



**MOLECOR**

*Smart water*

**Better quality of life with innovative,  
efficient and sustainable solutions**

**Non-Financial Information  
Statement 2024**

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# 1. Main figures

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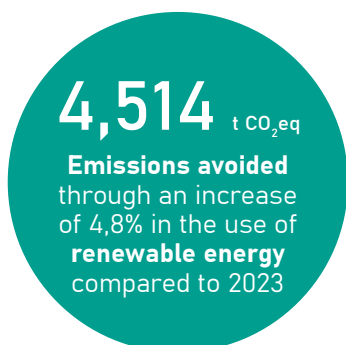
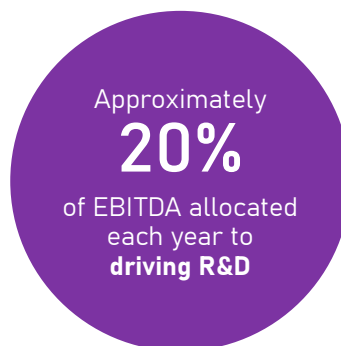
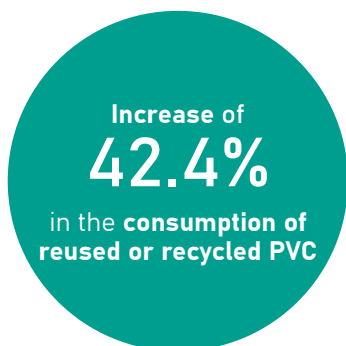
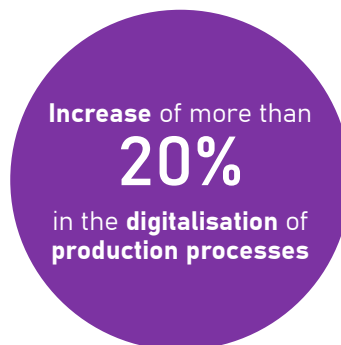
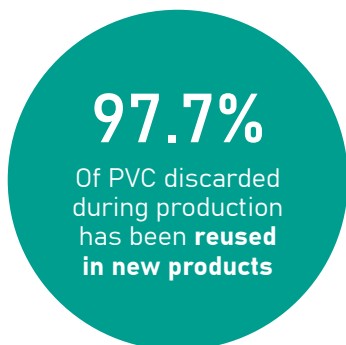
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# 1. Main figures



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## 2. A chat with the CEO

Ignacio Muñoz, CEO of Molecor, reflects on the company's sustainability performance over the past year and outlines the prospects for the coming year, weighing up market challenges and the opportunities that lie ahead for the organisation.

### Looking back over the past year, how do you rate the company's performance in 2024? What were the most significant achievements?

Firstly, I would like to emphasise that Molecor recognises that business success should be measured not only in financial terms, but also by our positive impact on the planet and the communities in which we operate. This is why we are committed to protecting the environment and promoting social well-being. Sustainability is not just a goal, but a key pillar of our business strategy.

For yet another year, we have successfully navigated a challenging global environment. Our ability to innovate, expand internationally and make agile decisions has set us apart and helped us achieve industry-leading growth. The result achieved in 2024 is, without a doubt, a very positive one.

We have continued to invest in innovation as a cornerstone of our strategy, both in terms of our products and our processes. This has allowed us to remain at the forefront of the industry. In 2024, we finalised the *SilkWorm* project: a portable, large-diameter TOM® pipe manufacturing system. It is designed to meet the demand for large-scale water transport in locations where distance and size make exporting difficult. This offers an efficient, sustainable solution. In terms of products, we have continued to make progress through eco-design, developing innovative, sustainable and circular solutions that contribute to efficient water management, which is an increasingly valuable resource, as well as to the principles of the circular economy and decarbonisation. These new products will be launched on the market in the first half of 2025.

At Molecor, sustainability is an integral part of our business, and this has prompted us to make significant progress on our targets this year.

In the social arena, it is crucial to continue emphasising the importance of Molecor's employees, because these achievements would not be possible without them. The number of professionals in this large family has grown by 19.7% over the previous year, reaching 680 individuals who are recognised as experts in their respective fields. Noteworthy actions carried out in 2024 included the introduction of an Employee Assistance Plan, a psychological counselling service, psycho-educational training and a climate survey.

Society is also an important concern for us. This is why we have continued our social action programme, collaborating with NGOs such as UNHCR. For example, we donated pipes for the construction of a water network in a Sudanese refugee camp, and we contributed to the Ukraine emergency and supported victims of the devastating DANA storm in Valencia.

In terms of our contribution to the circular economy, we have increased the circularity of our production processes. For example, 97.7% of the PVC waste generated has been reused in the manufacture of new pipes and fittings. We are also striving towards climate neutrality, as demonstrated by our commitment to achieving Net Zero by 2040. To this end, we have calculated and verified our organisational carbon footprint for Scopes 1, 2 and 3. This will enable us to set science-based short- and long-term emissions reduction targets. Another important milestone has been achieved: the certification of all Spanish plants in the energy management system. This will improve the energy efficiency of production processes, minimising electricity consumption and contributing to the fight against climate change.

At Molecor, we recognise the importance of transparent environmental communication to avoid greenwashing. We have therefore made significant efforts to develop Environmental Product Declarations for our most significant product ranges. These externally verified environmental labels show the environmental impact throughout the product's life cycle, providing objective and traceable information.

In terms of good organisational governance, the publication of the Code of Ethics is noteworthy. By joining the United Nations Global Compact, we have reaffirmed our commitment to sustainability principles and our concern for the environmental and social impact of all our operations. We are seeking to generate a positive impact and align our actions with the Sustainable Development Goals of the 2030 Agenda.

**What are your thoughts on the main challenges and opportunities facing the industry at present, and how is the company planning to address them?**

The water infrastructure market is undergoing a transformation, prompted by the need to adapt to climate change and ensure a secure supply. Growing concerns about water scarcity and the need for durable, efficient, circular and low-carbon water infrastructure mean that Molecor, with its pipes and fittings, is a key player in sustainable water management.

Nor can we forget that the plastics industry continues to face an increasing amount of legislation that



regulates the use and consumption of plastics. As a result, Molecor continues to uphold its commitment to the responsible production and use of resources, in line with SDGs 12, 14 and its commitment to the Operation Clean Sweep (OCS) programme, which aims to prevent the unintentional loss of pellets into the environment. This dedication is reflected in the certification of all Molecor's Spanish plants in accordance with the OCS Europe programme, where Molecor is a benchmark in the sector.

At Molecor, we adhere to national and European guidelines on sustainable water consumption. This is particularly important for our company in light of the fact that 2024 has been recognised by AEMET as the third warmest year in Spain since the 1960s, after 2022 and 2023. To this end, we offer efficient and sustainable products to help manage water resources correctly.

On the other hand, we are all aware of the effects of climate change, as well as the need to meet the targets set out in the Paris Agreement in order to limit global warming to 1.5 degrees Celsius above pre-industrial levels. Therefore, in response to the urgent need to address climate change, we are continuing to promote our environmental principles to encourage energy efficiency, save natural resources and minimise emissions. To play our part, we have also joined decarbonisation initiatives such as the Q-Zero Alliance.

Nor should we overlook the significant impact that the ongoing regulatory tsunami, particularly in Europe, is having on business. The new Corporate Sustainability Reporting Directive (CSRD) is particularly significant for Molecor, as it will bring non-financial reporting up to the same level as financial reporting in the coming year. With this in mind, Molecor already began preparing in 2024 by performing a Dual Materiality analysis, which is set to conclude in early 2025. This analysis will pinpoint the material issues on which the company will be required to report.

Ultimately, the current global situation, characterised by geopolitical instability and climate change, presents us with challenges and opportunities that compel us to spearhead the transition to a more sustainable economy. We stay ahead of new regulations, address growing consumer awareness, embrace circular business models, invest in clean technologies and drive technological innovation.

However, we acknowledge that there is still a lot to be done. Achieving sustainability is a continuous process, and we are determined to make progress in a transparent and accountable way. I am grateful to all our stakeholders, including our employees, collaborators, customers, partners and shareholders, for their ongoing dedication and support. By working together, we can create a more prosperous and sustainable future for everyone.

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## 3. Our business model

### 3.1 - Our organisation: mission, vision and values

GRI: 2-1

Molecor Tecnología is a company based in Spain that specialises in manufacturing molecularly oriented PVC (PVC-O) pipes and fittings, and in the development of molecular orientation technology applied to pressurised water pipe systems.

In this context, qualified specialists founded the company in 2006. The company has experienced exponential growth and has provided innovative solutions in developing technology used in the production of molecularly oriented PVC pipes and fittings. As a result, Molecor Tecnología has established itself as a global leader in the industry. Its workforce is the company's best asset and the basis for its continuous innovation.

In addition, the Spanish fund MCH Private Equity acquired a majority stake in Molecor in August 2020, aiming to boost its success and develop its full potential. MCH brings its industrial and financial expertise to the company, helping to support both the organic and inorganic growth of the project.

On 30 September 2021, Molecor Tecnología acquired the production unit of Adequa (formerly Uralita Sistemas de Tuberías). Since then, Molecor has evolved into a more diverse company, establishing a stronger foundation for growth. It also has a broader portfolio that includes sewage and building products, which has considerably strengthened its market position.



#### Our purpose

**To improve people's quality of life, wherever they are in the world, by providing them with accessible water using innovative, efficient and sustainable solutions.**



#### Our values

- **Refusing to conform:** We strive to exceed previously reached levels (quality, efficiency, innovation, safety, etc.) and we're never fully satisfied with what we achieve.
- **Global:** We're a global company capable of offering services and products to anywhere in the world. To do so, we've created an open, diverse and inclusive environment where talent gets the chance to develop, regardless of nationality, location or origin.
- **Honesty:** We apply integrity in our relationships and decisions at all levels within a tolerant and respectful environment. We do this transparently, while always respecting the law, regulatory limits and the principles of confidentiality and privacy.
- **Commitment:** We're committed to, strive for and value commitment to the people in the area around us, the environment and the communities where we are present and where we provide our services.
- **Attitude:** We love challenges and we're ready to actively tackle them, always doing our best and offering maximum collaboration and flexibility in an open, sincere way.

## 3.2 - Our value proposal

GRI: 2-6

Molecor's business model is based on 3 fundamental PILLARS, which have enabled it to achieve growth rates well above those of the sector and establish an excellent international presence.



### Structure and international presence

At present, Molecor has the following production structure in Spain:

Molecor Tecnología		Molecor Canalizaciones		
Loeches	Getafe	Alovera	Alcázar	Antequera
Manufacture of PVC-O pipes and fittings.	Main offices. Machine engineering and assembly. R&D headquarters.	Manufacture of PVC-U injection moulded fittings.	Manufacture of pipes and fittings for sewage, and PVC-U pipes for building construction.	Manufacture of PVC-O and PVC-U pipes.

Molecor Tecnología's main factory is located in Loeches, Madrid, where nine production lines are dedicated to manufacturing PVC-O products. These facilities manufacture TOM® pipes in all the diameters included in the range offered to customers, from DN90 to DN1200 mm, with pressures ranging from 12.5 to 25 bar. The plant also manufactures PVC-O ecoFIT TOM® fittings, which are available from DN110 to DN400 mm at PN16 bar. It's worth noting that these products are manufactured using Molecor's exclusive molecular orientation technology, and are exported to five continents. Thousands of kilometres of PVC-O TOM® pipes have already been installed throughout the world in supply, irrigation, recycling and fire prevention networks, and more.

- Molecor currently has eight production sites and four sales offices worldwide. It has 5 production plants in Spain, 2 of which are in Madrid (Getafe and Loeches), while the other 3 are in Guadalajara, Ciudad Real and Malaga (Alovera, Alcázar de San Juan and Antequera, respectively). The Getafe plant manufactures molecularly oriented PVC technology and is the R&D headquarters, while the other plants manufacture solutions for building, sewage, drainage, supply and distribution.

- Currently, only TOM® PVC-0 pipes are manufactured at the international plants, all of which are Joint Ventures (JVs). **Molecor PTY** in Richards Bay (South Africa), which was established in 2016, has three production lines. Kuantan (Malaysia) is the site of the **Molecor SEA** production facility, established in 2013, which has three production lines. Finally, the **Molecor Paraná** plant was established in Paraguay in 2017 with one production line. In 2024, it was relocated to a new facility in Villeta. Molecor also has four marketers: **Molecor Morocco, Molecor Peru, Molecor France and Molecor Mexico**.

The company is well prepared to reach the global market through licensing agreements for its exclusive technology for manufacturing PVC-0 piping in other countries, and for supplying pipes and fittings anywhere in the world from its production plants.



Furthermore, adapting the technology to comply with different international PVC-0 regulations is crucial for achieving compliance with all customer requirements, as well as for meeting site-specific regulations and certifications.

## Levers in the value proposal

Molecor stands out in the industry thanks to multiple forms of leverage that define its value proposal and enable it to position itself as an industry leader.

The company's values and attributes are mainly related to:

- Reliability and quality in the product and its related services.
- Extensive product and service portfolio.
- Multiple awards and collaborations on diverse R&D projects, developed with international technological partners.
- The user experience, because the details matter. In its effort to offer its clients the best service possible, Molecor listens to all their concerns and requirements, then includes them in its processes of manufacturing and finishing its molecularly oriented PVC pipes and fittings, as well as in the development of tools that facilitate users' tasks.
- This environmental commitment is reflected in our products, which are measured using studies that assess their environmental performance.






A firm commitment to service via:

- A series of 50-year extended warranties for PVC-O pipes.
- An accessible, ongoing after-sales and troubleshooting service.

## Portfolio

Molecor's product and service portfolio is focused in the following areas:

Areas	Description						
<b>ACTIVITY SECTORS</b>	 Construction (Buildings and Civil Engineering)  Industry  Agriculture						
<b>MARKETS</b>	<p><b>Domestic market:</b> Spain (74% of turnover)</p> <p><b>International market:</b> (26% of turnover), mainly distributed across:</p> <table border="0"> <tr> <td>Spain</td> <td>Ukraine</td> </tr> <tr> <td>France</td> <td>Turkey</td> </tr> <tr> <td>India</td> <td>Italy</td> </tr> </table>	Spain	Ukraine	France	Turkey	India	Italy
Spain	Ukraine						
France	Turkey						
India	Italy						

## Products

<b>INFRASTRUCTURE</b>	<ul style="list-style-type: none"> <li>• Molecularly oriented PVC TOM® pipes</li> <li>• Molecularly oriented PVC ecoFITTOM® fittings</li> <li>• TR6® irrigation pipes</li> <li>• Smooth PVC pressure system</li> <li>• Fittings for smooth PE pipes</li> <li>• SANECOR® sewage system in corrugated PVC</li> <li>• SANECOR® manholes</li> <li>• Molecularly oriented PVC SANOR COMPACT® pipes</li> <li>• COMPACT SN4 smooth PVC system</li> <li>• PVC ground drainage system</li> </ul>
<b>BUILDING</b>	<ul style="list-style-type: none"> <li>• AR® soundproof drainage system</li> <li>• EVAC+® drainage system</li> <li>• Floor drainage solutions</li> <li>• Gutter system</li> <li>• Siphons</li> </ul>
<b>TECHNOLOGY</b>	<ul style="list-style-type: none"> <li>• Machinery to manufacture PVC-O</li> </ul>

Prior to the introduction of Molecor's technology, the manufacturing process for molecularly oriented PVC pipes presented continuous challenges in producing large-diameter pipes that could withstand high pressures. However, this process has been improved thanks to the company's **proprietary molecular orientation technology**, making it more efficient to manufacture PN25 bar pipes in all product types.

Molecor also offers clients the full product range in PN20 bar. This way, each construction project can be adapted to real pressure needs, as well as its budget.

### Molecor is a pioneer in the manufacture of large diameters

Molecor's technology enables the production of large-diameter pipes of **up to 1,200 mm**, having previously not existed on the global PVC-O pipe market. This means that PVC-O can now be considered a viable material for projects involving large-diameter works. The key benefits of this material are both its low installation cost and its greater efficiency in the installation process. This positions the material as the best option for carrying out works of this scale.

### PVC-O ecoFIT TOM® fittings, a world exclusive

In addition, Molecor has developed technology for manufacturing PVC-O fittings, providing a solution for 100% PVC-O water pipes used for transporting pressurised water.

### TR6® irrigation pipes

In 2023, Molecor developed the TR6®, its first PN6 molecularly oriented pipe, designed for irrigation. This pipe has outstanding properties and higher stiffness levels than other products available on the market with the same nominal pressure. Thanks to its excellent physical and mechanical properties, an analysis of equivalent thickness of PVC-O TR6® and PVC-U pipes in PN6 bar, shows that the former has a modulus of elasticity greater than 15% compared to the latter. This means that the TR6® pipe is stiffer.

Improvements in molecular orientation provide superior hydrostatic properties compared to PVC-U PN6. Similarly, TR6® pipes are much more impact-resistant than traditional PVC-U pipes, with up to 2-3 times greater performance. Another of TR6®'s improved characteristics compared to PVC-U is its hydraulic resistance. This pipe achieves values of 60 MPa, compared to PVC-U's 45 MPa. Furthermore, TR6® exhibits superior fatigue performance.

### SANECOR® maximum efficiency in sewage networks

Over the last 30 years, the SANECOR® system has been fully developed, along with SANECOR® manholes, to serve urban sewage networks, wastewater and rainwater collectors, interceptor collectors, sewage outlet pipes, drains and, in general, pipes for transporting acidic or alkaline solutions, uses in industry, construction and mining, and cable management and insulation, among other applications.

### AR® soundproof drainage system: you'll hear nothing but benefits

The AR® system offers a wide range of fittings and piping to meet the various needs of designers. This product not only resolves issues with soundproofing in downpipes, but also boasts the highest fire rating a plastic material can achieve: B-s1, d0.

New products available

**SANOR COMPACT®: PVC-O technology is now also available for sewage networks:**

SANOR COMPACT® smooth PVC-O pipe is manufactured by Molecor Paraná in Paraguay using molecularly oriented technology. This is the first time this technology, usually used in supply networks, has been used in a sewage product. The SANOR COMPACT® pipe is compatible with a wide range of fittings, including manholes and inspection chambers. It delivers superior mechanical properties to PVC-U pipes, including: greater stiffness, higher elasticity modulus and improved resistance to impact and crack propagation. In addition to these benefits, the product is completely waterproof and 100% recyclable.

The range introduced for 2024 covers diameters between 110 and 400 mm, with a distinction made for the smaller diameters: DN 110, DN 160 and DN 200 mm, which have an average stiffness of at least 5 kN/m<sup>2</sup>, and the larger diameters: DN 250, DN 315, DN 355 and DN 400 mm, with an average stiffness of at least 7 kN/m<sup>2</sup>.


## Sustainable products

Molecor has taken a step forward by conducting further research into the environmental impact of its products, thereby reiterating its commitment to sustainability and demonstrating its commitment to transparency. During 2024, the company prepared the corresponding **Environmental Product Declarations** (EPDs) for the following products, which were verified by an independent third party according to EN 15804: TOM® pipes and ecoFITTOM® fittings, AR® soundproof drainage system, SANECOR® corrugated sewer system and TR6® irrigation pipe.

These voluntary certifications demonstrate the company's strong commitment to sustainability and to evaluating the environmental impact of its plastic pipe activities. They certify the accuracy of the information published by Molecor on these products with regard to their greenhouse gas emissions, energy consumption and use of resources, as well as other environmental parameters. Through these ecolabels, Molecor aims to promote the sustainable construction of water infrastructure, emphasising the importance of preparing and verifying EPDs as a vital tool for reducing the construction sector's environmental impact.

Thanks to their contribution to the sustainable development of the planet, the company's PVC-O products stand out as some of the most efficient and sustainable solutions on the market. Notably, this can be verified through various studies worldwide for **TOM® pipes** and **EcoFITTOM® Oriented PVC fittings**, including the following: *"Estimación del consumo energético y de la emisión de CO<sub>2</sub> asociado a la producción, uso y disposición final de tuberías de PVC, PEHD, PP, Fundición y Hormigón"* (Estimated energy consumption and CO<sub>2</sub> emissions associated with production, use and final disposal of PVC, HDPE, PP, cast and concrete pipes - Polytechnic University of Catalonia) and the environmental label "PVC-O Environmental Product Declaration TEPPFA" (The European Plastics Pipes and Fittings Association). The environmental advantages of Molecor's products include:

- **Efficiency in natural resources:** Only 43% of PVC's composition depends on oil. Furthermore, thanks to the improvement in its properties achieved through molecular orientation, a smaller amount of the raw material is needed to manufacture it.
- **Energy consumption: Energy** consumption is lower at every stage of its life cycle: raw material extraction, pipe manufacture and use.
- **Efficiency in waste management:** PVC is a fully recyclable material that can be reused either to produce new pipes within the production process or to manufacture other plastic applications with less demanding technical requirements than pressurised pipes, thus contributing to the principles of the Circular Economy.
- **Sustainability:** Oriented PVC products are environmentally sustainable. Their design considers aspects such as energy saving, sustainable use of natural resources, durability and environmental friendliness of materials.

 Find out more about our sustainable products in the section titled [Protecting the natural environment](#)



## Our services portfolio

**After-sales service:** Molecor offers ongoing assistance and monitoring.

In terms of technology marketing, this service involves offering:

- Equipment warranty.
- Real-time analysis and solutions.
- Preventive maintenance and supervision plan.
- Supply of spare parts.

The company offers ongoing assistance and monitoring after pipes and fitting have been installed. Furthermore, and as an added service, Molecor provides a detailed operational and performance study of the different components installed, if requested by the client, or if the network malfunctions.

It also offers clients technical assistance related to pipes and fittings so water transport network projects may be implemented correctly, which allows full reports to be drawn up with the results of all calculations carried out. Furthermore, the technical team specialising in hydraulic infrastructures provides personalised support to the company's collaborators at every stage of construction projects.

As regards **technical service**, Molecor provides detailed technical information on all of the products that the company manufactures. When it comes to providing **technical training for users**, Molecor works with a variety of organisations and associations. In this respect, we organise various technical and training conferences for individuals interested in professional development.

During these workshops, the products' technical and installation characteristics are explained, as is their contribution to sustainable development. The above applies to both TOM<sup>®</sup> pipes and EcoFIT<sup>®</sup> fittings, as well as the rest of the products manufactured. Finally, Molecor is committed to raising environmental awareness through activities that contribute positively to sustainable development.

A range of **additional tools** are also offered to facilitate user operations. These include the **TOMCalculation** mechanical calculation programme, the **GeoTOM<sup>®</sup>** geolocation application, the product manual and the BIM and Presto catalogues.



## MOLECOR's extended warranty

Molecor offers a 50-year extended warranty for PVC-O TOM<sup>®</sup> pipes manufactured by the company. If it is deemed that any of its pipes do not comply with set standards, Molecor will replace said PVC-O TOM<sup>®</sup> pipes for others of the same type, size and number.

# 4. Sustainability as a key part of our business

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## 4. Sustainability as a key part of our business

### 4.1 - Main milestones in 2024

#### **Accession to the UN Global Compact**

In order to materialise its commitment to contributing to the Ten Universal Principles on human rights, labour standards, the environment and anti-corruption, as well as to the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda, Molecor joined the Spanish Network of the UN Global Compact in 2024.

#### **Promoting awareness of and communication about sustainable performance**

In 2024, Molecor significantly increased communication of the organisation's sustainable performance, using the values of honesty and transparency. This approach not only avoids greenwashing practices in environmental communications, but also strives to build and maintain trust with stakeholders by being transparent and authentic about sustainability challenges and achievements while committing to improvement and generating a positive impact.

We have communicated both internally and externally through our communication channels with stakeholders, such as our website, social media, the media, the Molecor internal newsletter, etc.

#### **Launch of the Code of Ethics**

Ethics, anti-corruption and anti-bribery practices have always been fundamental pillars of Molecor's operations. Therefore, in 2024 and in line with the action plan established with the implementation of the Compliance Programme, the Code of Ethics was published. This document sets out the principles and values that govern the organisation's business practices, ensuring they align with the highest ethical standards.

#### **Reduction of the accident rate**

Molecor considers protecting the health, safety and welfare of its workforce to be of paramount importance. For this reason, we actively work on accident prevention. Thanks to the company's initiatives, it has managed to reduce the accident rate involving sick leave at some of its centres, including the Alovera and Getafe centres, which have operated for 365 days without this type of accident.

#### **Implementation of the Employee Assistance Programme**

The Employee Assistance Programme (EAP) was launched as part of the action plan established in 2024, following an analysis of the results of the psychosocial risk study carried out last year. The plan offers an anonymous and confidential counselling service, available 24/7 via telephone, chat and email. It also provides unlimited access to psycho-educational content, including workshops and live webinars on topics such as stress management, positive reinforcement and relaxation techniques.

#### **Launch of MOLECOR HR**

In order to optimise and modernise the management of the company's human resources processes, MOLECOR HR was introduced in 2024. This digital solution for human capital management includes modules for database management, organisation, objectives and skills assessment, as well as the management of climate and training surveys.

#### **Breakthrough in industrial digitalisation**

Molecor has made significant progress in the digitalisation of its work centres by implementing the Manufacturing Execution System (MES) for production management and the INFLUX database for data monitoring. Progress has exceeded 20% compared to 2023, with the Loeches and Paraguay plants now fully digitised.

### **Implementation of the Silk Worm Project**

In 2024, the Silk Worm project was completed and commissioned, a portable, large-diameter TOM® pipe manufacturing system designed to meet the demand for large-scale water transport in locations where distance and size make exporting difficult, thus providing an efficient and sustainable solution.

### **Extension of ISO 50001 Energy Management System Certification**

In 2024, the scope of the Energy Management System, which was implemented and certified at the Loeches plant in accordance with the ISO50001 standard the previous year, was extended. The production centres in Alovera, Antequera and Alcázar de San Juan have integrated energy management into their Integrated Management Systems, and have received AENOR certification.

### **Calculation and verification of the Organisational Carbon Footprint**

Molecor is furthering its commitment to increasing its contribution to the fight against climate change, with the aim of achieving climate neutrality by 2040. Therefore, demonstrating its commitment to transparent environmental communication, in 2024 it calculated and verified its carbon footprint for Scopes 1 and 2 for 2022 and 2023. It has also started the calculation of Scope 3.

This will enable us to gain a clear understanding of the organisation's true impact, and to set science-based reduction targets and a short- and long-term roadmap for achieving them.

### **Obtaining Environmental Product Declarations (EPD)**

During 2024, EPDs have been obtained for the following products: AR® soundproof drainage system, oriented PVC TOM® pipes and ecoFITMOM® fittings, SANECOR® corrugated sewer system and TR6® irrigation pipe.

These voluntary eco-labels demonstrate the company's commitment to sustainability and to evaluating the environmental impact of its plastic pipe activities. They also certify the accuracy of the information published by Molecor on these products with regard to their greenhouse gas emissions, energy consumption and use of resources, as well as other environmental parameters.

### **Benchmark in Operation Clean Sweep programme management**

Molecor has set a new industry benchmark with its commitment to the Operation Clean Sweep (OCS) voluntary programme, which aims to prevent the unintentional release of microplastics into the environment. In 2024, Molecor hosted the II OCS Showtour organised by ANAIP and Plastics Europe, where it presented the good practices implemented in the company as part of the OCS Europe certification scheme through AENOR. These measures could subsequently be seen in situ during the visit to the facilities.

## 4.2 - Context and main trends

The year 2024 has proved to be full of turning points in political, social and environmental terms. Globally, numerous electoral processes have reflected a shift in priorities towards restoring competitiveness and national security, as well as pursuing economic protectionism.

The importance of environmental, social and governance (ESG) criteria is growing across all sectors. As consumers, investors and regulators place greater emphasis on Corporate Social Responsibility, companies must not only adopt ESG practices in their strategies, but also implement stronger measures.

The evolution of the regulatory framework, particularly in Europe, highlights the growing importance of ESG terms. At the European level, the following are worth mentioning: the Corporate Sustainability Reporting Directive (CSRD), the Due Diligence Directive (CS3D) and the European Taxonomy. For instance, the CSRD will oblige companies to incorporate ESG criteria into their operations and publish performance reports, whereas the CS3D will enforce the management of environmental and human rights issues within supply chains. These aspects will require organisations to devote considerable effort to internal and external management, significantly increasing bureaucracy within sustainability management.

Furthermore, the [Draghi Report](#) has clearly diagnosed the economic decline of the European Union and the loss of competitiveness of European companies compared to countries such as China and the United States. A roadmap has therefore been proposed to reverse this situation and allow further progress to be made in meeting challenges such as decarbonisation and technological transformation.

Against this backdrop, the European Commission's proposed Omnibus package, due to be published in 2025, seeks to streamline administrative processes for EU companies and reduce their administrative burden, thereby ensuring their competitiveness without compromising their sustainability obligations.

The [Global Risk Report 2024](#), published by the World Economic Forum (WEF), identifies extreme weather, misinformation, social and/or political polarisation, cost-of-living crisis and cyberattacks as the top global concerns.

In terms of the environment, we are still in a crisis situation caused by climate change. The [Davos Global Risks Report](#), revealed that a new temperature record had been set, with the real impact of global warming evident in the increased incidence of extreme weather events. These include the floods caused by the devastating DANA storm in Valencia and the fires in Los Angeles. Therefore, it is imperative that we continue to advance in decarbonisation in order to meet the objectives of the Paris Agreement.

It should be noted that the Spanish economy continued to grow in 2024, rising 3.2% compared to 2023. This growth surpassed the European average and was driven by factors such as a boost from tourism and a dynamic employment market.

The progress made in Spain's Recovery, Transformation and Resilience Plan has also been equally significant, particularly with regard to the PERTE for the digitalisation of the Spanish water cycle. This has had a substantial impact on Molecor's operations and activities.

One major influence to consider is the complicated global geopolitical situation that arose in 2024, including the ongoing wars in Ukraine and between Israel and Palestine. Trump's re-election is also expected to have a significant impact on the global economy during his second term in office.



In addition, [Law 7/2022](#) on waste and contaminated land for a circular economy devotes a section to “extended producer responsibility” (EPR). It defines the scope of this responsibility by setting out the obligations to which producers may be subject at the design and production stages of their products, as well as during the management of waste resulting from their use. It also explains how these obligations can be met, either individually or through collective systems. In accordance with the European waste directive, an EPR for packaging and packaging waste has been developed in Spain, as set out in Royal Decree 1055/2022 of 27 December. Meanwhile, in France, an ERP for construction products in the building sector (PMCB, *Produits et Matériaux de la Construction et du Bâtiment*) has been developed in accordance with the AGECE (Anti-Waste and Circular Economy) Law.

At the European level, on 25 September 2023, the European Commission passed Regulation (EU) 2023/2055, deciding to restrict the manufacture and marketing of organic, insoluble, and degradation-resistant synthetic polymer microparticles, as well as substances that release such microplastics during use when added to products or present in them. This ensures the protection of the environment and human health. From 2026 onwards, manufacturers and industrial users will be required to report certain information under this Regulation, including an estimate of the amount of synthetic polymer microparticles released into the environment in the previous year.

In this regard, the European Commission has launched a proposal for a regulation to prevent the loss of pellets into the environment. This will greatly impact industries within the plastics value chain as it will require the implementation and certification of good practices for microplastic management and estimation of potential environmental losses.

In this context, the sustainability agenda is entering a new consolidation cycle in the business world in 2025, characterised by a greater focus on competitiveness and impact. It is important to highlight a number of market and environmental trends that are shaping the infrastructure, sewage and construction sectors.





## Trend 1: Circular economy

The European Union has identified the promotion of the circular economy as a key focus of its strategy for the coming years. On 11 March 2020, the European Commission adopted a new [Circular Economy Action Plan](#) as part of the [European Green Deal](#), presented by the Commission in 2019. The plan sets out a comprehensive roadmap towards achieving climate neutrality by 2050 and combating biodiversity loss, which requires a transition to a circular economy. This Plan comprises a series of measures designed to make sustainable products the norm in the European Union and provide consumers with the essential information they need to make more environmentally sustainable choices. The Plan focuses on sectors that use more resources and have high circularity potential, and aims to reduce waste generation. Moreover, new packaging standards and eco-design requirements for sustainable products in Europe were proposed by the European Commission in 2022.

In Spain, the “[Spain’s Circular Economy Strategy 2030](#)” sets out the action plan for promoting the new proposed consumption and production model, with the aim of minimising waste production and making more efficient use of existing materials. This ensures that products, materials and resources continue to circulate within the economy for as long as possible, thereby contributing positively to the creation of a sustainable, decarbonised, competitive and resource-efficient economy. This strategy also aligns with the European Union’s proposed action guidelines, the Green Deal, and the goals set out in the United Nations’ 2030 Agenda.

+ Find out more about our contribution to the circular economy in the section titled [Circular Economy](#).



## Trend 2: Natural capital and biodiversity

The [Task Force for Nature-related Financial Disclosures](#) (TNFD) was established in 2021 to support a shift in global financial flows towards positive outcomes for nature, in line with the Global Biodiversity Framework.

At the national level, Spain has implemented the [State Strategic Plan for Natural Heritage and Biodiversity to 2030](#). This plan aims to conserve biodiversity because it is integral to the development, health and well-being of society, forming one of the fundamental bases of social and economic development.

