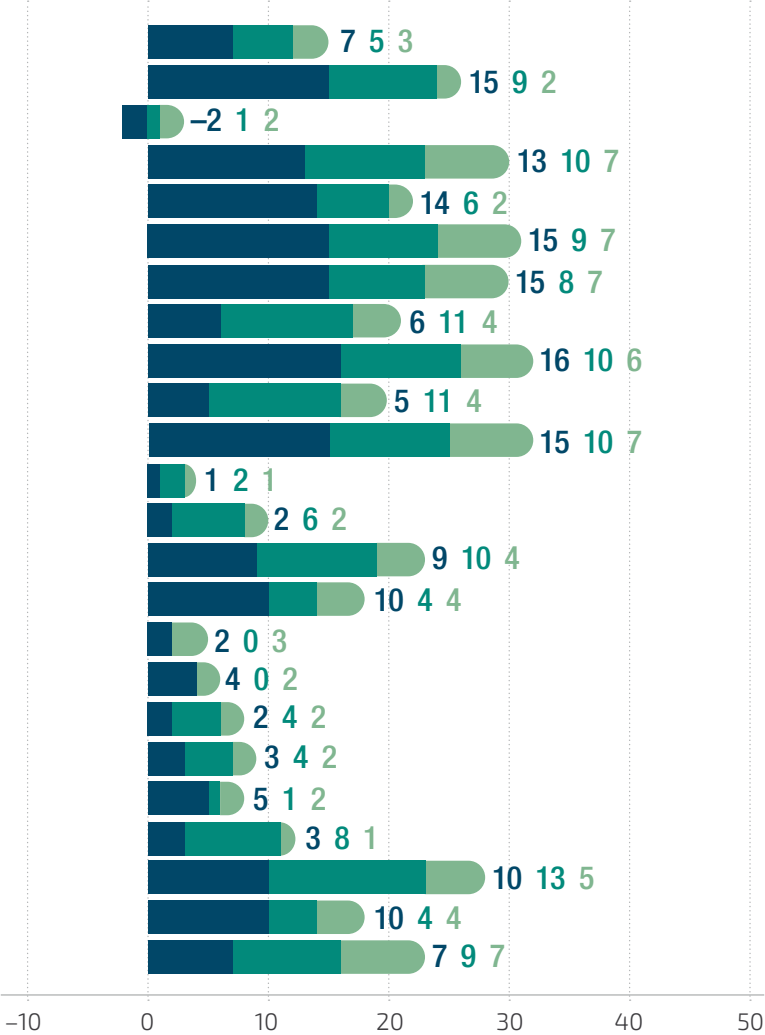
Main actions in 2025

- The **PC/ABS FR project (ELIX Compounding)** has the particularity of offering a solution identical to the project developed the previous year (Portfolio Import). A clear improvement can be seen in the VSD, especially in environmental and social aspects.
- In a complementary manner, we use the **carbon footprint calculation** and **Life Cycle Assessment (LCA)** as optional tools to improve processes, select optimal materials and make environmental comparisons between products.
- **Strengthening of participation in collaborative projects** on chemical recycling, physical recycling and mechanical recycling with companies and technology centers.

Sustainable projects

The **ecodesign or Value Sensitive Design (VSD)** methodology allows us to ensure that our products have a positive social, environmental and economic impact. This methodology is applied systematically in new developments, enabling the assessment of environmental, social and economic impacts from the initial design phases. In 2025, it was applied to:

- GrABS and RABSPPAUTO, described later in the table "2025 Collaborative R&D&I Projects."
- PC/ABS FR (ELIX Compounding).



● Environmental Aspect ● Social Aspect ● Economic Aspect

- PC/ABS FR (ELIX Compounding)
- GrABS
- Portfolio Import
- RABSPPAUTO
- ABS MR High Heat Black
- r-PC ABS white colors (source: PCR)
- E-LOOP PC/ABS 5120MR (formulations black)
- ABS-CR
- r-ABS black
- eMobility
- r-H801
- PC/ABS with improved hydrolytic resistance
- Noise vibration harmonized ABS product (damping effect)
- CCP-UPC project (ABS HFFR)
- ABS/PC for 3D printing - FDM
- High reflective ABS
- Anti-scratch ABS
- Chemical Resistance Improvement
- HF PG ABS-PC
- Special Effects
- ABS Anti-squeak
- ABS Cromable Cr (III)
- ABS 3D Printing
- Laser Marking

Collaborative R&D&I projects in 2025

ABS EMI5G-SMART5G

New materials to optimize urban mobility through energy management and 5G applications. Collaboration:

1 technology center **2** companies

ARC project (Catalan Waste Agency)
CLEANFIB

Study and implementation of new high-value-added ABS and PBT polymer materials with fiberglass. Collaboration:

1 technology center

R&D Green projects
RABSPPAUTO

Study of paint removal from end-of-life vehicle ABS and PP waste to increase recyclability. Collaboration:

2 companies

CDTI project
GrABS

Valorization of new recycled grades of ABS, ABS/PC, PC/ABS, and PC for high-value-added automotive applications. Collaboration:

1 technology center **4** companies

Internal R&D&I projects

PORTFOLIO IMPORT

Initiative including various materials developed by Sinochem. In this first phase, the concept of importing materials manufactured by Sinochem is developed. Includes PC injection grades from Sinochem.

E-LOOP ABS (Medium Heat)

Second generation of high-temperature resistant ABS, optimizing the cost-performance balance within the E-LOOP circular plastics strategy.

ELIX Polymers' innovation strategy drives the development of a more sustainable catalogue by committing to greater integration of renewable and recycled raw materials into its products.

06

Sustainable Operations



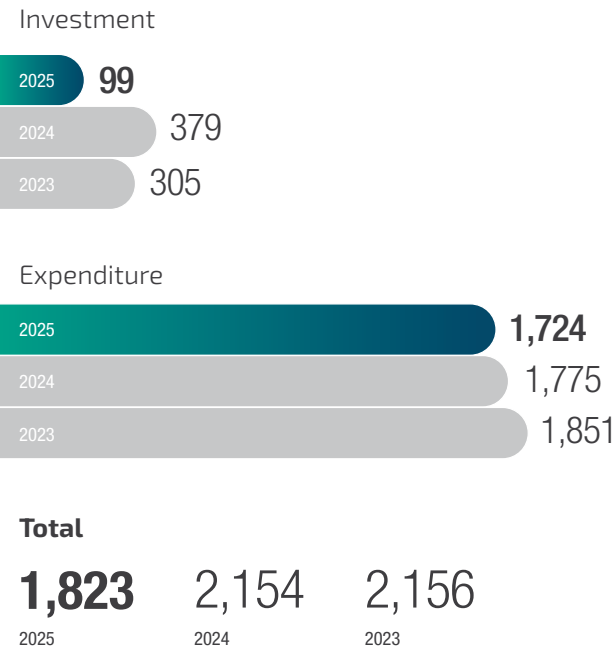
Sustainable Operations

We have an **Environmental and Sustainability Policy** and an **Energy Policy**, as well as an integrated management system certified under ISO 14001 (environmental management) and ISO 50001 (energy efficiency management), and an Operation Clean Sweep (OCS) Program certification issued by DQS.



We want to build a more resilient, low-emission industry. We are aware of the challenge of acting urgently on climate change. Therefore, we have set a clear goal: achieving net zero emissions by 2050.

Environmental investment and expenditure (thousands of euros)



In 2025, our environmental investment and expenditure amounted to €1,823,000.

