Sustainability Report



GLOBAL POLYMER SOLUTIONS

2025

GLOBAL POLYMER SOLUTIONS

This document constitutes the first Sustainability Report of the Global Polymer Solutions Group. It represents a significant milestone for the organization, as it enables the presentation of consolidated Group information and lays the foundation for the integration of sustainability into the management and reporting of its activities. This exercise establishes a baseline that will serve as a reference for future editions of the report and for monitoring the sustainability progress of the companies that are part of the Group.

The scope of the report corresponds to Global Polymer Solution S.L. and covers the fiscal year from 1 January to 31 December 2025 for the Sant Celoni and Mexico centres, and from 1 June to 31 December 2025 for the three Italian companies of the IFG group.

MESSAGE FROM MANAGEMENT



Giuseppe Giusto
Executive Chairman

GLOBAL POLYMER SOLUTIONS

The 2025 financial year has represented a significant milestone in the evolution of Global Polymer Solutions and in the construction of an industrial project with a long-term vocation. Our strategy is oriented towards the consolidation of an international business group in the plastics sector, capable of generating synergies, reinforcing its technical capabilities and offering an increasingly specialised service to the markets in which it operates.

Delta Tecnic, the group's headquarters, has more than four decades of experience providing colour solutions and raw materials to highly technical industrial sectors. This experience, together with a constant evolution towards an integrated business model that combines technological knowledge, in-house production and technical service, allows us to act as a strategic partner for our customers.

The incorporation of new companies during 2025 constitutes a significant step in our growth process. This advance not only expands our geographic presence and our industrial capabilities, but also reinforces an operating model based on common standards, continuous improvement and responsible management.

Our mission is to create innovative, competitive and customised solutions that contribute to improving the efficiency and productivity of our customers, generating value in a balanced way for all our stakeholders. **We aspire to be world leaders in masterbatch technology,** maintaining a service-oriented and high-performance organisation.

We understand that business growth must be developed from a sustainable perspective. For this reason, we integrate environmental, social and governance aspects into our management and decision-making, convinced that the creation of long-term value is inseparable from respect for the environment, commitment to people and ethical and transparent conduct.

In an industrial context that is increasingly demanding in terms of quality, traceability and regulatory compliance, we continue to strengthen our technical capabilities and our proximity to the customer. At the same time, we are advancing in the construction of a solid organisation, prepared to face the challenges of the environment and to adapt to the evolution of the markets.

We look to the future with responsibility and determination, guided by our values of service, technology, sustainability and trust, and with the purpose of continuing to generate a positive impact on our customers, on our team and on society.

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WE ARE GLOBAL POLYMER SOLUTIONS

01

GROUP



01 WE ARE GLOBAL POLYMER SOLUTIONS

Global Polymer Solutions (GPS) is a business group in the plastics sector whose strategy is oriented towards the development of an integrated industrial platform, based on the complementarity of capabilities, the generation of synergies and the continuous improvement of operational efficiency. This approach makes it possible to consolidate a project with a growing international presence and the vocation of becoming a benchmark technological partner for the industries it serves.

The group's headquarters are located at **Delta Tecnic**, an industrial company with more than four decades of experience dedicated to the development of colour solutions and raw materials for highly technical sectors. Founded in 1982, the company has evolved from a specialised distribution model towards an industrial organisation with its own capabilities in formulation, production, laboratory and technical service, establishing long-term relationships with manufacturers from different industries.

In 2024, Delta Tecnic became part of Global Polymer Solutions, laying the foundations for the configuration of the group. In 2025, in line with the strategy of growth and consolidation, GPS acquired **Impact Formulators Group** (IFG), made up of three industrial companies with complementary capabilities that broaden the technological scope of the group.

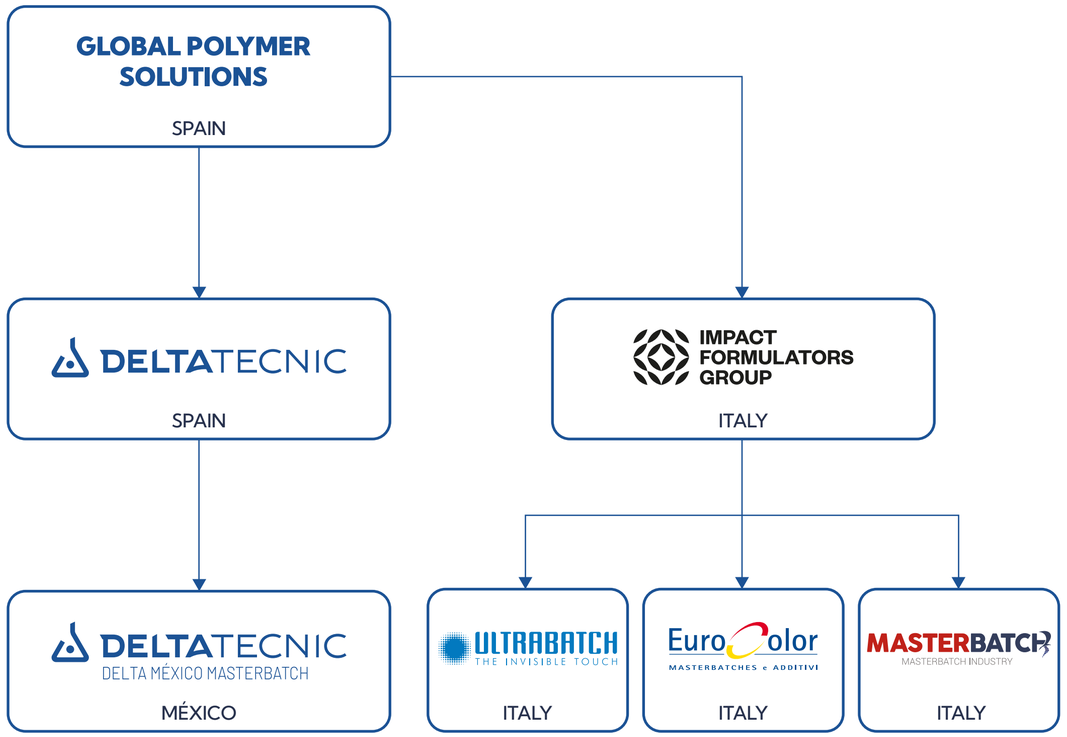
Ultrabatch specialises in functional masterbatches and high-performance additives oriented, among other areas, to agricultural applications, film, fibres and technical compounds.