Europe has also defined the [Biodiversity Strategy 2030](#). This is a long-term plan to protect nature and reverse the degradation of ecosystems. The plan is central to the European Green Deal and the European Union’s role as a leader in international action to achieve sustainable development goals and provide global public goods. The Strategy sets out new governance measures, including the conversion of at least 30% of Europe’s land and marine areas into effectively managed protected areas. In addition, the Strategy sets out a far-reaching EU Nature Recovery Plan and the means to enable transformational change.

+ Find out more about our contribution to Natural Capital in the section titled [Biodiversity protection](#)



### Trend 3: Decarbonisation and combating climate change

Firstly, the [World Business Council for Sustainable Development](#), in order to achieve the goals and targets of the Paris Agreement and limit global warming to 1.5°C compared to pre-industrial levels, all parties to the agreement must significantly reduce their emissions by 2030 and achieve climate neutrality by 2050. This is why [COP28](#) has placed particular emphasis on this issue. For the first time, the leaders of many negotiations recognised the urgent need to move away from fossil fuels.

In Europe, 11 EU Member States (including Spain) signed a letter on 25 January 2024 [demanding specific actions to reduce emissions](#). This reaffirms the EU's position as a global leader. Importantly, the European Commission is planning to present a communication in February discussing Europe's climate ambitions up to 2040.

In this regard, the European Union is continuing to prioritise initiatives that promote the transition to a sustainable economy and the achievement of carbon neutrality targets by 2050, in line with the [European Green Deal](#) and the [European Climate Law](#).

In Spain, the Council of Ministers approved the [Climate Change Act](#) in 2021 in response to the country's international and European commitments. The Act presents an economic and modernisation opportunity for Spain, as well as a social one. Spain has also introduced the [Long Term Decarbonisation Strategy](#) (ELP 2050), which will result in a 90% reduction in greenhouse gas emissions by 2050, compared with 1990 levels. The ELP 2050 outlines a plan for achieving a fully renewable energy supply by the mid-21st century. This will stimulate the competitiveness of the Spanish economy, while also having a positive impact on health, biodiversity, and climate change adaptation.

- + Find out more about our contribution to decarbonisation of the economy in the section titled [Climate strategy](#).





## Trend 4: Promotion of innovation and digitalisation

The [Global Risk Report 2024](#) highlights the significance of technological development in the present day. The report points out that economic hardship coupled with technological progress and pressure on resources, as well as conflict, increases the likelihood of pushing more people into crime, militarisation or radicalisation. This contributes to the globalisation of organised crime in terms of its aims and actions.

Furthermore, cyber insecurity is considered one of today's major risks and is directly related to technological innovation. The report defines this risk as the use of digital tools for cyberattacks and criminal activities in cyberspace, with the aim of establishing dominance in the digital sphere.

Regarding digitalisation, the European Parliament and the Council adopted [Decision 2022/2481](#) in 2022, setting out the strategic agenda for the Digital Decade up to 2030. This programme provides guidance on Europe's digital transformation, setting out concrete goals and targets for 2030 and an annual cycle of cooperation to achieve them.

In addition, the European Union regulates online intermediaries and platforms through the [Digital Services Regulation](#) with the aim of preventing illegal online activities and the spread of misinformation. Furthermore, on 10 March 2020, the European Commission set out an industrial strategy to promote the transition to a green and digital economy.

At a national level, the Spanish government established the [Digital Spain Agenda 2026](#) in 2022. This plan outlines the action points for Spain's digital transformation and is one of the main elements of Spain's Recovery, Transformation and Resilience Plan, alongside the green transition strategy.

+ Find out more about our innovation management in the chapter titled [Innovation and the client as levers for action](#).



## Trend 5: Driving diversity

Firstly, it should be noted that the European Union recognises the importance of achieving gender equality throughout society. The [European Strategy for Gender Equality 2020-2025](#), has therefore been defined, based on actions and policies designed to make significant progress towards a more gender-equal Europe. To this end, on 10 May 2023, the European Parliament and the Council of the European Union implemented [Directive 2020/970](#) which strengthens the application of the principle of equal pay for men and women for work of equal value or equal work by introducing pay transparency measures and compliance mechanisms.

The European Union has adopted new rules to encourage gender balance among directors of listed companies. Currently, only 31.5% of board members are women and just 8% of boards are chaired by women. The European Union believes that increasing women's participation in the labour market is vital for boosting European economic growth, improving the competitiveness of European businesses, and addressing Europe's demographic challenges.

These new rules include a number of targets for boards of directors. Listed companies will be required to ensure that women account for at least 40% of non-executive directors and 33% of all management positions. However, companies that fail to meet these targets will need to change the selection process for appointing board members. The main objective of the [CNMV's consultative report of 23 March 2023](#) is parity between men and women, and it seeks to achieve the aforementioned representation percentages.



## Trend 6: Water stress

In 2023, Spain experienced its second warmest year since the 1960s. The [State Meteorological Agency \(AEMET\) report](#), recognises 2023 as a year of extreme heat and dryness. Four heatwaves were particularly notable in the Iberian Peninsula, the Balearic Islands and the Canary Islands.

Similarly, at a national level, [Royal Decree 817/2015](#), sets out the criteria for monitoring and assessing the status of surface waters, as well as the quality regulations. The annex includes certain water monitoring requirements for protected areas where water is collected for drinking water production. In addition, [Royal Decree-Law 4/2023](#) addresses the urgent implementation of drought measures.

In the European Union, [Regulation 2020/741](#) of the European Parliament and of the Council sets out minimum requirements for water reuse. The aim of the Regulation is to facilitate and encourage the reuse of water. This will allow the European Union to become more sustainable and resilient, while protecting public health and the environment.



## Trend 7: Transparency in sustainability

The ESRS (European Sustainability Reporting Standards, or NEIS in Spanish) were approved at the end of 2023. They will respond to the [Corporate Sustainability Reporting Directive](#) (CSRD) by establishing a common reporting framework for large listed companies and SMEs. This framework aims to enable companies to publish sustainability information, including details of how they identify and manage the impacts, risks and opportunities (IROs) arising from social, environmental and governance issues, as well as their associated policies, objectives and action plans. Thus, the ESRS expand the scope of reported information to cover the entire value chain, incorporating new topics and additional ESG requirements. Their entry into force will be staggered, requiring companies to invest significant time and resources in adapting to the standards.

It is important to note that companies must continue to comply with the provisions set out in the [Non-Financial Reporting Directive](#) until the new CSRD regulations come into effect. These regulations apply to large public interest companies with more than 500 employees. They cover environmental, social and employee-related issues; respect for human rights; anti-corruption and bribery; and diversity on corporate boards. The transposition of this directive into Spanish law takes the form of this Non-Financial Information Statement (NFIS), as set out in Law 11/2018. However, it should be noted that this process was not completed by 2024, and the CSRD has not yet been adopted at a national level.

The regulatory simplification measures proposed by the European Commission in the [Omnibus Package](#) are also important. These measures are expected to be published at the beginning of 2025 and may change the scope of this reporting directive and the dates of its entry into force.



### Developments at Molecor

Molecor is currently finalising the configuration of **Aplanet**, a non-financial information management software package. This application will improve the traceability of the information reported. Therefore, the data for 2022 and 2023 will be uploaded to this software tool.



### Trend 8: Increased attention to Greenwashing

Concerns about greenwashing have grown in Europe, resulting in stricter regulatory oversight. Under European legislation, companies are now required to substantiate environmental claims with verifiable data. To ensure compliance with disclosure requirements, legal teams will need to apply strict processes to validate environmental reporting.



#### Developments at Molecor

In 2024, Molecor significantly increased communication of the organisation's sustainable performance to avoid greenwashing practices in environmental reporting. This was achieved through transparency and authenticity regarding our sustainability challenges and achievements, as well as a commitment to improvement and generating a positive impact.



### Trend 9: ESG Convergence and Human Rights

The focus of corporate social responsibility will increasingly shift towards human rights due diligence in 2025. Companies will be required to prove that they are committed to protecting human rights throughout their supply chains. This will involve carrying out audits to identify and prevent abuses. Legal teams will face challenges in verifying and documenting compliance commitments across the supply chain. They will need to ensure that suppliers adhere to ethical and legal standards by implementing rigorous processes.



Find out more about our approach to human rights management in the chapter titled [Respect for human rights](#).



## 4.3 - Our sustainable strategy

In the current climate, sustainability is a vital element for the success of any organisation. Enterprises are no longer solely focused on generating economic profits; they also seek to have a positive impact on the environment and society.

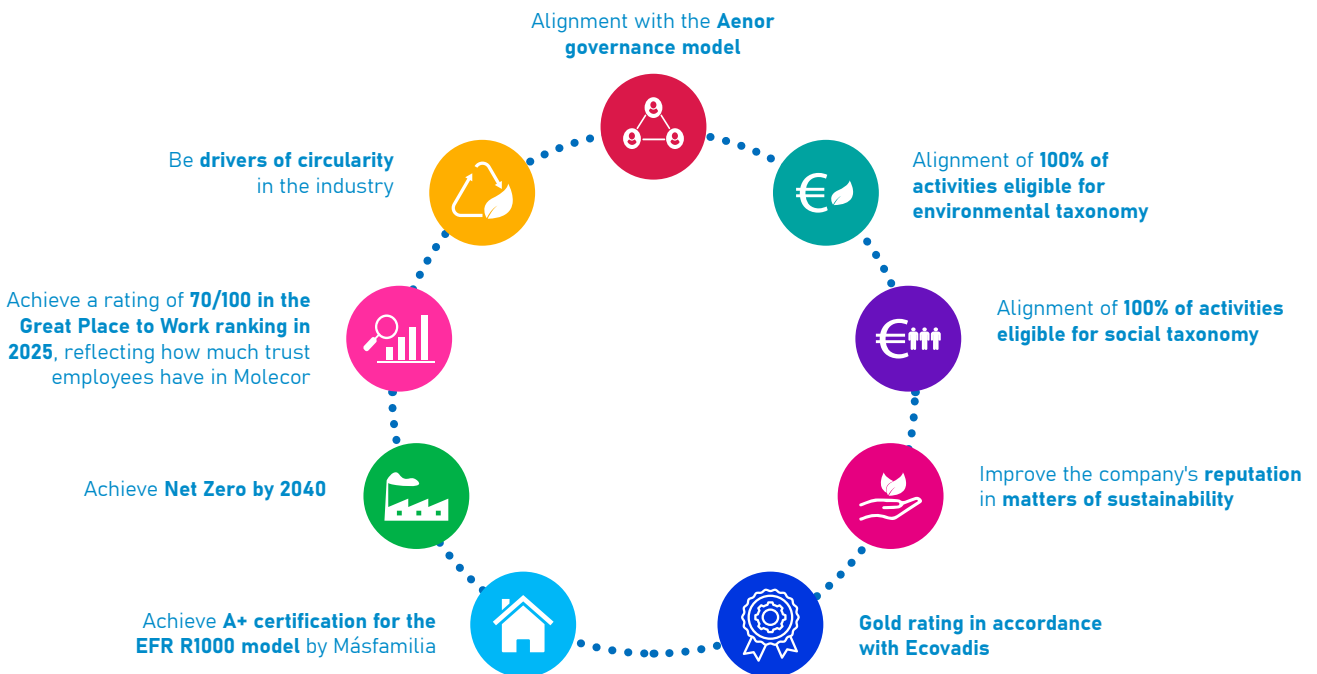
From the outset, Molecor has considered sustainability to be one of its core values. The company's products are designed to promote environmental efficiency. As we are aware of the company's key role in the transition to a low-carbon economy and in promoting a circular model, Molecor has opted to integrate environment, social and good governance (ESG) management within its business model.

+ Find out more about our sustainable products in the chapter titled [Protecting the natural environment](#).

### Sustainability for Molecor: Sustainability Strategy 2023-2025

In 2023, Molecor approved its Strategic Sustainability Plan for 2023-2025. This plan outlines the company's ambitions and roadmap for achieving its business targets while addressing the expectations of its stakeholders regarding environmental, social and governance management.

Through this Strategy, Molecor has defined nine ambitions with 10 goals and 17 strategic levers that aim to guide the company's activity using key performance indicators and management teams responsible for their rollout. The nine ambitions that make up Molecor's Sustainability Strategy are set out below:



During the financial year, Molecor has actively promoted its strategic sustainability ambitions, demonstrating its commitment to integrating sustainability into all its core activities.

**Strategic ambitions**

**Objectives and progress in 2024**



**Alignment with the AENOR governance model**

Molecor is actively working to align its governance model with the best ESG practices.

While the organisation continues to evaluate its membership of other sustainability-related initiatives and associations, it is worth noting that, in line with its commitment to actively contributing to the Ten Universal Principles on human rights, employment standards, the environment and the fight against corruption, as well as to the fulfilment of the Sustainable Development Goals set out in the United Nations 2030 Agenda, it joined the Spanish Network of the UN Global Compact in 2024.

In terms of ethics, the Code of Ethics was shared with the organisation in 2024 to ensure compliance among employees, although training for the entire workforce is still pending.

As for policy management, the procurement policy and the anti-corruption policy were developed in 2024, among others. In 2025, the company will work proactively to define and publish specific policies on climate change, occupational health and safety, and human rights, as well as other areas.

Plans are also in place to improve risk assessment and management. In terms of ESG, the company has begun a Double Materiality analysis in preparation for compliance with the CSRD Directive. This study will identify relevant issues and establish a roadmap for future reporting following analysis of CSRD compliance.

In accordance with the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD) and the European climate standard ESRS E1, a climate risk study has also been carried out.



**Alignment of 100% of activities eligible for environmental taxonomy**

The European Taxonomy of Sustainable Activities is a framework established by the European Union that defines which business activities can and cannot be considered sustainable. In order to determine the extent to which these activities align with Molecor's financial and non-financial information, the company will carry out a diagnosis in accordance with the requirements of the EU Taxonomy in 2025.

The company will continue to improve circularity and contribute to the fight against climate change.

In terms of biodiversity, Molecor Forest was created in 2024, comprising a forest with 600 trees sponsored by employees. An assessment of the Taskforce on Nature-related Financial Disclosures (TNFD) is planned for 2025. This will enable the company to define its biodiversity strategy with specific objectives.

In addition, it is working on developing specific environmental policies relating to waste and water, among other areas.



**Alignment of 100% of activities eligible for social taxonomy**

The European Union has proposed the Social Taxonomy framework with the aim of establishing parameters and criteria to help classify economic activities according to social objectives that promote human rights. However, it has not yet been fully implemented.

Meanwhile, in 2024, Molecor has continued to work on the social dimension of sustainability. We have continued to work on our social action plan, and we intend to expand it to cover all the communities in which we operate.

**Strategic ambitions**
**Objectives and progress in 2024**

**Improve the company's reputation in matters of sustainability**

At Molecor, we avoid Greenwashing practices and strive to build and maintain the trust of our stakeholders by being transparent and authentic about our sustainability challenges and achievements, in line with our values of honesty and transparency. In other words, we practise Greentrusting, which involves committing ourselves to improving our performance and generating a positive impact.

With these principles in mind, a major push was made in 2024 to communicate the company's sustainable performance, including its achievements in the areas of environment, society and governance. We have shared this information with our stakeholders through our communication channels, both internally and externally: our website, social media, media outlets, the Molecor internal newsletter and our participation in various events.


**Gold rating in accordance with Ecovadis**

EcoVadis has emerged as a global leader in corporate sustainability assessments, providing enterprises with a tool to measure and improve their sustainability performance, while enabling customers and business partners to make informed decisions. It also promotes transparency and responsibility in the supply chain.

The assessment is based on results for 21 criteria, which in turn are grouped into 4 broad areas of sustainability where companies tend to have an impact: employment practices and human rights, ethics and good governance, and sustainable procurement.

Molecor began the qualification process in 2024, and the results will be available in Q1 of 2025. This will highlight the company's strengths and areas for improvement, enabling it to enhance its rating and, consequently, its sustainable performance.


**Achieve A+ certification for the EFR R1000 model by Másfamilia**

Molecor aspires to be a company that promotes the best possible work-life balance, as well as a healthy personal and family life. To promote this goal, senior management will make commitments to developing policies and practices that support work-life balance. In 2024, the Molecor's commitment to the Másfamilia EFR model was formalised, and the programme manager received training. The diagnosis and implementation of the programme will be carried out in 2025 in order to obtain certification.

Furthermore, as part of its commitment to promoting the health and safety of its employees, Molecor aims to achieve zero accidents. In 2024, the organisation made significant progress in the actions of the Preventive Activities Plan (PAP) and implemented an Employee Assistance Programme (EAP) to support the mental health and well-being of all employees.

**Strategic ambitions**
**Objectives and progress in 2024**

**Achieve Net Zero by 2040**

In line with its commitment to environmental protection, Molecor aims to support the achievement of the goals set out in the Paris Agreement and the European Green Deal to combat climate change. This is why it has pledged to become climate-neutral by 2040.

The action plan, which was implemented in 2024, includes the following highlights in order to achieve this:

- Calculating and verifying the Organisation's Carbon Footprint for Scope 1 and 2 emissions for 2022 and 2023. It has been in the process of registration with MITERD since 2024.
- It has started the calculation of Scope 3.
- The start of the process of defining science-based emission reduction targets and creating a roadmap for the decarbonisation plan.
- The start of a climate, physical and transition risk analysis in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
- Achieving ISO 50001 Energy Management System certification for all domestic production plants.
- Running energy workshops to identify energy-saving measures (ESMs) that can improve the energy efficiency of processes.
- Investment in renewable-sourced electricity.
- Environmental training for the company's various departments.
- Proactively communicating environmental performance in a responsible and transparent manner to avoid greenwashing.


**Achieving a 70/100 rating in Great Place to Work**

The Great Place to Work ranking is a model that enables an external evaluation of employee opinion. This evaluation can then be certified and used to attract new talent. As part of its strategy, Molecor aims to become a company that can attract and retain the most qualified professionals.

To this end, in 2024, the company began implementing MOLECOR HR, a digital solution for human capital management that includes modules for database management, organisation, objectives and skills assessment, as well as climate survey management and training. A climate survey was also conducted, the results of which will be released in 2025.


**Be drivers of circularity in the industry**

Driven by this aspiration, Molecor is committed to actively contributing to the Circular Economy by making the most of available material resources and extending the lifespan of its products.

The development of new, sustainable, circular, low-carbon products that are eco-designed to enable the use of post-consumer recycled materials was completed in 2024, with marketing planned for 2025. Another major contribution to circularity is that 97.7% of PVC waste is reused through reprocessing operations.

Molecor intends to analyse the degree of circularity of its products in 2025.

The **Sustainability Strategy's** progress is monitored regularly, every two months, by the Sustainability Committee. The Corporate Social Responsibility department has monitored the sustainability plan, coordinating the various areas involved in achieving the plan's ambitions and objectives. Furthermore, progress reports will be submitted to the Board of Directors at least once a year.

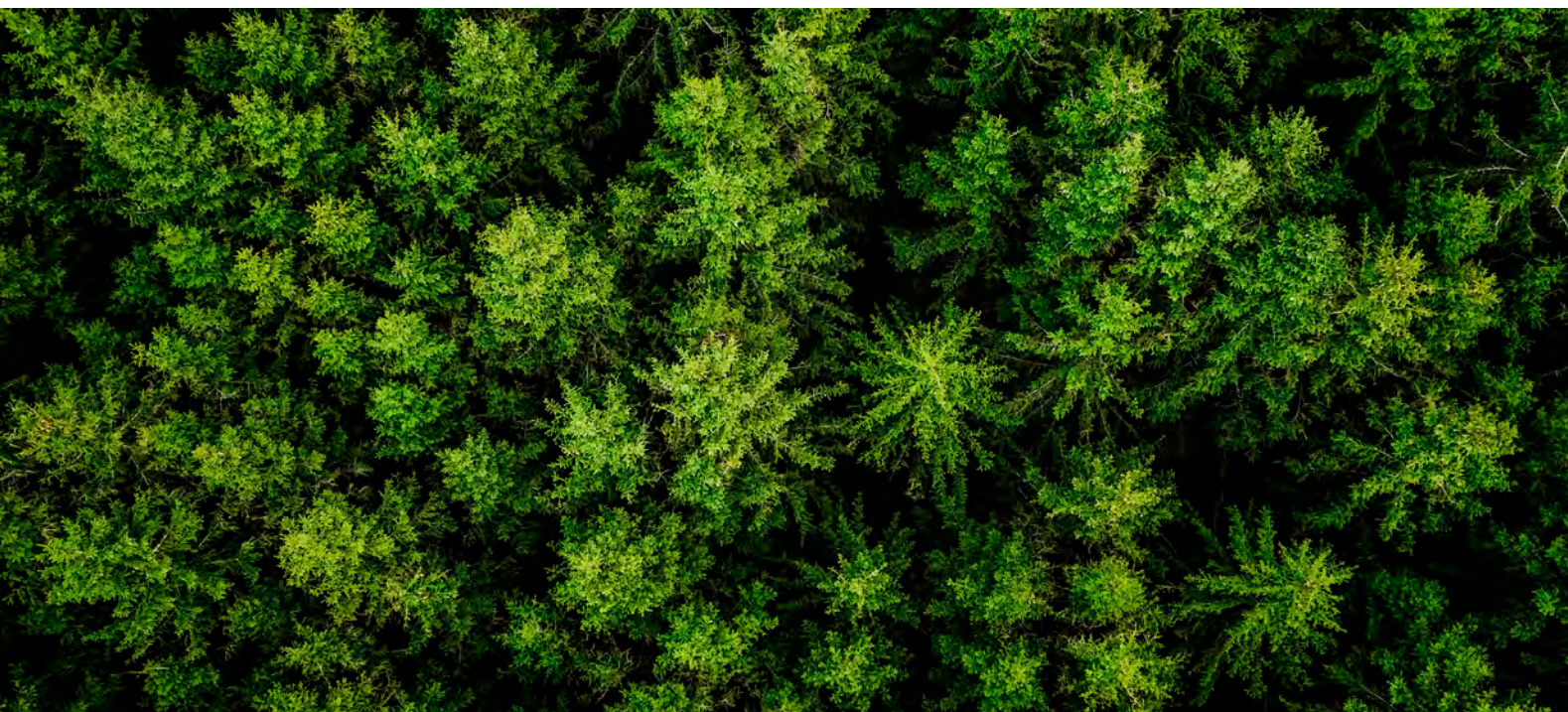
+ Find out more about the members of the Sustainability Committee in the sections [Caring for the natural environment](#) and [Climate strategy](#).

## Sustainability as the basis of our business model and impact on the United Nations' 2030 Agenda

Through its **Quality, Environment, Energy and Prevention Policy, in addition to its Sustainability Strategy 2023-2025**, the company is committed to working for sustainable development that generates value for all stakeholders, aligning our activity with the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda, and making every resource available to achieve these. Our commitment has been further strengthened by our decision to join the United Nations Global Compact Network Spain in 2024.

To this end, Molecor has joined the Global Compact's SDG Ambition initiative. This programme challenges and supports companies to run their businesses in a more strategic and transformative way, with the aim of meeting the 2030 Agenda. This training programme will enable the company to set more ambitious goals that are aligned with its purpose, governance and strategy. It will also help the company to overcome barriers in terms of speed and scale by integrating the SDGs into business management, business processes and the information technology landscape across the entire company.

It should be noted that Molecor has prioritised its SDGs in order to mobilise efforts, assess their impact and set specific targets. Thus, the company will transparently communicate its impact on the 2030 Agenda.



**6 CLEAN WATER AND SANITATION**



The company's activity is developed around two main axes: the development and manufacture of increasingly efficient production processes, and the manufacture of molecularly oriented pipes and fittings, with the aim of building safer, more sustainable hydraulic networks that can supply everyone.

Both its pipes and fittings are products with a long useful life, ensuring total quality of the water piped for different uses at all times. With these products, Molecor makes water an asset that can be accessed by many societies at risk of social exclusion.

Molecor continues to devote considerable effort to developing new products that are more efficient, sustainable and circular, enabling it to fulfil its purpose.

Molecor contributes to economic and social development by promoting quality, safe and inclusive employment.

This is demonstrated by the almost 20% increase in the workforce in 2024 compared to 2023, as well as the fact that 93.9% of contracts are for permanent roles.

**8 DECENT WORK AND ECONOMIC GROWTH**



**7 AFFORDABLE AND CLEAN ENERGY**



In its commitment to combating climate change, Molecor continues to prioritise responsible energy consumption and use. This is reflected in its unique manufacturing process, which is highly energy-efficient and does not use fossil fuels, resulting in almost complete electrification of production.

The company is also stepping up its efforts to increase its use of renewable energy, by purchasing guarantees of origin for the energy it consumes, as well as installing photovoltaic self-consumption plants, which are set to expand in 2025.

**13 CLIMATE ACTION**



The scope of the ISO 50001 Energy Management System was expanded in 2024 to cover the Alovera, Alcázar de San Juan and Antequera facilities, which, together with the implementation of energy saving measures identified in energy audits, will improve the energy efficiency of production processes.

This reduction in emissions will enable the Organisational Carbon Footprint to be reduced and help achieve the ambition of becoming Net Zero by 2040, while actively contributing to the fight against climate change.

Molecor is a world leader in molecularly oriented PVC with its own patented technology, continuously incorporating new, innovative and sustainable products into the market.

Notable achievements include completing the development of eco-designed products to increase our contribution to the circular economy principles by using post-consumer recycled materials, and launching the Silk Worm project: a portable manufacturing system that enables PVC-O pipes to be produced closer to construction sites.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**





The company effectively helps to ensure its pipes and fittings enable the construction of sustainable environments, while they are also fully recyclable.

Molecor also contributes to SDG 12 by implementing an Integrated Quality, Environment and Energy Management System, in accordance with standards in force and other voluntary commitments. In doing so, it includes the circular economy concepts of eco-design and reuse in the company's operational nature, manufacturing products with an exclusive manufacturing system that fully optimises the use of natural resources while reducing energy consumption.



In terms of SDGs 14 and 15, Molecor makes a significant contribution to the planet's sustainable development through all the impacts mentioned previously. Molecor is a responsible company that's committed to the environment. Proof of this lies in its implementation of Operation Clean Sweep (OCS), the goal of which is to prevent the unwanted release of microplastics into the environment, thereby contributing to waste management and the preservation of ecosystems.

All production centres in Spain have been certified in accordance with the OCS Europe scheme, which anticipates the regulatory requirements currently under development in Europe.

The company forms a part of various industry associations and volunteer programmes with the view to achieving the different goals of the United Nations' 2030 Agenda as efficiently as possible.



## 4.4 - Creating value with our stakeholders

GRI: 2-29

As part of the company's commitment to transparency and creating long-term value, Molecor identifies stakeholders and takes their opinions and concerns into account, all while encouraging dialogue and listening to each of them. Based on the premise that identifying stakeholders is an ongoing process, Molecor's main stakeholders are its employees, shareholders and banks, its clients, its suppliers, the local, regional and central public administration, and local communities. The company will continue to examine this aspect in line with its Sustainability Strategy.

Stakeholders	Expectations	Communication channels	Action/Response
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Professional development</li> <li>• Good work and family life balance</li> <li>• Remuneration in line with the market</li> <li>• Diversity and inclusion management</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and workshops</li> <li>• Consultation mechanisms and periodic communication</li> <li>• Tool for measuring employees' commitment</li> <li>• Annual Training Plan surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Talent retention initiatives</li> <li>• Training courses</li> <li>• Creation of an appropriate salary policy</li> <li>• Promotion of an ethical, inclusive work environment</li> </ul>
<b>Shareholders and banks</b>	<ul style="list-style-type: none"> <li>• Transparency and regulatory compliance</li> <li>• Return on investment</li> <li>• Sustainable strategy</li> <li>• Direct contact with the shareholder</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings and video calls on the company's progress</li> <li>• Personalised one-to-one meetings</li> <li>• Promotion and participation in events</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Ethics (pending publication)</li> <li>• Contact via the website</li> <li>• Quality, Environmental and ORP Policy</li> <li>• Annual integrated reports</li> </ul>
<b>Society and local community</b>	<ul style="list-style-type: none"> <li>• Creation of value and benefits</li> <li>• Socially responsible investment</li> </ul>	<ul style="list-style-type: none"> <li>• Communications with society and the media</li> </ul>	<ul style="list-style-type: none"> <li>• Agreements with NGOs</li> <li>• Social impact initiatives</li> </ul>
<b>Suppliers and other third parties</b>	<ul style="list-style-type: none"> <li>• Transparency in business relations</li> <li>• Long-term vision and security</li> </ul>	<ul style="list-style-type: none"> <li>• Dialogue and openness in conversations</li> <li>• Supplier selection processes</li> <li>• Service provision assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Purchasing policy (being drafted)</li> <li>• Long-term contracts with suppliers</li> <li>• Bid selection using transparent criteria</li> <li>• ESG questionnaire</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Product quality and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Trade fairs and events</li> <li>• Dialogue and openness</li> </ul>	<ul style="list-style-type: none"> <li>• Quality, Environmental, Energy and ORP Policy</li> <li>• NPS</li> <li>• ISO 9001 and 14001 certification</li> <li>• ISO 50001 certification at the Loeches, Alovera, Alcázar de San Juan and Antequera plants</li> <li>• Certifications in suitability for use with water for human consumption</li> <li>• Product environmental studies</li> </ul>
<b>Public administration</b>	<ul style="list-style-type: none"> <li>• Transparency and regulatory compliance</li> <li>• ESG impact</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Dialogue and openness</li> </ul>	<ul style="list-style-type: none"> <li>• Policies available</li> <li>• Certifications and standards</li> </ul>

## 4.5 - Partnerships and memberships for sustainability



GRI: 2-28

Molecor is a member of different national and international associations:



**TEPPFA** is the European Plastic Pipes and Fittings Association. Since 1991, when it was founded, it has been promoting the benefits of plastic pipe systems through robust factual data and representing the interests of the European plastic pipes and fittings industry before EU decision makers. TEPPFA members, like Molecor, are committed to maintaining the usefulness of plastic pipe products and materials, thus contributing to an economy that is regenerative by nature and by design.

Founded in 1971 as a not-for-profit organisation, **Uni-Bell PVC Pipe Association** is the authorised source of information on PVC pipes in the United States. Uni-Bell provides users with information on the design and use of PVC pipe joint systems.



**VinylPlus** is the next voluntary 10-Year Commitment of the European PVC industry, which is supported by the successes seen with the Vinyl 2010 programme, making progress in tackling new challenges for PVC and in establishing a long-term operational framework to ensure the ongoing sustainable development of the PVC value chain. The programme includes the 27 member states of the European Community, in addition to Norway and Switzerland.

**ANAIP**, founded in 1957, this association represents and brings together the Spanish plastic transformation industry through industry forums. ANAIP drives the plastic industry's progress by promoting quality and innovation.



**Amec** is a private business association with 40 years of experience in driving exports. Its aim is to drive the internationalisation of its member companies by representing their sectors and enhancing their innovation and competitiveness. It has been recognised by official bodies, entities and institutions, both Spanish and international. Amec brings together 11 sectors with an international, innovative outlook.

**Tramaplast** is the inter-regional association for plastic moulding companies in the Spanish regions of Madrid, Castile-La Mancha and Castile-León. Tramaplast aims to be the representative body for the industry's interests in its territorial scope before all public and private institutions, and to offer business owners the support and assistance required in their management tasks.





The Spanish Association of Water Supply and Sanitation (*Asociación Española de Abastecimientos de Agua y Saneamiento*), **Aeas**, is a professional not-for-profit association that promotes and develops the scientific, technical, administrative and legal aspects of urban water supply and sanitation services.

At present, it has 330 members, including Molecor, and the operating entities within the association offer service to more than 35 million inhabitants in more than 1,700 Spanish municipal areas.

The **Spanish Irrigation and Drainage Association** (AERYD, *Asociación Española de Riegos y Drenajes*) is a private not-for-profit institution that was founded in 1985, in line with the Cultural Associations Law 191/1964, of 24 December, and Decree 1440/1965, of 20 May.

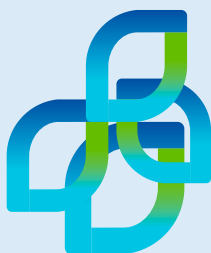
Molecor is a member of this association and works on the different promotion and training activities on molecularly oriented PVC pipes.



**PVC4Pipes** is the European Council of Vinyl Manufacturers' value chain platform to communicate about the use of PVC in pipe systems in the global market. Its mission is to promote the acceptance and utilisation of PVC in pipe systems through scientific and technical projects, appropriate standardisation, and communication activities.

The **Spanish Green Growth Group** (GECV, *Grupo Español para el Crecimiento Verde*) is an association comprising more than 50 companies of various sizes and profiles, all of which share an ambitious approach to addressing environmental issues.

Molecor's membership of this group further contributes to progress and preserving environmental quality through efficient resource use, creating competitive advantages and opportunities.



**ENVALORA** is a Collective System for Extended Producer Responsibility (SCRAP) for industrial and commercial packaging in which the chemical, plastics, rubber and construction industries join forces, knowledge and manpower to facilitate legal compliance and offer innovative solutions to packaging companies. It aims to organise and finance management of industrial and commercial packaging under the premise of driving circularity and recycling with maximum efficiency.