Sustainable Operations Committee (SOC)

Alongside the closure of the 2020–2025 Action Plan, in 2025 the Sustainable Operations Committee advanced in line with the objectives and actions of the 2025–2030 Sustainability Strategy, working firmly to promote climate change adaptation and mitigation.



The **Sustainable Operations Committee (SOC)** is a multidisciplinary working group composed of people from Operations and Purchasing. It meets regularly to monitor ongoing initiatives and work on relevant sustainability issues.

Below is the **team organization chart**.



Climate Care

Objectives

- **Reduce the environmental footprint** by decreasing the carbon footprint and water consumption by 15% compared to 2017.
- **Reduce pellet loss to zero** in our operations.
- **Reduce our vulnerability to climate change.**

This program **contributes to two of ELIX Polymers' sustainable aims:**

- Driving the **transition toward a circular economy.**
- **Reducing our ecological footprint.**

And to three of its **strategic pillars:**

- Promoting a **circular and bio-based plastics economy.**
- Moving decisively toward **climate change adaptation and mitigation.**
- Helping to **reduce biodiversity loss.**



2025 Action Plan

Throughout 2025, we focused our efforts on driving action plan initiatives aimed at reducing both our carbon footprint and water consumption.

We also maintained certification under the **Operation Clean Sweep Program (OCS)**, reaffirming our goal of zero pellet loss across all operations.

During this year, we also completed the climate change risk analysis, which seeks to reduce our potential vulnerabilities to the effects of climate change.

Carbon Footprint

Since 2015, ELIX Polymers **has continuously been monitoring emissions from both its operations and its products**. This systematic control allows us to analyze the evolution of our impacts and advance in implementing measures that contribute positively to various environmental vectors.

Our organization's carbon footprint

We calculate our organization's carbon footprint each year. This facilitates the monitoring of greenhouse gas (GHG) emissions through inventory updates and the implementation of reduction measures.

GHG emissions (tCO ₂ eq)	2023 ¹	2024 ¹	2025 ²
Scope 1	3,971	4,220	3,732
Scope 2 (location-based)	11,944	13,705	12,855
Scope 2 (market-based)	4,217	5,588	5,570
Scope 3	177,500	210,377	210,194
Scope 3 - Upstream	-	206,321	208,122
Scope 3 - Downstream	-	4,056	2,072
Total (market-based): scopes 1 + 2 + 3	185,688	220,185	219,496
Total (market-based): scopes 1 + 2	8,188	9,808	9,301
t ABS + sales	71,724	74,076	74,066
tCO ₂ /t ABS + sales	2.59	2.97	2.96

1. Results validated by the Acords Voluntaris program.

2. Provisional data not yet validated by the Catalan Office for Climate Change under the Acords Voluntaris program.



Once again this year, we have renewed our commitment to the **Voluntary Agreements Program of the Catalan Office for Climate Change (OCCC)** of the Government of Catalonia. Based on ISO 14067-1, this program, in which we have participated since 2016, aims to reduce greenhouse gas emissions beyond the requirements established by current regulations.



Organizational
emission reduction plan

In line with the sustainability strategy review carried out in 2025, we have defined a **greenhouse gas emission reduction plan for the 2020–2030 period**. This plan establishes a roadmap with quantifiable milestones that align with the Paris Agreement objectives and SBTi methodology:

- **Scopes 1 and 2:** Reduce emissions by 63% by 2030 compared to the 2020 base year, according to SBTi criteria.
- **Scope 3:** Reduce emissions compared to the 2020 base year in accordance with the requirements and methodological approach defined by SBTi.

ELIX Polymers' CO₂eq emission reduction plan 2020–2030

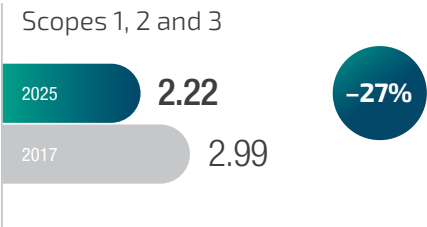


Product carbon footprint

In 2025, our goal was to reduce the product carbon footprint by 15%, including Scopes 1 and 2, as well as Scope 3 emissions from customer transport, using 2017 as the base year.

We carried out various initiatives to this end. Notably, our **Life Cycle Assessment (LCA) of production based on ISO 14040 and ISO 14044** (cradle-to-gate analysis).

Product carbon footprint
(t CO₂/t sales)



In 2025, we reduced the product carbon footprint for Scopes 1, 2, and 3.9 (customer transport emissions) by 45% compared to the 2017 baseline, exceeding our 15% reduction target.



Main actions in 2025

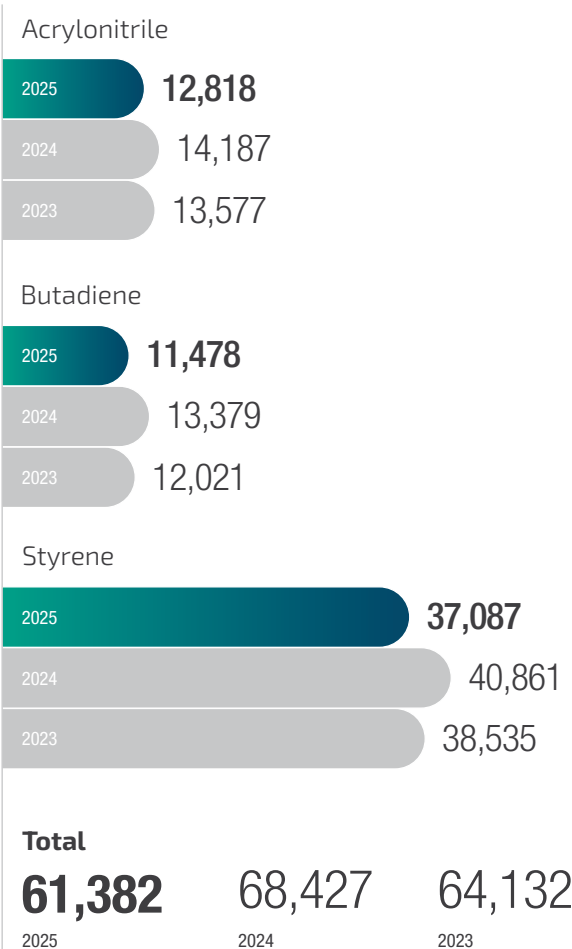
Sustainable raw materials

We analyze and monitor the CO₂ emissions of raw materials and auxiliaries with the greatest impact on our product's carbon footprint. To this end, we ensure:

- Collection of emission factors from raw material suppliers with the highest environmental impact.
- Identification of GHG emission reduction plans from raw material suppliers with the highest impact.
- Collaboration with suppliers offering more sustainable material options.