Eurocolor brings solid experience in the development of colour masterbatches for a wide variety of polymers, including solutions with advanced effects intended for projects with high aesthetic and chromatic precision requirements.

Masterbatch Srl focuses on the production of functional additives, especially flame-retardant solutions and additives for foam, designed for applications with high safety and technical performance requirements.

These incorporations reinforce the positioning of **GPS** as a comprehensive supplier of colour masterbatches and functional additives, expanding its industrial capabilities, diversifying its sectoral exposure and strengthening its international presence.

CURRENT GROUP STRUCTURE



The group has a mission, vision, and values that will be extended to all companies that join it.

GLOBAL POLYMER SOLUTIONS

MISSION

We create innovative, competitive and customised solutions to improve efficiency and increase productivity, adopting excellence as the backbone of our culture, creating value by recognising the needs of our customers, employees, shareholders and the environment.

VISION

Our goal is to be world leaders in Masterbatch technology, marketing pigments and additives, being at the forefront of market changes and developments, creating value for all our stakeholders, being a service-oriented and high-performance organisation.

VALUES

SERVICE We are a customer-focused company. Each and every person is focused on covering the needs of our customers. Our main objective is to provide better service and, therefore, add value to their operations.

TECHNOLOGY We offer innovative solutions and incorporate new technologies to meet the changing needs of the market. This technological leadership improves the efficiency of our customers.

SUSTAINABILITY We are committed to sustainability. We promote sustainable economic growth, environmental balance and social responsibility.

TRUST We strive to earn the trust of our customers by supporting them in a focused and agile way. We believe that honest and transparent partnerships foster efficient solution-seeking processes.

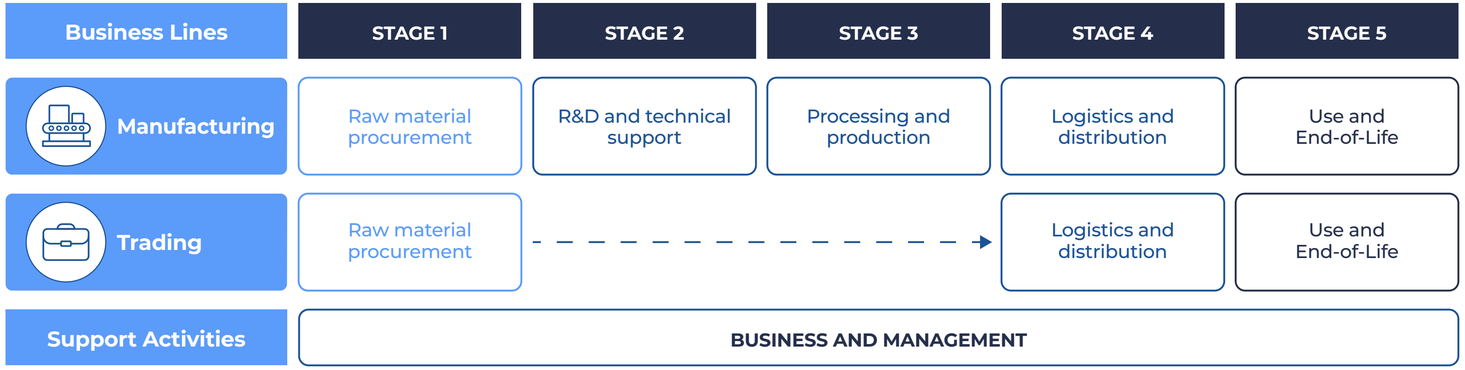
1.1. OUR BUSINESS MODEL

The company organises its activity into two clearly defined and complementary business lines, which reflect both its industrial vocation and its role as a benchmark technological and commercial supplier.

The group's industrial activity is concentrated in the formulation and manufacture of colour masterbatches and additives for technical applications. The company has in-house capabilities in formulation, laboratory, production and quality control, which makes it possible to adapt solutions to the requirements of the customer and the production process. The masterbatches and products developed fulfil both chromatic and functional functions oriented to the optimisation of the customer's processes. This technical orientation drives a close relationship with customers in terms of specifications, validation of formulations and adaptation to sectoral regulations, favouring the development of specific solutions for different industrial applications.