**VALOBAT**, is a French eco-organisation established by major companies in the construction industry as a SCRAP (Collective Extended Producer Responsibility System) in order to comply with the Extended Producer Responsibility (EPR) regulations for building products (*PMCB, Produits et Matériaux de la Construction et du Bâtiment*).

Molecor has voluntarily joined the scheme to help French customers comply with EPR standards for products supplied by the company in France.





Founded in July 1999, the [Adecco Foundation](#) is the result of the corporate social responsibility endeavours of the Adecco Group as a world leader in human resource management. Its main goal is to help those facing difficulties access the job market. This includes disabled people; those over 45 years old who have experienced long-term unemployment; women with unshared family responsibilities; victims of gender-based violence; and other groups at risk of social exclusion.

[CRE100DO](#) is a foundation that seeks to develop a reference framework for business growth that will benefit the country, strengthening the Spanish production model's added value and encouraging progress towards an ecosystem of more innovative, more competitive, internationalised companies.



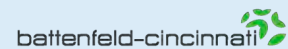
An alliance formed in January 2024. It was created as a meeting point and forum for dialogue, with the aim of accelerating decarbonisation –particularly among thermal energy consumers in the industrial and construction sectors– and combating climate change. The alliance is coordinated and supported by the Centre for Innovation in Technology for Human Development at the Polytechnic University of Madrid (itdUPM).

In addition, Molecor also works with some of the most relevant component and raw material companies in the plastics industry as technological partners.



[Inovyn](#) is a world-leading producer of innovative plastics that meet society's environmental needs and exceed sustainability, durability, chemical and thermal resistance, climate conditions and transparency standards.

[Battenfeld-cincinnati](#) is an industry-leading manufacturer of extruders that can respond to the growing demand for efficient, high-performance machinery in different international markets. It has three main divisions that allow it to address different extrusion solutions in the construction (profiles), infrastructure (pipes) and packaging sectors. Their work is all based on the main competencies in order to offer product knowledge.



[Pallmann](#) are specialists in the field of size reduction technology, offering a comprehensive range of machinery and complete plants for the size reduction and treatment of plastic materials. Its strength lies in its experience and desire to innovate, which enables the company to pinpoint solutions to the issues experienced by clients, as a supplier of full systems, and adapt them as required.

+ Find out more about our sponsorships and donations in the chapter titled [Committed to developing our communities](#).

## 4.6 - Main awards and certifications

Throughout its history, Molecor has received different awards and prizes that have significantly helped us to consolidate our position as a technological company and a leader in water transport solutions in their different uses of infrastructure, building and sewage. In 2024, Molecor continued to work towards achieving sustainability certifications that recognise its contribution to sustainable development.

### Awards

Matcoam x PMMT X Friendly Materials, Exhibition of Healthy Materials

Bronze medal for the AR® soundproof drainage system: The product was rated and received a Friendly Materials® score, which quantifies its health performance.

This helps to build the company's brand image as transparent and responsible, working towards a healthier future and concerned about the impact of its products on people.

This recognition means that the material will be included in the Healthy Materials Library at [www.friendlymaterials.com](http://www.friendlymaterials.com) until 31 December 2025.

### Certifications

Management system certifications are third-party statements confirming that an organisation's or company's management system complies with the requirements set out in a reference standard.

- Spain - Alovera, Antequera and Alcázar plants: Energy Management System according to ISO 50001 Standard.

Molecor's commitment to quality is recognised by product certifications. In this regard, Molecor holds various AENOR, as well as local and regional certifications for its products.

- Argentina: PVC-O TOM® pipes according to Standard ISO 16422-2: 2024

- Spain: Extension of the scope of certification for TOM® PVC-O pipes in PN16 and PN25 - Antequera plant

- Spain: Extension of the scope of certification for TOM® PVC-O pipes in PN12.5 - Loeches plant

- Spain: TR6® PVC-O pipes. AENOR N Mark

- Spain: Extension of the scope of certification for AR® pipes

- Hungary: Extension of the scope of sanitary certification for TOM® PVC-O pipes in DN900, DN1000 and DN1200

- Malaysia: PVC-O ecoFITTOM® fittings according to Standard ISO/TS 16422-3:2023

### Sustainable certifications

As part of its commitment to sustainability and the environment, Molecor has obtained environmental certifications for its products.

- Environmental Product Declarations (EPD) for the following systems: TOM® pipes and ecoFITTOM® fittings, SANECOR® non-pressure sewerage system, AR® soundproof drainage system and TR6® irrigation pipe.

- Operation Clean Sweep (OCS) certification for the Alovera, Antequera and Alcázar de San Juan plants in accordance with the OCS programme.

- Adapting the OCS certification of the Loeches plant to the OCS Europe scheme.

⊕ Find out more about our certifications on Molecor's website [molecor.com](http://molecor.com).

# 5. Our exemplary management

**1** Main figures

**2** A chat with the CEO

**3** Our business model

**4** Sustainability as a key part of our business

**5** Our exemplary management

**6** Innovation and the client as levers for action

**7** Our talented staff

**8** Committed to developing our communities

**9** Protecting the natural environment

**10** Appendices

## 5. Our exemplary management

### 5.1 - Structure and corporate governance



GRI: 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16- 2-17, 2-18, 2-19, 2-20, 2-21, 2-23, 3-3.

Molecor uses the recommendations set out in the Code of Good Governance for Listed Companies of the National Securities Market Commission (*Comisión Nacional del Mercado de Valores*, the CNMV) as a reference in order to comply with corporate governance best practices. Thus, it applies the highest standards in this area with the goal of building a robust business model and excellent communication with stakeholders.

In order to develop all the corporate activities necessary to achieve the company's corporate purposes, Molecor has a corporate structure and extensive regulatory framework that sets out the basis for business growth.

Company	Country	Stake	Activity Type
Molecor Tecnología, S.L.	Spain	Parent company	Industrial
Molecor Canalizaciones, S.L.	Spain	100%	Industrial
Molecor Maroc, S.R.L.	Morocco	100%	Sales
Molecor SEA SDN. BHD	Malaysia	75%	Industrial
Molecor France	France	100%	Sales
Molecor Paraguay, S.R.L.	Paraguay	99%	Sales
Molecor Perú, SAC	Peru	100%	Sales
Molecor Paraná, S.A.	Paraguay	60%	Industrial
Molecor PTY South Africa <sup>1</sup>	South Africa	50%	Industrial
Molecor Trading South Africa <sup>2</sup>	South Africa	99%	Sales
Molecor USA	United States	100%	Sales
Molecor Mexico <sup>2</sup>	Mexico	100%	Sales
Molecor Turkey <sup>2</sup>	Turkey	70%	Industrial

<sup>1</sup> Molecor PTY has been consolidated using the equity method in the Consolidated Financial Statements and the operational control approach in the NFIS.

<sup>2</sup> No activity in 2024.

### Regulatory framework

- Legislation in force
- Company's articles of association

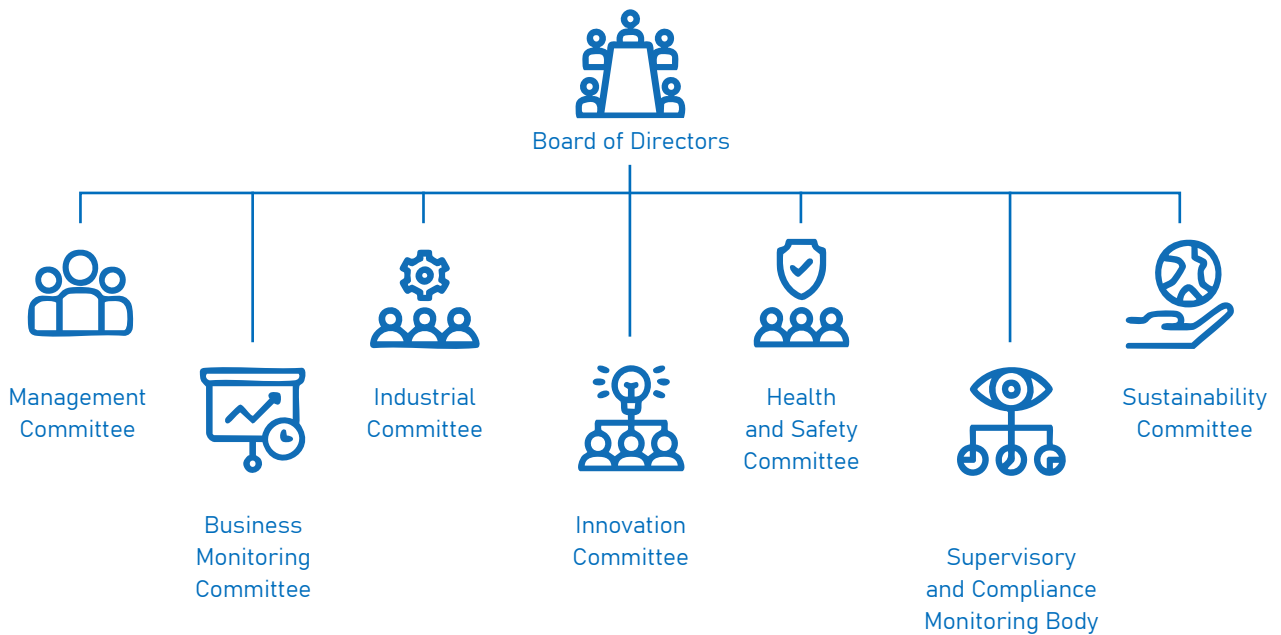
### Promoting good governance in the coordination of our governing bodies

Molecor's committees are based on respect for transparency, independence, diversity and the experience of our professionals.

### Corporate policies

- Quality, Environmental, Energy, and ORP Policy
- Technology Use Policy
- Equal Treatment Between Men and Women and Equal Treatment and Opportunities Policy
- Hiring Protocol
- Data Protection Policy
- Complaints Channel Management Policy
- Code of Ethics

## 5.1.1 - Governing bodies



### Board of Directors

Molecor's Board of Directors is the highest control and decision-making body at the company. Its main functions include:

- Overseeing, managing and representing the company.
- Defining management strategy.
- Approving budgets and investment plans.
- Approving strategic transactions.
- Appointing and removing key managers.
- Ensuring regulatory compliance and ethical business practice.
- Overseeing the company's sustainability and social responsibility.
- Approving financial and non-financial statements and monitoring financial performance.
- Representing shareholders and calling general meetings.

The company's Board of Directors has six members who are appointed based on their professional experience. It meets at least once a quarter.

## Board of Directors competencies and experience

Board of Directors	Appointment date	Type of director	Committee memberships	Skills and competences	Additional remarks
<b>Ignacio Muñoz de Juan</b>	Founding partner	Chair/ Executive	Board of Directors and Management Committee	Extensive experience in the industrial sector and expert in R&D, international trade and strategic partnerships	
<b>Ramón Núñez Cabezón</b>	06/08/2020	Nominee	Board of Directors	Extensive experience in the financial sector and expert in M&A	Representing the company LOFTUS, S.L.U.
<b>Luis Parras Ruiz de Azúa</b>	06/08/2020	Nominee	Board of Directors	Extensive experience in the financial sector and expert in M&A	Representing the company LAUREL ADVISORS, S.L.
<b>Roberto Chollet de Armas</b>	06/08/2020	Nominee	Board of Directors	Extensive experience in the financial sector and expert in M&A	Representing the company EISLEBEN, S.L.U.
<b>Javier López Garayalde</b>	19/06/2024	Nominee	Board of Directors	Extensive experience in the financial sector and expert in M&A	Representing the company WHITLEY, S.L.
<b>José Manuel Romero Serrano</b>	Founding partner	Executive	Board of Directors and Management Committee	Extensive experience in the industrial sector and expert in financial management and HR	

## Management Committee

The Management Committee draws up annual budgets and the Strategic Plan, which are then approved by the Board of Directors. Every month, the Management Committee analyses the company's performance and is responsible for making the most important decisions regarding budget compliance (investments, procurement, etc.), market and skills analyses, updates to laws and regulations that affect the business, among others.

This governing body comprises 12 members: the CEO and Area Directors appointed based on their professional experience, progress within the company, and industry knowledge.

Molecor assesses the performance of its Management Committee members by setting annual goals aligned with its corporate strategic lines. In detail, these goals translate to individual goals for the members of this body, which are also transferred to the rest of the organisation.

**The Management Committee analyses the company's performance and makes the most important decisions to ensure the budget is complied with.**

## Management Committee remuneration

The remuneration paid to members of the Management Committee is agreed and approved by the CEO and the People Area Director, based on the relevance of the department, the member's qualities and market salaries. Furthermore, they receive variable remuneration of 30%, based on compliance with the goals set in line with the corporate strategy. In addition, they receive in-kind benefits as well as their set remuneration.

### Molecor Sustainability Committee

The Sustainability Committee began operating in 2024, overseeing the progress of the Sustainability Strategy approved in 2023 and analysing and evaluating compliance with the tasks established to achieve the defined goals. The Committee continues to report directly to the Board of Directors.

## Other Governing Bodies

Governing body	Composition	Meeting frequency	Main duties
Business Monitoring Committee	<ul style="list-style-type: none"> <li>• CEO (optional)</li> <li>• Business Operations and Innovation Director</li> <li>• Sales Director</li> <li>• Industrial Director</li> <li>• Purchasing and Logistics Director</li> <li>• Financial Director</li> <li>• Quality Director</li> <li>• Business Unit Managers</li> <li>• Building and Infrastructure Sales Managers</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>• Reviews business lines and international subsidiaries</li> <li>• Monitors production</li> <li>• Plans production</li> <li>• Monitors management systems</li> <li>• Reviews the management system assessment</li> <li>• Scorecard for goal compliance indicators</li> <li>• After-sales incidents</li> <li>• Certifications</li> </ul>
Health and Safety Committee	<ul style="list-style-type: none"> <li>• Prevention Officer</li> <li>• Management Representatives</li> <li>• Employee Representatives</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Implements and monitors Prevention Plan and prevention activities</li> </ul>
Innovation Committee	<ul style="list-style-type: none"> <li>• CEO (optional)</li> <li>• Business Operations and Innovation Director</li> <li>• Innovation Managers</li> <li>• Sales Director</li> <li>• Building and Infrastructure Sales Managers</li> <li>• Building and Infrastructure Business Unit Managers</li> </ul>	Bimonthly	<ul style="list-style-type: none"> <li>• Defines innovation strategies (which projects to back)</li> <li>• Alignment between detected market needs (thanks to sales team) and potential technical solutions</li> <li>• Monitors actions and projects in progress</li> </ul>
Sustainability Committee	<ul style="list-style-type: none"> <li>• Environment and CSR Director</li> <li>• Organisational, Culture, CSR and ORP Director</li> <li>• HR Director</li> <li>• Purchasing and Logistics Director</li> <li>• Investment Fund Representative</li> </ul>	Bimonthly	<ul style="list-style-type: none"> <li>• Monitors ESG Strategic Plan</li> <li>• Promotes socio-environmental and good governance initiatives</li> <li>• Reviews compliance with the objectives and targets of actions in the ESG Plan</li> </ul>



## 5.1.2 - Functional organisational chart



## 5.1.3 - Governing sustainability

The Sustainability Committee oversees the progress of the sustainability strategy and reports to the Board of Directors and the Management Committee.

More specifically, the CSR department is responsible for coordinating and promoting all ESG activities within the organisation. With the support of the other business units, it leads the process of preparing the non-financial information report. Furthermore, the Board of Directors is also involved in this process, approving the final assessment of sustainability information.

In addition, the Board of Directors analyses and assesses ESG matters using a business development approach, reflecting the inclusion of sustainability in the corporate strategy. In 2024, the Board was informed that reviews of ESG issues would be conducted as and when necessary. The frequency of these reviews has yet to be determined.

### Delegation of authority

Molecor manages the delegation of authority through the company's organisational chart. The Board of Directors sets its strategic lines, delegating their compliance to the CEO and the Management Committee. Specifically, the Management Committee will roll out the goals to the rest of the organisation.

In terms of ESG, the Board of Directors sets economic and financial guidelines and conveys these to Financial Management so they may be implemented. To complement this work, environmental proposals emerge across the organisation and are managed at Group level by the Quality and Environment Department. Furthermore, corporate guidelines are coordinated by the HR Department.

## 5.2 - Risk management



GRI: 2-25, 201-2, 3-3

By identifying, assessing and mitigating risks, Molecor can improve its response to potential threats and develop prevention systems. Molecor manages risk prevention culture and approach through various internal systems and tools, in line with national and international reference frameworks. In addition, the company promotes measures to oversee and monitor these risks, with senior management ultimately responsible for these efforts.

As in previous years, Molecor continued to identify its risks based on the operations of each area in 2024. In 2025, the company will develop a more comprehensive global risk map to help it respond to external factors and the challenges posed by business development and growth.

### Major Risk Categories

Strategic risks

Financial risks

Compliance risks

Operational risks

Environmental risks

Labour risks



Nature of the risks	Mitigation plan or remedial measures
<b>Strategic risks</b>	
Socio-political and safety conditions in target countries	The company designs a permanent growth strategy based on market diversification, leveraged by technological and market knowledge, cooperation, and improving internal processes and its production line.
The cost of acquiring raw materials, including resin, promotes its responsible, minimised consumption.	The risk of price increases for strategic raw materials is mitigated with a broad pool of suppliers that includes imports from different regions (USA, Asia, etc.). Molecor has an <b>integrated Quality, Environment and ORP Policy</b> that sets out its commitment to protecting the environment, applying the principles of the circular economy, and responsibly using resources. In this regard, Molecor is working to develop initiatives that take into account material procurement, production and waste management in its operations, passing these values on to its workforce, partners, suppliers and customers.
Rising transport prices	To optimise the price of transport, a pool of freight forwarders (exports) and transport agencies (Spain, Portugal and France) is maintained and they are asked for quotes for each operation. Furthermore, to complete transport, we combine orders for different materials, centres and clients such that high occupancy is achieved without affecting the delivery time frame.
<b>Financial risks</b>	
Increase in interest rates	Given the current economic environment of falling interest rates, the company believes that exposure to rising rates is unlikely. Therefore, it does not consider it necessary to enter into hedging instruments, such as interest rate swaps with a cap (CAPs), that set an upper limit on interest rates.
Currency fluctuations	Molecor holds negotiations to issue its invoices in local currency and not in foreign currency.
<b>Compliance risks</b>	
Cybersecurity attacks and security breaches	The company has started work on the Security Master Plan, which will involve developing the necessary policies, procedures and tools. In addition, a consultancy firm is assisting with the alignment of activities in this area to ensure compliance with the NIS2 directive.
Criminal, bribery and anti-corruption risks	Molecor has developed an Organisational Model for Crime Prevention, which aims to reinforce the commitment of management, executives and employees to regulatory compliance, particularly with regard to the prevention of criminal risks.  In addition, Molecor has made the <a href="#">Ethics and Legal Compliance Channel</a> available to its professionals, collaborators and other third parties with a legitimate interest. This channel can be used to report any irregularity or non-compliance in relation to internal regulations and/or current legislation, confidentially and anonymously. Molecor is also developing an Anti-Corruption Policy and associated control documents, which reaffirm its commitment to operating with integrity and transparency.
Code of conduct	In May 2024, the Code of Business Ethics was published and circulated to all employees in Spain in addition to being made available on the company's website. This code serves as a guide to ensure that all of the company's decisions and actions, as well as those of its employees, align with the highest ethical standards. Training will be provided to all employees, including those in subsidiaries, in 2025. The aim is to reinforce knowledge of and adherence to ethical principles in the organisation's daily operations.

Nature of the risks	Mitigation plan or remedial measures
<b>Labour risks</b>	
<p>Labour risks associated with job posts and work centres</p>	<p>Molecor has formally hired an external prevention service comprising technicians who have the training required by national law, covering the four disciplines: Safety, Hygiene, Health Monitoring, Ergonomics and Psychosociology. Each year the corresponding labour risk assessments and hygiene studies are carried out by job post and per work centre, and these are duly documented and distributed among those involved. Furthermore, the company has internal staff members at each factory who manage occupational risk prevention (ORP) coordination duties, as well as an ORP Department manager.</p> <p>Significant actions have been carried out throughout 2024, including:</p> <ul style="list-style-type: none"> <li>· Implementing measures derived from the psychosocial risk assessment, including promoting an employee support programme.</li> <li>· Adopting the ISO 45001 standard as a management model at the Loeches plant.</li> <li>· A new resource on occupational risk prevention, focusing on safety during machine manufacturing, has been incorporated, as well as a revision of the CE certificate manuals for Molecor's oriented production units.</li> </ul>
<b>Operational risks</b>	
<p>On an annual basis, each organisational unit and/or area involved performs a reflection and identifies the main risks related to the processes and activities that fall within each of them, creating a collective repository in the Process Risks Matrix where they propose action plans for all risks with a value greater than the critical limit.</p>	<p>Operational risks linked to production process operations are mainly considered in the standardised Quality Management System in line with the UNE-EN ISO 9001:2015 Standard and certified by the external entity AENOR.</p>
<p>Regulatory changes for transport at borders, local product protectionism, the stoppage of capital equipment investments on a global scale or the high cost of innovations.</p>	<p>These risks are managed by certifying products with different bodies to demonstrate their regulatory compliance and use.</p>
<b>Environmental risks</b>	
<p>Breach of environmental legislation applicable to each production centre</p>	<p>The company has developed and rolled out an Environmental Management System according to the internationally renowned UNE-EN ISO 14001:2015 Standard, which is certified by the external entity AENOR, for its plants in Spain. At its international facilities, a basic operational control has been introduced.</p>
<p>Adaptation to new legal requirements in Spain and in Europe in matters of waste and extended producer responsibility (ERP), potable water, microplastics and other environmental issues.</p>	<p>Molecor has rolled out actions to monitor the development of the legislation up to its official publication, such as, for example, the SCRAP for packaging and industrial and commercial packaging waste, or the development of end-of-life pipe collection systems, so as to stay ahead of the obligations when the legislation is officially published. Furthermore, it has joined voluntary frameworks like Operation Clean Sweep (OCS) to demonstrate its commitment to zero involuntary pellet losses.</p>
<p>Societal misinformation and negative perception of the industry and PVC manufacturers</p>	<p>To combat misinformation, the company takes part in technical forums and undertakes advocacy tasks through its direct involvement in associations. Furthermore, the company carries out studies and obtains certifications that prove the environmental impact of its products with scientific evidence. Molecor also organises awareness-raising conferences against misinformation at various events, technical conferences as well as in-house conferences.</p>
<p>Failure to comply with climate change regulations</p>	<p>In 2024, Molecor set itself the ambition to achieve Net Zero. To this end, a number of decarbonisation initiatives are being implemented to reduce the Organisational Carbon Footprint.</p>

## A snapshot of the key ESG risks

In accordance with the “Global Risk Report 2023” by the World Economic Forum (WEF), events related to climate change and cybersecurity failures are among the most critical global risks on a timescale of up to 5 years.

In this regard, and in order to align itself with the goals set by the European Green Deal to achieve climate neutrality by 2050, Molecor is firmly committed to strengthening its contribution to the fight against climate change, by making progress in meeting the targets that will be defined in the roadmap of its Decarbonisation Plan, which has been reinforced thanks to the definition of the Strategic Sustainability Plan in 2023. Some of the actions taken in 2024 to advance the decarbonisation of the economy have included extending the scope of the Energy Management System certification according to the ISO 50001 Standard at the Alovera, Alcázar de San Juan and Antequera plants, purchasing electricity with a guarantee of renewable origin, calculating and verifying the Organisational Carbon Footprint in scopes 1 and 2, and calculating the scope 3 footprint. All of this will enable progress to be made towards the ambition set out in the Strategic Sustainability Plan of achieving Net Zero greenhouse gas emissions by 2040.

Additionally, all initiatives that the company rolls out regarding the **circular economy**, as well as product sustainability, directly help to reduce CO<sub>2</sub> emissions and, therefore, decarbonisation of the economy. Efforts to calculate The Organisation's Carbon footprint have been intensively pursued in 2024 so as to have complete and realistic information on the state of the company and thus be able to set science-based reduction targets and, in turn, define the roadmap to be followed on the road to becoming climate neutral. All of this will allow the company to establish its climate policy in 2025.

Moreover, risks related to the materialisation of **cyberattacks or security breaches** at the company are mainly connected to the evolution of malware, data threats, email attacks, system availability and integrity threats, and supply chain threats. To address these concerns, Molecor is actively drafting and implementing specific policies and tools to effectively monitor and mitigate such threats. These efforts include building robust cyber defence systems, regularly updating security software and hardware, and raising employee awareness to identify and respond appropriately to potential attacks.

In addition, Molecor is working on comprehensive plans to increase the organisation's resilience to potential cyberattacks. This includes taking preventive measures such as conducting emergency drills, setting up rapid response protocols, and forming dedicated incident management teams and disaster recovery plans. The company collaborates with cybersecurity experts and participates in forums and conferences to stay up to date with the latest trends and threats in the digital domain.

The main risk that continues to affect Molecor with regard to misinformation in society lies in the stigmatisation of plastics, particularly PVC. To raise awareness and mitigate misinformation, Molecor gives informative talks at national, European and international levels through various interest groups and channels. The company also actively participates in advocacy work through sectoral associations such as ANAIP-ASETUB (the Spanish Association of Plastics Industries and Plastic Pipes and Fittings Association), TEPPFA (the European Plastic Pipes and Fittings Association), PlasticsEurope, or VinylPlus (the European PVC industry's commitment to sustainable development) and collaborates with the EsPlásticos platform, which serves as the voice of the plastics sector in Spain. Training initiatives are also implemented for employees, such as the campaign conducted with staff from various departments on environmental and legislative issues related to plastic pipes. This training session highlights Molecor's actions and products that contribute to current issues such as decarbonisation, climate change, the circular economy, waste management and microplastics.

## 5.3 – Ethical behaviour and compliance



GRI: 2-23, 2-24, 2-25, 2-26, 2-27, 406-1

The values of integrity, transparency, compliance and ethics govern the development of Molecor's activities.

In May 2024, Molecor published its Code of Business Ethics, a document setting out the principles and values governing our business practices. This code serves as a guide to ensure that all of the company's decisions and actions, as well as those of its employees, align with the highest ethical standards. To ensure its effective implementation, the Code has been clearly communicated to all employees, who are required to abide by its provisions. Furthermore, it has been published on Molecor's website, so that third parties with whom we interact are aware of it and can comply accordingly.

As part of its commitment to ethics and compliance, Molecor is developing effective and interactive ethics and compliance training for all its employees, including those in its subsidiaries. This training, which will take place throughout 2025, aims to reinforce knowledge of and adherence to ethical principles in the organisation's day-to-day operations.

These initiatives reaffirm Molecor's commitment to transparency, business ethics and regulatory compliance by ensuring these values are integral to our corporate culture and relationships with customers, suppliers and other strategic partners.

Furthermore, through its Code of Ethics and Conduct, the company demonstrates its commitment to ensuring regulatory compliance, the fight against corruption and money laundering, protecting the environment, sustainability, and employee health and safety. Molecor's Code of Ethics is supported by a range of policies, procedures and protocols that are intended to reinforce compliance throughout the company. These include, among others:

- The Molecor **Ethics and Legal Compliance Channel** as a tool that enables irregularities or non-compliance with internal regulations and/or current legislation to be reported confidentially and anonymously.
- The Organisational Crime Prevention Model, with:
  - The Manual of the Crime Prevention Organisation and Management Model, a guide that establishes the governance structure for Compliance at Molecor.
  - Molecor's risk and control matrix reflects and analyses the criminal risks associated with the company's activities and identifies the internal procedures implemented to prevent or mitigate these risks.

As part of the regular monitoring of the Molecor Crime Prevention Model in 2024, the Supervisory and Oversight Body carried out the following activities:

- Follow-up of the action plans identified in previous years and definition of a proposal for the 2024 action plan.
- Reassessing the risks already identified in order to continuously update the Crime Prevention Model in light of possible changes to Molecor's activities or legislation not covered by the current model.
- Updating the operational controls in place in order to mitigate the identified risks.
- Evaluating whether the controls are functioning properly.
- Drawing up an annual training and communication plan on Compliance matters.

## Whistleblowing channel

In compliance with Spanish Law 2/2023, the company has had a 24-hour whistleblowing channel available on the corporate website since November 2023. This channel is managed externally through the “EQS Integrity Line” platform. This channel enables individuals to report actions that may be contrary to the company's values, internal regulations or current legislation, confidentially and anonymously.

[+](#) Learn more about our Ethical Channel in the following [Link](#).

No complaints registered in 2024 were found to be in accordance with the established procedure. However, one report was received through the channel and analysed by Human Resources, as it was not considered to be linked to possible infringements or irregular conduct. Following a review, the sender was provided with a response reiterating the company's commitment to active listening and corporate ethics.

## Corporate Policies

Policies	Measures and actions
Quality, Environmental, Energy and ORP Policy	<ul style="list-style-type: none"> <li>Understand our customers' needs, requirements and expectations to ensure their full satisfaction.</li> <li>Ensure compliance with all legal requirements and regulations, as well as any other voluntary requirements identified by Molecor in relation to the quality of products or services provided, environmental protection, health and safety at work, and energy efficiency.</li> <li>Drive continuous improvement, ensuring the company's future and development by strengthening the processes identified and managing risk.</li> <li>Actively commit to protecting the environment and preventing pollution through sustainable production and use of resources.</li> <li>Achieve the highest level of personal integrity by identifying and minimising risks in all of its activities and preventing occupational accidents and diseases in the work environment.</li> <li>Support the acquisition of energy-efficient products and services that help to improve our environmental and energy performance, and design activities by considering the best energy performance.</li> <li>Work to ensure sustainable development, creating value for all company stakeholders, aligning our management strategies with the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda.</li> </ul>
Technology Use Policy	<ul style="list-style-type: none"> <li>Establish guidelines on the use of information technology.</li> </ul>
Molecor's Data Protection and Privacy Policy	<ul style="list-style-type: none"> <li>MOLECOR's Privacy Policy sets out the principles and regulations for the processing of personal data in accordance with the GDPR and the Spanish Data Protection Act. It ensures that the data is lawful, transparent, kept to a minimum and secure, and defines the legal basis for its use. It also regulates the rights of data subjects with regard to access, rectification, erasure and portability. Security measures and reporting obligations are established to protect data integrity. It also outlines the company's procedures for collecting, storing and processing personal information.</li> </ul>
Whistleblowing Channel Policy and Whistleblowing Channel Management Procedure	<ul style="list-style-type: none"> <li>Molecor has a Whistleblowing Channel that guarantees the confidentiality and anonymity of those who use it. Both employees and third parties doing business with Molecor can easily access this channel. Its existence has been duly communicated, and it has a Whistleblowing Channel Policy which sets out its fundamental principles. It also has a Management Procedure which regulates the handling of complaints, ensuring confidentiality and anonymity, and guaranteeing proper processing.</li> </ul>
Purchasing Policy	<ul style="list-style-type: none"> <li>It was approved by the Board of Directors at the end of 2024 and is expected to be published in February 2025. It establishes a framework for setting up procurement procedures, evaluating suppliers, approving new suppliers, and conducting internal audits to monitor compliance with these procedures. It incorporates ESG criteria into supplier management and compliance control procedures.</li> </ul>

## 5.4 - Our fiscal approach



GRI: 3-3, 207-1

Molecor ensures it complies with applicable tax regulations in all areas where it operates, and it oversees things to guarantee appropriate coordination of fiscal practices. Thus, the company applies the highest tax standards, focusing on the principles of legality, transparency and responsibility. The new Compliance programme being developed by the company will ensure these principles are applied and will avoid potential risks during operations.

The company's Finance Department is responsible for controlling corporate tax matters, for which reason it identifies and analyses tax requirements and risks.

### Operating profit/loss by market

	Units	2023	2024
<b>Total</b>	€	<b>20,858,708</b>	<b>26,134,154</b>
Spain	€	23,585,899	29,833,140
South Africa	€	-356	-2,062
Paraguay	€	-12,700	-536,915
Morocco	€	-315,926	-341,135
France	€	-48,274	11,965
Peru	€	-283,278	-573,899
Malaysia	€	-2,066,655	-2,195,874
United States	€	***	-57,862
Mexico	€	***	-3,204

### Tax indicators by market

	Units	2023	2024
Spain	€	5,343,092	3,273,977
South Africa	€	0	0
Paraguay	€	13,871	0
Morocco	€	0	0
France	€	0	0
Peru	€	25,860	0
Malaysia	€	0	0
<b>Tax on profits paid (TOTAL)</b>	€	<b>5,382,823</b>	<b>3,273,977</b>
<b>State subsidies received</b>	€	<b>133,094</b>	<b>174,299</b>

### Subsidies received in 2024

Year	Body	Description	Amount
2024	Community of Madrid Education and Universities Department	Industrial doctoral fellowship	€17,500
2024	Ministry of Industry, Trade and Tourism General Secretariat for Industry	Electro-intensive consumer Alovera and Antequera Centres	€97,786
2024	Tripartite Foundation	Training Subsidy	€59,013
<b>Total</b>			<b>€174,299</b>

## 5.5 - Respect for human rights



GRI: 2-23, 2-24, 2-25, 2-26, 2-27, 406-1

In line with its commitment to human rights, Molecor aims to protect these rights in all its corporate operations. During 2024, the company continued to work towards achieving the Sustainable Development Goals (SDGs), as set out in its **Corporate Policy on Quality, Environment, Energy and Occupational Health and Safety**. The company's focus was on sustainable development and creating value for all stakeholders, with corporate strategies aligned with the SDGs.