Consumption of main raw materials (t)

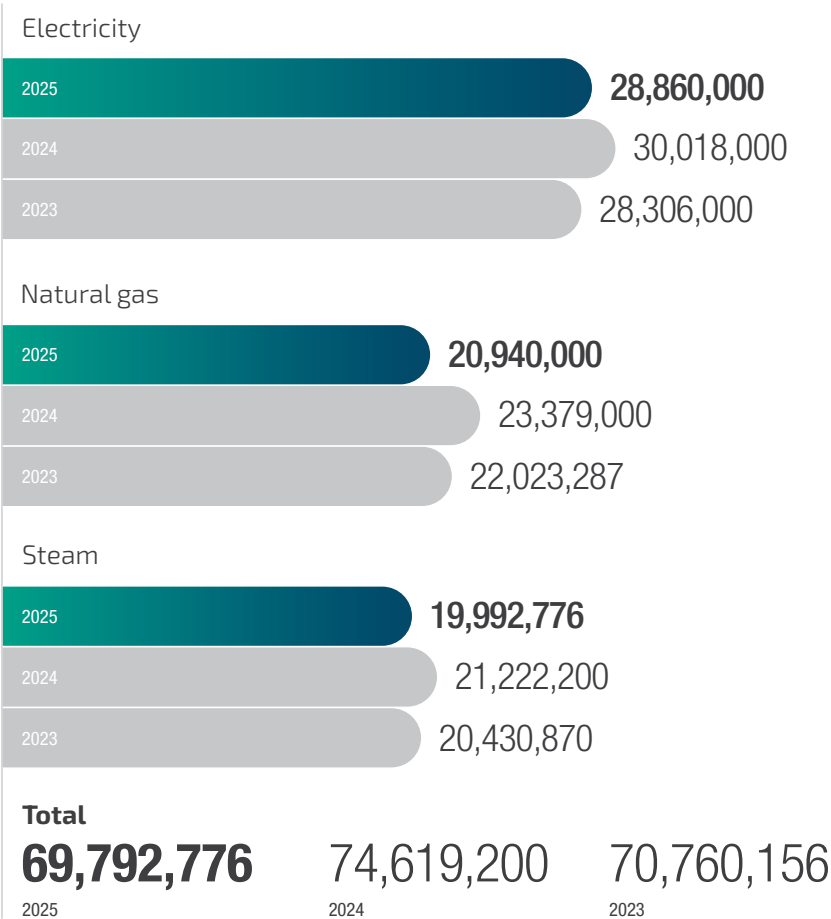


Energy efficiency

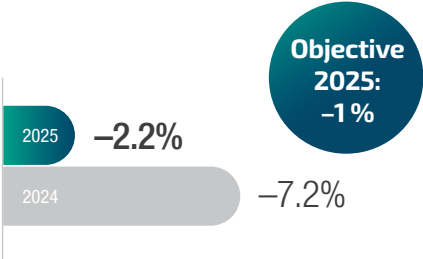
We seek to **optimize energy consumption** by improving process efficiency and incorporating new technologies.

- **Improved electrical energy performance in the Granulation Unit:** Modification of screw configuration for high-viscosity materials.
- **Replacement with high-efficiency oil** in a production line gearbox.
- **Improved natural gas energy performance in the Polymerization Unit:** Reduction of the off-gas flow from the polymerization plant to reduce gas consumption in the TAR plant burner.
- **Temperature optimization** in the combustion chamber in the TAR plant.
- **Improved steam energy performance in the Polymerization Unit:** Optimization of equivalent flow in the Precipitation and Drying Plant.

Energy consumption (kWh)



Overall specific energy cost reduction, based on consumption €/t ABS+sales



All electrical energy consumed by ELIX Polymers is certified with a Renewable Guarantee of Origin, meaning no GHG emissions are associated with that consumption.

Sustainable transport

We work to minimize emissions generated by transport associated with our activity. We classify them into three categories: shipments to customers, internal logistics movements (both under ELIX Polymers' direct management) and raw material transport from suppliers to our production center.

In the last year, we have implemented the **following initiatives to reduce transport emissions**:

- We promoted LTL transport in Germany and Italy with sustainable solutions.
- We have continued to increase sustainable transport on long routes, such as those to Slovakia and Poland.
- We consolidated the **sustainable transport plan** based on logistics optimization, intermodal transport and the adoption of lower-impact solutions to reduce transport-related emissions.
- Furthermore, **in internal transport, we have optimized and reduced various movements** to minimize their effects on the carbon footprint.

During 2025 we exceeded our target, achieving **65% sustainable transport¹ to customers.**



1. Sustainable transport is considered to be intermodal transport and road transport using sustainable fuels.

Environmental program

In accordance with ISO 14001, we update the environmental program each year. The goal is to **improve raw material consumption efficiency**, measured using the Raw Material Efficiency (RME) index.

Thanks to efforts made by the entire organization and various actions taken, the targets set for the year have been achieved. **The main initiatives adopted were to:**

- **Reduce block thermoplastic waste generation** by 15% compared to the best value of the last two years. Nevertheless, we want to continue holding ourselves to a high standard and we are working to achieve a 20% reduction. In this regard, we took the following actions:
 - **Daily monitoring of unplanned downtime** in facilities and the implementation of improvement actions.
 - **Implementation of batch changes** without stopping the extrusion process.
 - **Reduction of material lump size** during start-up and shutdown processes.
- **Minimize residual monomer generation by 24% over the best value of the last three years**, far exceeding the 10% annual target. This result came from improved operational control in SAN production monomer management.

In 2025, we achieved the historic milestone of 97.3% raw material efficiency.



In this regard, ELIX Polymers continues to advance in operational control improvement and waste recovery.

Raw material use efficiency	2024	2025
Raw material efficiency	96.60%	97.30%
Reduction in material waste generation (t waste/t ABS + sales)	1.49%	1.05%
Reduction in residual monomer generation (t waste/t SAN)	0.27%	0.21%

Sustainable packaging

We have evaluated the packaging we use to identify and implement more sustainable alternatives. Our goal is to reduce the environmental impact of the packaging we introduce into the market for product distribution.

During 2025, we pursued the following actions:

- We have replaced the following packaging materials:
 - Stretch and extendable LDPE plastic film between 23 µm and 17 µm thick.
 - LDPE plastic bags with no recycled plastic content with bags containing 30% post-consumer recycled (PCR) plastic.
- We also evaluated alternative new packaging materials:
 - Big bags with 30% PCR plastic content.
 - Recovered CP1 pallets.
 - Octabin covers with 30% PCR plastic content.

These initiatives are monitored using the Kr/Kp indicator, where **Kr represents the amount of packaging waste generated and Kp represents the amount of product introduced into the market**. Both the specific Kr/Kp value for our packaging in Spain and the global value covering all markets where ELIX Polymers operates are reported.

Packaging waste put on the market	2023	2024	2025
Kr ¹ /Kp ² Spain	0.02	0.03	0.02
Kr ¹ /Kp ² total markets	0.02	0.02	0.02

1. Kp: tons of product put on the market.
2. Kr: tons of packaging.

All initiatives included in the Sustainable Packaging project are integrated into the **Business Prevention and Ecodesign Plan** (PEPE), as provided for in Article 18 of Royal Decree 1055/2022 on packaging and packaging waste.

During 2025, we improved the global Kr/Kp results slightly because bulk transport rose by 49% compared to the previous year. It accounted for 28% of all transport in 2025, compared to 18.9% the previous year.

Water consumption

The pursuit of greater water use efficiency and the reduction of the vulnerability of water basins due to lower freshwater availability is one of the main lines of work in resource management.

ELIX Polymers is promoting various measures to optimize the use of this resource. Therefore, we established an ambitious goal in our 2025–2030 Sustainability Strategy: **to reduce water consumption per ton of ABS produced by 2030 using 2020 as the base year.**

When ELIX Polymers consumes water from third parties, they are mainly of four types:



In 2025 we achieved the defined reduction target of 15% in water consumption compared to 2017.

During 2025, we pursued the following actions:

- We continued **expanding the flow meter network** for better control and monitoring of energy performance.
- Modifications to open mechanical seal pressurization systems.