Complementary to manufacturing, there is a trading division specialised in raw materials, through which it distributes pigments, additives and other value-added products for various sectors. This area is based on exclusivity agreements with international manufacturers and broadens the commercial offer beyond its own production. The activity includes the selection of raw materials and the technical support associated with their application, which makes it possible to meet the specific needs of customers' production processes through a network of sales representatives and professionals with extensive knowledge of the sector.

The coexistence of both activities, industrial and distribution, provides the group with a diversified and complementary business model in terms of markets, products and services.



1.2. CUSTOMERS AND MARKETS

The group provides service to a wide diversity of industrial sectors that use masterbatches, functional additives and technical raw materials in plastics-transformation and coating processes. This multi-sector presence reinforces the positioning of **Global Polymer Solutions** as a technological supplier capable of responding to applications with different levels of technical demand.

The main sectors served are:

01 CABLE AND ENERGY
Colour masterbatches and specific additives for the cable industry, with formulations designed to meet technical standards and to facilitate identification and performance in electrical and data cabling applications.

02 PVC AND RIGID PROFILES
Masterbatch solutions for rigid and flexible PVC intended for applications such as profiles, pipes, compounding and sheets, where precise control of colour and homogeneity is required.

03 TECHNICAL AND TRANSFORMED PLASTICS
Raw materials and masterbatches applicable in extrusion, injection, calendering and blow-moulding processes for structural or functional components used in multiple industries.

04 AGRICULTURE, FILM AND PACKAGING
High-performance additives and functional masterbatches oriented to agricultural applications, films, fibres and technical compounds.

05 CONSTRUCTION AND APPLICATIONS WITH SAFETY REQUIREMENTS
Masterbatch solutions with specific functional properties, including flame-retardant additives intended for materials used in environments where protection against fire is a critical requirement.

06 FASHION, COSMETICS AND SECTORS WITH HIGH CHROMATIC DEMAND
Advanced colour masterbatches, including pearlescent, iridescent or metallic effects, developed for tailor-made projects with high aesthetic and colour-precision requirements.

07 INKS, PAINT AND COATINGS
Specialised pigments and additives used in formulations that require performance stability and chromatic precision.

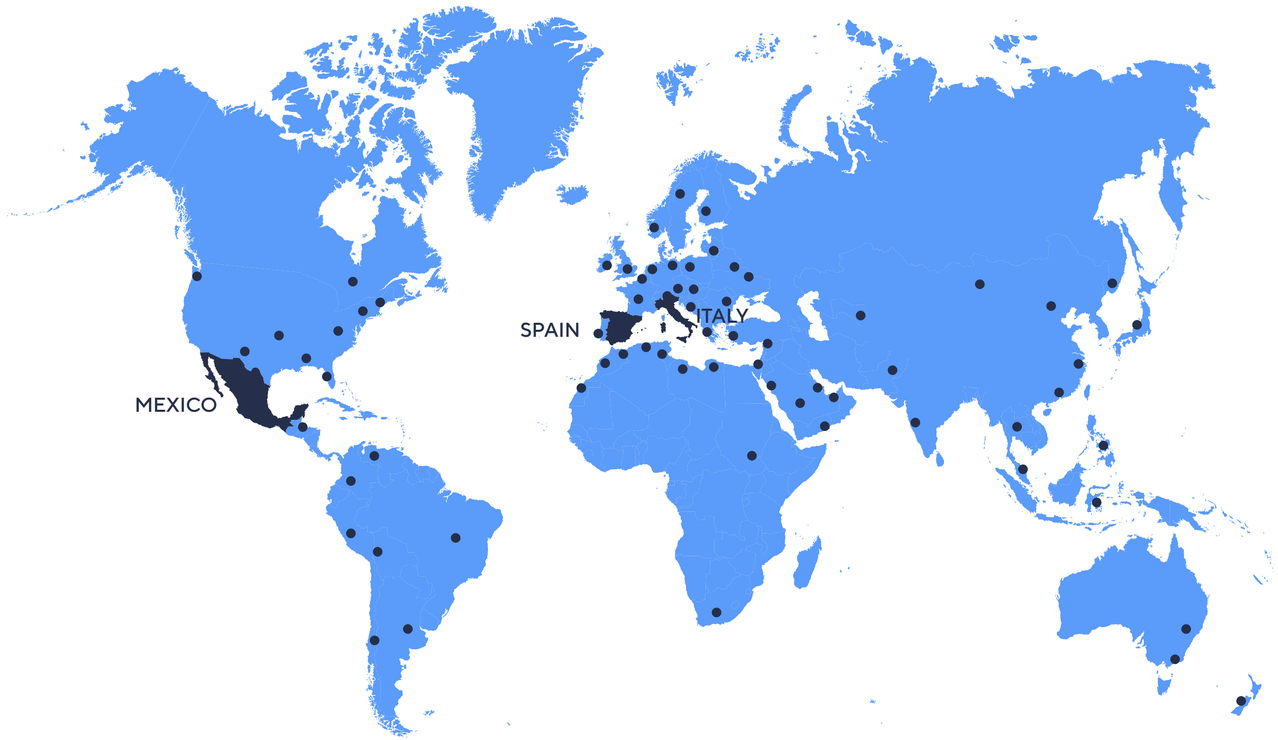
08 COSMETICS AND PERSONAL CARE
Pigmentary and functional raw materials intended for cosmetic and dermopharmaceutical products.

These sectors share high requirements of quality, regulatory compliance and technical-performance stability, which places the group's products as key components within the industrial processes of its customers.