The company adheres to the highest international standards and agreements to the protection of human rights. Molecor applies the Universal Declaration of Human Rights in all its activities and follows the main principles of the International Labour Organisation:



Collective bargaining



Condemnation and elimination of forced and child labour



Freedom of association



Discrimination in employment and occupation, among other areas

### We are taking labour rights regulations a step further

Molecor has improved one of the aspects in the agreements it has signed. At Molecor Canalizaciones, an agreement has been reached to adhere to the “Chemicals” collective bargaining agreement, while at Molecor Tecnología, salaries exceed those set out in the “Plastics Transformation” collective agreement.

In 2024, the company joined the Spanish Network of the Global Compact in order to materialise its commitment to actively contribute to the **Ten Universal Principles** on human rights, labour standards, environment and fight against corruption, as well as the United Nations' **2030 Agenda**.

To demonstrate its commitment to establishing a human rights strategy, Molecor has joined the UN Global Compact initiative and the Business & Human Rights Accelerator training programme. This will enable Molecor to define its human rights due diligence process. In this way, in 2025 Molecor will have defined not only the Human Rights Policy, but also the risk analysis and the corresponding due diligence process.

In 2024, no complaints of human rights violations have been received either:

Complaints or reports		2023	2024
Total complaints related to human rights breaches	Complaints received from third parties and verified by the organisation	0	0
	Regulatory authority complaints	0	0

## Respect for human rights in our value chain

The company guarantees respect for human rights through its **Corporate Policy on Quality, Environment, Energy and ORP**. This policy aims to achieve the highest level of personal integrity by identifying and minimising risks in all of its activities. However, this will be covered in more detail in the Human Rights Policy, which is due to be finalised in 2025.

The company will also extend respect for human rights to its supply chain thanks to its **Purchasing Policy**, which is currently pending publication. Progress is planned for 2025 in assessing the ESG performance of suppliers in order to understand the status of suppliers' ESG performance.

Similarly, further progress is envisaged in implementing human rights due diligence in the supply chain.

### 5.6 – Our responsible supply chain



GRI: 2-6, 2-8, 201-1, 204-1, 308-1, 414-1, 412-3

Firstly, suppliers are partners in Molecor's efforts to combat climate change and foster a circular economy. Therefore, they are a key component in the company's operations and value chain.

Molecor Tecnología offers its suppliers the **Environmental Guide for Suppliers and Subcontractors**, which serves as a benchmark for communication of the Environmental Management System, aimed at setting out the minimum requirements expected of its suppliers' environmental performance.

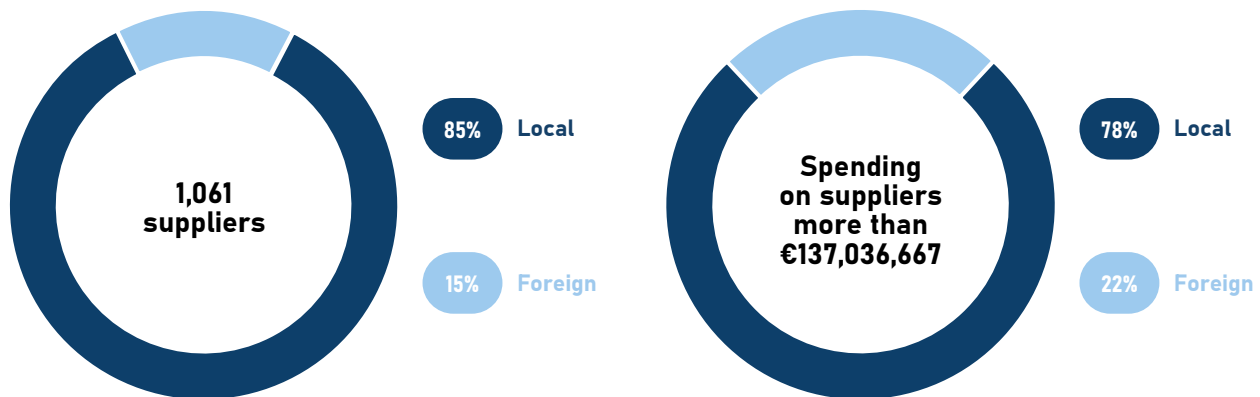
At the end of 2024, the Board of Directors approved Molecor's new **Purchasing Policy**, establishing the company's commitments for supplier management and incorporating ESG criteria. This policy replaces the previous purchasing policies of Molecor Tecnología and Molecor Canalizaciones. This policy will be published and implemented across the organisation at the start of 2025. The various purchasing procedures, such as purchase order management, approval of new suppliers, supplier evaluation and monitoring of compliance with established regulations, will be carried out within this framework. The definition and implementation of these new management procedures, derived from the new Purchasing Policy, are scheduled for the first quarter of 2025.

Similarly, in 2025, the General Purchasing Terms and Conditions will be published and distributed to all suppliers, to make them aware of the regulations they will be required to comply with as the company's suppliers. The Supplier Code of Ethics is under development and will be published in the course of 2025.

An internal audit of transport contracting and the selection of freight forwarders for export operations was carried out at the end of 2024, in the context of compliance monitoring. To this end, a sample of transactions was taken from both companies, involving several individuals responsible for engaging and selecting suppliers. The procedure was found to comply with transparency and truthfulness requirements by comparing the submitted bids with the final invoices for the service.

Additionally, as in 2023, no supplier audits were conducted in 2024.

## 2024 supplier management in numbers<sup>3</sup>



The total number of active suppliers has fallen by 5% since 2023 due to synergies between group companies. The volume of purchases has increased by 2.5% compared to 2023, thanks to a reduction in the unit price of the main raw material: PVC resin.

At present, Molecor maintains its general process for managing and awarding purchases, based on three levels of management: purchasing management, supply management and the management of the corresponding payments.

Purchases with a direct awarding process must have at least three offers, unless there is a justified reason, and the reasons for the award decision will be explained. With respect to exclusions, a series of purchases that are excluded from this process are specified:

- Computer equipment and services, software, hardware, landlines and mobile lines, network cabling and, in general, all components that can be connected to the corporate network.
- Staff recruitment through an employment agency, training and selection.
- General Services.

The area's efforts are currently focused on redefining the supplier approval and assessment procedure, which will include ESG criteria in addition to those already defined.

Regarding the evaluation of suppliers, it should be noted that the ERP (SAP) methodology is still to be established, and will include sustainable performance as an evaluation criterion. For this reason, the evaluation of suppliers was not carried out in 2024. It has been postponed until 2025, when it will be launched alongside the new assessment method.

### Analysis of the ESG information reported by suppliers

No significant progress was made in 2024 in evaluating suppliers based on environmental, social and governance (ESG) criteria. This is because the sustainable assessment procedure is being redefined to improve and facilitate supplier responses and the management of reported information. This information will provide details on how suppliers perform in terms of transparency, environment, health and safety, their ability to stimulate the local economy, human and labour rights, social contributions and corporate governance, among other things. This will allow the company to develop action plans to further improve its sustainable supply chain management.

<sup>3</sup> Molecor views local as domestic

The company will establish a supplier register through the analysis of the results of the supplier evaluation. This register will serve as a validation tool when contracting and evaluating suppliers. This analysis will enable the following:

 <p>Develop ongoing supplier performance assessment and monitoring processes.</p>	 <p>Enhance relations with suppliers</p>	 <p>Align the company's ESG needs and expectations with those of its suppliers</p>
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## Supplier health and safety

GRI: 403-2, 403-8, 403-9, 403-10

The company is committed to health and safety, extending this commitment to all entities in its value chain. As part of said commitment, the *Guides to Good Environmental Practices* are included when contracts are signed and, if necessary, so is the document for coordinating occupational risk prevention (ORP) activities. Thus, we ensure that suppliers are aware of the policies they must comply with if they wish to form a part of our group of authorised suppliers. This methodology is only applied to plants in Spain.

### Injuries due to occupational accident in 2024 (suppliers and contractors)

	2023			2024		
	Men	Women	Total	Men	Women	Total
No. of deaths resulting from an occupational disease or health issue	0	0	0	0	0	0
No. of cases of recordable occupational diseases or health issues	0	0	0	0	0	0
No. of recordable injuries caused due to occupational accident	2	0	2	1	1	2



# 6. Innovation and the client as levers for action

1 Main figures

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4 Sustainability as a key part of our business

5 Our exemplary management

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7 Our talented staff

8 Committed to developing our communities

9 Protecting the natural environment

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# 6. Innovation and the client as levers for action

## 6.1 - Client experience, safety and health



GRI: 417-1

For Molecor, the experience enjoyed by its clients plays a key role in the company's corporate strategy. The company therefore focuses on building loyalty by offering sustainable, high-quality products and services, generating positive value and promoting innovation in the supply, irrigation infrastructure, sewage and building sectors.

As a leading company in the piping industry, Molecor provides innovative and technologically advanced solutions that comply with the highest international quality and product safety standards. The company sets itself apart by applying the principles of the Circular Economy and ensuring the responsible use of resources throughout its production processes.

Molecor promotes compliance with quality and safety standards in countries lacking these certifications. It provides support during the standardisation process and encourages the adoption of measures that ensure compliance with the regulations in force in each country in which it operates. Molecor's offerings are comprised of different services, which include:

### Hydraulic infrastructure and construction projects

- Proposing appropriate solutions during the specification phase
- Studying changes and improvements to the project based on the work's conditions
- Offering technical advice at all phases of installation and start-up
- After-sales advice
- Development of new products

### In molecular oriented technology implementation projects

- Design and adaptation of M-OR-P technology for the manufacture of PVC-O pipes, tailored to the production and market requirements of licensees.

## Customer service and satisfaction

Molecor is fully committed to meeting the needs and exceeding the expectations of its customers. The company is therefore constantly working to improve its products and services, integrating these considerations into all its operations. To achieve this, it has a dedicated sales department responsible for promoting and marketing its products, as well as providing technical assistance to clients during the quotation and after-sales phases.

Furthermore, customer service and satisfaction forms a part of Molecor's strategy, which is based on three lines of action:

#### Product

- Innovation integrated within the product design (ecodesign).
- Efficient and sustainable products, services and tools for the infrastructure and building sectors.
- Specialisation in molecularly oriented PVC.

#### Professionals

- Extensive knowledge and experience in hydraulic infrastructure and construction.

#### Listening to the client

- Assistance tailored to client requirements and queries at all stages of the construction project.
- Ongoing assistance and monitoring after installation projects.



Molecor considers customer proximity to be essential. To this end, the company has developed a methodology to evaluate customer satisfaction with its products and services, ensuring that their needs and expectations are met.

An interdepartmental restructuring of the Customer Service Department (CSD) took place during 2024, leading to the satisfaction survey being postponed to the beginning of 2025. Since the results of the pilot telephone survey conducted the previous year were not good, it was decided to revert to the evaluation methodology used in previous years. Therefore, a survey will be conducted annually on regular customers in 2025, and on non-regular customers at the end of their supply. This methodology will be applied to customers of both products and machinery.

At the same time, Molecor Tecnología has continued to use its other methods of assessing satisfaction:

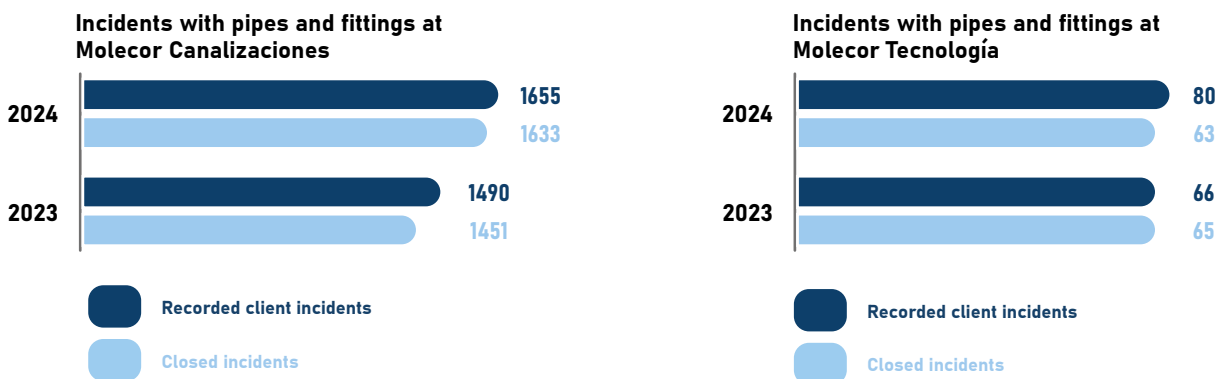
- Direct customers feedback through the Sales and Customer Service teams.
- Feedback on social media.
- Feedback on market satisfaction sales reports, carried out quarterly for the region, to analyse the strengths and weaknesses of the company's offerings and those of its competitors, with the aim of pinpointing opportunities and developing actions that boost Molecor's sales positioning.

## After-sales incidents and complaints

Molecor Canalizaciones continues to manage the registration and monitoring of customer incidents received throughout the year via Customer Service. Incidents are classified according to the nature of the complaint or claim, and are then evaluated and managed by a specialised team in collaboration with the people responsible until they are resolved and closed.

Specifically, to ensure efficient management and the best possible customer service, the company has controls in place to ensure that these after-sales incidents are resolved within seven working days of being reported.

Fifteen outstanding incidents from 2023 were closed during 2024.

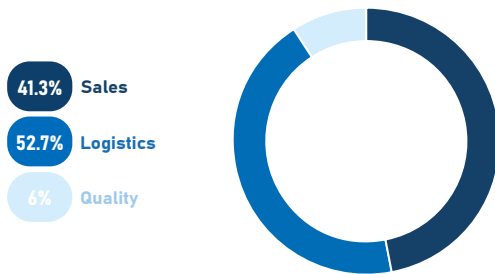




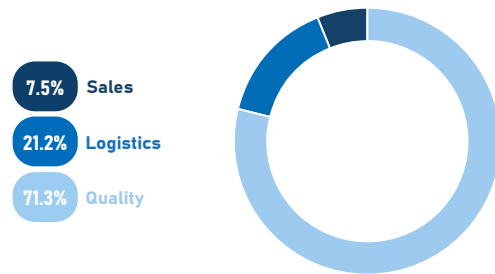
Additionally, Molecor Tecnología implements a multi-departmental management system for TOM® pipes and EcoFIT TOM® fittings. In 2024, responsibility for this management was transferred to the Customer Service Department, which is also tasked with recording the relevant information. After-sales incidents are analysed and managed by the Quality, After-sales, Commercial and other departments.

Specifically, incidents follow a registration process according to each incident's reasons, product type, and responsibility, which aids the preparation of a global analysis of after-sales incident settlement, which is periodically presented to the Management Committee. The single outstanding incident from 2023 was closed during 2024.

### 3. Incidents with pipes and fittings at Molecor Canalizaciones in 2024

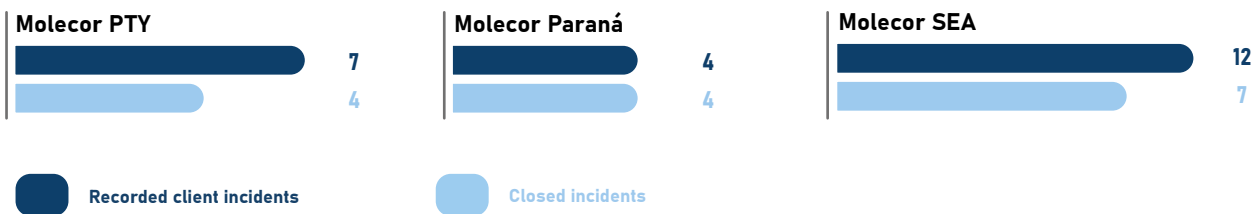


### 4. Incidents with pipes and fittings at Molecor Tecnología in 2024



The same after-sales incident management system used by Molecor Tecnología and Molecor Canalizaciones has been implemented at the plants in South Africa, Paraguay and Malaysia, where each plant registers, analyses and manages its own incidents. Efforts are ongoing to raise awareness among staff at these plants, with the aim of improving the recording and management of information and incidents.

### Incidents with pipes and fittings at the JVs in 2024



To consolidate information and analyse incidents involving PVC-O products worldwide, a global scorecard has been developed. This examines all incident-related information on these products, regardless of where they were manufactured.

To improve the management of our customer relations, we have developed a new CRM called "MolecorSales", which will centralise customer relations from all the relevant departments on a single platform: Customer Service, Sales, Marketing and Quality. It is scheduled to be commissioned in Q2 2025. This new tool provides a comprehensive overview of all customer interactions, enabling us to offer a more personalised and efficient service.

### Number of Molecor Tecnología client records



The increase in the number of machines installed has also resulted in a 30% increase in registrations typified as after-sales machine incidents. India is the country where the most lines have been installed and the most technical support has been required. To provide a better service and in anticipation of the expected progressive growth, local technical staff have been recruited to improve the current level of assistance.

#### New lines installed



Analysis of recorded incidents shows that the number of serious incidents has increased, requiring technical visits to resolve them. The number of minor and moderate incidents has also risen, as expected. Finally, it is worth noting the increased demand from customers for spare parts, as well as their requests for solutions and improvements.

#### Machinery after-sales Incidents



#### Evolution of after-sales incidents at Molecor Tecnología



## Caring for quality and client safety in the development of operations

Molecor pays close attention to the quality of its products and services at every stage of its value chain and throughout their entire lifecycle. To this end, it has established guidelines and an action framework in matters governing its protection. The company has an integrated **Quality, Environment, Energy and ORP Policy, an Integrated Management Manual** for corporate use and an Integrated Management System in these areas. This system is certified in accordance with the ISO 9001:2015 Quality Standard, the ISO 14001:2015 Environmental Standard and the ISO 50001:2018 Energy Standard and embodies the following principles:

- Understand customers' needs, requirements and expectations to ensure their full satisfaction.
- Ensure compliance with all applicable legal and regulatory requirements, as well as any other voluntary requirements identified by Molecor in relation to product or service quality, environment, occupational health and safety, and energy efficiency, use and consumption.
- Drive continuous improvement, ensuring the company's future and development by strengthening the processes identified and managing risk.
- Actively commit to protecting the environment and preventing pollution through sustainable production and use of resources.
- Achieve the highest level of personal integrity by identifying and minimising risks in all of its activities and preventing occupational accidents and diseases in the work environment.
- Support the acquisition of energy-efficient products and services that help to improve our environmental and energy performance, and design activities by considering the best energy performance.
- Work to ensure sustainable development, creating value for all stakeholders, aligning our management strategies with the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda.

Molecor's commitment to quality and safety in the technology and products it markets is based on three main lines of action:

- The Quality Management System certified to UNE-EN ISO 9001:2015 Standards at all manufacturing centres. In the case of pipe and fitting production plants in Spain, quality management is integrated into the Integrated Management System alongside the UNE-EN ISO 14001:2015 Environmental Standard and the UNE-EN ISO 50001:2018 Energy Standard.
- Environmental performance studies for products.
- R&D management.
- The safety of pipes and fittings, particularly with regard to the absence of hazardous substances in products designed to carry water intended for human consumption.

To ensure this commitment is applied when developing corporate operations, Molecor has a laboratory at each manufacturing plant to control product quality, and specific risk assessment and management procedures to identify the main risks in production and marketing activities.

Furthermore, the company has a Quality and Environment Management Team that is responsible for maintaining management systems and certifications, whether technical for products or regarding their suitability. It is also responsible for promoting a commitment to, awareness of and responsibility for quality in the development of Molecor's business activity.

Molecor is committed to ensuring the quality and safety of its products and services by implementing standardisation and certification processes. Due to the innovative nature of its products, the company often finds that certain aspects of its activity are not covered by existing regulations. For this reason, Molecor is active in all national and international standardisation committees aligned with its area of expertise. This allows the company to expand its market and contribute to the development of regulatory frameworks.

This activity is also carried out within the technical groups of the various sector associations to which Molecor belongs, in which it plays an active role in developing new sector initiatives and advocacy work in response to requirements and new regulations from different administrations, particularly the European Union, relating to the company's activities.

In 2024, Molecor continued to develop projects that further advance its firm commitment to product quality and customer health and safety, including the following highlights:

- Investments in machinery and tooling changes to boost productivity, improve product quality and enhance energy efficiency.
- Upgrading laboratories for product quality control.
- Investments in digitalising production processes to improve information monitoring and facilitate decision-making.
- New product certifications.
  - Extension of the scope of certification for PVC-O pipes under ISO 16422 standard in Argentina
  - Extension of the scope of certification for PVC-O pipes at Loeches at Antequera
  - TR6® irrigation pipes
  - Extension of the scope of certification for ecoFITTOM fittings under ISO 16422-3 standard in Malaysia
- New sanitary certifications
  - Hungary: Extension of the scope of sanitary certification for TOM® PVC-O pipes
- New environmental certifications
  - Energy Management System certified to ISO 50001 at the Alcázar de San Juan, Alovera and Antequera plants.
  - Product Declarations (EPDs) for the following systems: TOM® pipes and ecoFITTOM® fittings, SANECOR® non-pressure sewerage system, AR® soundproof drainage system and TR6® irrigation pipe.

## The Molecor brand as a quality and safety benchmark

All Molecor products have different types of certification, including product quality, suitability for use with drinking water (depending on the application), and specific certifications for their intended use (e.g. noise and fire behaviour). They also have environmental certifications.

In terms of product quality, it is important to note that the PVC-O products that the company markets have been backed by an extensive catalogue of certifications that guarantee their quality for use with water for human consumption across the world.

All other marketed products also have corresponding certifications that align with their respective standards.

In addition, certain Molecor products comply with specific certifications to ensure the highest safety standards in terms of fire and noise protection. This is particularly important for products and services intended for buildings, such as the EVAC+ drainage system and the AR® soundproof drainage system.

In terms of their suitability for use with water intended for human consumption, TOM® pipes and EcoFIT TOM® fittings comply with different national, European and international legislation on drinking water safety. They also have various sanitary certifications, including the following: ACS<sup>4</sup> (France), NSF (United States), HYDROCHECK (Belgium) and WRAS (United Kingdom). These certifications prove that the PVC-O system is suitable for transporting water intended for human consumption, as it preserves the quality of the piped water and ensures that its properties remain unaltered.

In addition, all pipes and fittings manufactured by Molecor comply with current legislation by not using lead or cadmium salt additives, or other substances of very high concern (SVHCs)<sup>5</sup>, in their formulation.

### Molecularly oriented PVC as a guarantee of quality

Oriented PVC fittings and pipes comply with various national and international product standards, including: The Spanish product standard families UNE-EN 17176:2019 and NF EN 17176:2019 (which are identical to the European standard family EN 17176:2019), as well as the international standard family ISO 16422:2024 and its adoptions in countries such as Paraguay, Uruguay and Argentina, among others.

Furthermore, their quality is backed by the corresponding product trademarks issued by each certification body.



It is worth mentioning that PVC products are renowned for their excellent environmental performance, making them one of the best options on the market for transporting drinking water, wastewater, and for all other applications. In 2024, Molecor published Environmental Product Declarations (EPDs) for four of its most significant products to demonstrate the excellent environmental performance of its products. TOM® pipes and ecoFIT TOM® PVC-O fittings, SANECOR® corrugated non-pressure sewerage system, AR® soundproof drainage system and TR6® irrigation pipe. The environmental impact study will continue to be carried out for more products in the range during 2025.

All of Molecor's product certifications can be found at: [www.molecor.com](http://www.molecor.com).

<sup>4</sup> ACS: *Attestation de Conformité Sanitaire*  
NSF: *National Science Foundation*  
WRAS: *Water Regulations Advisory Scheme*

<sup>5</sup> Substance of very high concern: those that have serious or irreversible effects on people's health and the environment.

## 6.2 - Engaging in innovation and digitalisation

### Innovation

Innovation is a key component of Molecor's business model. The company pursues continuous improvement, thereby meeting both the specific needs of its customers and the demands of the market. It also focuses a great deal of its efforts on technological development, **with the aim of creating** new solutions and improving its range of products and services.

#### Innovation in its DNA

Molecor allocates almost **20% of its EBITDA** to R&D each year. Thanks to this investment, the company has developed and marketed innovative products, including a series of large-diameter pipes created using its patented technology, as well as PVC-O fittings that are unique worldwide.

In 2024, the company completed the implementation of the "Silk Worm" project, launched the previous year and seeks innovative solutions to the factory's logistics and connectivity problems.

In 2024, Molecor's Innovation Committee has continued to work to ensure the anticipation of customer and business demands, comprising the following departments: business operations, commercial and innovation.

Similarly, the Business Operations and Innovation department has continued to consolidate, with the aim of improving the operations of the various corporate businesses and aligning and coordinating the different operational areas to ensure business sustainability.

It is important to highlight the synergy between innovation and the operational business areas, since they share functions. This allows innovation projects to focus on practical solutions that make business sense in the market from the outset.

The company's corporate innovation strategy is based on three key pillars and three project types:

#### 1 Technological innovation

Developing machinery to drive the launch of new processes and products.

#### 2 uPVC product innovation

Designing conventional PVC products for building and infrastructure. Examples of these products include soundproof pipe system, drainage and sanitation products, and products incorporating recycled PVC from other processes or post-consumptionPVC.

#### 3 PVC-O product innovation

Developing Molecor's star product: molecularly oriented PVC. Designing and developing the PVC-O product range of pipes and fittings and seeking new market solutions.

### Short-term projects

Short-term projects focus on products that require rapid technical development and speedy results. These projects involve changes to tools, formulations or processes that can be implemented quickly. Although the time to market is quick, the level of differentiation is generally less radical.

### Medium-term projects

Medium-term projects are at a more advanced stage of initial development. They have also made significant progress in terms of machine, process and product design. These projects usually last between two and three years and can have a significant, long-lasting impact.

### Long-term projects

Long-term projects originate in laboratories or university departments rather than technical offices, making them more scientific in nature. These characteristics mean they have a higher viability risk and a longer time horizon, generally exceeding three years. Nevertheless, the results often have a disruptive impact.

The following innovation projects should be highlighted in 2024:

- Completion of Portable PVC-O Factory (Silk-Worm project)
- Industry 4.0 implementation at the Molecor Paraná plant
- Creation of a new SANOR® product range for sewage & drainage
- Partial replacement of PVC-O pipe plugs with plugs made from recycled material sourced from the sea

In addition, after carrying out an opportunity analysis, Molecor has identified several areas of interest for the future development of products and services, including:

**Inclusion of recycled material that is external to the production process**

**Adaptation of PVC-O to extreme climate events**

**Strengthening of safety and optimising the use of PVC**



## Contribution to sustainability and circular economy

Of all the products on the pipe market today, PVC-O is considered to be the most environmentally sustainable. Its eco-design and manufacturing characteristics offer advantages throughout its life cycle, making it the most energy-efficient product, particularly during the product usage stage.

### PVC-O: a more sustainable choice

The improved design and manufacturing characteristics of PVC-O mean that it uses approximately 40% less material than conventional PVC. Furthermore, PVC's inherent properties mean that it uses fewer fossil fuels (oil) than other plastics available in the construction or infrastructure market.

**+** Find out more about our environmental performance in the section titled [Protecting the natural environment](#).

The technological innovation in the manufacturing process developed by Molecor for producing TOM® PVC-O pipes has improved the quality of Molecor's products.

In addition to previous years' developments in molecularly oriented PVC, such as the EcoFIT TOM® range of fittings and the TOM® pipes, which together allow a continuous PVC-O system to be offered, as well as the TR6® pipes which are specifically designed for irrigation, Molecor's product range has been extended in 2024 with the development of SANOR®, the first sewage pipe manufactured in this material. In addition to being designed with eco-friendly principles in mind to provide a sustainable sanitation solution, these pipes contribute to the principles of the Circular Economy as they are made from post-consumer recycled materials.

The rest of Molecor's catalogue offers a range of complementary plastic and PVC solutions to molecularly oriented PVC, providing environmental advantages over alternative products on the market today.

SANECOR®  
sewage system

AR® soundproof  
drainage system

EVAC+®  
drainage solutions

Different floor drainage solutions  
and gutter system



**+** Find out more about our products on [Molecor.com](https://www.molecor.com).

## Digitisation

In the industrial area, the management and monitoring of production processes remains one of Molecor's main objectives, as it is key to increasing efficiency. To this end, Molecor is actively working on implementing the Manufacturing Execution System (MES<sup>6</sup>) system for production management in all its manufacturing centres, both nationally and internationally, as well as the Influx database for monitoring all process data.

This software acts as an information system for controlling and monitoring production processes in industrial environments. Its mission is to connect, supervise and control complex manufacturing systems, and to track production data in real time. The MES system is based on creating a network infrastructure that connects all the equipment in each production plant, enabling real-time monitoring of manufacturing parameters. This data is stored in a database and is then used to inform decision-making processes.

This MES system also enables comprehensive production control by tracking production orders. It is fully integrated with our ERP system, automating operational processes and reducing the time staff spend collecting and entering data.

The most significant actions during 2024 have been:

### Loeches plant

New production lines are included in the monitoring. Implementation of a pilot project to monitor energy consumption as an improvement to the energy management system.

### Alovera plant

Incorporation of digital monitoring, 12 new injectors and the new mixing facility.

### Paraguay centre

MES implementation covers 100% of the production process.

### Antequera plant

Control system upgrades in the mixing facilities, and integration of the new production line into MES.

### Alcázar plant

Historical logging of the two production lines and upgrade of the micronising facility's control system.

### Malaysia centre

Historical logging of the production lines, enabling process data to be recorded and stored.

The digitalisation of industrial processes increased by more than 20% during 2024.

## Digitalisation

Molecor has made further progress in the digitalisation of its work centres by implementing the MES production management system and the INFLUX database. The latter allows data to be monitored and the networks to be segmented by centre into VLANs for each manufacturing line.

<sup>6</sup> Manufacturing Execution System is a software tool that controls and monitors information for managing production processes in industrial environments. Its core functions are connecting, monitoring and controlling complex manufacturing systems, and tracking production data in real time.

## 6.3 - Cybersecurity and information security

GRI: 418-1

Information security is one of Molecor's fundamental pillars.

**Once again in 2024, Molecor faced no compliance breaches related to cybersecurity, information security or data protection.**

With regard to cybersecurity, in 2024, Molecor has continued to dedicate a significant part of its efforts to unifying IT processes and monitoring user workstations and servers, following the merger of Molecor Tecnología, Molecor Canalizaciones and all other Group companies. Progress will continue to be made in 2025 on the drafting of policies and their global distribution within Molecor.

### Corporate cybersecurity strategy

Strategic line	Initiative	Description
Protection and detection	Protection against attacks and detection of threats	Molecor is dedicated to creating cybersecurity solutions, including firewalls and antivirus software, to reduce the risk of cyberattacks and identify potential dangers.
Awareness	Raising awareness among users to prevent attacks	The correct use of tools for analysing and acting against threats is promoted through awareness-raising among employees and customers.
Recovery	Recovering information after a potential attack	Molecor has measures in place to recover information in the event of a cyberattack, in order to minimise response time and restore any lost information.

**In 2024, Molecor did not record any losses or thefts of data**

Complaints		2023	2024
Total complaints related to customer privacy breaches	Complaints received from third parties and verified by the organisation	0	0
	Regulatory authority complaints	0	0
Total number of leaks, theft or losses of customer data		0	0

### We opened a cybersecurity channel

An email address has been opened to manage matters related to data protection:  
**[ciberseguridad@molecor.com](mailto:ciberseguridad@molecor.com)**

## Data protection commitment

Another of Molecor's key concerns is the protection of personal data. The company ensures compliance with current regulations and protects the personal information of its stakeholders, including employees, customers and other third parties.

Molecor handles the processing of personal data in accordance with the following legislation:

- Spanish Data Protection Act (*Ley Orgánica de Protección de Datos Personales y garantía de los derechos digitales*).
- Spanish Information Society and E-Commerce Act (*Ley de Servicios de la Sociedad de la Información y de Comercio Electrónico*).
- GDPR (*General Data Protection Regulation of the European Union*).

The company is committed to protecting data in accordance with current legislation and the best privacy and information security practices. This commitment is reflected in the Data Protection Policy, which establishes the regulatory and operational framework for securely processing personal information.

In 2024, Molecor has focused its efforts on:

- Reviewing and improving data processing procedures, with the aim of optimising their security and regulatory compliance.
- Strengthening the management of customer data, ensuring their privacy through enhanced measures.
- Ensuring management is in line with current regulations through external supervision by a consultant specialising in data protection.
- Data protection integration at Molecor Tecnología and Molecor Canalizaciones.

Molecor has a dedicated contact channel for any queries or incidents relating to data protection: [recursoshumanos@molecor.com](mailto:recursoshumanos@molecor.com)



# 7. Our talented staff

1 Main figures

2 A chat with the CEO

3 Our business model

4 Sustainability as a key part of our business

5 Our exemplary management

6 Innovation and the client as levers for action

7 Our talented staff

8 Committed to developing our communities

9 Protecting the natural environment

10 Appendices

## 7. Our talented staff



Every professional contributes to our business model, playing a vital part in the international expansion and integration of Molecor Tecnología and Molecor Canalizaciones. The company's strategy is based on attracting and retaining the best talent. For this reason, continuous training has been established as a growth tool, with the focus placed on providing Molecor's staff with the flexibility they need to achieve their professional goals.