Water consumption (m³/t sold)



Operation Clean Sweep Program

Operation Clean Sweep (OCS) is the name of a global plastics industry initiative aimed at minimizing the release of microplastics such as pellets, flakes or powder into the environment.

We have participated in the program since 2017. In 2025, we renewed our OCS certification issued by DQS, reinforcing our commitment to preventing pellet loss in our operations and actively involving our entire value chain.



The renewal of the OCS certificate demonstrates our strong commitment to environmental protection, as well as to climate change adaptation and mitigation.

During 2025, we pursued the **following actions**:

- We continue developing projects and implementing technical measures through the **specific investment package dedicated to the OCS program**.
- **Annual internal audits** continue to be conducted to detect technical and organizational improvement opportunities in our facilities, as well as to verify the effectiveness of action taken in previous years.
- We continue to conduct periodic rounds of **Operation Clean Sweep**.
- We hold **informational talks about OCS** aimed at raising awareness among our teams.
- We actively participate in Camp de Tarragona's **Cero Pélets (Zero Pellets) platform** to prevent plastic loss in our region.



Other Environmental Vectors

Atmospheric Emissions

Our facilities mainly manage **seven emission sources**: two combustion sources in the SAN plants, two process sources linked to residual gas treatment plants and three combustion sources associated with the electrical substation. **They are all subject to regulatory controls established by current regulations.** We also conduct voluntary self-checks to reinforce monitoring and continuous improvement.



Percentage below emission limit values		Parameter	2023	2024	2025
Combustion sources		CO	-82%	-84%	-82%
		NO _x	-73%	-68%	-68%
Process sources		CO	-75%	-66%	-61%
		NO _x	-52%	-77%	-71%

Regarding fugitive emissions, in 2015 we voluntarily implemented a Leak Detection and Repair (**LDAR**) program to increase their control. This involves **inventorying, detecting and reducing volatile organic compound (VOC)** emissions. Each year, we monitor inventoried points and review the facility to detect new points and include them in the inventory.

Throughout the various program reviews, ELIX Polymers' facilities have consistently demonstrated a high degree of tightness.

Monitoring is carried out using the "leak frequency" indicator, which expresses the percentage of points exceeding the established threshold for considering a leak (>100 ppm) relative to the total inventoried points. As a sector reference, companies in the field typically range between 0.7% and 3% in this index.

	2023	2024	2025
Leak frequency (%)	0.22	0.17	0.08

Waste management

One of our fundamental goals is to make better use of raw materials, and reducing process waste generation is very important to achieve this. Therefore, each year we determine the Significant Environmental Aspects and prepare the Environmental Program.

Waste generated	2023	2024	2025
Waste generated (t)	2,692	2,833	2,83
Waste/sales	4%	4%	3%



Waste not destined for disposal by recovery operation (t)	2023	2024	2025
Hazardous waste			
Preparation for reuse	679	670	478
Recycling	0	0	0
Incineration (with energy recovery)	0	0	0
Other recovery operations	0.00	0	0
Total	679	670	478
Non-hazardous waste			
Preparation for reuse	78	78	14
Recycling	1,680	1,680	1,606
Incineration (with energy recovery)	0	0	0
Other recovery operations	0	0	0
Total	1,758	1,758	1,620

88% of our waste is recovered.

Sustainable Supply Chain

Objectives

- Our goal is to **evaluate 80% of our suppliers based on their environmental and social performance** for 2025. This objective focuses on suppliers with recurring expenses exceeding €250,000.

Sustainable Purchasing Project

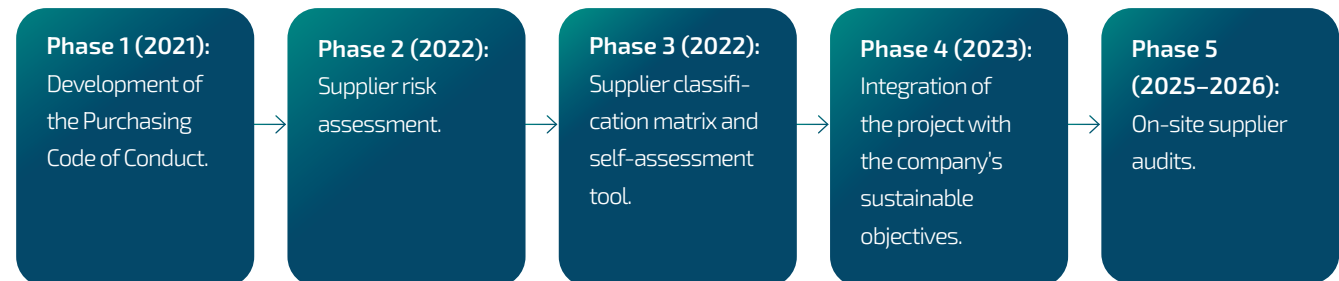
We continue to drive the **Sustainable Purchasing Project**. Through a specific protocol, it incorporates environmental and social criteria into the selection and evaluation processes for new suppliers. Throughout 2025, we evaluated a total of 32 suppliers.

In this process, we are supported by EcoVadis, an independent platform specialized in sustainability performance assessment. Their rating system allows us to obtain an objective evaluation of suppliers' environmental and social behavior within global supply chains. We recommend that our suppliers join EcoVadis, thereby seeking to **foster good practices in our supply chain**.

The Sustainable Purchasing Project helps to:

- Promote a **sustainable plastics economy**.
- Work firmly toward **climate change adaptation and mitigation**.
- Ensure the **ethics** of our business model.
- Guarantee our **positive contribution to securing people's social well-being** throughout our value chain and to reducing biodiversity loss.

The project consists of **five phases** being developed between 2021 and 2026:

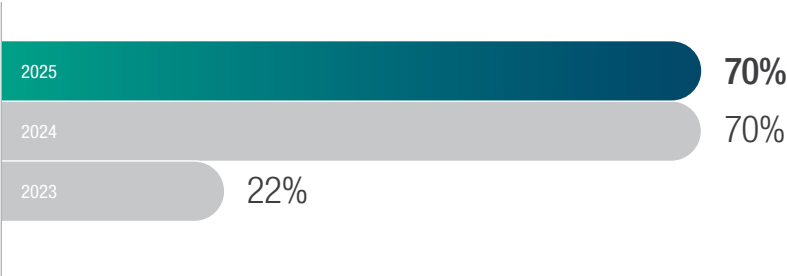


Our **purchasing policy** continues to prioritize the acquisition of materials and products close to the production center whenever possible, thereby aiming to contribute to local economic development while facilitating the reduction of transport-related emissions.

As part of our new **2025–2030 Sustainability Strategy**, we are sharpening our focus on the supply chain by systematically integrating ESG criteria into the management of our critical and strategic suppliers. In doing so, we aim to establish uniform ESG criteria in purchasing processes, evaluate and monitor the ESG performance of suppliers with the greatest impact and risk and develop specific improvement programs and ESG roadmaps for strategic suppliers.