1.3. GEOGRAPHIC PRESENCE AND INTERNATIONAL EXPANSION

GPS carries out its activity with a marked international orientation. The company operates in more than 60 countries through its own commercial network and distribution agreements that make it possible to serve industrial sectors with high technical requirements in terms of colour, formulation and regulatory compatibility.

The headquarters are located in Sant Celoni (Barcelona), where the corporate functions are based. From this core, the group's industrial, commercial and support operations are coordinated.



In 2021, Delta Tecnic took a significant step in its internationalisation strategy with the start-up of a production plant in Queretaro (Mexico), intended to serve the Mexican market and the American continent. This facility has industrial, logistics and laboratory capabilities, which makes it possible to offer products adapted to the technical and regulatory requirements of the region, as well as to improve supply times and local technical support.

During 2025, the expansion process experienced a significant advance with the incorporation in May 2025 of the three Italian plants. These acquisitions are framed within a stage of industrial expansion intended to complement the existing production activity through new capabilities and locations. The plants are currently in the process of integration within the group's operating model, a process that includes the harmonisation of management systems, quality standards, production procedures and technical capabilities.

The growth plan envisages the possible incorporation of new facilities in the coming years, depending on the evolution of the market and the investment opportunities identified, with the aim of consolidating an industrial network with a presence in regions relevant to the sectors the company serves.

1.4. VIEW OF THE ENVIRONMENT: FACTORS AND TRENDS[1]

The global masterbatch market continues to show a **positive evolution**, driven by the growing need to provide **colour and technical functionalities** to the polymers used in multiple industrial applications . This trend reflects the increasingly strategic role of materials in the **efficiency of production processes and in the performance of end products**.

In this context, demand is oriented towards solutions with **higher technical content**, designed to offer **reliable and consistent behaviour** in increasingly demanding industrial environments. **Material stability, performance reproducibility** and adaptation to different transformation processes are consolidated as determining factors for competitiveness.

In parallel, **sustainability** is redefining the sector's priorities. The advance towards more **circular and responsible** models throughout the supply chain, together with the development of stricter regulatory frameworks on safety and the environment, drives the search for solutions capable of maintaining high technical performance while guaranteeing **regulatory compliance** and **the traceability of materials**.

This transformation is also impacting value chains, where there is a growing demand for suppliers with **advanced technical capabilities, knowledge of the industrial process** and the ability to accompany the customer in increasingly complex production contexts.
Taken together, these dynamics shape an environment characterised by greater technical, regulatory and operational demands, in which specialisation, **applied innovation** and industrial strength are consolidated as key elements for the sustainable development of the sector.

Finally, the market is experiencing a **geographic expansion** linked to the industrial growth of different regions. In both Asia and America there is an increase in production activity related to plastics and their applications, which is driving demand for masterbatch and favouring supply models closer to the customer in order to reduce times and improve technical support.

Taken together, these dynamics are shaping a market that is more demanding in terms of quality, traceability and regulatory compliance, with an evolution marked by technical and regulatory criteria, while at the same time ensuring supply chains that are responsible towards the environment and people.



[1]Masterbatch Market Size, Share & Growth Report 2035

SUSTAINABILITY APPROACH

02

SUSTAINABILITY



02 SUSTAINABILITY APPROACH

For GPS, sustainability is part of the way it understands and develops its activity. The company conceives its long-term growth as inseparable from respect for the environment, people and responsible and transparent management, integrating these principles transversally into decision-making and into the daily processes of the organisation.





2.1. ESG STRATEGY

The **sustainability strategy of GPS** aims to integrate environmental, social and governance aspects into the company's management model and into the development of its activity, with a vision of continuous improvement and long-term value creation. This approach is articulated through its **Integrated Management System**, which constitutes the basis on which the organisation structures its processes and its decision-making, systematically incorporating sustainability into daily management and enabling the definition, monitoring and periodic review of objectives.

The group began its sustainability journey in 2005, when Delta Tecnic certified its environmental management system, and it has progressively incorporated social and governance requirements through the implementation of integrated systems for the safety of people, based on the ISO 45001 standard, and for the management of risks and compliance, based on the UNE 19601 standard. These systems are centred on the definition of policies and control systems to ensure appropriate, safe and law-abiding conduct throughout the supply chain.

The group's sustainability strategy involves the new acquisitions gradually implementing integrated management systems, centred on sustainable growth, social policies and the establishment of solid governance systems in the group. The group's organisation system is aligned with the Sustainable Development Goals (SDGs) of the 2030 Agenda and guides the company's priorities and decision-making from a social, environmental and economic perspective.
In 2025, Ultrabatch and Masterbatch obtained certification of the ISO 14001 and 45001 systems.

EXTERNAL COMMITMENTS, ASSESSMENTS AND ADHESIONS

As part of its sustainability approach, GPS participates in national and international initiatives and reference frameworks that reinforce its commitment to responsible management.

The group is a participant in the United Nations Global Compact and is committed to complying with its ten principles in matters of human rights, labour standards, the environment and the fight against corruption.

Likewise, it places special importance on the external assessment of its sustainability performance and on participation in platforms that make it possible to benchmark and continuously improve its management across the value chain. In this context, the headquarters participates in assessment processes such as EcoVadis and Right Supply, as well as in environmental initiatives such as the Acords Voluntaris programme.

Within this framework, in 2025 Delta Tecnic obtained the Gold medal in the EcoVadis sustainability assessment, placing it among the top 5% of the best-rated companies worldwide by this platform. This recognition highlights the company's performance in areas such as the environment, labour and human-rights practices, ethics and responsible procurement, and reinforces its positioning as a partner committed to sustainability throughout the value chain.