In short, Molecor supports a human resource model based on talent, flexibility and continuous professional development. Molecor's staff is the key to the company's present and future success.

The policies, plans and procedures that support the professional development of the team and ensure a healthy work-life balance are described below:

- Selection and Recruitment Procedure
- Annual Training Plan
- Equality Plan
- Digital Disconnection Protocol (currently under revision to reflect legal adaptations in a new edition)

A significant achievement for the Human Resources department in 2024 was the implementation of the MOLECOR HR application, a digital human capital management solution. This sophisticated system includes modules for database management, organisation, setting objectives and conducting competence assessments. It also allows climate surveys and training to be managed. MOLECOR HR is a significant step forward in optimising and modernising the company's human resources processes.

In 2025, the application will be fully implemented, incorporating essential utilities such as recruitment, succession planning, on-boarding and compensation. These additional features will ensure even more comprehensive and efficient management of human talent, in line with Molecor's strategic objectives, commitment to excellence and dedication to continuous professional development.

It should also be noted that a new work climate survey was conducted at the end of 2024, based on the model used in 2022, which was designed to identify profiles capable of driving change and improvement within the company. The responses obtained from this survey are currently being analysed. The feedback collected will be used to identify areas for improvement and corresponding action plans.

### We are one

Once again, the Christmas celebration lunch brought together almost 500 people. This meeting once again exemplified the integration process of the group's companies, promoting a sense of unity and teamwork, and consolidating all the skills of the workforce.





## 7.1 - The workforce in numbers

GRI: 2-7, 2-30, 401-1, 401-2

The Selection and Recruitment Procedure was created with the aim of finding the most suitable profiles for the company. Thanks to this talent recruitment process, Molecor has a highly diverse team of professionals who are capable of meeting challenges and seizing opportunities for the company. Another of the corporation's key commitments is promoting permanent employment.

We guarantee an environment of no discrimination in our selection processes

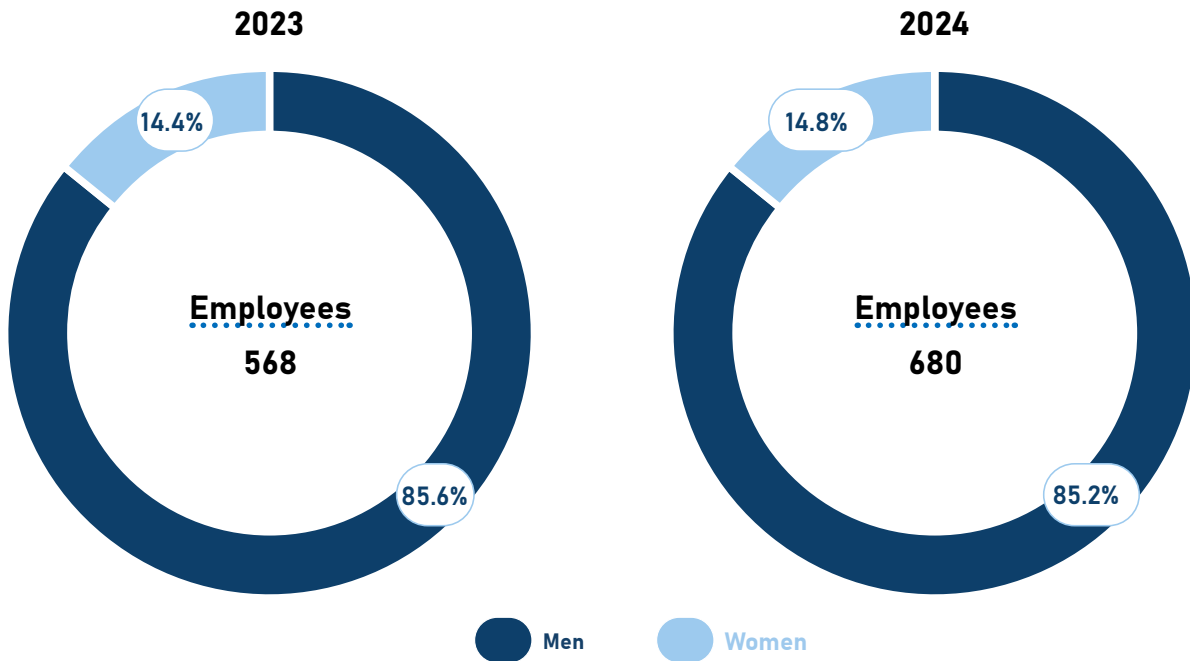
The company has implemented the *Selection and Recruitment Procedure* for job vacancies to avoid gender-based discrimination in employment and hiring processes.

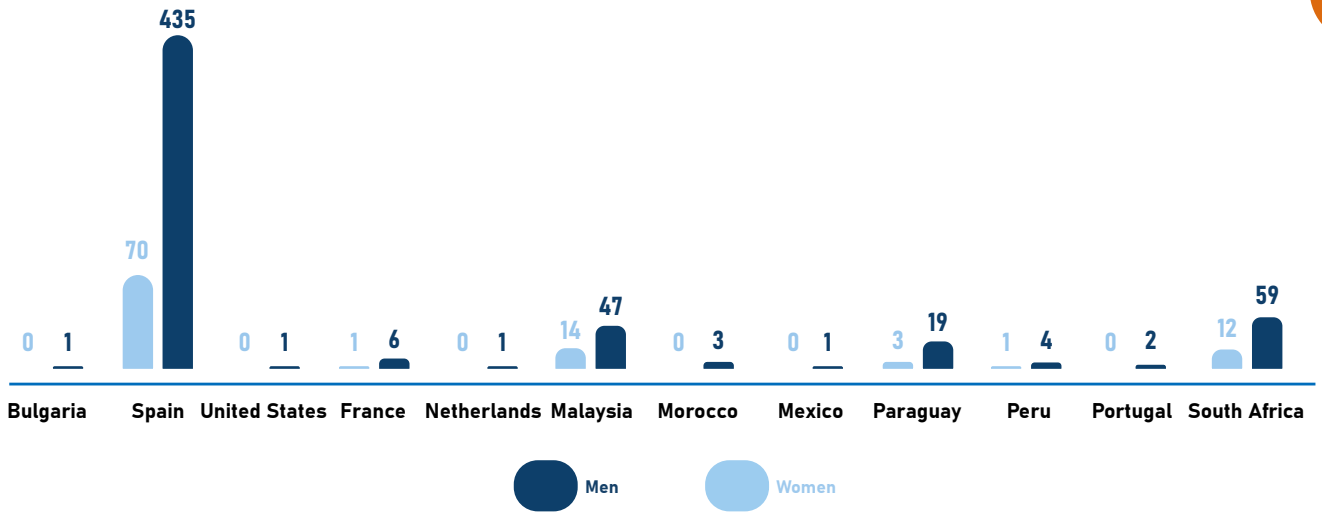
+ Find out more about our performance in the section titled [Diversity and inclusion](#).

Of the total workforce, **94.2% of employees have a permanent contract**

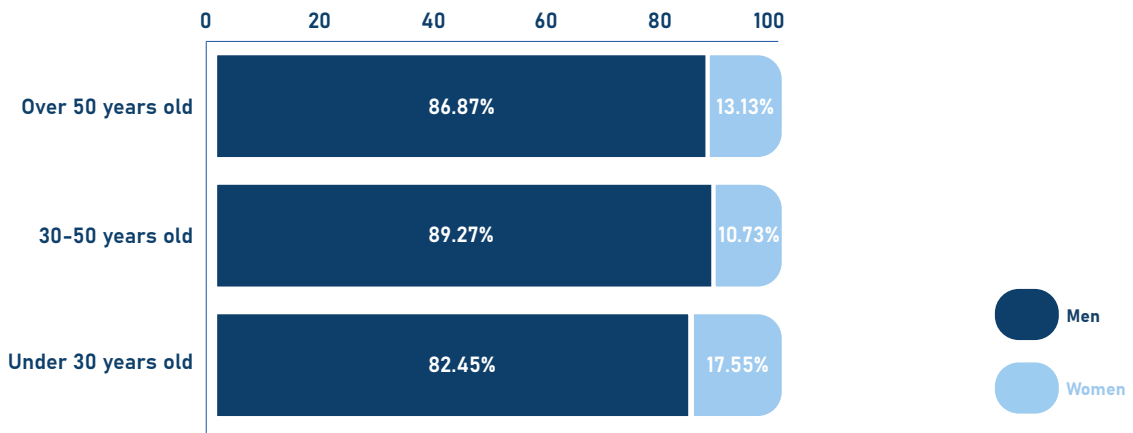
At the close of 2024, the Molecor team was comprised of 680 people across all its business divisions, over 16% more than in 2023. This growth of the team aimed to address the organisation's needs in different business areas, together with its corporate strategy. Of the total workforce, 99% of employees work full time.

### Distribution of the workforce by sex and country



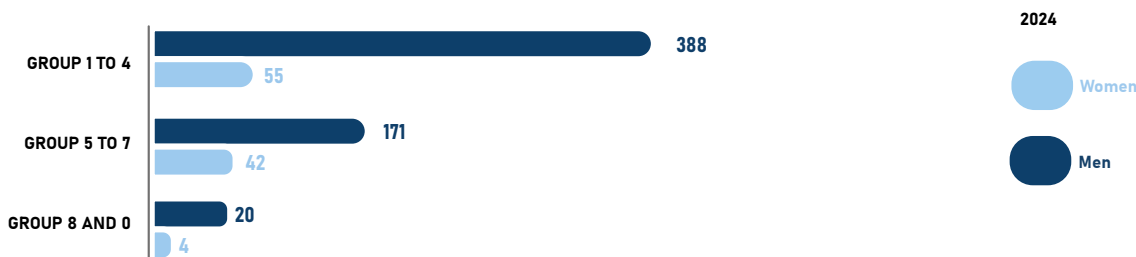


### Distribution of the total workforce by age groups and sex



### Distribution of the total workforce by professional<sup>7</sup> category and sex

The General Collective Bargaining Agreement for the Chemical Industry and the Collective Agreement for the Plastics Processing Industries of the Community of Madrid, which apply to Molecor Canalizaciones and Molecor Tecnología, respectively, establish their classification system based on Professional Groups. For all other countries, the company has established equivalences so it may standardise criteria.



<sup>7</sup> Calculated taking into account the average between the workforce at the close of 2023 and the workforce at the close of 2024.

## Evolution of the workforce over the year

	Units	Percentage <sup>8</sup>
New hires	112	19.7%

<sup>8</sup> Calculated taking into account the average between the workforce at the close of 2023 and the workforce at the close of 2024.

## Social dialogue and agreements

With regard to freedom of association, at the close of 2024, all staff members across all of the company's business divisions are covered by collective agreements.

In Paraguay, Peru, Bulgaria, South Africa, Mexico, the USA and Malaysia, professional contracts are managed through external companies that guarantee compliance with each country's employment legislation.

To communicate with its employees, the company has several channels available:

- Internal monthly newsletter.
- Departmental communications
- Communication campaigns via corporate email and notice boards for employees who do not have a corporate email address.
- [Ethics and Legal Compliance Channel](#).
- The corporate website.
- Notice boards for the different areas: Health and Safety, Environment, Quality, CSR,...

Furthermore, the company has the following corporate email addresses:

- Equality: [igualdad@molecor.com](mailto:igualdad@molecor.com)
- Human Resources: [rrhh@molecor.com](mailto:rrhh@molecor.com)
- ORP: [prl@molecor.com](mailto:prl@molecor.com)
- Environment: [medioambiente@molecor.com](mailto:medioambiente@molecor.com)
- Corporate Social Responsibility: [rsc@molecor.com](mailto:rsc@molecor.com)
- Cybersecurity: [ciberseguridad@molecor.com](mailto:ciberseguridad@molecor.com)



## Occupational well-being and balance

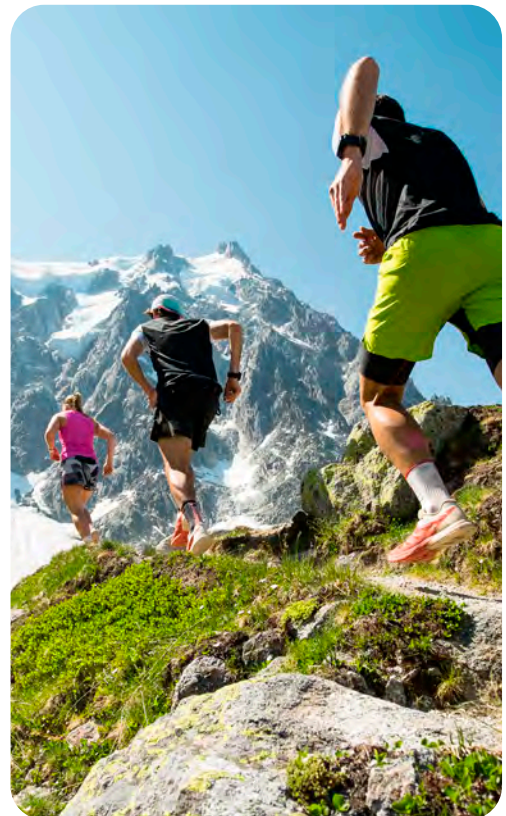
Molecor encourages flexibility and individual responsibility when it comes to organising work, bearing in mind the needs of each professional, where permitted by their job role. The following benefits are available to professionals working in the centres in Spain:

- ◉ A fifth shift has been introduced in 90% of factories to facilitate rest and work-life balance.
- ◉ Split shift calendar
- ◉ Greater flexibility in office, technician and sales roles
- ◉ Intensive working day in summer, Christmas and Easter Week
- ◉ Up to 30% remote working
- ◉ Day off on employee's birthday
- ◉ Flexible remuneration package (private medical insurance, nursery cheques, gourmet cheques, transport card, among others)
- ◉ Flexibility when choosing Molecor's Christmas hampers
- ◉ The Employee Assistance Programme, which provides psychological counselling from expert psychologists, was made available to employees in 2024. It helps them to resolve and manage challenging situations affecting them emotionally on a daily basis, whether personal or professional. It also includes the opportunity to participate in webinars and workshops on topics of interest.
- ◉ In cases of gender-based violence, Molecor will cover the financial costs and provide up to 15 sessions of professional psychological support.

Molecor has also implemented a *Digital Disconnection Protocol* to comply with the team's right to disconnect from digital devices. This protocol is being revised to align with the latest legal requirements in this area and is set to be implemented in 2025.

In order to improve work-life balance and advance towards the ambition "*Achieving A+ certification on the Másfamilia EFR R1000 model*" within the company's ESG Strategic Plan by 2024, Molecor has joined the Másfamilia Foundation's programme, which promotes work-life balance management policies within companies. This programme provides guidelines that will enable the company to raise awareness of its working environment among its employees, and establish and implement actions to improve it. The first step in obtaining certification for this model is for the person responsible for managing it at Molecor to complete the Family-Responsible Company Work-Life Balance Management course (EFR, *Empresa Familiarmente Responsable*) and become qualified.

In terms of parenthood, as well as measures to promote work-life balance for families, a total of 16 people opted for parental leave in 2024: 15 men and 1 woman. These figures are very similar to those recorded in 2023, when 17 employees took this leave: 16 men and 1 woman. The return-to-work rate was 100% in both periods.



## Organisation of work

In 2024, the number of hours worked per employee in Spain was in 1,752 hours.

Molecor's employees have the following work systems:

- Split shift work, mainly for office and sales staff
- Work with morning, afternoon and night shifts, from Monday to Sunday, for factory staff
- Work with morning and afternoon shifts, from Monday to Friday, for warehouse staff

### We encourage relaxation and a family life through our Five Shifts Policy

Molecor has introduced a five-shift working system at its Spanish factory. This involves hiring an additional team and allows staff to enjoy longer rest periods and more free weekends each month. Despite the additional cost to the company, promoting the well-being of its employees and helping them to balance work and family life are fundamental principles for Molecor.

## 7.2 - The best talent

GRI: 404-1, 404-2, 404-3

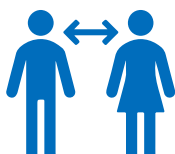
In 2024, Molecor continued its Annual Training Plan for its two companies in Spain: Molecor Tecnología and Molecor Canalizaciones. The goal of the Annual Training Plan is to offer the entire workforce quality training adapted to their personal needs, department requirements and the nature of their role in the company, in addition to the business strategy. Furthermore, this Plan is adjusted as unforeseen needs arise. In Spain, the company has:



Provided more than **347** courses



Held more than **6,000** hours of training



Trained **45,9%** of the workforce

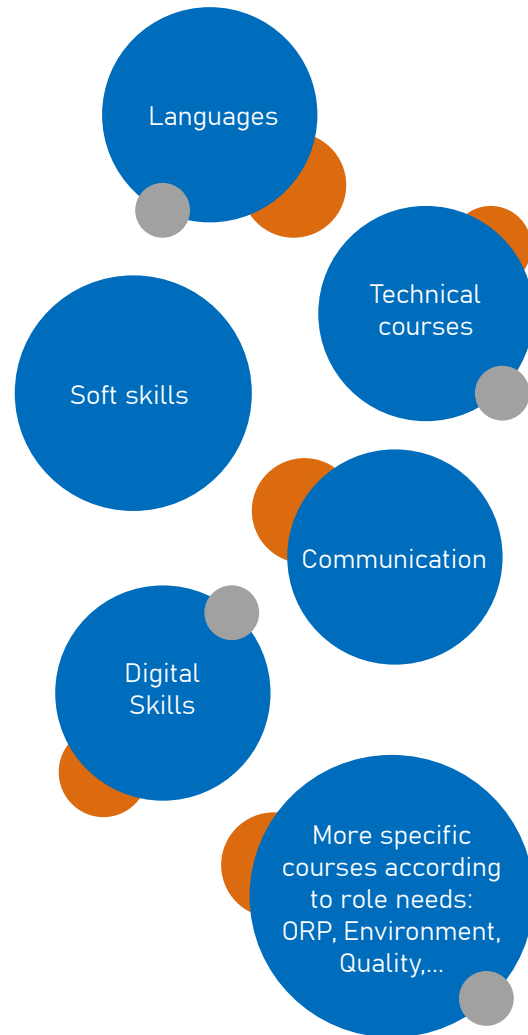


**6.16** hours per employee

## The company has incorporated a series of courses, among which the following stand out for their relevance:

In 2024, the company implemented the MOLECOR HR application for human capital management, and began managing its training activities through it, thanks to the integrated training module. Thus, part of the training package offered by Molecor will be delivered online. This will be done partly through MOLECOR HR itself and partly through a new training platform, which will replace the one implemented in 2023. In this way, Molecor employees can manage their learning processes through more than 346 courses, including the option to develop specific courses associated with languages, office software, coaching and mentoring, and other subjects.

In addition, the part of the training programme involving external partners for specific training has been maintained, and internal training has also been promoted, particularly in environmental and production-related areas.



### Performance assessment

Molecor currently operates an annual bonus system in Spain, which is based on variable remuneration linked to the achievement of specific objectives. This system provides incentives based on the achievement of strategic company objectives, such as EBITDA, as well as specific departmental and individual performance targets.

At present, 44.2% of employees in Spain undergo performance evaluations.

The implementation and commissioning in 2024 of the MOLECOR HR application, a digital solution for human capital management, also includes the skills assessment module, in addition to the database, organisation, objectives, climate surveys and training modules. A pilot test was carried out with employees from the commercial department (Building) at the end of the year to identify possible improvements to the system, with the aim of implementing it for the entire Molecor workforce by 2025.



## 7.3 - Diversity and inclusion

GRI: 405-1, 405-2, 406-1

Molecor promotes diversity within its team and makes every effort to encourage diversity in all its forms, encompassing aspects like experience, age, different skills, the LGBTQ community, gender and others. In addition, Molecor has a *Policy for Equal Treatment between Men and Women*, and it promotes *Equal Opportunities* in employment, professional development and training, among other relevant aspects.

It is important to note that the majority of Molecor's workforce comprises men, reflecting the trend of sector-wide masculinisation. For this reason, the equality plans set out concrete guidelines for action to ensure equal opportunities. Affirmative action measures have been incorporated into the Selection and Recruitment Procedure to create a fairer environment in terms of suitability, among other initiatives.

### Equality Committee at Molecor Tecnología and Molecor Canalizaciones

In 2024, Molecor Tecnología has continued its work with the Equality Committee, which was established in 2022. This Committee's purpose is to ensure that gender equality and the commitments made in relation to diversity, inclusion and anti-discrimination are mainstreamed. Molecor Tecnología's Equality Plan runs until June 2027.

Furthermore, Molecor Canalizaciones updated the composition of its Equality Committee in 2024, holding the annual follow-up meeting in November. Molecor Canalizaciones' Equality Plan runs until June 2028.

Both plans promote the company's compliance with its current equality-related commitments and plans, in order to align with the European Gender Equality Strategy 2020-2025. Its targets are:

- Guaranteeing the principle of equal treatment and opportunities between men and women in access to employee, selection, recruitment, promotion, training and performance of their role and avoid discrimination based on birth, race, sex, religion, opinion or any other personal or social condition or circumstance.
- Integrating a gender perspective into all areas of the company, while developing good practices that promote balanced representation of women and men.
- Incorporating measures to encourage a balance between personal, professional and family life.
- Conducting an equality needs assessment to propose measures that will bring regulations and operations into line with legal equality provisions.
- Examining and assessing staff requests, complaints and recommendations relating to compliance with the Equality principles.
- Information and awareness-raising for the team.

Furthermore, Molecor has a Protocol for Preventing and Addressing Situations of Harassment and its Whistleblowing Channel. In this regard, it's worth noting that the company did not receive any complaints in 2024. No progress has been made on the equality training that was initiated in 2023 and due to continue into 2024. The aim of this work, which will be pursued during 2025, is to raise awareness of equality among the workforce.

### We work with the Adecco Foundation to foster equality

To mark International Women's Day, Molecor collaborated with the Adecco Foundation.

- + Find out more about our performance in the chapter titled [Committed to developing our communities](#).

## Functional diversity

In 2024, Molecor employed eight people with disabilities: one woman and seven men. This was an increase of one person compared to 2023.

Molecor's main goal is to grow sustainably. To this end, the company is committed to social and labour inclusion, adapting workplaces by installing lifts, access ramps and toilets equipped for people with different abilities.

With the support of a legal advisor, the company is keen to implement measures to increase recruitment within this group. To this end, Molecor has continued to use a recruitment portal specialising in people with diverse abilities to facilitate the recruitment and selection process in 2024.

### We work with the Adecco Foundation to build more inclusive environments

Notably, in 2024, Molecor has continued to collaborate with the Adecco Foundation in the Disability Day campaign (3D).

- + Find out more about our performance in the chapter titled [Committed to developing our communities](#).

## Equal pay

To reaffirm its commitment to equal pay among its professionals, Molecor rigorously complies with current legislation on wages.

In 2024, the company's gross pay gap was 8.3%, very similar to the 2023 figure of 8.5%. It should be noted that this calculation takes into account the actual gross salaries of all employees; salaries are not equated to a full year's theoretical earnings.

The pay gap was calculated by taking average wages into account and working out the difference according to the following formula:

$$\text{Gross wage gap} = \frac{\text{Average wage men} - \text{Average wage women}}{\text{Average wage women}}$$

## 7.4 - Safety, health and well-being<sup>9</sup>

GRI: 403-1, 403-2, 403-3, 403-5, 403-6, 403-8, 403-9, 403-10

Molecor develops its activities while upholding a commitment to protect the health, safety and well-being of its workforce and all those who may be affected by its actions.

Molecor is firmly committed to safeguarding the well-being of individuals by minimising the risks associated with its business activities and preventing accidents and occupational illnesses in the workplace.

With regard to this commitment, in Spain, the preventive organisation model was unified in 2023, incorporating Molecor Tecnología and Molecor Canalizaciones. To ensure its employees have total independence in health and safety matters, the company continued to contract an external prevention service in 2024.

The company also complies strictly with the provisions of Law 31/1995 of 8 November 1995. In addition to the existing integrated management system policy, the **Quality, Environment, Energy and Prevention Policy**, in which Molecor's management is committed to promoting awareness and responsibility for quality, environmental protection, health and safety, and energy management, and incorporating the workforce into this commitment, a specific policy has been established for this area: the **Health and Safety Policy**. This policy is due to be implemented at the beginning of 2025.

The control and monitoring of occupational risks is set out in the *Preventive Activity Planning (PAP)* document, which is reviewed and updated every week. This document brings together prevention measures from four different legislative areas.

- Safety
- Hygiene
- Health monitoring
- Ergonomics and psychosociology

In addition, Molecor is equipped with integration tools for prevention purposes, including planned inspections and risk notifications. It is worth noting that an internal safety coordinator is responsible for overseeing safety at each workplace.

The external document management system Dokify, which is responsible for reviewing subcontractor documentation in the coordination of business activities, continued to be maintained during 2024. This ensures that the company is legally compliant in this area.

Senior management also fosters a culture of internal control through the unification of criteria between Molecor Tecnología and Molecor Canalizaciones, as well as the collaboration of each centre's internal coordinator to ensure full compliance with the Integrated Management System for quality, environment and occupational risk prevention.

The Occupational Risk Prevention (ORP) department incorporates an *Occupational Risk Prevention Plan*. This plan considers the roles and responsibilities, as well as the human and technical resources required to implement the fundamental procedures that determine how the different processes evolve. This Occupational Risk Prevention Plan has been updated in all centres in Spain for 2024. It includes the requirements of the ISO 45001 *Occupational Health and Safety Management System* standard, which has already been implemented at the Loeches centre and will be implemented at the others.

It is vital that all workers are included in the health and safety management system. The company is therefore committed to ensuring this.

To contribute positively to the health and well-being of its employees, Molecor provides them with social benefits, such as medical insurance.

<sup>9</sup> With the exception of information for subsidiaries, all other data relates to production centres in Spain.



Furthermore, in 2024 Molecor gave health and safety training covering various subjects:



In addition, Molecor's subsidiaries outside Spain worked on occupational risk prevention in 2024, achieving the following advances:

**Molecor SEA (Malaysia)** - Work continues in accordance with the pillars of the Occupational Health and Safety and Management System according to ISO 45001. The Occupational Health and Safety Committee holds regular meetings.

**Molecor Paraná (Paraguay)** - The new plant, inaugurated at the end of 2024, already has risk assessments and employee training in place.

**Molecor PTY (South Africa)** - the risk assessment has been updated in line with an increase in machinery and workers, and is now managed by a single document.

**Molecor Morocco** - a safety protocol has been implemented for loading and unloading operations. Floor markings have also been improved to enhance safety during forklift operations.

**Molecor Peru** - Risks are assessed according to national legislation by the external Quirón service.





## Accident reduction goal

The company is committed to minimising the accident rate through continuous and active efforts.

Significant actions were taken to reduce the accident rate during 2024.

**1. Psychosocial Risk Assessment.** The results were analysed by the Health and Safety at Work Committee, which defined an action plan to be implemented immediately:

- Publication of the results to all staff via the internal communications newsletter.
- Contracting and implementation of an **Employee Assistance Programme (EAP)**: an anonymous, confidential counselling service available via telephone, chat and email, 24 hours a day, 365 days a year. The programme also offers unlimited access to a range of psycho-educational content, including workshops and live webinars on topics such as stress management, positive reinforcement and relaxation techniques.
- Physical suggestion boxes to be installed in all production centres.
- Information on harassment protocols

**2. Implementation of the ISO 45001 Standard** as an occupational health and safety management model at the Loeches plant. Certification is planned for 2025.

**3. Monthly control and monitoring of occupational risks is set out in the Preventive Activity Planning (PAP) document**, which is reviewed quarterly in the Occupational Health and Safety Committee, with an implementation rate of over 70% of the actions per work centre.

**4. Control of physical and chemical pollutants.**

**5. Implementation of tools to integrate prevention into processes** via occupational risk prevention coordinators.

- Regular inspections planned with departments
- Weekly inspections of factories
- Addressing and resolving risk notifications
- Recording unsafe conduct in order to fulfil the duty of vigilance

**6. Incorporation of a new occupational risk prevention resource at the Getafe plant** focused on safety during machine manufacturing, as well as a revision of the CE certificate manuals for the work equipment manufactured by Molecor.

Despite these actions, the number of accidents increased during 2024. This is primarily due to a significant increase in the number of employees, which is mainly the result of higher production volumes at all sites. More specifically, however, it is associated with an accident that occurred during a training course run by an external company, which affected several Molecor employees.

However, it is important to note that long periods without occupational accidents or sick leave are common in most workplaces. The following are worth mentioning:

Plants	Milestones
Alovera and Getafe	365 days without an accident involving leave

In Spain, in 2024, Molecor has reactivated the *Incentive Plan* it had previously implemented in 2022.

## Involvement of employees, consultation and communication regarding occupational health and safety

Prevention officers are consulted and actively participate in receiving information and documentation related to the prevention of occupational risks.

Molecor has a risk notification procedure in place. Records are kept through a system that allows any professional to participate by proposing preventive actions and, subsequently, verifying the effectiveness of the measures adopted.

The company has an email address that employees can contact regarding health and safety matters.

## Indicator tables of Law 11/2018

### Human capital matters

Total number and distribution of employees according to criteria representing diversity (sex, age, country, etc.). Total number and distribution of work contract types, annual average for permanent contracts, for temporary contracts, and for part-time contracts by sex, age and professional category.

### Breakdown of workforce at year end<sup>10</sup>

Workforce by gender	2023	2024
Men	486	579
Women	82	101
<b>Total</b>	<b>568</b>	<b>680</b>

Contract types	2023	2024
Permanent contract	539	641
Temporary contract	29	39
<b>Total</b>	<b>568</b>	<b>680</b>

Workforce by age groups	2023	2024
< 30 years old	57	99
30-50 years old	303	376
> 50 years old	208	205
<b>Total</b>	<b>568</b>	<b>680</b>

Working day	2023	2024
Full time	557	673
Part time	11	7
<b>Total</b>	<b>568</b>	<b>680</b>

Workforce by professional category	2023	2024
GROUPS 1-4	373	443
GROUPS 5-7	176	213
GROUPS 0 and 8	16	24
<b>Total</b>	<b>568</b>	<b>680</b>

<sup>10</sup> The number of employees reported in the NFIS includes the Molecor PTY South Africa plant staff, taking into account their operational focus. This differs from the number reported in the Consolidated Financial Statements, where this subsidiary has been consolidated under the equity method

## Averages<sup>11</sup>

Contract types by gender		2023	2024
Permanent contract	Men	443	536
	Women	72	90
	<b>Total</b>	<b>515</b>	<b>626</b>
Temporary contract	Men	30	32
	Women	4	6
	<b>Total</b>	<b>34</b>	<b>38</b>
<b>Total</b>		<b>549</b>	<b>664</b>

Working day by gender		2023	2024
Full time	Men	471	565
	Women	71	94
	<b>Total</b>	<b>542</b>	<b>658</b>
Part time	Men	2	3
	Women	6	3
	<b>Total</b>	<b>8</b>	<b>6</b>
<b>Total</b>		<b>549</b>	<b>664</b>

Contract types by age groups		2023	2024
Permanent contract	< 30 years old	43	165
	30-50 years old	287	300
	> 50 years old	185	161
	<b>Total</b>	<b>515</b>	<b>626</b>
Temporary contract	< 30 years old	10	30
	30-50 years old	18	5
	> 50 years old	6	3
	<b>Total</b>	<b>34</b>	<b>38</b>
<b>Total</b>		<b>549</b>	<b>664</b>

Contract types by age groups		2023	2024
Full time	< 30 years old	53	191
	30-50 years old	301	304
	> 50 years old	187	163
	<b>Total</b>	<b>541</b>	<b>658</b>
Part time	< 30 years old	0	4
	30-50 years old	4	1
	> 50 years old	4	1
	<b>Total</b>	<b>8</b>	<b>6</b>
<b>Total</b>		<b>549</b>	<b>664</b>

Contract types by professional category		2023	2024
Permanent contract	GROUPS 1-4	328	402
	GROUPS 5-7	172	202
	GROUPS 0 and 8	15	21
	<b>Total</b>	<b>515</b>	<b>626</b>
Temporary contract	GROUPS 1-4	31	35
	GROUPS 5-7	3	3
	GROUPS 0 and 8	0	0
	<b>Total</b>	<b>34</b>	<b>38</b>
<b>Total</b>		<b>549</b>	<b>664</b>

Contract types by professional category		2023	2024
Full time	GROUPS 1-4	353	433
	GROUPS 5-7	172	204
	GROUPS 0 and 8	16	21
	<b>Total</b>	<b>541</b>	<b>658</b>
Part time	GROUPS 1-4	6	4
	GROUPS 5-7	2	1
	GROUPS 0 and 8	0	1
	<b>Total</b>	<b>8</b>	<b>6</b>
<b>Total</b>		<b>549</b>	<b>664</b>

<sup>11</sup> The averages are calculated with decimals. For this reason, they have been rounded.