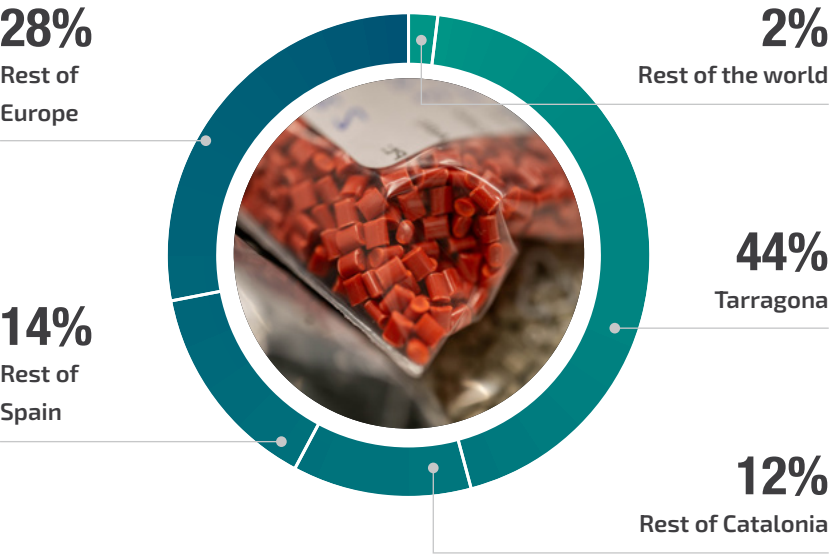


Percentage of suppliers evaluated with social and environmental criteria¹



1. Suppliers with recurring expenses exceeding €250,000.

Origin of suppliers by expenditure



07 Social Responsibility



Social Responsibility

Our actions are guided by a firm commitment to people, society and the environment in which we operate. We manage our facilities in a safe, responsible and environmentally respectful manner, and we understand that this approach must permeate all our decisions and daily actions.

ELIX Polymers' conduct is built on a **strong ethical foundation and three essential values: collaboration, integrity and innovation**. These guide the way we work and steer decision-making and daily actions at all levels of the organization, both in internal relationships and in our interaction with the social and business environment. In doing so, we promote the building of trusting relationships and the development of solutions that have a positive impact on people and the planet.

The company's **Social Commitment Policy**, active since 2023, defines ELIX Polymers' responsibilities and commitments in the following areas:

- Human and labor rights
- Legal compliance
- Non-discrimination
- Work-life balance
- Recruitment, training and professional development
- Right to privacy and data protection

Labor relations and social dialogue

In terms of labor relations, during 2025 we maintained an ongoing negotiating process with the works council to finalize the **fourth Supplementary Agreement**. Although it was not possible to reach an agreement within the year and the previous agreement was extended, the process was conducted in an atmosphere of collaboration and responsibility: various meetings were held, suggestions and ideas were exchanged and the willingness to reach consensus was shared at all times.



Our People's Development

Objectives

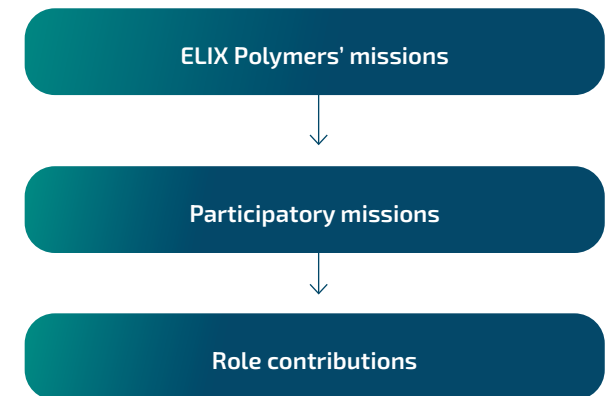
- **Improve professional development** and talent retention at ELIX Polymers.
- **Ensure and improve the quality of our working conditions**, as well as our people's motivations.

In 2025, we strengthened our cultural model by extending the **Talent Management System (TMS)** across our entire workforce. In doing so, we established a common framework that drives professional development, fosters personal growth and improves alignment with corporate objectives.

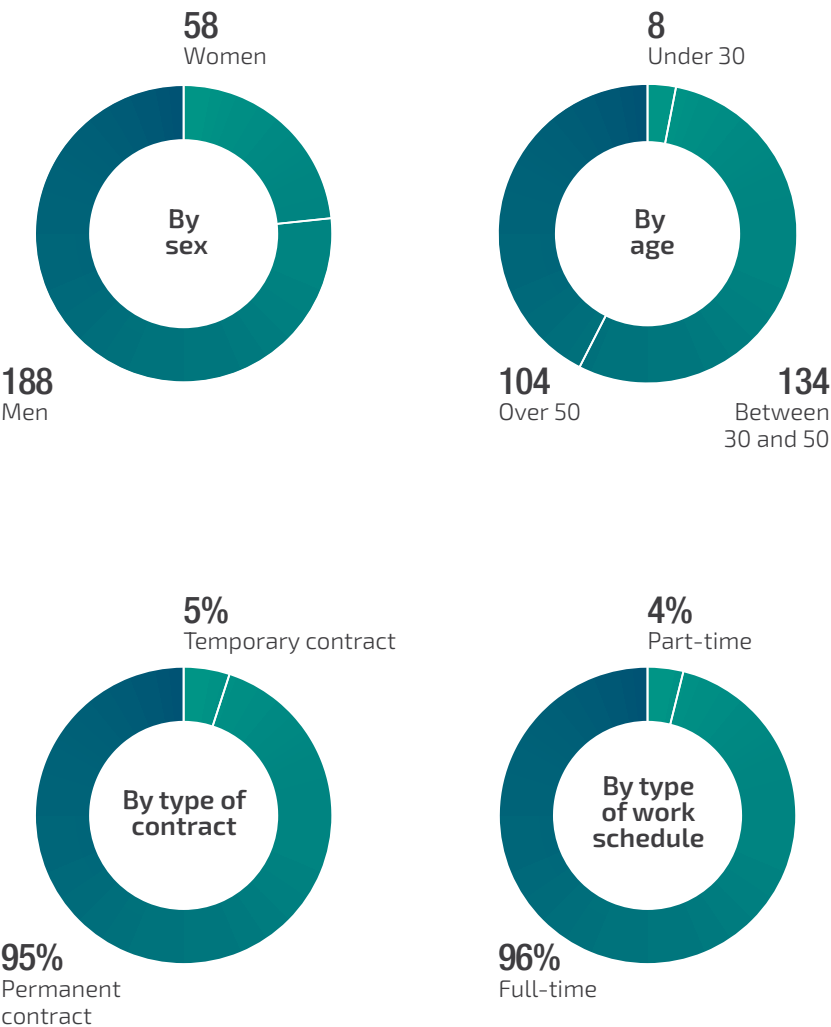
This milestone is supported by the **Management by Missions model**, adopted as a pillar of our corporate culture in 2016. This model links the company's mission with individuals' personal purpose and each department's objectives through participatory missions.

The gradual application of this approach has driven sustained cultural transformation, consolidating a shared way of working based on commitment, shared responsibility and contribution to the organization's common purpose.

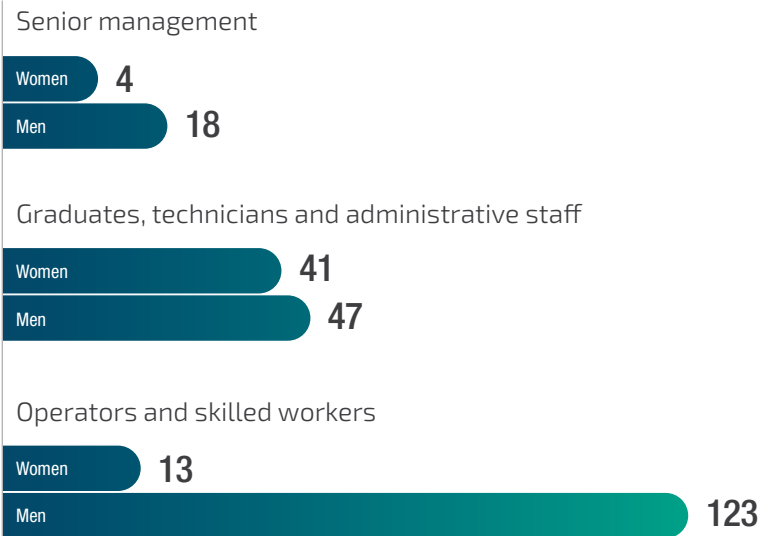
Our mission is to recognize and enhance the professional and personal development of the people on our team. Therefore, we seek to ensure a safe, collaborative and trust-based work environment.