2.2. MATERIALITY ANALYSIS

As part of its evolution in sustainability and in coherence with its continuous-improvement approach, **GPS** carried out during the second half of 2025 an update of its materiality analysis, incorporating the **double-materiality** approach for the first time. This exercise makes it possible to deepen the understanding of how the company's activities generate impacts on the environment and, at the same time, how environmental, social and governance factors influence its performance, its resilience and its capacity to create long-term value.

Although the application of the European Corporate Sustainability Reporting Directive (CSRD) is not mandatory for **GPS**, the company has decided to voluntarily adopt its principles as a reference. The double-materiality analysis has been developed in a manner proportionate to the size of the organisation, aligned with the guidance of EFRAG and the European Sustainability Reporting Standards (ESRS), with the aim of reinforcing its ESG approach and preparing itself in an orderly way for its growth and future expansion.

The process has made it possible to identify and assess the main **impacts, risks and opportunities (IRO)** associated with the activity of **GPS** throughout its entire value chain, both in its own operations and in relationships with suppliers, customers and other stakeholders, from a double perspective:

- **Impact materiality** analyses how the company's activities may generate impacts, positive or negative, actual or potential, on the environment and society.
- **Financial materiality** considers how environmental, social and governance factors (including regulatory or market changes), which manifest themselves through risks and opportunities, may influence the performance, financial situation and future evolution of the company.

PHASES OF THE PROCESS

01 **ESG CONTEXT**

Analysis of the internal and external context, considering the business model and strategy, the value chain and the main stakeholders, as well as the available internal documentation and external references related to trends, ESG regulatory frameworks and global and sectoral risks.

02 **IDENTIFICATION OF IROs**

Identification and review of the main impacts, risks and opportunities associated with the activity of **GPS**, taking into account both the impacts on the environment and people and the ESG factors that may influence the performance and evolution of the business.

03 **ASSESSMENT AND PRIORITISATION**

Assessment of impacts, risks and opportunities from the double perspective of impact and finance, by applying valuation criteria and materiality thresholds to compile the most relevant matters.

04 **VALIDATION AND CONSOLIDATION OF RESULTS**

internal validation of the results of the analysis and consolidation of the material ESG topics, which constitute the basis for the definition of priorities, objectives and lines of action in matters of sustainability.

As a result of this analysis, the following **six material topics** have been identified, reflecting the environmental, social and governance aspects of greatest relevance for **GPS**.

ENVIRONMENTAL

Management of climate change and energy	ESRS E1. Climate change. Adaptation to climate change (I1+; R1F) ESRS E1. Climate change. Mitigation (I2–; R2T) ESRS E1. Climate change. Energy (I4+; R3T)
Circular economy	ESRS E5. Circular economy. Resource inflows (I1: O4T) ESRS E5. Circular economy. Resource outflows related to products and services (I2: R8)

SOCIAL

Quality employment and talent development	ESRS S1. Own workforce. Working conditions. Secure employment (I14+; R10) NO ESRS. Talent attraction and retention (R12)
Customer communication and satisfaction	ESRS S4. Consumers and end users. Information for consumers and/or end users. Access to quality information (I30+)

GOVERNANCE

Responsible supply-chain management	ESRS G1. Business conduct. Management of relationships with suppliers (I35+; R16)
Corporate culture and integrity	ESRS G1. Business conduct. Company culture (R15)

Below are the impacts, risks and opportunities identified as material on the basis of the topics considered most relevant for the company:

ENVIRONMENTAL

Management of climate change and energy

Climate change. Adaptation to climate change

Positive impact: Use of digitalisation and new technological equipment to reduce the use of resources, driving a transition towards more sustainable models for the benefit of society.

Physical risk: Increase in extreme weather events: heat waves, prolonged droughts, floods and intense rains that seriously impact production and generate economic losses for the organisation.

Climate change. Climate change mitigation

Negative impact: Generation of greenhouse gas emissions in different phases of the activity (scopes 1, 2 and 3).

Transition risk: Tightening of the European and national regulatory framework on environmental matters, which may require adaptations in processes, products and investments, as well as a reallocation of resources or an increase in operating costs.

Climate change. Energy.

Positive impact: Self-generation of renewable energy, which makes it possible to reduce dependence on polluting sources and provide cleaner energy to the environment.

Transition risk: Possible variations in energy availability and potential price increases, which could impact the organisation's operations, including possible power cuts.

Circular economy

Circular economy. Resource inflows

Negative impact: Manufacture of plastic products (polymers and masterbatch) from petroleum-derived materials, which causes the continued use of non-renewable resources and limits their availability for future generations.

Opportunity: Promotion of practices that encourage the use of recycled or reused raw materials, eco-design and the recirculation of materials.

Circular economy. Resource outflows related to products and services

Negative impact: Use of single-use plastic in the packaging of some manufactured or distributed products.

Transition risk: Increase in sustainability regulation requiring greater recyclability, reuse or use of recycled materials, which could imply higher adaptation costs for the company.

SOCIAL

Quality employment and talent development

Own workforce. Working conditions.

Positive impact: Creation of local employment that contributes to the economic development of society.

Risk: New labour legislation that may lead to an increase in operating costs, as well as possible related penalties.