## Number of dismissals by sex, age and professional category

GRI 401-1

Number of dismissals by gender	2023	2024
Men	3	5
Women	0	1
<b>Total</b>	<b>3</b>	<b>6</b>

Number of dismissals by age groups	2023	2024
< 30 years old	0	5
30-50 years old	3	0
> 50 years old	0	1
<b>Total</b>	<b>3</b>	<b>6</b>

Number of dismissals disaggregated by sex and professional category		2023	2024
GROUPS 1-4	Men	2	4
	Women	0	1
	<b>Total</b>	<b>2</b>	<b>5</b>
GROUPS 5-7	Men	1	1
	Women	0	0
	<b>Total</b>	<b>1</b>	<b>1</b>
GROUPS 0 and 8	Men	0	0
	Women	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>
Total	Men	3	5
	Women	0	1
	<b>Total</b>	<b>3</b>	<b>6</b>

## Remuneration

GRI 2-20, 405-2

Average remuneration and its progress, disaggregated by sex, age and professional category or equal value.

Average remuneration and its progress disaggregated by gender (euros)		2023	2024
Average remuneration by gender	Men	37,828	35,771.98
	Women	34,609	32,806.36
	<b>Total</b>	<b>37,368</b>	<b>35,331</b>

Average remuneration and its progress disaggregated by sex and age groups (in euros)		2023	2024
< 30 years old	Men	25,669	22,533
	Women	23,918	17,060
	<b>Total</b>	<b>25,465</b>	<b>21,814</b>
30-50 years old	Men	34,926	31,739
	Women	32,986	31,098
	<b>Total</b>	<b>34,595</b>	<b>31,627</b>
> 50 years old	Men	45,239	48,824
	Women	41,534	47,237
	<b>Total</b>	<b>44,831</b>	<b>48,654</b>
Total	Men	37,828	35,772
	Women	34,609	32,806
	<b>Total</b>	<b>37,368</b>	<b>35,331</b>

Average remuneration and its progress disaggregated by sex and professional category (in euros)		2023	2024
GROUPS 1-4	Men	27,129.87	25,943.59
	Women	24,985.16	21,964.59
	<b>Total</b>	<b>26,852.58</b>	<b>25,449.59</b>
GROUPS 5-7	Men	52,633.50	46,669.36
	Women	44,707.06	40,507.37
	<b>Total</b>	<b>51,305.05</b>	<b>45,454.32</b>
GROUPS 0 and 8	Men	139,683.47	133,270.25
	Women	90,826.92	101,020.17
	<b>Total</b>	<b>130,522.86</b>	<b>127,895.24</b>
Total	Men	37,827.51	35,771.98
	Women	34,609.33	32,806.36
	<b>Total</b>	<b>37,367.77</b>	<b>35,331.50</b>

## Wage gap

GRI 2-20, 405-2

Remuneration for equal roles or company average.

Average remuneration and its progress disaggregated by sex and professional category (in euros)		2023	2024
Directors	Men	20,000	20,000
	Women	0	0
	<b>Total</b>	<b>20,000</b>	<b>20,000</b>
Senior management	Men	324,633	390,640
	Women	0	0
	<b>Total</b>	<b>324,633</b>	<b>390,640</b>

Average wage ratio by professional category and age		2023	2024
Directors	GROUPS 1-4	0.92	0.85
	GROUPS 5-7	0.85	0.87
	GROUPS 0 and 8	0.65	0.76
Senior management	< 30 years old	0.89	0.76
	30-50 years old	0.98	0.98
	> 50 years old	0.82	0.97
<b>Total</b>	<b>0.90</b>	<b>0.92</b>	



## Performance assessments and professional development

GRI 404-3

Percentage of employees who receive periodic performance assessments and professional development.

Percentage of employees who receive periodic performance assessments and professional development		2023	2024
GROUPS 1-4	Men	30%	25%
	Women	10%	8%
	<b>Total</b>	<b>20%</b>	<b>17%</b>
GROUPS 5-7	Men	35%	30%
	Women	40%	35%
	<b>Total</b>	<b>30%</b>	<b>25%</b>
GROUPS 0 and 8	Men	100%	100%
	Women	100%	100%
	<b>Total</b>	<b>100%</b>	<b>100%</b>
<b>Total</b>		<b>55%</b>	<b>44%</b>

## Training

GRI 404-1

Total number of hours of training by professional category.

Professional category	Unit	2023	2024
Manager	Hours	95	39
Group 0	Hours	520	178
Group 1	Hours	0	6
Group 2	Hours	305	419
Group 3	Hours	2,456	1,630
Group 4	Hours	1,089	1,342
Group 5	Hours	1,511	1,795
Group 6	Hours	1,206	615
Group 7	Hours	908	60
Group 8	Hours	0	26
<b>Total</b>	<b>Hours</b>	<b>8,090</b>	<b>6,110</b>

## Occupational health and safety matters

GRI 403-9, 403-10

Occupational accidents, particularly their frequency and severity, as well as professional illnesses; disaggregated by sex.

### Accidents and injuries recorded

Workforce on 31 December	2023			2024		
	Men	Women	Total	Men	Women	Total
Number of employees on 31 December in reporting year	486	82	568	579	101	680
Total hours worked during reporting year	805,265	135,905	941,170	959,403	167,357	1,126,760
Number of deaths resulting from an injury caused by an occupational accident	0	0	0	0	0	0
Number of injuries caused by an occupational accident with major consequences (not including deaths)	0	0	0	0	0	0
Number of recordable injuries caused by an occupational accident at Molecor Tecnología	5	0	5	7	0	7
Number of recordable injuries caused by an occupational accident at Molecor Canalizaciones	3	0	3	9	0	9
Number of recordable injuries caused by an occupational accident	1	0	1	7	0	7
<b>Total recordable injuries caused by an occupational accident</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>23</b>	<b>0</b>	<b>23</b>

### Accident rates

Workforce on 31 December	2023			2024		
	Men	Women	Total	Men	Women	Total
Rate of deaths resulting from an injury caused by an occupational accident (No. of deaths/No. Hours worked)*200,000	0	0	0	0	0	0
Rate of injuries caused by an occupational accident with major consequences (No. injuries caused by occupational accident with major consequences [not including deaths]/No. hours worked)*1000	0	0	0	0	0	0
Rate of recordable injuries caused by an occupational accident (No. recordable injuries caused by occupational accident/No. employees)*1000	27.32	0	23.38	31.49	0	31.49

### Accident rate

Accident rate	Units	2023			2024		
		Men	Women	Total	Men	Women	Total
Accident frequency rate	No. occupational accidents with leave that occur for every million hours worked	11.18	0	9.56	19.38	0	19.38
Severity rate	No. working days lost due to occupational accidents with leave for every thousand hours worked	0.55	0	0.47	0.68	0	0.68

### Recorded professional illnesses and health issues

		2023			2024		
		Men	Women	Total	Men	Women	Total
Employees	No. of deaths resulting from an occupational disease or health issue	0	0	0	0	0	0
	No. of cases of recordable occupational diseases or health issues	0	0	0	0	0	0
	No. of cases of recordable occupational diseases or health issues	0	0	0	0	0	0

### Recorded professional illnesses and health issues

The hours of absenteeism include accidents, disease and parental leave. Furthermore, at Molecor Canalizaciones they also include paid leave.

Only for plants in Spain.

	Unit	2023	2024
Molecor Canalizaciones	Hours	26,570.89	30,073.32
Molecor Tecnología		14,027.20	16,781.38
Total absenteeism		40,598.09	46,854.70

# 8. Committed to developing our communities

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## 8 - Committed to developing our communities



GRI:201-1, 413-1

Molecor upholds its firm commitment to helping to develop the communities where it operates through projects that seek to improve people's quality of life, aligning its management strategies with the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda. This commitment is recorded in its **Integrated Quality, Environment, Energy and Prevention Policy**.

In 2023, the company invested €76,377 in various social initiatives, ranging from sports support to donations of pipes and money for water management projects.

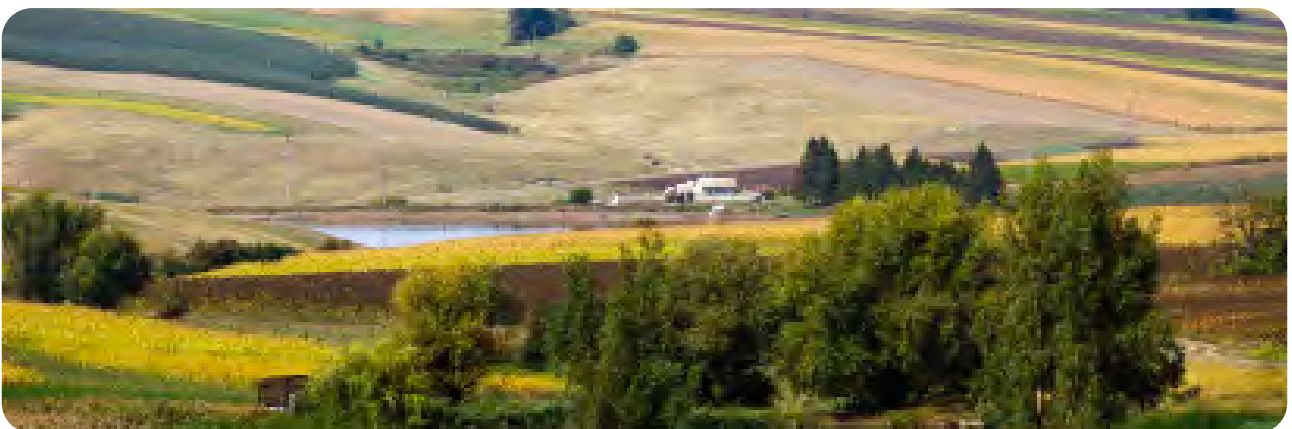
In 2024, investment in social projects amounted to €72,603. Some of the initiatives carried out in previous years have continued to receive support, such as initiatives supporting sport and the communities where the company operates. However, it is the organisation's commitment to humanitarian aid and technological development that truly stands out.

The following social projects, which received investment in 2024, are particularly noteworthy.

### Support for the emergency in Ukraine

At Molecor, we recognise the importance of social action in the initial stages of refugee displacement during a humanitarian crisis caused by extreme circumstances, such as the war in Ukraine, where swift action is required to provide displaced people with shelter, food and medical assistance. For this reason, and for the third consecutive year since the outbreak of the war, we have collaborated with UNHCR through its "Ukraine Emergency" campaign, doing our bit to help refugee families affected by the conflict.

Since the conflict began, millions of people have fled Ukraine in search of safety, resulting in the largest exodus from a European country since World War II. More than 6.9 million people have fled the country, 94% of whom are now seeking refuge in other European countries. The situation is becoming increasingly unstable, delicate and unpredictable. The number of people fleeing is increasing every minute. The UNHCR is providing assistance and emergency supplies on the ground, but the humanitarian need is growing rapidly.





## Construction of a new water network in a Sudanese refugee camp

With more than 1,144,675 refugees and asylum seekers reported at the end of March 2023, Sudan is the second largest host country for refugees and asylum seekers in Africa. Of these, 47% are women, 48% are children and 6% are elderly people. Most of the refugees come from South Sudan, Eritrea, Syria and Ethiopia.

In 2021, "Camp 6" was set up in Blue Nile State to accommodate Ethiopian refugees. It is currently home to more than 9,688 refugees. The average water supply in this camp is 14.6 litres per person per day. Water is transported from the river, which is 4 km away, to refugees and host communities every day, which is expensive and compromises water quality. Therefore, a new 7.9 km water network must be constructed.

At Molecor, we believe that donating pipes is the best way to fulfil our purpose: *"Improve people's quality of life, wherever they are in the world, by providing them with accessible water using innovative, efficient and sustainable solutions"*, especially if it improves the lives of the most disadvantaged, such as refugees. Therefore, in collaboration with UNHCR, pipes have been sent for the construction of a water system to provide the inhabitants of the countryside with drinking water and improve their quality of life. This project has taken more than a year due to the complexity of the operation caused by the war and instability in the country.

## Promoting health and sport

Molecor recognises the key role of sport in achieving the Sustainable Development Goals (SDGs) related to health, education, gender equality, reducing inequality, and community development. For this reason, the company has sponsored various tournaments, a mountain trail race and a grassroots football team.



Grassroots football team



Trail race



## Awareness about women at risk of exclusion from the labour market

To mark **International Women's Day**, whose theme in 2024 was “Born to be excluded?”, Molecor once again joined the Adecco Foundation's latest initiative, with the aim of accelerating the employment of women facing the greatest difficulties and at risk of exclusion.

This initiative is being developed under the social mission *#EmpleoParaTodas* (Employment For All Women) and is aligned with the 2030 Agenda, responding to four Sustainable Development Goals: SDG 1 No poverty, SDG 3 Reduced inequalities, SDG 5 Gender equality and SDG 8 Decent work and economic growth.

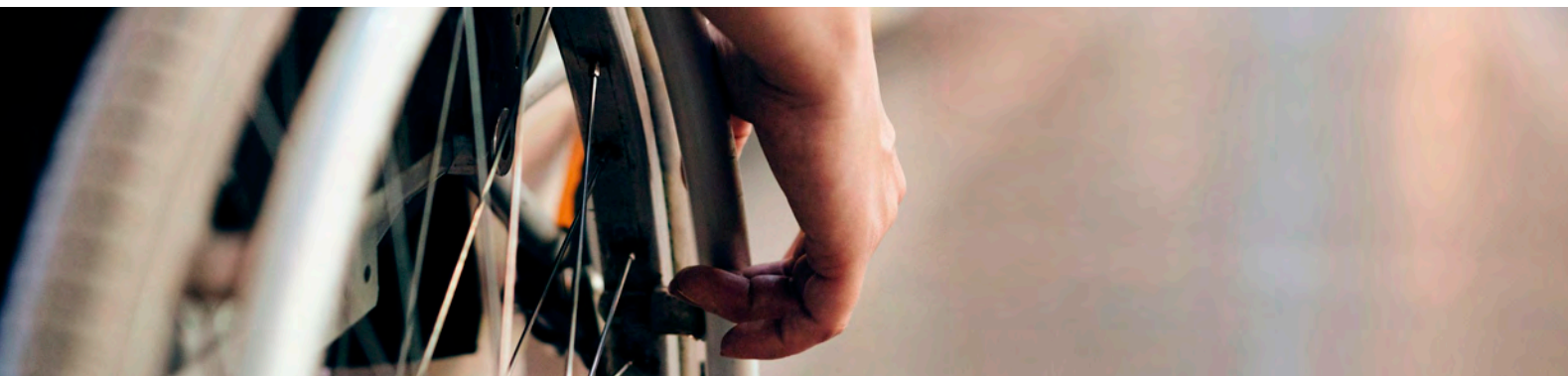
At Molecor, we strive to foster an increasingly inclusive, respectful and equal culture between men and women. This initiative has served to highlight our Equality Plan and raise awareness among our employees of our commitment to diversity, equality and inclusion.



## Integration and inclusion of people with disabilities

Once again, we joined forces with the Adecco Foundation to celebrate International Day of Persons with Disabilities, raising awareness of the Foundation's initiatives through its communication channels with the slogan “Inclusion is Extraordinary”.

Looking ahead to 2025, Molecor will develop a social investment methodology for the communities in which it operates. The aim is to establish impactful social initiatives and open, direct channels of communication with these communities, enabling Molecor to understand their expectations and needs first-hand.



# 9. Protecting the natural environment

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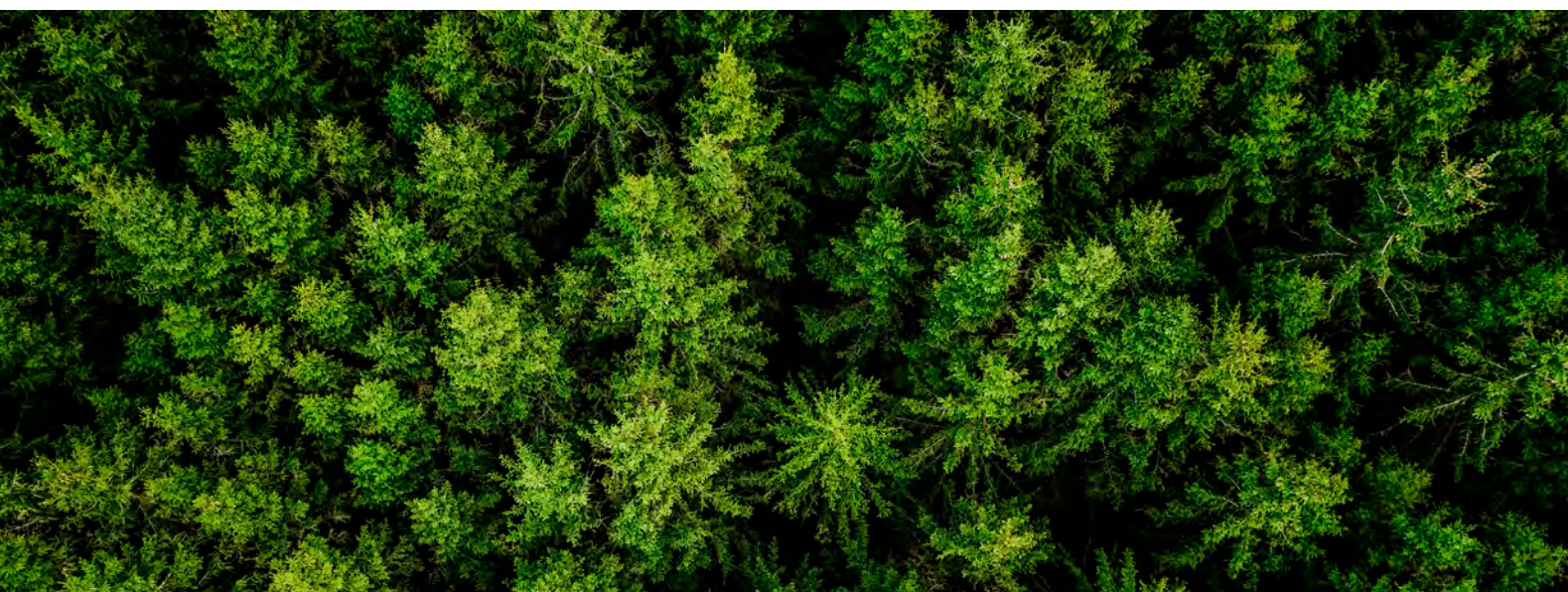
## 9. Protecting the natural environment



The climate emergency, the increase in shortages of raw materials and the crisis of natural resources represent several of the challenges currently facing society worldwide. Molecor recognises the importance of promoting R&D in its commitment to environmental responsibility. To strike a balance between developing its operations and preserving the natural environment, the company takes a precautionary approach. Molecor focuses its efforts on developing increasingly efficient products that prioritise environmental care, in order to minimise its impact on the planet.

Accordingly, Molecor has an integrated **Quality, Environment, Energy and ORP Policy**, demonstrating its commitment to protecting the environment and complying with the principle of not causing harm to the natural environment. It applies to all corporate centres and encourages contamination prevention via Molecor's Environmental Management System. This ensures continuous improvement in corporate environmental performance. The policy sets out a series of environmental commitments:

- Ensure compliance with all applicable legal and regulatory requirements, as well as any other voluntary requirements identified by Molecor in relation to product or service quality, environment, occupational health and safety, and energy efficiency, use and consumption.
- Drive continuous improvement, ensuring the company's future and development by strengthening the processes identified and managing risk.
- Actively commit to protecting the environment and preventing pollution through sustainable production and use of resources.
- Support both the acquisition of energy-efficient products and services that improve our environmental and energy performance, as well as the design of activities that consider energy performance.
- Work to ensure sustainable development, creating value for all stakeholders, aligning management strategies with the United Nations' Sustainable Development Goals (SDGs).



### Environmental sustainability is a part of our DNA

Various studies<sup>13</sup> have recognised PVC-O pipes as one of the most efficient and environmentally sustainable solutions on the market thanks to their outstanding contribution to global sustainable development. For this reason, environmental sustainability forms part of Molecor's product DNA, enabling energy and water savings, reducing CO<sub>2</sub> emissions, and minimising resource usage. This contributes positively to the fight against climate change and the promotion of the circular economy.



Molecor makes every effort in designing and developing PVC products to ensure they are sustainable throughout their entire life cycle. These products reflect the sustainable use of natural resources, energy savings and long-term durability, with only 43% of their components derived from petroleum.

Among the company's sustainable products, the TOM<sup>®</sup> pipe, the EcoFIT<sup>®</sup> fittings, the TR6<sup>®</sup> pipe, and the new SANOR COMPACT pipe, all made of PVC-O, stand out. These products have been designed with eco-design principles in mind to ensure the care and preservation of the natural environment. The globally patented manufacturing process for PVC-O pipes and fittings only uses electricity and offers a very significant improvement in energy efficiency and, therefore, lower CO<sub>2</sub> emissions to the atmosphere, compared with other processes for manufacturing PVC-O pipes and fittings.

Molecor has devoted considerable effort to developing this new technology with the aim of reducing the amount of raw material used in the production of pipes and fittings.

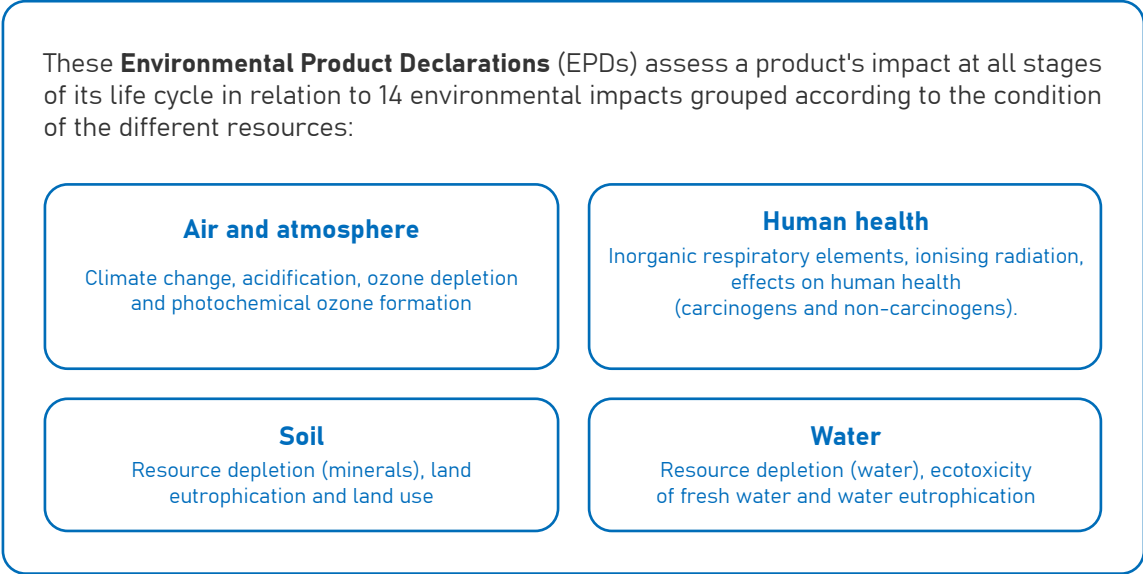
These results have been made possible thanks to the Genuine Air System, which was developed exclusively to manufacture this product. Throughout the entire manufacturing process, the company replaces boiling water with air, optimising resources and developing a highly energy-efficient process that runs solely on electricity. Furthermore, Molecor ensures better health and safety conditions for its professionals by reducing water consumption and eliminating the need for boiling water.

Molecor also promotes innovation and sustainable industrialisation worldwide through its network of customers using its technology and PVC-Oriented products.

In response to the increasing demand for transparency regarding environmental impact, during 2024 Molecor prepared environmental statements for the most important products in its portfolio: [AR<sup>®</sup> soundproof drainage system](#), [TOM<sup>®</sup> pipes](#) and [ecoFIT<sup>®</sup> fittings in molecularly oriented PVC](#), [SANECOR<sup>®</sup> corrugated PVC system](#) and [TR6<sup>®</sup> irrigation pipes](#).

This **Environmental Product Declaration (EPD)** is a voluntary certification which demonstrates the company's commitment to sustainability, as well as its assessment of the environmental impact of its plastic pipe activities. It certifies the accuracy of the information published by Molecor on these products with regard to their greenhouse gas emissions, energy consumption and use of resources, as well as other environmental parameters.

<sup>13</sup> In these studies, there are notable estimates for energy consumption and CO<sub>2</sub> emissions associated with producing, using and disposing of PVC, HDPE, PP, cast iron and concrete pipes (Polytechnic University of Catalonia) and the TEPPFA (European Plastic Pipes and Fittings Association) Environmental Product Declaration for PVC-O.



These Environmental Product Declarations (EPDs), also known as Type III eco-labels, have been developed in accordance with the requirements defined in standard EN ISO 14025. They have also been prepared based on the product's Life Cycle Assessment (LCA), in accordance with standards ISO 14040 and ISO 14044.



The LCA has been carried out from cradle to grave. This means that it provides information on the environmental impact of these products throughout their entire lifecycle, from raw material extraction to final disposal, including manufacturing, distribution, installation and use. The Product Category Rules (PCR) that apply are EN 15804:2012+A2:2019, "Sustainability in construction. Environmental product declarations. Basic product category rules for construction products". This PCR defines the following: the environmental parameters to be reported; the life cycle stages to be considered; the processes to be included in each stage; the rules for calculating the life cycle inventory (LCI); the impact assessment; and the conditions for comparability between EPDs.

The LCA assessment was carried out using the most up-to-date version of the SimaPro software available at the time, taking into account the emission factors from the Ecoinvent database.

AENOR was the independent body responsible for verifying the information provided by the company in order to assess the environmental performance of Molecor products, thereby guaranteeing its reliability and accuracy. Similarly, the company has registered the EPDs as an administrator within the Global EPD programme, which is recognised by the ECO Platform.

Through these ecolabels, Molecor aims to promote the sustainable construction of water infrastructure, emphasising the importance of preparing and verifying EPDs as a vital tool for reducing the construction sector's environmental impact.

## Environmental insurance

Molecor has taken out an environmental liability insurance policy for its plants in Antequera, Alcázar de San Juan and Alovera, in compliance with national legislation, so it may address any potential environmental impacts that may arise from its corporate activity. This insurance policy offers cover of EUR 3 million, mainly for civil and environmental liability and prevention expenses.

Environmental liability is currently included in the company's general policy for the Loeches and Getafe centres, covering up to one million euros in civil liability for environmental pollution.

Furthermore, with regard to the circular economy, Molecor continues to post a bond of €33,700 in favour of General Management of the Circular Economy in relation to the closed fibre cement store at the Alcázar plant.

### 9.1 - Caring for the natural environment

GRI: 2-27, 3-3

Molecor's environmental management model falls within an Integrated Quality, Environment, Energy and Occupational Risk Prevention System that is globally aligned with the requirements of ISO 14001:2015 and, more specifically for energy issues, with ISO 50001:2018. Taking the entire life cycle of products into account, this system provides procedures and tools for identifying environmental aspects and assessing potential risks. The aim is to implement controls, prevent or reduce possible environmental impacts, involve all stakeholders and develop activities related to the corporate business, thereby motivating the workforce and suppliers to enhance their environmental performance.

This management system has been implemented at all of Molecor's production plants in Spain to promote and develop care for the natural environment. It is also certified by AENOR<sup>14</sup>.

At the Getafe plant, there are procedures in place to ensure legal compliance and operational control of waste management and consumption.

Molecor has devoted considerable effort to implementing measures that strengthen operational control in its production centres, particularly in its international locations. Consequently, they have all systematically implemented operational control management in environmental matters. Similarly, progress has been made in implementing the other environmental management areas defined in the ISO 14001 standard. These include environmental aspects and the applicable local legal requirements, all of which are in line with the organisation's environmental guidelines.

In addition to the Quality and Environment Director, who heads the department, the company employs an Environment Manager. This person is responsible for coordinating environmental management at a corporate level, as well as promoting the implementation of new environmental initiatives. In addition, each centre has a Quality and Environment Manager, who oversees the operations of each plant.

<sup>14</sup> The following plants currently have ISO 14001 certification: Loeches, Alovera, Alcázar de San Juan and Antequera.



# Environmental risk management

The company regularly identifies potential environmental risks that may arise from its operations. This is achieved through a SWOT analysis and the implementation of the corporate “Risk Identification and Assessment” procedure. This procedure involves identifying and assigning weights to risks for subsequent management. All of this takes into account the impact of climate change on the company's operations.

Molecor has various tools to control risks of spillage, leaks and other incidents that may occur when developing operations at its corporate production plants. The company has prepared plans associated with these potential identified risks that may have an environmental impact, setting out an environmental preparation and emergency response protocol.

It also identifies and evaluates the environmental aspects and legal requirements applicable to each centre. This procedure applies to centres certified under the Environmental Management System. These procedures are partially implemented at plants that have not yet been certified, and efforts to advance these environmental blocks have continued throughout 2024.

Molecor did not record any environmental incidents or emergency situations in 2024, a trend that continued on from previous years, since the company has never recorded an incident in this matter.

Furthermore, Molecor did not incur any significant fines or penalties for non-compliance with environmental laws or regulations in 2024.

## 9.2 - Climate strategy

GRI: 3-3, 302-1, 302-2, 302-3, 302-4, 305-1, 305-2, 305-3

Molecor accepts the importance of fully reducing the impact resulting from global warming and, therefore, it is endeavouring to respond to the climate emergency.

The company makes an intrinsic contribution to decarbonisation of the economy through its products as well as its responsible production processes.

The ESG Strategic Plan, which includes climate ambitions and sets the goal of becoming climate neutral (Net Zero) by 2040, was drawn up in 2023. To this end, various actions have been taken in 2024, particularly with regard to calculating the Organisational Carbon Footprint, including Scope 3, to enable the climate strategy to be set in place.

The Decarbonisation Plan, due to be finalised in early 2025, will establish science-based short- and long-term reduction targets in line with the Paris Agreement.

In order to continue promoting corporate development in this area, the roadmap that will enable the actions proposed in the Plan to be carried out will also be defined.



## Making progress with our Decarbonisation Plan

Molecor is committed to achieving the goals set out in the Paris Agreement and the European Green Deal. To this end, the Sustainability Strategy Plan specifies a goal to be a net-zero company by 2040.

In order to achieve this ambition, Molecor is developing a roadmap for its decarbonisation action plan and setting science-based reduction targets.

Among the actions carried out in 2024, the following are worth highlighting:

- Calculation and verification of Scope 1 and 2 of the Organisational Carbon Footprint for 2022 and 2023.
- Inclusion of Scope 3 in the Organisational Carbon Footprint calculation for 2024.
- Implementation and certification of the Energy Management System in accordance with ISO 50001 across the Alovera, Alcázar de San Juan and Antequera plants.

## Energy consumption

It should be noted that energy consumption at production centres is almost entirely electrified, as it is primarily dependent on electricity consumption to power the machinery used in the manufacturing process, as well as the offices and corporate buildings.

To improve our environmental impact in terms of electricity consumption, the Energy Management System was implemented at the Loeches plant in accordance with the ISO 50001 standard during 2022, and is currently in the final stages of certification. The system is set to be implemented at the Alovera, Antequera and Alcázar de San Juan plants in 2024, with certification expected by the end of the year.



Specifically, the ISO 50001 standard covers the following points:

- ◉ Conducting an inventory of energy-consuming equipment.
- ◉ Identifying and quantifying significant energy uses and consumption.
- ◉ Energy review in compliance with Royal Decree 56/2016.
- ◉ Defining the energy baseline, which will be used to measure the energy savings achieved.
- ◉ Continuous monitoring and measurement.
- ◉ Establishing energy saving measures (ESMs) for the most energy-intensive consumption and equipment.
- ◉ Drafting and implementing the action plan for the established ESMs.

The Energy Management System has been incorporated into the organisation's existing Integrated Quality and Environmental Management System. Therefore, the PDCA cycle of continuous improvement is also employed to enhance the energy efficiency and performance of the facilities.

To advance improvements to the energy efficiency of production processes, energy audits were carried out at the centres in Loeches, Alovera, Alcázar de San Juan and Antequera in the last quarter of 2024. These audits identified a large number of energy-saving measures (ESMs) that will begin to be implemented in 2025. In 2025, a study of all the ESMs detected will be carried out to create short- and long-term roadmaps for their implementation. This will improve the energy efficiency of the facilities and reduce the company's carbon footprint, contributing to the fight against climate change.

## Energy consumption

The organisation's electricity consumption comes from the conventional grid. Molecor purchases this electricity daily on the market, either with the support of a management company or through a trading company, depending on the production centre.

Energy source	Consumption source	Unit	2023	2024 <sup>15</sup>
Renewable	Electricity (Photovoltaic + Hydroelectric)	kWh	1,703,992	1,690,189
	Electricity (GoO)	kWh	10,500,000	15,670,000
Non-renewable	Electricity	kWh	30,453,975	32,307,934
	Diesel (Fuel A)	L	656	56,175
	Fuel oil (Fuel B)	L	102,458	122,743
	LPG	L	2,986	4,083
	Petrol	L	6,938	41,206
	Adblue	L	-	784

In 2024, Molecor Tecnología and Molecor Canalizaciones renewed their energy-intensive consumer certificates for their facilities in Loeches, Alcázar de San Juan, Alovera and Antequera.