Workforce profile (as of 31 December 2025)



By professional category



The people who make up ELIX Polymers are key to its development and smooth functioning. Through our knowledge, dedication and commitment, we foster a work environment based on collaboration, respect and continuous improvement, which promotes both individual development and collective growth.

The **Human Resources, Culture and Communication** Department structures its actions through a set of policies, rules and procedures that regulate talent management and ensure a consistent, equitable work framework aligned with the company's values. The main instruments that make up this framework include the **Code of Ethics and Conduct**, the **Social Commitment Policy**, job descriptions, recruitment and internal promotion procedures, onboarding processes and training and development plans, as well as supplementary agreements on variable compensation, flexible working hours and remote work arrangements.

With this approach, we strive to support people throughout their entire professional journey within the company, identifying their training needs, promoting their participation and facilitating their integration into the organization. We also take action to improve work-life balance to build diverse, cohesive teams committed to ELIX Polymers' objectives.

Main social benefits



Financial aid for nursery schools.



Financial aid for people with physical or mental disabilities.



School aid for each child aged 3 to 16.



Long-service or tenure award.



Academic achievement award for employees' children. A total of 20 awards granted per year.



Financial support for employees' continuing education.



Christmas gift package.



Access to tourist apartments.



Loans for home purchase.



Employment pension plan.



Life insurance.



Co-paid private medical insurance.



Dining facility and transportation

Occupational Health and Safety

Our commitment focuses on ensuring safe and healthy work environments. Therefore, we promote a strong preventive culture based on regulatory compliance and comprehensive human resource development.

Main actions in 2025

- Renewal of the certification of the Occupational Health and Safety Management System. In this regard, the corresponding **follow-up audit** was conducted according to **ISO 45001:2018**, confirming compliance with the highest occupational health and safety standards.
- Continuation of the **psychosocial assessment** of all ELIX Polymers' employees.
- Scheduling of **training for all employees** at ELIX Polymers and its partner companies.
- Performance of **safety audits** for the main service companies.
- **Training and preparation for potential emergencies** through a solid continuous training program.



The safety and health of our workers and the protection of our production processes are priority pillars of our organization. Our **occupational safety and major accident prevention policy** is supported by the application of safe work practices, the integrity of equipment and facilities, the identification and prevention of occupational hazards and strict compliance with current prevention and industrial safety regulations.

This management system is applied across the entire workforce and extended to companies operating in our facilities, ensuring proper coordination of business activities and a shared preventive approach.

To strengthen this model, we have set up an **Occupational Health and Safety Committee**. It enjoys equal representation and meets periodically to evaluate preventive performance, analyze incidents and gather employee proposals. In addition, a monthly monitoring report is prepared with key preventive management, industrial safety and environmental indicators.

Health and safety indicators	2023	2024	2025
Number of lost-time accidents ¹	0	0	2
Number of non-lost-time accidents ¹	4	5	4
Frequency rate for men ²	0	0	4.27
Frequency rate for women ²	0	0	0
Severity rate for men ³	0	0	0.13
Severity rate for women ³	0	0	0

1. Own employees only.
2. Frequency rate = number of lost-time accidents / number of hours worked × 10⁶.
3. Severity rate = number of days lost due to work-related accidents / number of hours worked × 10³.

Feel Good: caring for physical and emotional well-being



Feel Good is ELIX Polymers' well-being strategy. It is conceived as a comprehensive framework for action from which planned, ongoing initiatives are promoted to support the physical and mental health of the people in the organization.

The program is supported by a multidisciplinary team made up of people from different departments, which acts as an active listening channel and drives improvements to meet the well-being needs of the company's various groups.

Main actions in 2025

- Preventive medical services with expanded protocols for comprehensive personal care, including voluntary tests such as DASS, colorectal cancer screening and PSA, as well as additional tests beyond standard health surveillance protocols.
- Voluntary flu vaccination campaigns for the entire workforce.
- Provision of a dedicated nursing/pumping room.
- Provision of fruit for all employees as a way to promote healthy lifestyle habits.
- Maintenance of a healthy menu in the dining facility.
- Development of the summer campaign called "Ante el calor, prevención" (Prevention in the Face of Heat), focused on the importance of proper hydration during the summer months.



Diversity and Equal Opportunities

In 2022, we approved our **Second Equality Plan** as an expression of our commitment to equal opportunities and non-discrimination. This plan establishes a framework for action aimed at ensuring an inclusive work environment in which women and men can develop under equal conditions, as well as integrating respect for diversity within the organization in all its dimensions.



The main goals defined in the plan include:

- Guaranteeing **equal opportunities** in recruitment and hiring processes.
- Promoting a **balanced representation of women and men** across all departments of the organization.
- Integrating **equality criteria into internal policies and practices**.
- Raising awareness and training the entire workforce on equality, with special attention paid to employees involved in team management.
- Ensuring **transparency in work-life balance rights**.
- Preventing sexual and gender-based harassment.
- Promoting internal communication that projects an equal image.
- Establishing **accessible information channels on equal opportunities**.

To ensure the proper implementation of the planned actions, a **Monitoring Committee** has been created. It is responsible for overseeing compliance with the plan and ensuring that it is updated continuously in line with regulatory developments.

Since its establishment, this Committee has promoted important initiatives, including the approval of the **Protocol for the Prevention and Action against Sexual and Gender-Based Harassment**.

ELIX Polymers fosters a safe, collaborative work environment focused on well-being and based on trust, closeness and equity among its employees.

Main actions in 2025

ELIX Polymers' Second Equality Plan remains in effect and guides the company's actions in terms of equal opportunities. During 2025, we continued working to roll out and consolidate the actions set out in the plan while monitoring its implementation and adaptation to the organization's needs.

Most of the equality-related actions carried out in 2025 were focused on continuity, strengthening internal policies and practices already integrated into processes. Below are the main actions carried out during 2025:

Recruitment and hiring

- We continued using **inclusive language** and imagery free of sexist stereotypes in all internal and external job postings.
- We continued to ensure that in selection processes and interviews, **no discriminatory questions or questions unrelated to the professional profile are asked**.
- We maintained our participation in job fairs and employment events, **promoting the recruitment of women** in a traditionally male-dominated sector.

Promotion

- Under conditions of equal merit and ability, we continued to apply the **criterion of preference for the under-represented gender in internal promotion processes**.