Talent attraction and retention

Risk: Lack of generational replacement, together with the difficulty of attracting qualified talent, which may lead to the loss of critical knowledge, internal disorganisation and lower team commitment.

Customer communication and satisfaction

Consumers and end users. Information for consumers and/or end users
Positive impact: Implementation of satisfaction surveys and active communication channels with customers for the continuous improvement of the product and service.

GOVERNANCE

Responsible supply-chain management

Business conduct. Management of relationships with suppliers
Positive impact: Existence of a structured system for the approval and continuous assessment of suppliers and represented companies, which incorporates criteria of quality, regulatory compliance and environmental aspects, strengthening the traceability and integrity of the supply chain.

Risk: Geopolitical, socioeconomic, military and other global events (pandemics, health alerts) that affect international trade, impacting the supply chain and the distribution of products.

Corporate culture and integrity

Business conduct. Company culture
Risk: Diversity in national and international regulatory frameworks that may translate into differences in the application of ESG standards between countries, affecting the homogeneity of corporate commitments and with possible reputational consequences.



SUSTAINABLE ENVIRONMENTAL MANAGEMENT

03 ENVIRONMENTAL MANAGEMENT



03 SUSTAINABLE ENVIRONMENTAL MANAGEMENT

3.1. ENVIRONMENTAL MANAGEMENT

GPS assumes environmental management as a strategic element within its business model and its long-term growth. In a context marked by the transition towards a more sustainable economy and by new social, regulatory and market demands, the company works to reduce the environmental impact associated with its activity, to promote the responsible use of resources and to offer solutions that contribute to a more efficient and circular industry.

The group's environmental management is structured through a system based on the **ISO 14001**[2] standard , or in the implementation phase at its facilities, which guarantees a systematic approach oriented towards environmental control, regulatory compliance and the continuous improvement of environmental performance. Likewise, all the group's plants have the corresponding environmental licence in force, ensuring the development of the activity in accordance with the applicable legal requirements.

The **Policy of the Integrated System** establishes clear commitments on environmental matters, focused on the protection of the environment, the prevention of pollution, the reduction of emissions, the efficient use of resources and the proper management of waste, aligning the company's actions with various Sustainable Development Goals (SDGs).

Along these lines, the company has defined the following **environmental objectives with a 2030 horizon**:

- **Reduce total CO_2 emissions by 30%**
- **Reduce resource consumption by 10%, through the optimisation of water and energy consumption**
- **Increase waste recovery to 40%**
- **Expand the catalogue of products manufactured with recycled raw materials**

Likewise, environmental management takes into account the material IROs identified in the double-materiality analysis, among which climate change, energy and the circular economy stand out. These aspects guide the definition of environmental objectives and priorities. The current and foreseeable effects of the activity on the environment are included within the impacts identified as material in that analysis.

The **prevention of environmental risks and the application of the precautionary** principle are part of the company's management approach, which systematically assesses the possible environmental effects before relevant decisions are taken. This approach is supported by a dedicated organisational structure, made up of an environmental team of five people, and by procedures defined in accordance with the ISO 14001 standard.

Resources dedicated to the prevention of environmental risks (euros) 2025	2025
Costs of waste disposal, emissions treatment and restoration	256.346,23 €
Costs of environmental prevention and management	80.921,22 €
Total	**337.267,45 €**

During 2025, no significant penalties or breaches of the environmental regulations in force were identified.

[2] 66.67% of the plants are certified according to the ISO 14001:2015 standard, specifically the Delta Tecnic, Ultrabatch and Masterbatch centres.

3.2. CLIMATE CHANGE

Climate change is a material topic for GPS, both because of the greenhouse gas (GHG) emissions associated with its activity and because of the possible physical and transition effects that may influence its operation. In this area, the company works along two main lines: mitigation, focused on the reduction of emissions, and adaptation, oriented towards anticipating the effects of the climate on the activity.

The Sant Celoni and Mexico centres periodically calculate their carbon footprint in accordance with the ISO 14064:2018 standard and the GHG Protocol, under the operational control criterion. Although it has internal measurements of scopes 1, 2 and 3 for the Sant Celoni and Mexico centres, in the present financial year only scopes 1 and 2 are reported, as sufficiently homogeneous and representative scope 3 information is not yet available for all locations at the closing date of this report . The emission sources considered for the calculation are: for scope 1, those emitted by the combustion of diesel and petrol in the company's own vehicle fleet, the emissions from a refrigerant gas leak from one piece of equipment and the combustion of natural gas for heating at the Italian centres; and for scope 2, the emissions derived from electricity consumption at all the plants have been considered.

The company plans to progressively expand the reporting scope and consolidate the scope 3 information in coming financial years, with the aim of having a fully comparable and representative inventory of all its operations.



GHG emissions (t CO_2 eq)	2025
Scope 1	366,12
Scope 2	1.271,67
TOTAL (t CO_2 eq)	1.637,79

The total emissions intensity remains low, mainly because of having photovoltaic panels at the Ultrabatch, Masterbatch and Sant Celoni centres, and contracts with a green tariff in Sant Celoni; reflecting efficient production and favourable environmental performance.

GHG emissions ratio	2025
GHG emissions (t CO2eq) / Production (t)	0,12



DECARBONISATION PLAN

This information constitutes the basis of the company's emissions reduction plan, developed in accordance with Royal Decree 214/2025 for the operational scope considered in the emissions inventory, with a 2030 horizon and a 2024 base year, integrating carbon management into operational and investment decision-making.