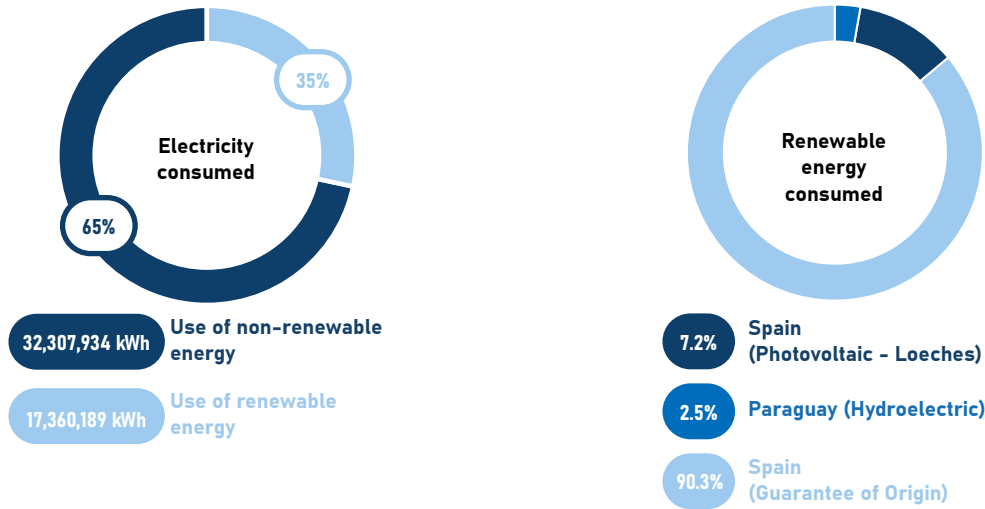
<sup>15</sup> Grade A diesel and petrol consumption has increased because consumption by commercial vehicles at all centres has been recorded and included.

## Renewable energy consumption

In 2024, Molecor continued to use the photovoltaic panel facility with a PPA (Power Purchase Agreement) for self-consumption. This facility has been operating since 2022 on the roof of the Loeches production plant, where the company manufactures TOM® pipes and ecoFIT TOM® fittings in molecularly oriented PVC (PVC-O). The installation has 3,170 solar panels on the roof of the facilities capable of generating 1,413,490 kWh of energy per year, with an installed power of 1,077 kW.

In addition, guarantees of origin have been acquired for some of the electricity sourced from plants in Loeches, Alcázar de San Juan, Alovera and Antequera, all of which are located in Spain.

It should be noted that the Paraguay plant uses 100% renewable electricity, which comes from the country's hydroelectric power sources.



Thanks to this initiative, Molecor is contributing towards achieving the goals set out in the PNIEC (Integrated National Energy and Climate Plan) 2021-2030, which consist of a 23% reduction in greenhouse gases compared to 1990.

Using these renewable energies reduces emissions and therefore increases our contribution to the fight against climate change. Compared to 2023, emissions avoided through the use of these renewable sources have increased by 4.8%.

Location	2023 Total emissions t CO <sub>2</sub> eq	2024 Total emissions t CO <sub>2</sub> eq
Photovoltaic (Loeches)	344.08	324.8
Guarantee of Origin (M.T. Loeches and M. Canalizaciones)	2,730.00	4,074.2
Hydroelectric (Paraguay)	98.97	114.7
<b>Total</b>	<b>3,173.05</b>	<b>4,513.6</b>
<b>% of emissions avoided Compared to total</b>	<b>18.6%</b>	<b>23.4%</b>

In this context, the company will continue to promote renewable energy by studying how to install photovoltaic panels at its various plants.

## Emissions

Molecor deems it relevant to monitor and control emissions caused by its corporate operations.

On the one hand, the company monitors air quality (**diffuse emissions**) by measuring particulate matter in the atmosphere at its Loeches, Alcázar de San Juan, Alovera and Antequera plants.

According to the Inventory of Potentially Contaminating Activities for the Atmosphere (*Catálogo de Actividades Potencialmente Contaminadoras de la Atmósfera - CAPCA*), Molecor's activity is framed as a Group C activity, for which reason the company must perform internal and external emission controls (through an authorised control body) every two and a half and every five years, respectively. In 2024, the corresponding inspection was conducted at the Loeches plant, with positive outcomes.

In terms of **emissions from the use of refrigerant gases** in air conditioning and refrigeration operations, different types of refrigerant were recharged in 2024.

Refrigerant gas	Unit	2023	2024
R-407C	Kg	0.00	22.00
R-410A	Kg	98.15	12.00
HFC-134A	Kg	18.6	0.00
HFC-32	Kg	0.7	0.00

In terms of **greenhouse gas (GHG) emissions**, Molecor recognises that addressing the climate emergency and facilitating the transition to a low-carbon economy is an ongoing endeavour. The company is committed to working towards the climate neutrality targets outlined in its Strategic Sustainability Plan, thereby aligning itself with the objectives established in the Paris Agreement to combat climate change.

Significant progress has been made in calculating the **Organisational Carbon Footprint** in 2024, with the calculation of scopes 1 and 2 for 2022 and 2023 having been developed and verified to include all production centres.

The Scope 1 calculation includes fossil fuel consumption in internal material transport operations and by vehicles, primarily for commercial purposes. This calculation also takes into account the fugitive emissions resulting from the use of fluorinated gases in the facility's refrigeration and air conditioning systems.

The electricity consumption of all production centres has been taken into account for the calculation of Scope 2. The non-renewable fraction was acquired either by purchasing directly from a Nominated Electricity Market Operator (NEMO — the electricity market operator designated for managing the daily and intraday electricity markets in the Iberian Peninsula, according to European terminology) or by contracting electricity from various suppliers. The renewable energy consumed originates from a variety of sources, including the solar photovoltaic installation at the Loeches plant under a PPA agreement, hydroelectric power plants supplying the entire country of Paraguay, and the purchase of electricity with Guarantees of Origin certificates from renewable sources.

This calculation is currently being submitted to the Spanish Office for Climate Change (OECC), which is part of the Ministry for Ecological Transition and Demographic Challenge (MITERD).

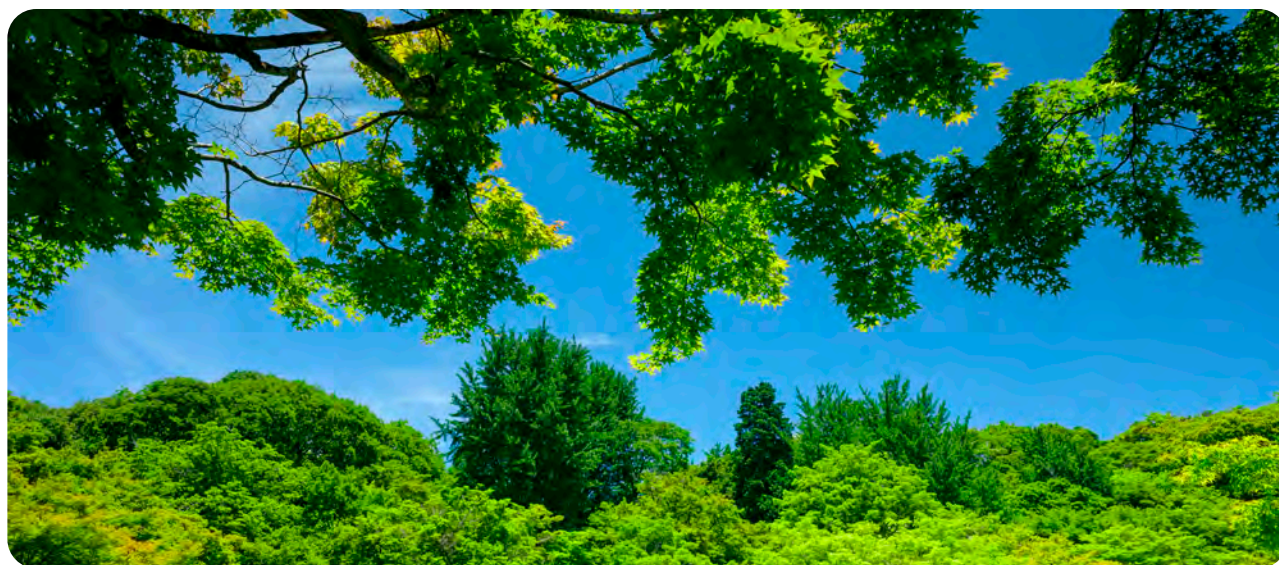
Analysis of the Organisational Carbon Footprint calculation for 2024, which will be verified in the first half of 2025, shows a 10.5% reduction in Scope 1 emissions. This is due to replacing internal transport vehicles that used fossil fuels with electric vehicles and reducing refrigerant gas consumption. In the case of Scope 2, there has been a slight increase of 6.2% due to higher annual production at several production centres. This has led to increased electricity consumption, as all the machinery is electric. It should be noted that the production process is almost entirely electrified.

HGHI emissions t CO <sub>2</sub> eq		2023 <sup>16</sup>	2024 <sup>17</sup>
Scope 1 <sup>18</sup> Direct emissions		732.70	647.7
Scope 2 <sup>19</sup> Direct emissions	Market approach	13,881.8	14,750.3
	Location approach	11,656.2	13,275.7
<b>Total Scope 1+2 (Market approach)</b>		<b>14,614.5</b>	<b>15,406.15</b>
<b>Total Scope 1+2 (Location approach)</b>		<b>12,388.9</b>	<b>13,931.53</b>

In this new Footprint, Scope 3 has been added in addition to Scopes 1 and 2, which are already implemented. To this end, the most significant categories within this scope were first analysed to determine the information to be collected, and calculation procedures and methodologies were defined for each category. This calculation of the Organisational Carbon Footprint across the three scopes has formed the basis for setting science-based reduction targets and creating the associated action plan. This plan will be implemented in early 2025 as part of the Decarbonisation Plan.

Looking ahead to 2025, progress will be made in refining the methodologies established for the most significant Scope 3 categories and defining those for categories not analysed in 2024. This will enable the calculation of this new scope to be completed with greater accuracy and precision.

The emission factors used to calculate the Organisational Carbon Footprint are derived from a variety of sources. For all data relating to Spain, the figures indicated in the “Emission Factors v4” document published by the Ministry for Energy Transition and Demographic Challenge in May 2024 have been used. In addition, the emission factor for the national mix provided by the Spanish Electricity Network has been used. For data on plants in Malaysia, Paraguay and southern Africa, emission factors provided by Ecoinvent 3.9.1 (cutoff by classification) were used. However, for diesel B and LPG, emission factors provided by the GHG Protocol v2.0 (March 2024) were used instead.



<sup>16</sup> The data for 2023 has been updated since the previous report was published, as the Organisational Carbon Footprint report for 2022 and 2023 was prepared and verified in December 2024.

<sup>17</sup> The HCO Scope 1 and 2 data for 2024 are unverified at the time of writing this NFIS report. Nor is the calculation of Scope 3 available at the close of the NFIS report.

<sup>18</sup> The Scope 1 data reported is derived from the consumption of fossil fuels by internal transport trucks and vehicles, primarily commercial vehicles under lease, as well as fugitive emissions from fluorinated gases used in the facilities' refrigeration and air conditioning equipment.

<sup>19</sup> The data reported for Scope 2 consider the use of electrical energy in both offices and factories at all production centres.



What's more, Molecor has introduced a number of measures to further its commitment to reducing the environmental impact of its energy use:

### Gradual transition to renewable electrical energy consumption

- Purchase of renewable energy with Guarantee of Origin (GoO) for the Loeches, Alovera, Antequera and Alcázar de San Juan plants.

### Implementation of Energy Saving Measures (ESMs)

- Change to LED lighting at the Loeches, Alcázar de San Juan, Antequera and Alovera plants.
- Lighting time control in several areas of the Antequera plant.
- Replacement of skylights to improve natural lighting in the Alcázar de San Juan warehouse.
- Automating and optimising the operation of grinding equipment in Loeches.
- Replacement of old balers with new, more efficient equipment in Alovera.
- Replacement of mixer and improvement of facilities in the mixing area at the Alovera plant.

### Drive and commitment to innovation and digitalisation

- Investment in machinery at Molecor Paraná's new plant in Paraguay.
- Investment in machinery to produce new items currently under development.
- Monitoring energy consumption through Industry 4.0 digitalisation processes.

### Awareness raising and training on environmental, energy issues and climate change

- Training in ISO 50001 in connection with the implementation of the EMS at the centres in Alovera, Antequera and Alcázar de San Juan.
- The internal and external communication plan covers issues such as energy, climate change, atmospheric protection and the Organisational Carbon Footprint, etc.

### Implementation of the Energy Management System (EMS) according to the ISO 50001 Standard

- Implementation and certification of the EMS at the Alovera, Antequera and Alcázar de San Juan plants.
- Monitoring certification of the EMS at the Loeches plant.
- Energy studies at the Alovera, Antequera, Alcázar de San Juan and Loeches plants in order to identify and define an Energy Saving Measures (ESM) programme.



## Risks and opportunities arising from climate change

In anticipation of climate reporting requirements, and to understand the potential impact of climate change on its activities, Molecor has taken steps to advance in this area.

The 2023 Strategic Sustainability Plan defined certain climate-related actions, including conducting a climate risk analysis and aligning with the TCFD (Task Force on Climate-Related Financial Disclosures) and the Paris Agreement, to help combat climate change.

This **Climate Risk Analysis** project is based on initiatives such as the TCFD recommendations, the European Taxonomy's adaptation criteria and the CSRD's reporting standard on climate (ESRS E1). It has identified both physical and transition risks and opportunities (IROs). The associated economic impact has also been assessed and quantified for time horizons of 2030, 2040 and 2050.

In the case of physical risks, nine were identified, for which the level of exposure and vulnerability of the company's assets was analysed, and the IRO-related economic impact was quantified.

In the case of transition risks, in addition to the temporary scenarios listed above, two additional scenarios were also considered in the assessment: fulfilment of the Paris Agreement and continuation of current climate policies. Regulatory, market, reputational and technology risks, and market, product, resource and energy efficiency and resilience opportunities were identified.

This study, which is due to be completed in the first quarter of 2025, will address the transition risks related to climate change that were identified in previous studies for which this level of detail was not yet available:



### 9.3 - Circular economy

GRI: 3-3, 301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5

The plastics industry has been recognised by the European Union as one of the priority action sectors within its European Circular Economy Action Plan. In response to the challenges posed by circularity, Molecor is developing initiatives to help transform the linear economy into a circular model. This involves taking waste production and management into account in its operations, and conveying these values to its workforce, partners, suppliers and clients.

As part of Molecor's future ambitions, as defined in the company's ESG Strategic Plan, it has set itself the goal of promoting circularity in the sector. This will be achieved through actions such as extending the life cycle of its products, analysing the circularity of PVC-O pipes and establishing a policy on the circular economy.

In 2024, the company achieved different notable milestones, such as:

**Development of new products using material recycled externally to the organisation**

**The management of waste at the Alovera, Antequera and Alcázar de San Juan centres is derived from the implementation and certification of the OCS (Operation Clean Sweep) programme. Good practices and loss management have prevented the unintentional release of microplastics into the environment.**

**Plug development for TOM® pipes using recycled material from fishing nets recovered from the Mediterranean Sea by Gravity Wave.**

**Caring for the seas and contributing to the Circular Economy.**

Molecor has developed a circular project involving the production of TOM® pipe plugs using recycled materials supplied by Gravity Wave. Gravity Wave removes plastic waste, primarily fishing nets, from the seabed of the Mediterranean and Spanish ports. This waste is then transformed into recycled material for use in manufacturing new plastic products.

**Material consumption and reuse**

The company has implemented an industrial reprocessing system at all its production sites for products that have been discarded from the production process for various reasons. As a result, its manufacturing processes are almost entirely circular, as almost all of the PVC waste generated is reprocessed and reused in the production of new pipes and fittings, thereby supporting the principles of the Circular Economy. This ensures that only a very small amount of PVC waste is generated.

A further step has also been taken in the reuse of manufacturing surpluses, as waste from pipe cutting is reprocessed and reused. Currently, this is only possible at the Loeches centre. This procedure enables almost all by-products generated during production to be reused, resulting in virtually zero waste of the main raw material, PVC. In 2024, efforts to find alternatives to minimise PVC waste generation and recover its value continued, but no significant progress was made due to an inability to find recyclers to manage this waste.

In terms of the consumption of post-consumer recycled materials, both the R&D department and the various production plants made progress in developing new eco-designed products in accordance with the principles of the Circular Economy during 2024 which will use external recycled materials. These products will be launched on the market throughout 2025.

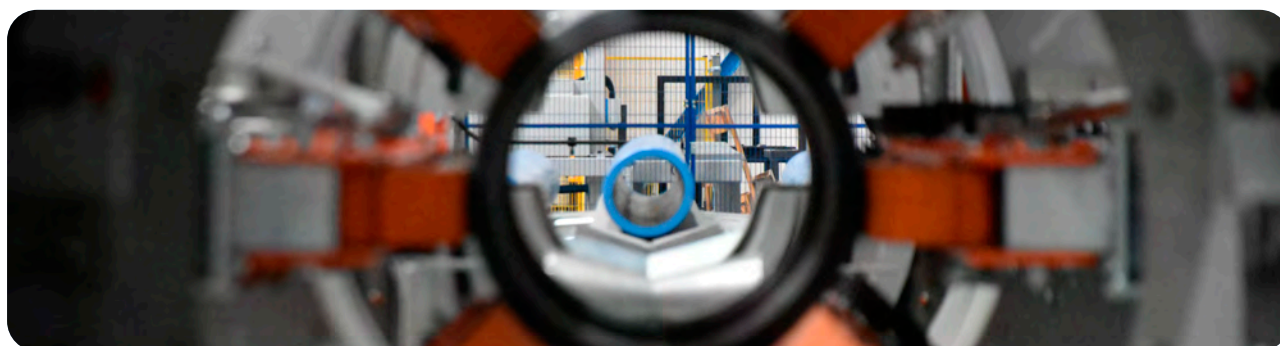
Using this recycled material, which is a combination of pre- and post-consumer waste, helps the European Union to meet its Circular Plastics Alliance (CPA) target of using 10 million tonnes of recycled plastic to manufacture new products by 2025.

It is worth highlighting that PVC is a 100% recyclable material that can be reused to manufacture new plastic products without losing its original properties.



The manufacture of Molecor's pipes and fittings requires the use of various raw and auxiliary materials.

Consumption of raw and auxiliary materials		
	2023	2024
PVC resin	59.110	58.868
Non-virgin PVC resin	9.284	13.224
Additive	4.045	4.078
Calcium carbonate	4.035	4.719
Pigment	180	157
PP pellets	549	651
Wood <sup>20</sup>	2.973	3.956
Cardboard	433	591
Plastic <sup>20</sup>	163	192
Metal	34	29
Rubber <sup>20</sup>	476	551
Marking ink	0,2	0,1
Oil	1,9	5,4
Lubricant	3,6	3,9
Cleaning solvent	1,0	1,3



<sup>20</sup> Data for the Wood, Plastic and Rubber categories for 2023 has been updated following the incorporation of pending information at the close of the 2023 Molecor SEA plant report.

## Commitment to zero microplastics loss

As part of the plastics industry value chain, Molecor takes responsibility for its activity in the manufacture of PVC pipes and fittings, as well as the proper management of plastic waste. For this reason, it has been recognised as a **#CommittedIndustry** in the preservation of ecosystems. Thus, all manufacturing plants in Spain adhere to the voluntary Operation Clean Sweep (OCS) programme, the goal of which is to reduce the unwanted release of microplastics into the environment.

### Driving and certifying our commitment to zero pellet losses

At the Loeches plant, PVC shavings are reused by incorporating PVC waste into the production of new PVC-O products. Furthermore, to demonstrate its commitment to achieving zero emissions of granulate particles, the company has had its performance in this area certified by the OCS Europe programme at its Loeches, Antequera, Alovera and Alcázar de San Juan plants.

Adherence to the OCS programme implies commitment and involves diagnosing the situation at each plant, mapping potential emission sources and assessing risk, as well as applying good cleaning practices, controlling plastic raw materials, and implementing actions to prevent and mitigate potential environmental leaks at all stages of the production process. This includes providing training and raising awareness among all employees.

To reiterate this commitment, the production plant in Loeches obtained the corresponding AENOR certificate of conformity in accordance with the requirements of the OCS Europe scheme in 2021. This was followed by the rest of the production plants in Spain in 2023, including Alovera (Guadalajara), Alcázar de San Juan (Ciudad Real) and Antequera (Malaga).

The programme will be implemented gradually at overseas plants over the coming years.

With this goal in mind, Molecor has managed to:

- Identify all points that are likely to generate a loss of plastic particles in its corporate industrial facilities.
- Determine needs and introduce the appropriate improvements to prevent microplastics from reaching the natural environment.
- Implement emission point elimination and loss containment measures to prevent pellets from reaching the public network.
- Involve all Molecor staff in zero-loss monitoring and control tasks.

To ensure its team is prepared to meet this requirement, the company has created an annual awareness and training programme under the motto **"We're all OCS"**. This programme focuses on the employees involved in preventing plastic raw material spillages in particular. In addition, information panels have been installed on each floor to show the progress of the programme to the entire workforce.

The company is also working hard to extend this initiative across the entire value chain. Suppliers and subcontractors operating within Molecor's facilities are informed directly via signage and internal communications. The company communicates with external audiences through its information channels, such as the corporate website, media coverage and social networks, as well as informative talks at various forums.

This voluntary initiative is enabling Molecor to align itself with the requirements of the new European Union legislation on microplastics and pellet loss, which is due to come into force next year.

### Molecor is a leading company in the OCS Management sector

Molecor's plant in Loeches was the venue for the second OCS Showtour, organised by industry associations ANAIP and Plastics Europe. Government institutions in attendance included the Loeches Town Council, the Ministry for Ecological Transition and Demographic Challenge, the Regional Ministry of the Environment of the Community of Madrid and the certification body AENOR. Companies from across the value chain were also present.

Molecor presented the best practices implemented within the company, which could then be observed first-hand during the visit to the facilities.



### Waste management

Molecor's waste management approach is guided by internal corporate regulations and carried out by an authorised management company. This procedure distinguishes between hazardous and non-hazardous waste, and it establishes a record of the waste generated, separation guidelines, labelling and waste storage at each production plant. The goal is to guarantee correct waste management and disposal, and to minimise any forms of contamination arising from possible spillages.

Due to its main activity, Molecor also handles waste from PVC, which is generated during the manufacture of its pipes and fittings. However, as part of its commitment to the circular economy and European targets for the use of recycled materials, the company reuses waste material from its production processes once it has been reprocessed, either internally or externally. This material is then reintegrated into the manufacturing process for new products, resulting in a low PVC waste rate thanks to the circularity of its production processes.

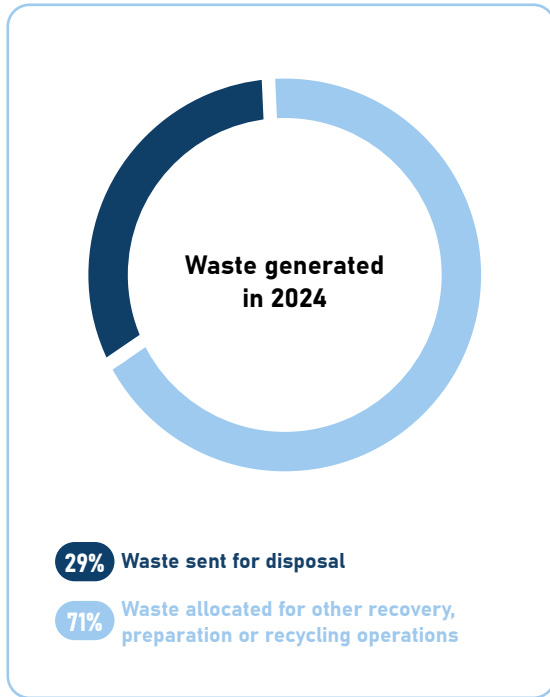
Molecor complies with all current European legislation in this area and does not use any substances of very high concern (SVHCs), such as additives based on lead salts, in the formulation of its products. Furthermore, it encourages licensees who purchase Molecor technology in countries where this compound is still permitted for use to replace it in the manufacturing process with calcium-zinc salt additives.



To ensure that its waste management complies with the most rigorous control standards, Molecor implements a series of measures.

- In terms of prevention, the company carries out preventive maintenance on its facilities to avoid environmental emergencies that could be caused by waste.
- With regard to recycling, the company has stores and facilities to correctly separate all waste. Authorised waste management companies are responsible for managing this waste. In some centres, municipal services are responsible for solid urban waste. Thus, the company promotes other forms of waste recovery and disposal.
- Regarding reuse, the company has facilities at its production plants, which allow PVC waste from by-products and non-compliant products to be reprocessed internally and then be reused in the production process. In the case of PVC-O, the company has gone one step further, since PVC waste generated during product cutting processes and in the internal reprocessing facility is sent to an external recycler, which, once reprocessed, returns it to the factory for reuse. This allows Molecor to contribute to the goals of the Circular Plastic Alliance (CPA) regarding the use of recycled plastic material when manufacturing new plastic products.
- Through authorised management companies, Molecor promotes other forms of waste recovery and disposal. For example, PVC waste that cannot be reused internally is sold to external recyclers for recovery.
- Regarding external recycling, progress continued in the development of new products containing recycled material from facilities outside Molecor during 2024. These new products will be launched in 2025, enabling the company to increase its contribution to the circular economy and help achieve the European targets set out in the CPA for using recycled plastic materials.

Waste generated (MT)	2023	2024
<b>Hazardous waste</b>		
Absorbents	5.6	6.5
Used oil	16.6	14.8
Water with hydrocarbons	3.7	2.3
Water with paint	8.3	10.2
Aqueous cleaning fluids	26.4	12.7
Other	4.0	4.6
<b>Non-hazardous waste</b>		
Paper and cardboard	72.1	75.7
Scrap	69.2	141.3
Film	3.8	3.5
Sewage sludge	10.0	6.9
Wood	140.0	155.6
Plastics <sup>21</sup>	267.6	4.4
RSI <sup>21</sup>	403.6	709.2
USW	11.8	14.7
Other	0.09	0.04
<b>Total</b>	<b>Hazardous</b>	<b>64.7</b>
	<b>Non-hazardous</b>	<b>51.1</b>
		<b>978.1</b>
		<b>1,111.4</b>



With regard to PVC waste management, it should be noted that virtually all of the waste is reused in the production of new pipes and fittings. This means that the manufacturing processes are almost entirely circular and contribute to the principles of the Circular Economy. In 2024, 97,7% of waste was reused, marking a 1.9% increase on the previous year.

### PVC waste managed in 2024



PVC waste sent to landfill is recorded under each plant's ISW category and its weight is unknown. The graph shows the amount of waste sent to landfill under the OCS programme, which is accounted for separately and also included under ISW.

We are also actively working to minimise the rest of the waste generated.

<sup>21</sup> The 2023 data has been adjusted due to the reorganised information on these two types of waste.

## Extended Producer Responsibility

The enactment of Spain's new Law 7/2022 on waste management and contaminated soil for a circular economy has strengthened the Extended Producer Responsibility (EPR) regime. This system means that manufacturers are responsible for managing products that become waste once they have been used. The aim is to promote prevention and improve reuse. In the case of industrial packaging, Extended Producer Responsibility has been established through Royal Decree 1055/2022 relating to packaging and packaging waste.

To comply with the Extended Producer Responsibility requirements applicable to packaging placed on the Spanish market by Molecor, the company joined ENVALORA in 2022. ENVALORA is a collective Extended Producer Responsibility (EPR) system, in which Molecor has been involved in the development and financing since its inception. In 2024, Molecor continued to contribute to the development of management operations for various types of waste.

In 2024, Molecor complied with the obligations set out in the Royal Decree: Registration as a Product Producer (RPP) with the Ministry for the Ecological Transition and the Demographic Challenge (MITERD) and inclusion of the RPP number on invoices and Packaging Declarations for the 2023 financial year.

The company is developing an ERP (Enterprise Resource Planning) methodology to improve the management of packaging and containers associated with products sold. This will facilitate the submission of information required by new legislation in the annual declaration. Furthermore, this methodology will ensure compliance with the obligation to disclose contributions to the Extended Producer Responsibility (EPR) scheme, which is due to come into force in 2025.

Molecor has joined the Collective Sector Plan developed by ENVALORA for 2024 in response to another obligation arising from the Royal Decree on packaging, which requires the development of a Business Plan for Prevention and Ecodesign (PEPE). The roadmap for this plan will be defined in 2025, when the implementation of the defined actions will also begin.

In France, Extended Producer Responsibility (EPR) was applied to construction products in the building sector, known as PMCB (*Produits et Matériaux de la Construction et du Bâtiment*). In 2023, Molecor continued to adhere to SCRAP VALOBAT, voluntarily taking on the responsibilities that come with this membership. These include paying the relevant eco-contribution, submitting an annual declaration of PMCBs placed on the French market and showing the eco-contribution on the invoice. All of this is intended to make it easier for French customers to manage their EPR (*Responsabilité Élargie du Producteur*) obligations.



## 9.4 – Sustainable water management

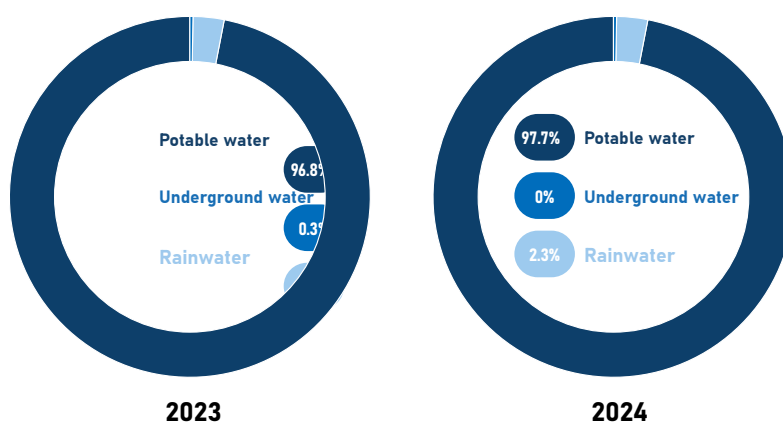
GRI: 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Molecor acknowledges the importance of preserving water as an essential natural resource and it has integrated this consideration in its business model. For this reason, the company manufactures infrastructure that guarantees optimal water management while it is piped.

The company mainly consumes water at its manufacturing centres, where the best resource reduction and optimisation processes are implemented. Furthermore, Molecor's corporate offices and buildings encourage efficient, responsible potable water use.

One of its most notable initiatives is implementation of a water circularity system at the Loeches plant, which harnesses the rainwater collected on the facility's roofs and integrates it in the production process; all other water consumed at this plant is supplied by tankers. The company's other production plants, both in Spain and abroad, consume water from the potable water supply that comes from the corresponding municipal network.

### Water consumption



Consumption source (m <sup>3</sup> )	2022	2023
Potable water	22,214	28,381
Rainwater	681	681
Underground water	60	0

The observed increase in consumption is due both to the incorporation of Molecor Paraná consumption, which was unavailable in 2023, and to increased consumption at several production centres, primarily in South Africa, resulting from increased production. Information on bottled water consumption has also been added, which was not included in 2023.

Molecor recognises the need to build water resilience across its global operations and supply chains, and is committed to collaborating with others to achieve a positive collective impact on water. Therefore, the company will implement a water footprint calculation in 2025 to gain a better understanding of the impact of its activities. Building on this, it can develop a series of strategies to reduce its water footprint and integrate water resilience into its policies and practices. This will enable the company to adapt to and mitigate the impacts of long-term changes in the water system. These actions will support the preservation of ecosystems that provide water resources, thereby accelerating progress towards achieving SDG 6: Clean Water and Sanitation.



## 9.5 – Biodiversity protection

GRI: 3-3, 304-1, 304-2, 304-3

Molecor is committed to caring for and protecting biodiversity in the areas in which it operates, striving to minimise the potential environmental impact of its activities and encouraging the conservation of ecosystems.

The company continues to work closely with public institutions to protect the local species that interact with its facilities. For example, at the Alcázar de San Juan production centre where two white stork (*Ciconia ciconia*) nests have been identified. To preserve them, the company has offered its support to the research work carried out by the Research Institute for Hunting Resources (Instituto de Investigación en Recursos Cinegéticos, IREC). This includes allowing the inspection of nests on their premises, which enables the IREC to continue studying this species for the purposes of conservation, disease monitoring and prevention, and the protection of other wild species, domestic animals and humans from potential transmission of diseases.

To further contribute to biodiversity, Molecor created **Molecor Forest** in 2024. This real forest consists of 600 trees distributed across Madagascar, Tanzania and Thailand, and is home to species that promote biodiversity, such as mangroves, as well as vulnerable and endangered species, such as cedars and mahogany trees.

As part of its commitment to integrating a culture of Corporate Social Responsibility across the organisation, Molecor has given each of its employees a tree as a gift, enabling them to become direct ambassadors for the cause and virtual guardians. Through an online platform, employees can view their tree's photo and geolocation, and receive updates on the project's progress.