Training

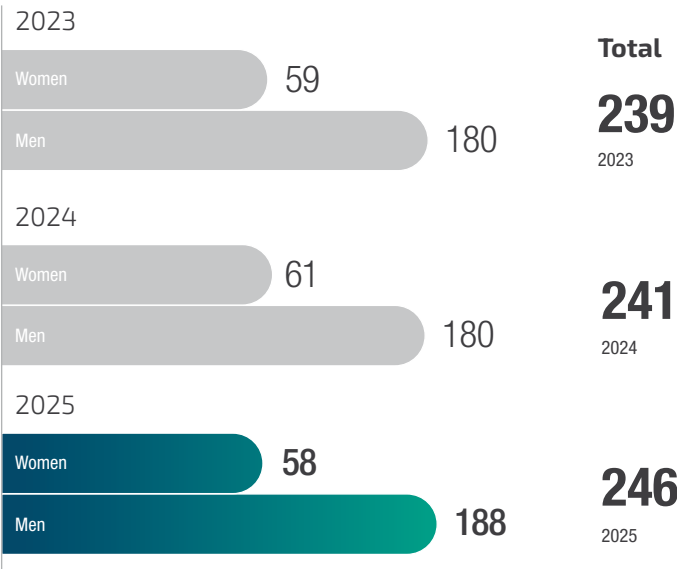
- Content related to the **Equality Plan has been maintained in the onboarding and induction processes for new hires**, boosting awareness and knowledge of the company's equality policy from the start.

The remaining actions set out in the **Second Equality Plan** remain active and under the supervision of the Monitoring Committee, ensuring their continuity and periodic evaluation. These include actions related to the review and updated maintenance of professional classification as a basis for ensuring **equal pay** and the monitoring and spread of practices to support **work-life balance and shared responsibility**, such as reduced working hours, leave for family care, use of technological tools to avoid travel and nursing room availability, as well as oversight of the application of the **Protocol for Prevention and Action Against Sexual and Gender-Based Harassment**, with reporting of any processes that may be initiated.

Women by professional category



Workforce trend by sex



As part of the actions provided for by the Law on the Social Integration of Disabled Persons (LISMI), now the **General Law on the Rights of Persons with Disabilities**, ELIX Polymers has maintained a stable partnership with special employment centers for years as part of its commitment to the social inclusion and labor insertion of people with disabilities. The company's priority objective is to fulfill this obligation by directly hiring people with disabilities and by taking complementary alternative actions, temporarily until full achievement.

In this regard, we have established partnerships with special employment centers by hiring specific services, such as the supply of workwear and the management and preparation of Christmas gift packages, thereby helping to boost the employability of people with disabilities. In effect until 2025, such actions exceed the billing volume required by current legislation and enhance the company's positive social impact.

This line of action is part of ELIX Polymers' social responsibility policy and helps to consolidate an inclusive, diverse and socially responsible business model.

Average annual contracts by sex

		2023			2024			2025		
		M	W	Total	M	W	Total	M	W	Total
Permanent	Full-time	179	61	240	171	59	230	177	56	233
	Part-time	0	0	0	0	0	0	0	0	0
Temporary	Full-time	3	2	5	2	2	4	2	2	4
	Part-time	5	1	6	5	0	5	9	0	9

(M) Men (W) Women

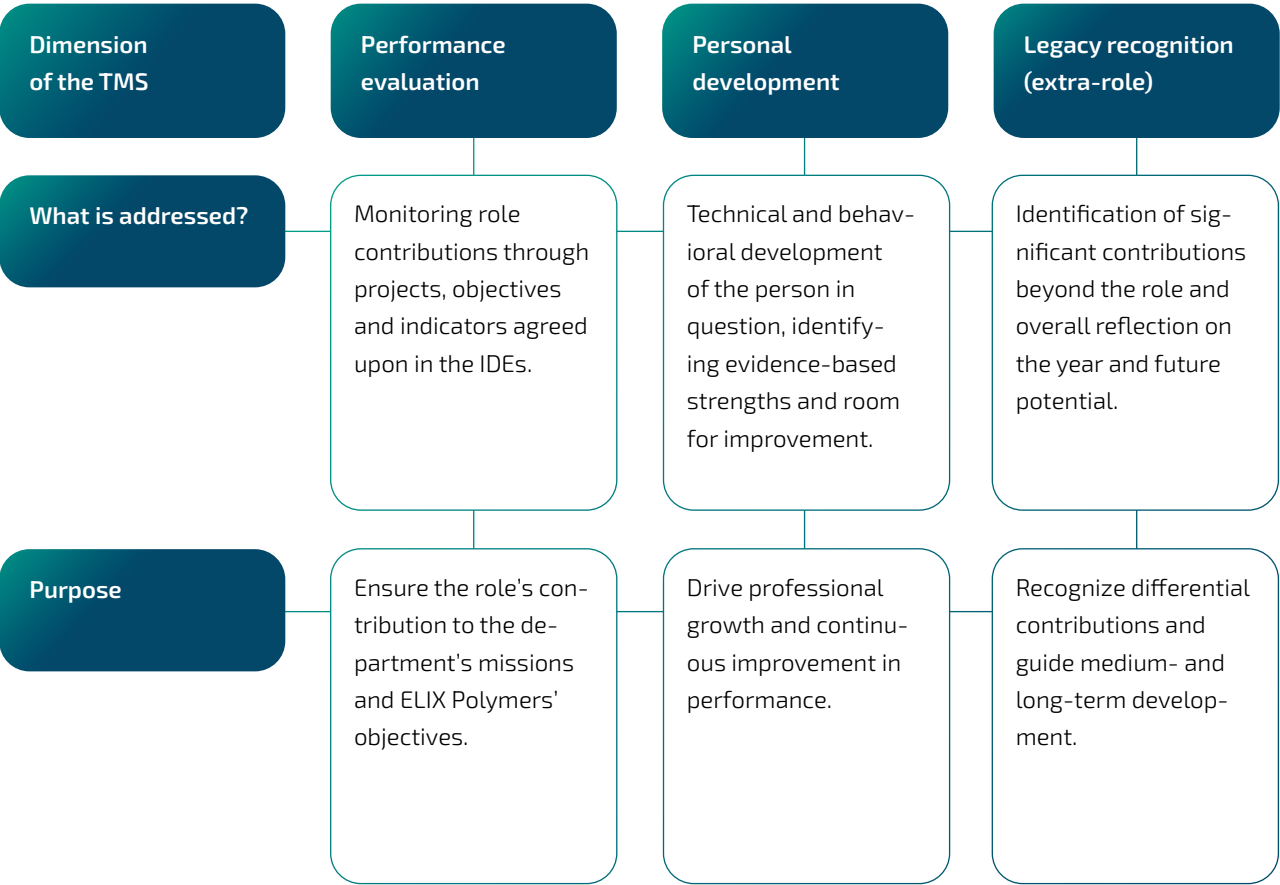
Talent Management System

Our Talent Management System is a common framework to support the development of all members of the ELIX Polymers team.

The **Talent Management System** (TMS) is a periodic process aimed at assessing and supporting the professional development of people in the organization. It is based on the missions defined for each department and the contributions associated with different roles, all consistent with ELIX Polymers' corporate values.

Throughout 2024 and 2025, the TMS was gradually extended to all levels of the organization, whereas previously it had only been applied to a specific group. Its universal extension involved the development of significant training during the final quarter of 2024, which allowed managers and employees to understand its purpose and functioning in detail. In 2025, the entire workforce participated in periodic meetings with their managers as part of the TMS.

Elements of the new Talent Management System



Training for Development

We promote people's development through continuous training.

We have a training and development system aimed at **driving our people's personal and professional growth**. This system is supported by a procedure that enables the effective identification, prioritization and management of training needs, ensuring their adaptation to the company's various operational and organizational situations.