The plan applies to the scope under the operational control of the parent company and includes in the calculation the activity of the Sant Celoni and Mexico production centres considered in the base year, given that these are the centres for which previous calculations are available; although the planning of actions and the objectives are extended to all the companies of the **GPS** group.

Although a decarbonisation plan was already in place for Delta Tecnic, establishing an objective of reducing absolute emissions by 30% based on the year 2021, with the formation of the GPS group a new objective and reference year is established. The corporate objective consists of reducing absolute greenhouse gas emissions by **20% by the year 2030 compared to the 2024 base year**, in coherence with decarbonisation trajectories compatible with the **Paris Agreement and the objective of climate neutrality by 2050**.
To achieve its objectives, the company focuses its action on those sources that concentrate the largest part of its emissions, prioritising:

- **The reduction of the carbon intensity of the raw materials used**
- **Active collaboration with strategic suppliers to drive decarbonisation trajectories**
- **The progressive integration of carbon-footprint criteria into the processes of purchasing, approval and product design**
- **Purchase of electricity with guarantees of origin**
- **Implementation of energy-efficiency and electrification measures**

This approach responds to the fact that the predominant emissions are associated with product design and the supply chain, so their reduction cannot be achieved solely through actions on internal operations. Nevertheless, the plan is complemented with measures on the company's own activity, including energy-efficiency actions, the use of electricity of renewable origin and improvements in packaging and production processes, oriented towards reducing direct emissions and supporting compliance with the overall reduction objective.

The degree of progress of the plan is assessed annually through the updating of the emissions inventory and the monitoring of associated indicators. The company periodically reviews the measures adopted in order to adapt them to the evolution of the activity and the regulatory context, maintaining the plan as an active tool of climate management and continuous improvement. Likewise, the information relating to the plan and to the carbon footprint is made available to stakeholders in accordance with the requirements established in Royal Decree 214/2025.



As a complement to the decarbonisation plan, the company participates in public climate-action initiatives, among them the Programme of Voluntary Agreements for the Reduction of GHG of the Generalitat de Catalunya, at Delta Tecnic. Within the framework of these initiatives, during the present financial year **65 tCO_2e were offset** through that programme, by means of the acquisition of credits from electrification projects in the tertiary sector managed through SENDECO, a platform specialised in the intermediation and management of environmental credits.

Beyond the reduction of emissions, the management of climate change in the company includes the assessment of risks and opportunities associated both with the energy transition and with the physical impacts of the climate.

In this context, during 2025 a climate-risk analysis was carried out for the Sant Celoni and Mexico centres, which made it possible to identify possible effects derived from extreme weather phenomena and from the evolution of the regulatory and energy environment, facilitating the prioritisation of actions on mitigation and adaptation for the coming years.

[3]For the calculation of the 2025 emissions, the MITECO carbon footprint calculator (version 31) was used.
In the case of Mexico, the emission factor corresponding to the national electricity mix published by the Secretariat of Environment and Natural Resources (SEMARNAT) on 28/02/2025 was applied.

The study concludes that the most relevant physical risks are drought and river flooding, especially at the facilities located in Spain, while the Mexico plant presents greater exposure to episodes of drought and heat. The analysis has been carried out under different future climate scenarios and indicates that these risks could intensify over medium and long-term horizons.

With regard to atmospheric pollution, the company has preventive measures oriented towards the minimisation of diffuse emissions and the protection of the environment, among which the following are included:

- **Filtration systems using bag filters for dust capture**
- **Statutory inspections and preventive maintenance of facilities**
- **Maintenance plans for equipment and ventilation systems**
- **Action protocols in the event of incidents, including spill-containment kits**

Likewise, the company will implement measures to improve the control of possible refrigerant-gas leaks at the plants. This information is currently obtained by reviewing the maintenance records, so work will be done to have a clearer and more centralised system that makes it possible to detect these incidents with greater precision.

Other significant atmospheric emissions (kg)[4]	2025
Nitrogen oxides (NOx)	1.175,38
Particulates (PM)	68,31
TOTAL	1.243,70

Likewise, measures are applied for the mitigation of noise and odours, including actions to reduce sound exposure and to avoid the generation of nuisance in the surrounding area.

[4]For the calculation of pollutants other than GHG, the emission factors for pollutants emitted to the atmosphere, 2026 edition, of the Regional Ministry of Enterprise, Employment and Energy of the Directorate-General for Circular Economy, Energy Transition and Climate Change of the Balearic Government were used.



3.3. CIRCULAR ECONOMY AND WASTE MANAGEMENT

The circular economy is an area of great relevance for GPS because of its relationship with the efficient use of materials, the reduction of waste and the use of resources. In the industrial context in which the group operates, this approach makes it possible to reduce the use of virgin raw materials, reduce waste and optimise the use of materials throughout the production cycle.

In this area, work is being done to improve the circularity of its processes and products, reducing the generation of waste from the source, promoting recovery alternatives and advancing towards formulations with higher recycled content. These lines of work are aligned with the environmental objectives defined by the company, as well as with the commitment to advance towards more circular models on the 2030 horizon.

To this end, projects are being developed to incorporate recycled and BIO-origin raw materials, as well as Life Cycle Assessment (LCA) studies oriented towards evaluating the impacts of the products and identifying opportunities for improvement in circularity.

3.3.1. WASTE

The activity generates waste associated mainly with the production processes and with cleaning, maintenance and packaging operations. The group works to improve its management, reduce its volume and facilitate its recovery when possible, relying for this on authorised waste managers.