The creation of the Molecor Forest will not only contribute to protecting biodiversity, but will also help to mitigate climate change, as the trees planted will absorb 227 tonnes of CO<sub>2</sub> from the atmosphere, thereby contributing to shrinking the Organisational Carbon Footprint. Furthermore, it will generate enormous benefits for the people who live in it, as NGOs and local communities will be directly involved in the selection of suitable trees and sites for planting by local farmers, who will look after them over the long term. This is all with the aim of promoting sustainable development and having a positive impact on both the planet and its inhabitants.

However, it is important to note that Molecor does not carry out its corporate activities in environments with high biodiversity value, whether protected or not, in order to avoid any potentially negative impact on biodiversity, ecosystems, landscapes and species.





## Noise pollution

To ensure that the noise generated by its activity has the least possible impact on the natural environment, Molecor regularly carries out acoustic measurements at its manufacturing plants. These measurements determine how many sources of noise pollution there are at its facilities. It is important to note that all measurements comply with the requirements established by the relevant EU authorities during their inspections. Periodic inspections were carried out at the Loeches and Alovera plants in 2024, with all measures taken in accordance with the requirements established in Royal Decree 1376/2007.

Noise pollution	
Number of controlled noise pollution sources	
Alcázar de San Juan	5
Antequera	4
Alovera	2
Loeches	2

## Light pollution

None of the domestic production plants significantly affect the environment in terms of light pollution because they are not located close to any population centres. However, measures have been taken to reduce night-time radiation, such as replacing the outdoor lighting at production plants with LED lights.

## 9.6 – Environmental ambitions

GRI: 3-3, 304-1, 304-2, 304-3

Looking to the future, Molecor is defined by its environmental ambition, in line with the company's ESG Strategy Plan 2023-2025:

- **Alignment of 100% of activities eligible for environmental taxonomy.** To this end, the company will analyse its financial and non-financial information in accordance with the EU's taxonomy requirements. The goal is to implement a classification system for environmentally sustainable activities and contribute to a carbon-neutral economy. A study will be conducted in 2025 to align all activities.
- **Improve the company's reputation in matters of sustainability** through Molecor's ESG communication. In 2024, communication increased significantly, both internally and externally, to keep all stakeholders informed about the organisation's sustainable performance based on transparent communication.
- **Achieve net zero by 2040:** As mentioned previously, this is one of Molecor's main goals given its connection to the Paris Agreement and the European Green Deal, among other reasons. Thanks to the progress made in 2024 in calculating the Organisational Carbon Footprint, the company can now set science-based reduction targets and implement the necessary actions to achieve them.
- **Continue defining Climate Policies** based on the results of the climate risk analysis carried out in accordance with the Task Force on Climate-related Financial Disclosures' (TCFD) recommendations, and on the definition of science-based emission reduction targets.
- **Develop a specific Biodiversity Policy** based on the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD).
- **Be drivers of circularity in the industry:** Molecor continues to maximise its use of resources and extend the life cycle of its products. In 2024, the development of new, more sustainable and circular products was completed, and these will be available on the market in 2025.

# 10. Appendices

**1** Main figures

**2** A chat with the CEO

**3** Our business model

**4** Sustainability as a key part of our business

**5** Our exemplary management

**6** Innovation and the client as levers for action

**7** Our talented staff

**8** Committed to developing our communities

**9** Protecting the natural environment

**10** Appendices



## 10. Appendices

### 10.1 - About this report

The aim of this Non-Financial Information Statement is to inform Molecor stakeholders of the performance, commitments assumed and plans set out by the company in environment, social and corporate governance (ESG) matters.

The contents of this report address the matters identified by Molecor in its materiality analysis and have been drawn up in accordance with the main sustainability reporting standards.

- The requirements defined in Law 11/2018, of 28 December 2018, on non-financial information and diversity, approved on 13 December 2018 by the Congress of Deputies, amending the Commercial Code, the consolidated text of the Capital Companies Act approved by Royal Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on accounts auditing, in matters of non-financial reporting and diversity (taken from Royal Decree 18/2017, of 24 November).
- The Non-Financial Information Statement has been drawn up following the criteria of the Global Reporting Initiative's Sustainability Reporting Standards (GRI standards), from the version updated in 2021 and applicable from January 2023, GRI Universal Standards, following the criteria and principles to define the contents and quality of report information outlined in said guide.

The information included in this report covers all Molecor companies at the close of 31 December 2024, with the following exceptions:

- The crime prevention model implemented in the chapter entitled "Ethical behaviour and compliance" only applies to Spain. Although the Code of Ethics has been published globally, it has only been distributed to staff at Spanish plants.
- The chapter titled "Our responsible supply chain" does not contain information about purchases or suppliers relating to international centres.
- The section entitled "Client experience, safety and health" does not include customer satisfaction information for centres in Malaysia, Paraguay or South Africa.
- The data protection protocol described in the chapter entitled "Cybersecurity and information security" is only implemented in Spain.
- The sections on training, occupational well-being and work-life balance, equality and inclusion, and functional diversity in the chapter entitled "Our talented staff" only describe the company's activities in Spain. Similarly, the MOLECOR HR digital solution for human capital management was only implemented for Molecor Canalizaciones and Molecor Tecnología staff this year. The same applies to the Employee Assistance Programme (EAP). The tables in that chapter do not include information from the International Centres for Performance Evaluations, Training and Occupational Health and Safety Issues.
- In the chapter "Protecting the natural environment", no information has been reported on the commercial subsidiaries in Peru, Morocco and France due to their low significance in the overall organisation.

Any additional limitations on the scope of the information provided by an indicator will be explicitly stated in the text or in a footnote to the relevant table.

This document includes information from the previous financial year where it is directly comparable and applicable to the Non-Financial Reporting Act 11/2018. However, information that is not considered relevant has been omitted. Furthermore, reference is made to measures currently being developed and future goals, whose fulfilment the company cannot guarantee.

## 10.2 – Materiality matrix

GRI: 3-1,3-2

### Materiality analysis

The materiality analysis allows the most relevant topics to Molecor stakeholders to be identified. Through this process, areas the company must work on (material topics) are identified and prioritised to ensure its strategy addresses their concerns. Thus, a materiality analysis is a powerful tool that generates great added value for Molecor's communication with its most important stakeholders.

In 2021, Molecor performed its first materiality analysis, consulting the company's most relevant stakeholders, both internal and external.

The process involved the following stages:

- **Identification.** An initial analysis was performed to identify the topics relevant to Molecor. This analysis included market research and in-depth knowledge of the Group's value chain. In addition, senior management approved the stakeholders that would form a part of the materiality analysis based on criteria of representation and significance: employees, suppliers, shareholders and clients. The aspects assessed are shown in the final materiality matrix.
- **Prioritisation.** The importance of each topic pinpointed internally and externally was assessed, and the results of this research were displayed in the aggregate materiality matrix that reflects the main topics, according to their internal and external relevance:
  - a. Internal relevance of the set of sustainability topics (importance for Molecor – X axis of the materiality matrix), with the managers of the organisational divisions involved in preparing this report and which provided their opinions on the pertinence of the issues identified.
  - b. External relevance of the set of sustainability topics (importance for stakeholders – Y axis of the materiality matrix), previously establishing a weighting for each stakeholder based on their influence on corporate performance and growth.
- **Assessment.** The material topics were assessed in order of importance via online surveys that were distributed to the stakeholders involved.
- **Validation.** The result of the material study was presented to Molecor senior management to ensure it correctly reflects a balanced view of the company's relevant topics.

To complete this initial analysis, the company updated its materiality exercise in 2023, taking the following into account:

- **Analysis of External Information:** This is an analysis of the material issues of competitors and the SASB and S&P materiality maps for Molecor's business sectors.
- **Analysis of Internal Information:** Taking into account the main lines of action and ambitions set out in Molecor's Sustainability Master Plan, which was approved in 2023.
- **Prioritisation and assessment:** The importance of each aspect was analysed to establish a prioritisation based on relevance, paying special attention to the company's ambitions set out in its sustainability plan.

The new Corporate Sustainability Reporting Directive (CSRD) will require companies to report on material aspects of their organisation, for which a **Double Materiality Analysis** will be necessary. The concept of double materiality is important because it recognises that organisations are responsible for managing their environmental and social impacts, as well as considering the risks and opportunities these factors pose to their financial performance. These two dimensions are assessed in parallel. On the one hand, a **materiality study** is carried out to measure the organisation's impact on people, the environment, and human rights. On the other hand, a financial materiality study focuses on the risks and opportunities that could affect the company's financial situation.

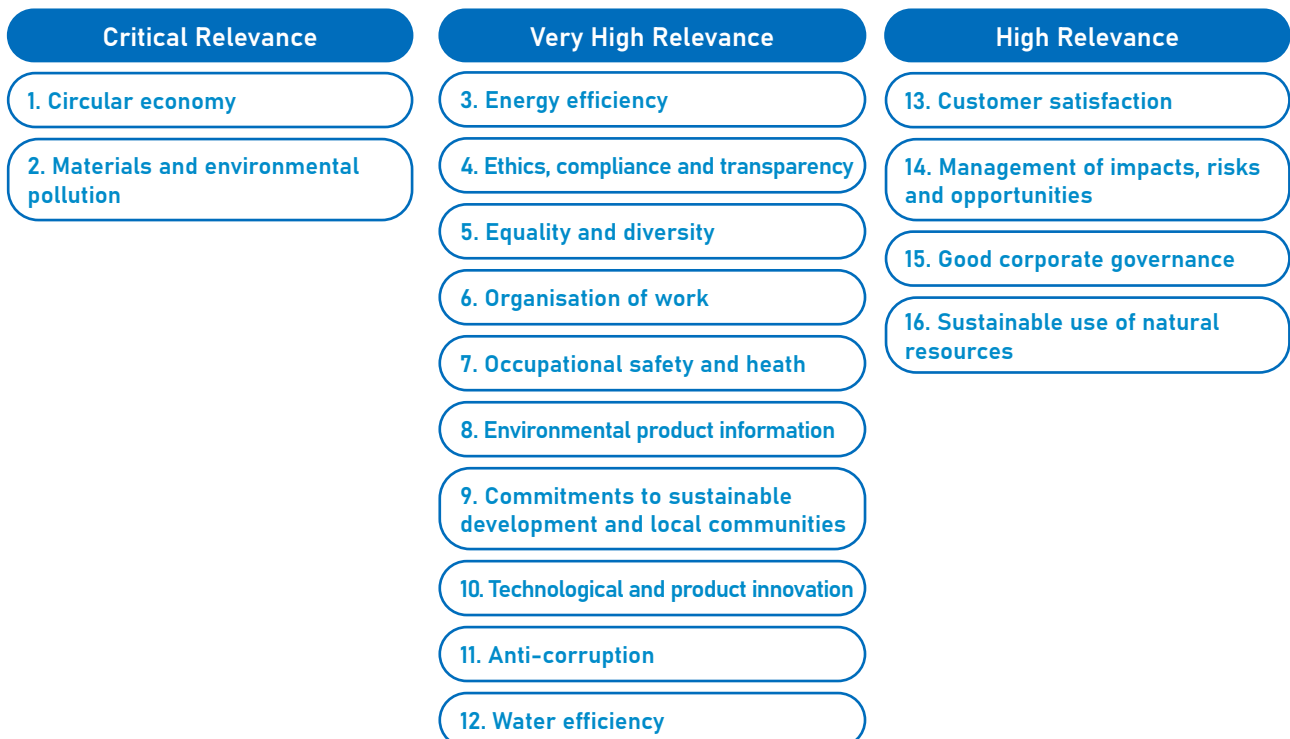
Taking all this into account, and in anticipation of the reporting obligations that the CSRD Directive will impose on the company for the 2025 financial year, Molecor has begun preparing its Double Materiality Analysis in the following phases:



This analysis will be completed in the first quarter of 2025 and, therefore, the materiality matrix published in the previous financial year will remain in force for the 2024 financial year.

## Materiality matrix

The materiality analysis conducted thus far provides the basis for this Non-Financial Information Statement (NFIS) for the 2019 financial year. Furthermore, it serves as the basis for supplementing and providing continuity to the management approach used to tackle the risks and opportunities that may arise from the material topics identified in this analysis, and which may require priority actions.



## 10.3 – Index of the contents required by Law 11/2018

Information required by Law 11/2018	Reporting criteria: Selected GRI standards (latest version unless indicated otherwise)	Section of the report where this is addressed
<b>General information</b>		
A brief description of the business model, including its business environment, organisation and structure	GRI 2-6 (2021) GRI 2-7 (2021) GRI 2-9 (2021)	Our business model
Markets we operate in	GRI 2-1 (2021) GRI 2-6 (2021) GRI 2-7 (2021)	Our business model: Our value proposal
Organisation goals and strategies	GRI 2-1 (2021) GRI 2-22 (2021)	Our business model: Our organisation Sustainability: Our ESG management
Main factors and trends that may affect future performance	GRI 2-22 (2021)	Sustainability: Context and main trends
Reporting framework used	GRI 3-3 (2021)	See Appendix to this report: About this report
Principle of materiality	GRI 3-1 (2021) GRI 3-2 (2021)	See Appendix to this report: Materiality matrix
<b>Environmental Matters</b>		
<b>Management approach:</b> description and results of policies in this area, as well as the main risks in this area related to Group activities	GRI 3-3 (2021)	Protecting the natural environment
<b>General detailed information</b>		
Detailed information on the current and predicted effects of the company's activities on the environment and, where applicable, health and safety	GRI 3-3 (2021)	Safety, health and well-being Protecting the natural environment: Caring for the natural environment
Environmental assessment or certification procedures	GRI 2-25 (2021) GRI 3-3 (2021)	Protecting the natural environment
Resources allocated to environmental risk prevention	GRI 3-3 (2021)	Protecting the natural environment
Application of the precautionary principle	GRI 2-23 (2021) GRI 3-3 (2021)	Protecting the natural environment
Number of provisions and guarantees for environmental risks	GRI 2-25 (2021) GRI 3-3 (2021)	Protecting the natural environment
<b>Pollution</b>		
Measures to prevent, reduce or remedy emissions that seriously affect the environment, bearing in mind any form of atmospheric pollution specific to an activity, including noise and light pollution	GRI 3-3 (2021)	Protecting the natural environment: Climate strategy

Information required by Law 11/2018	Reporting criteria: Selected GRI standards (latest version unless indicated otherwise)	Section of the report where this is addressed
<b>Circular economy and waste prevention and management</b>		
Measures for waste prevention, recycling, reuse, other forms of recovery and disposal	GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4	Protecting the natural environment: Circular economy
Actions to combat food waste	GRI 3-3 (2021)	Immaterial. The company's activities in this area are insignificant, for which reason there are no defined actions
<b>Sustainable use of resources</b>		
Water consumption and water supply in accordance with local limits	GRI 303-5	Protecting the natural environment: Sustainable water management
Raw material consumption and measures implemented to improve more efficient use	GRI 301-1	Protecting the natural environment: Circular economy
Energy consumption, direct and indirect	GRI 302-1	Protecting the natural environment: Climate strategy
Measures implemented to improve energy efficiency	GRI 3-3 (2021)	Protecting the natural environment: Climate strategy
Use of renewable energy	GRI 302-1	Protecting the natural environment: Climate strategy
<b>Climate change</b>		
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-6 GRI 305-7	Protecting the natural environment: Climate strategy
Measures implemented to adapt to the consequences of climate change	GRI 3-3 (2021)	Protecting the natural environment: Climate strategy
Voluntarily set medium- and long-term reduction goals to reduce greenhouse gas emissions and the measures implemented for this purpose	GRI 3-3 (2021) GRI 305-5	Protecting the natural environment: Climate strategy
<b>Biodiversity protection</b>		
Measures implemented to preserve or restore biodiversity	GRI 3-3 (2021) GRI 304-3 GRI 304-4	Protecting the natural environment: Biodiversity protection
Impacts caused by the company's activities or operations in protected areas	GRI 3-3 (2021) GRI 304-2	Protecting the natural environment: Biodiversity protection
<b>Social and staff-related matters</b>		
Management approach: description and results of policies in this area, as well as the main risks in this area related to Group activities	GRI 3-3 (2021)	Our talented staff
<b>Employment</b>		
Total number and distribution of employees by sex, age and professional category	GRI 405-1	Our talented staff: The workforce in numbers
Total number and distribution of work contract types and annual average for permanent contracts, for temporary contracts, and for part-time contracts by sex, age and professional category	GRI 2-7 (2021)	Our talented staff: The workforce in numbers
Number of dismissals by sex, age and professional category	GRI 3-3 (2021) GRI 401-1	Our talented staff: The workforce in numbers

Information required by Law 11/2018	Reporting criteria: Selected GRI standards (latest version unless indicated otherwise)	Section of the report where this is addressed
Average remuneration and its progress, disaggregated by sex, age and professional category or equal value	GRI 3-3 (2021) GRI 405-2	Our talented staff: The workforce in numbers
Wage gap, remuneration for equal roles or company average	GRI 3-3 (2021) GRI 405-2	Our talented staff: Diversity and inclusion
Average remuneration for directors and managers, including variable remuneration, expenses, compensation, payments to long-term saving systems, and any other concept disaggregated by sex	GRI 3-3 (2021) GRI 405-2	Our talented staff: The workforce in numbers
Introduction of work disconnection policies	GRI 3-3 (2021)	Our talented staff: The best talent
Number of disabled employees	GRI 3-3 (2021) GRI 405-1	Our talented staff: Diversity and inclusion
<b>Organisation of work</b>		
Organisation of work time	GRI 3-3 (2021)	Our talented staff: The best talent
Number of hours of absenteeism	GRI 3-3 (2021) GRI 403-9	Our talented staff: The best talent
Measures designed to facilitate work-life balance and encourage co-responsible exercising of this by both parents	GRI 3-3 (2021) GRI 401-3	Our talented staff: The best talent
<b>Health and safety</b>		
Health and safety conditions in the workplace	GRI 3-3 (2021) GRI 403-1 to 403-8	Our talented staff: Safety, health and well-being
Occupational accidents, particularly their frequency and severity, as well as professional illnesses; disaggregated by sex	GRI 403-9 GRI 403-10	Our talented staff: Safety, health and well-being
<b>Social relations</b>		
Organisation of social dialogue, including procedures to inform and consult staff members and negotiate with them	GRI 3-3 (2021)	Our talented staff: The best talent
Percentage of employees covered by collective agreement by country	GRI 2-30 (2021)	Our talented staff: The best talent
Statement on collective agreements, particularly in the field of occupational health and safety	GRI 3-3 (2021)	Our talented staff: The best talent
<b>Training</b>		
Policies introduced in relation to training	GRI 404-2	Our talented staff: The best talent
Total number of hours of training by professional category	GRI 3-3 (2021) GRI 404-1	Our talented staff: The best talent
<b>Universal accessibility</b>		
Universal accessibility of people with a disability	GRI 3-3 (2021)	Our talented staff: Diversity and inclusion
<b>Equality</b>		
Measures implemented to promote equal treatment and opportunities between men and women	GRI 3-3 (2021)	Our talented staff: Diversity and inclusion
Equality plans, measures implemented to encourage employment, protocols against sexual and sex-based harassment	GRI 3-3 (2021)	Our talented staff: Diversity and inclusion
Policy against all forms of discrimination and, where applicable, diversity management	GRI 3-3 (2021)	Our talented staff: Diversity and inclusion



Information required by Law 11/2018	Reporting criteria: Selected GRI standards (latest version unless indicated otherwise)	Section of the report where this is addressed
<b>Respect for Human Rights</b>		
<b>Management approach:</b> description and results of policies in this area, as well as the main risks in this area related to Group activities	GRI 3-3 (2021)	Our exemplary management: Respect for human rights
<b>Application of due diligence procedures</b>		
Application of due diligence procedures in human rights matters and prevention of the risks of infringing human rights and, where applicable, measures to mitigate, manage and remedy any potential violations committed	GRI 2-23 (2021) GRI 2-26 (2021)	Our exemplary management: Respect for human rights
Cases reported of human rights violations	GRI 3-3 (2021) GRI 406-1	Our exemplary management: Respect for human rights
Measures implemented to promote and ensure compliance with the provisions of fundamental agreements of the ILO related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination at work; the elimination of forced or mandatory labour; the effective abolition of child labour	GRI 3-3 (2021)	Our exemplary management: Respect for human rights
<b>Fight against corruption and bribery</b>		
<b>Management approach:</b> description and results of policies in this area, as well as the main risks in this area related to Group activities	GRI 3-3 (2021)	Our exemplary management: Ethical behaviour and compliance
Measures implemented to prevention corruption and bribery	GRI 2-23 (2021) GRI 2-26 (2021) GRI 3-3 (2021)	Our exemplary management: Ethical behaviour and compliance
Measures to fight against money laundering	GRI 2-23 (2021) GRI 2-26 (2021) GRI 3-3 (2021)	Our exemplary management: Ethical behaviour and compliance
Contributions to not-for-profit foundations and institutions	GRI 2-28 (2021) GRI 201-1	Our exemplary management: Ethical behaviour and compliance
<b>Information on society</b>		
Management approach: description and results of policies in this area, as well as the main risks in this area related to Group activities	GRI 3-3 (2021)	Our exemplary management: Risk management
<b>Company commitments to sustainable development</b>		
The impact of the company's activity on local employment and development	GRI 3-3 (2021) GRI 204-1	Our exemplary management: Our responsible supply chain
The impact of the company's activity on local populations and the region	GRI 3-3 (2021) GRI 413-1	Committed to developing our communities
Relationships with actors in local communities and forms of dialogue with them	GRI 2-29 (2021) GRI 413-1	Committed to developing our communities and Creating value with our stakeholders
Membership or sponsorship actions	GRI 3-3 (2021) GRI 201-1	Sustainability as a key part of our business: Partnerships and memberships for sustainability



Information required by Law 11/2018	Reporting criteria: Selected GRI standards (latest version unless indicated otherwise)	Section of the report where this is addressed
<b>Subcontracting suppliers</b>		
Inclusion of social, gender equality and environmental matters in the purchasing policy	GRI 3-3 (2021)	Our exemplary management: Our responsible supply chain
Consideration of social and environmental responsibility in relations with suppliers and subcontractors	GRI 2-6 (2021) GRI 308-1 GRI 414-1)	Our exemplary management: Our responsible supply chain
Supervision and audit systems, and their results	GRI 2-6 (2021)	Our exemplary management: Our responsible supply chain
<b>Consumers</b>		
Measures for consumer health and safety	GRI 3-3 (2021)	Innovation and the client as levers for action: Client experience, safety and health
Complaints systems, complaints received and their resolution	GRI 3-3 (2021) GRI 418-1	Our exemplary management: Client experience, safety and health
<b>Fiscal information</b>		
Profits obtained country by country	GRI 3-3 (2021)	Our exemplary management: Our fiscal approach
Tax on profits paid	GRI 3-3 (2021) GRI 201-1	Our exemplary management: Our fiscal approach
State subsidies received	GRI 201-4	Our exemplary management: Our fiscal approach



## 10.4 - Index of GRI contents











Molecor has reported the information cited in this index of GRI contents for the period between 1 January 2023 and 31 December 2023 in reference to the GRI Standards.

GRI code	Indicator description	Reference/Response	SDG
<b>GRI 2: General Disclosures 2021</b>			
<b>The organisation and its reporting practices</b>			
2-1	Organisation details	Our business model	 
2-2	Entities included in the organisation's sustainability reporting	Our business model	
2-3	Reporting period, frequency and contact point	1 January 2023-31 December 2023 Annual info@molecor.com	
2-4	Information updating	Our talented staff	
2-5	External assurance	Independent Verification Report on the Consolidated Non-Financial Information Statement for the year ended 31 December 2023	
<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	Our business model and Our responsible supply chain	 
2-7	Employees	Our business model and the workforce in numbers	
2-8	Workers who are not employees	Our responsible supply chain	
<b>Governance</b>			
2-9	Governance structure and composition	Our business model and Structure and corporate governance	
2-10	Nomination and selection of the highest governance body	Structure and corporate governance	
2-11	Chair of the highest governance body	Structure and corporate governance	
2-12	Role of the highest governing body in overseeing impact management	Structure and corporate governance	
2-13	Delegation of responsibility for managing impacts	Structure and corporate governance	
2-14	Role of the highest governance body in sustainability reporting	Structure and corporate governance	
2-15	Conflicts of interest	Structure and corporate governance	
2-16	Communication of critical concerns	Structure and corporate governance	
2-17	Collective knowledge of the highest governance body	Structure and corporate governance	
2-18	Evaluation of the performance of the highest governance body	Structure and corporate governance	

GRI code	Indicator description	Reference/Response	SDG
2-19	Remuneration policies	Structure and corporate governance	
2-20	Process to determine remuneration	Our talented staff	
2-21	Annual total compensation ratio	Our talented staff	
<b>Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	Sustainability as a key part of our business and Context and main trends	
2-23	Policy commitments	Protecting the natural environment, Respect for human rights and Ethical behaviour and compliance	
2-24	Embedding policy commitments	Ethical behaviour and compliance	
2-25	Processes to remediate negative impacts	Protecting the natural environment	
2-26	Mechanisms for seeking advice and raising concerns	Respect for human rights and Ethical behaviour and compliance	
2-27	Compliance with laws and regulations	Our fiscal approach, Respect for human rights, Ethical behaviour and compliance and Protecting the natural environment	
2-28	Membership associations	Partnerships and memberships for sustainability, Ethical behaviour and compliance	
<b>Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	Creating value with our stakeholders and Committed to developing our communities	
2-30	Collective bargaining agreements	The best talent	
<b>GRI 3: Material topics 2021</b>			
3-1	Process to determine material topics	Appendix to this report: Materiality matrix	
3-2	List of material topics	Appendix to this report: Materiality matrix	
<b>Material topics</b>			
<b>Energy efficiency</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 302: Non-renewable</b>			
302-1	Energy consumption within the organisation	Climate strategy	








GRI code	Indicator description	Reference/Response	SDG
<b>GRI 305: Emissions</b>			
305-1	Direct GHG emissions (Scope 1)	Climate strategy	
305-2	Energy indirect GHG emissions (Scope 2)	Climate strategy	
<b>Materials and environmental pollution</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment	
301-1	Materials used by weight or volume	Circular economy	
<b>Caring for natural resources</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment	
303-5	Water consumption	Sustainable water management	
304-2	Significant impacts of activities, products and services on biodiversity	Protecting biodiversity	
304-3	Habitats protected or restored	Protecting biodiversity	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Protecting biodiversity	
<b>Waste</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment	
306-1	Waste generation and significant waste-related impacts	Circular economy	
306-2	Management of significant waste-related impacts	Circular economy	
306-3	Waste generated	Circular economy	



GRI code	Indicator description	Reference/Response	SDG
<b>Transparency in communication</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>Social action</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Committed to developing our communities	
<b>GRI 201: Economic performance 2016</b>			
201-1	Direct economic value generated and distributed	Ethical behaviour and compliance, Partnerships and memberships for sustainability and Our fiscal approach	 
<b>GRI 413: Local communities 2016</b>			
413-1	Operations with local community engagement, impact assessments and development programmes	Committed to developing our communities	      
<b>Organisation of work</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	The workforce in numbers	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Safety, health and well-being	

GRI code	Indicator description	Reference/Response	SDG
<b>GRI 404: Training and education</b>			
404-1	Average hours of training per year per employee	The best talent	 
404-2	Programmes for upgrading employee skills and transition assistance programmes	The best talent	
404-3	Percentage of employees receiving periodic performance and career development reviews	The workforce in numbers	
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Our talented staff and Safety, health and well-being	
<b>GRI 405: Diversity and equal opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	The workforce in numbers	 
405-2	Ratio of basic salary and remuneration of women to men	The workforce in numbers and Diversity and inclusion	
<b>GRI 406: Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	Respect for human rights	
<b>Corporate governance and transparency</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Our exemplary management	
207-1	Fiscal approach	Our fiscal approach	
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 201: Economic performance 2016</b>			
201-1	Direct economic value generated and distributed	Ethical behaviour and compliance, Partnerships and memberships for sustainability and Our fiscal approach	 

GRI code	Indicator description	Reference/Response	SDG
<b>GRI 204: Procurement practices 2016</b>			
204-1	Proportion of spending on local suppliers	Our responsible supply chain	
<b>GRI 308: Supplier environmental assessment 2016</b>			
308-1	New suppliers that were screened using environmental criteria	Our responsible supply chain	 
412-3	Significant investment agreements and contracts that include human rights clauses or are subject to human rights screening	Our responsible supply chain	
<b>GRI 414: Supplier social assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	Our responsible supply chain	 
<b>Occupational health and safety</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 403: Occupational health and safety 2018</b>			
403-1	Occupational health and safety management system	Safety, health and well-being	 
403-2	Hazard identification, risk assessment and incident investigation	Safety, health and well-being	
403-3	Occupational health services	Safety, health and well-being	
403-5	Worker training on occupational health and safety	Safety, health and well-being	
403-6	Promotion of worker health	Safety, health and well-being	
403-8	Workers covered by an occupational health and safety management system	Safety, health and well-being	
403-9	Work-related injuries	Safety, health and well-being	
403-10	Work-related ill health	Safety, health and well-being	

GRI code	Indicator description	Reference/Response	SDG
<b>Technical advice for clients</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 418: Customer privacy 2016</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Client experience, safety and health	 
<b>Risk management</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
201-2	Financial implications and other risks and opportunities arising from climate change	Risk management and Protecting the work environment	 
417-1	Requirements for product and service information and labelling	Client experience, safety and health	
417-2	Incidents of non-compliance concerning product and service information and labelling	Client experience, safety and health	
417-3	Incidents of non-compliance concerning marketing communications	Client experience, safety and health	
<b>Code of ethics</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Our exemplary management	
<b>Anti-corruption and bribery</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Ethical behaviour and compliance	



GRI code	Indicator description	Reference/Response	SDG
<b>Environmental product information</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>Technological and product innovation</b>			
<b>GRI 3: Material topics 2021</b>			
3-3	Management of material topics	Appendix to this report, Protecting the natural environment and Safety, health and well-being	
<b>GRI 417: Marketing and labelling 2016</b>			
417-1	Requirements for product and service information and labelling	Client experience, safety and health	 
417-2	Incidents of non-compliance concerning product and service information and labelling	Ethical behaviour and compliance	
417-3	Incidents of non-compliance concerning marketing communications	Ethical behaviour and compliance	

Informe de Verificación Independiente del Estado de Información  
No Financiera Consolidado correspondiente al ejercicio anual finalizado  
el 31 de diciembre de 2024

MOLECOR TECNOLOGÍA, S.L. Y SOCIEDADES DEPENDIENTES



## **INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA CONSOLIDADO**

A los accionistas de MOLECOR TECNOLOGÍA, S.L.:

De acuerdo al artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera Consolidado adjunto (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2024, de MOLECOR TECNOLOGÍA, S.L. y Sociedades Dependientes (en adelante el Grupo) que forma parte del Informe de Gestión Consolidado del Grupo.

El contenido del EINF incluido en el Informe de Gestión Consolidado del Grupo incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en el "Anexo 10.3 Índice de los contenidos requeridos por la Ley 11/2028" y en el "Anexo 10.4 Índice de los contenidos GRI" incluidos en el EINF adjunto.

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### **Responsabilidad de los Administradores**

La formulación del EINF incluido en el Informe de Gestión Consolidado del Grupo, así como el contenido del mismo, es responsabilidad de los Administradores de MOLECOR TECNOLOGÍA, S.L. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los Sustainability Reporting Standards de Global Reporting Initiative (estándares GRI) seleccionados, así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el "Anexo 10.3 Índice de los contenidos requeridos por la Ley 11/2028" y en el "Anexo 10.4 Índice de los contenidos GRI" del EINF.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de MOLECOR TECNOLOGÍA, S.L. son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

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### **Nuestra independencia y gestión de la calidad**

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código Internacional de Ética para Profesionales de la Contabilidad (incluidas las normas internacionales de independencia) del Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (Código de ética del IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Nuestra firma aplica la Norma Internacional de Gestión de la Calidad (NIGC) 1, que requiere que la firma diseñe, implemente y opere un sistema de gestión de la calidad que incluya políticas y procedimientos relativos al cumplimiento de los requerimientos de ética, normas profesionales y requerimientos legales y reglamentarios aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información no Financiera y, específicamente, en información de desempeño económico, social y medioambiental.

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### Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado. Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría o de la Revisión de Información Financiera Histórica" (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en su naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por lo tanto, la seguridad que se obtiene es sustancialmente menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades del Grupo que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- ▶ Reuniones con el personal del Grupo para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- ▶ Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2024 en función del análisis de materialidad realizado por el Grupo y descrito en el "Anexo 10.2. Matriz de materialidad", considerando contenidos requeridos en la normativa mercantil en vigor.
- ▶ Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2024.
- ▶ Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF del ejercicio 2024.
- ▶ Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2024 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- ▶ Obtención de una carta de manifestaciones de los Administradores y la Dirección.

## Conclusión

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF de MOLECOR TECNOLOGÍA, S.L. y Sociedades Dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2024 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI seleccionados así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el "Anexo 10.3 Índice de los contenidos requeridos por la Ley 11/2028" y en el "Anexo 10.4 Índice de los contenidos GRI" del citado EINF.

## Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

Este informe se corresponde con el sello distintivo nº 01/25/08234 emitido por el Instituto de Censores Jurados de Cuentas de España

ERNST & YOUNG, S.L.



Alberto Castilla Vída

31 de marzo de 2025



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