Training needs are primarily detected during the final quarter of the year and are integrated into the following year's Training Plan. Through development meetings and follow-up sessions held between managers and employees, the TMS therefore acts as a key channel for collecting and prioritizing these needs. Unplanned training actions are also considered to meet unforeseen operational or strategic requirements.

With a total of 12,072 hours of training behind us, in 2025 we invested in digital developments to better detect training needs and facilitate everyone's participation in corporate initiatives, with roll-out planned for 2026.

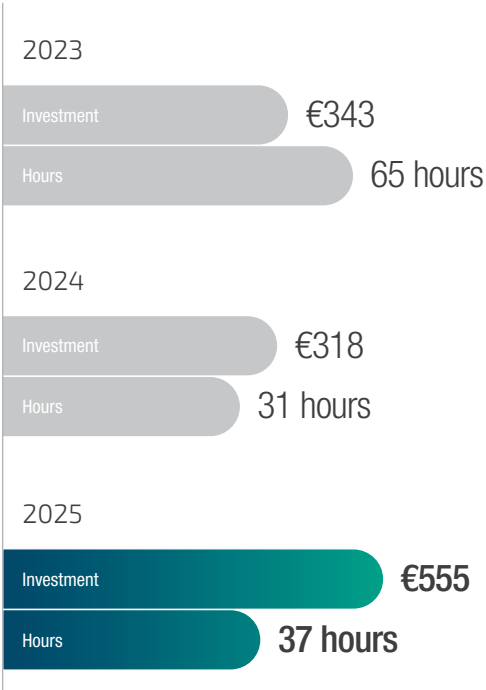
This approach has allowed us to reduce the amount of training while increasing its quality, improve the plan's execution rate and boost training investment by 81% to approximately €132,000, with an average of €555 spent per person. We have also enhanced safety and health as a training priority. Indeed, nearly 45% of our investment was focused on strategic actions. Most of these were technical and sustainability-related, such as training associated with the second phase of the SCADA project for the Operations team.

Training by type



Onboarding plans for new hires also include an initial training program focused on the technical and safety knowledge required for each position.

Investment and training hours per employee



Governance and Ethics

Ensuring ethical conduct is an essential part of ELIX Polymers' identity and a key pillar of its sustainability strategy.

We consistently act with transparency and honesty in the pursuit of our activity and we foster relationships based on trust, reliability and the fulfillment of our commitments. This ethical approach is an essential part of ELIX Polymers' identity and guides how we relate to people, stakeholders and the environment in which we operate.

Our **Code of Ethics and Conduct** sets out the values and principles that guide our decisions, behaviors and professional relationships. Integrity, honesty and transparency are fundamental for preventing corruption, bribery and all forms of irregular conduct. This ethical framework also extends to suppliers and partner companies, which formally sign it. Everyone in the organization knows it.

To enforce adherence, we have an **Ethics Compliance Officer**. This officer ensures that legal requirements are met and oversees the Whistleblower Channel, a confidential and accessible mechanism for reporting potentially unethical conduct or violations of regulations. This enhances responsible management aligned with the highest standards of good governance.

In 2025, we reinforced our corporate focus on ethics, transparency and integrity, consolidating a governance model that integrates ESG criteria into decision-making and risk management. This progress has strengthened our internal culture, built greater trust among stakeholders and promoted responsible management aligned with sustainability commitments and the improvement of our corporate reputation.



Support for the Local Community

We work to **make a positive impact on the environment** in which we carry out our activity and actively contribute to the well-being of the local community. This commitment takes shape through **our participation in local social and solidarity initiatives**, as well as through our involvement in actions that foster the development and socio-economic energization of the community in which we operate.

We strengthened our bonds with the local community in 2025. We expanded internship programs and agreements with educational institutions, strengthening our partnerships with universities and vocational training centers. This resulted in the promotion of local talent and employment.

We contributed to society by promoting well-being and making a positive impact in the community.



Main actions in 2025

Dual training and professional internships

We have a grant-based Dual Training and Professional Internship Program aimed at providing apprenticeship opportunities in different areas, with special attention paid to technical jobs. We run it via collaboration agreements with various educational institutions in the province of Tarragona.

- **Dual Program Agreements:** We have signed agreements with the following training centers in Tarragona:
 - Institut Comte de Rius
 - Institut Pere Martell
 - Institut Baix Camp
- **Curricular Internship Agreement with Rovira i Virgili University (URV):** In 2025, we continued collaborating in the URV's dual training programs.

Education

- We participated in the **Inspira STEAM (STEAM Inspire) project**, launched by the University of Deusto in collaboration with Rovira i Virgili University, for the purpose of helping to shrink the gender gap in science and technology. Inspira STEAM aims to promote the employment of women in science and technology through awareness-raising and guidance carried out voluntarily by professionals who work in research, science and technology. During the 2024–2025 school year, four people linked to ELIX Polymers participated as mentors, bringing their daily experience to sixth-grade students at different schools in the Tarragona area.
- **"Repte Experimental" (Experience Challenge) Program:** We collaborate in the Repte Experimental training program through an agreement with the Rovira i Virgili University Foundation. This initiative aims to foster interest in science among freshmen and sophomore high school students. Our participation combines financial support and direct involvement. We act as scientific mentors for a group of students and help to sponsor the project's awards.

Community well-being

- **La Canonja City Council Christmas Park 2025:** Once again, we contributed to the La Canonja City Council's Christmas Park in 2025. We wanted to support an initiative aimed at providing recreational and leisure areas for the municipality's children and their families.
 - **Tarragona Counties Food Bank:** We offered our team the possibility of donating the equivalent value of their Christmas gift package to a non-profit organization. The participants in this solidarity initiative agreed to channel the donation to the Tarragona Counties Food Bank Foundation, a volunteer-based organization that works to support people in vulnerable situations in the province.
- Through this action, we helped to meet the basic needs of families at risk of social exclusion, strengthening our commitment to the local community.

In 2025, donations to local partner organizations amounted to €8,570.

Healthcare

- **CorAvant Congenital Heart Disease Foundation:** We worked once again with the CorAvant Foundation, whose mission is to provide psychosocial support and emotional accompaniment to people with congenital heart disease and to promote research in this field. Our involvement took the form of a financial contribution to support various social projects run by the foundation.

Collaboration agreements and donations

Institution	Thousands of euros
Collaboration agreements	
Repte Experimental	2
FQ-URV Graduation Collaboration	2.5
Inspira STEAM (URV Foundation)	1
Donations	
CorAvant Foundation	2
Tarragona Counties Food Bank Foundation	0.3
PID Barcelona Foundation	0.5
La Muntanyeta Foundation	0.3

08

About This Report



About This Report

This is **ELIX Polymers' tenth sustainability report**, covering the period from 1 January to 31 December 2025. The information included herein fully reflects the organization's activities and covers the entire corporate perimeter that forms part of our business structure.

This report reflects our performance on topics considered material for the organization, taking the GRI Standards as a benchmark framework.

Key people from different management departments of the company were directly involved in preparing it, in coordination with the Sustainability Committee. Their contribution has been essential in providing the information related to each of the aspects included. We therefore present the result of a collective effort in which each participant has contributed their knowledge and experience. For this reason, we thank all the people and teams who have contributed to the preparation of this report.

For any questions, comments or suggestions regarding the content of this report, you can contact us at the following email address:
comunicacion@elix-polymers.com.

Thank you for your trust and for joining us on this journey through the *2025 Sustainability Report*, published this year as its tenth edition.





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