During 2025, the practices of segregating waste by type were maintained and selective collection in offices was reinforced through the installation of new containers and visual instructions. Likewise, the outdoor storage facilities were conditioned, improving protection and identification. For 2026, it is planned to extend these measures to the rest of the offices and to the production areas, and to work on improving segregation at the plant, especially at those facilities where the current records are limited, with the aim of improving the recovery and traceability of waste.

The company continues to apply measures to reduce the generation of waste from the source. Among these, the planning of production by colour sequence stands out, which makes it possible to reduce cleaning operations and the use of solvents, and the internal reprocessing of non-conforming materials, which are adjusted by the R&D&i area for their reincorporation into the production process. These actions contribute to avoiding waste and to reducing the volume of waste generated.

Although the majority management route continues to be disposal, due to the nature of the waste generated, the company maintains initiatives to advance towards recovery routes. During 2025, various specialised managers were contacted in order to find recovery alternatives for certain pigmented waste , and the results of tests carried out by an international manager are awaited. Among the priorities for 2026 are the reduction of the volume of waste and the improvement of segregation at the source in order to increase the recoverable fraction.

Within the framework of the process of integrating the new facilities, the Mexico plant has administrative authorisation for waste management and has operating procedures for its segregation, storage and delivery to authorised managers, in accordance with the applicable regulations. Likewise, the plant has established general objectives for the improvement of waste management and is in the process of alignment with the corporate criteria.

Below are the main indicators related to the generation and management of waste during the financial year:

Volume of waste generated by type (kg)	2025
Non-hazardous waste	555.118,71
Hazardous waste	160.243,70
TOTAL	715.362,41



Disposal method (%)	2025	
	Non-hazardous	Hazardous
Recovery operations (such as reuse, recycling, composting, etc.)	33,04%	4,80%
Disposal operations (such as incineration, landfill, etc.)	66,96%	95,20%

3.4. SUSTAINABLE USE OF RESOURCES

3.4.1. WATER

The production activity at the group's production centres is not water-intensive. The water, which comes entirely from the municipal network, and at the Mexico centre water is acquired through a supplier that extracts it from a well, is used mainly in plant cleaning operations, in the refrigeration systems and for domestic uses at the facilities.

In recent years, the company has implemented measures to improve water efficiency and reduce the volume of wastewater generated. Among these, the use of a closed refrigeration circuit and the incorporation of an evaporation system stand out, which makes it possible to treat the process wastewater and reuse part of the volume in cleaning operations, reducing water consumption and the generation of liquid waste.

The water consumption reduction objective set for 2030 is in line with the current operation, as a result of the measures implemented in recent years. This target is maintained in order to consolidate the progress achieved and to continue improving water efficiency in the coming financial years.

Below are the main indicators associated with water consumption and management during the financial year:



Water consumption (m3) of all areas	2025
Groundwater	1.410
Third-party water[5]	4.579,97
TOTAL	5.989,97

3.4.2. RAW MATERIALS AND MATERIALS

The manufacture of masterbatch and additives requires the use of different raw materials, mainly polymers, pigments and additives. The company works to optimise their consumption and reduce the use of virgin materials, advancing towards a more efficient model aligned with the principles of the circular economy.

In this area, projects are being developed oriented towards incorporating recycled raw materials that contribute to reducing the carbon footprint of the products. Work is currently being done on PVC and PE projects with recycled raw materials, as an alternative to materials of virgin origin.

During 2025, two products with recycled content were formulated and work is being done to guarantee the stable supply of these materials through specialised managers, as well as to identify customers who may be interested in these solutions. Part of the potential demand is in sectors with demanding technical requirements, with additional validation processes before their incorporation into the market.

As part of the feasibility analysis, five raw materials of recycled origin have been identified with the potential to significantly reduce the carbon footprint of the final product. The incorporation of these materials will depend on the availability of supply and on their acceptance in the market.

In a complementary way, projects are also being developed with BIO raw materials and a product with 97% recycled content has been designed, which is currently in the development phase. To support these initiatives, Life Cycle Assessment (LCA) studies have been carried out on seven product families.

Despite the progress, challenges persist linked to the stable availability of recycled materials and to compliance with technical requirements in the destination sectors. Likewise, the use of single-use plastic in certain packaging is maintained, identified as an area for future improvement.

[5]As at the closing date of this report, not all of the corresponding invoices were available for the plants in Italy. Consequently, the figures have been estimated by applying the average daily consumption (in m^3/day) and extrapolating it to the number of days included in the reporting period.

Below is the consumption of materials and raw materials corresponding to the 2025 financial year. In order to offer greater traceability and transparency, the breakdown of raw materials used at the Sant Celoni and Mexico production centres is detailed. In the case of the plants in Italy, during this financial year it was not possible to provide this breakdown due to the limited availability of information; for this reason, the data are included grouped in a separate item.





Consumption of materials and raw materials (kg)	2025
Raw materials	14.907.196,43
Pigments Sant Celoni and Mexico	2.058.478,51
Plasticisers Sant Celoni and Mexico	1.327.215,79
Resins Sant Celoni and Mexico	3.021.026,06
Stabilisers and additives Sant Celoni and Mexico	2.341.772,56
Miscellaneous Sant Celoni and Mexico	501.461,32
Purchase of raw materials at the Italian factories	5.657.242,19
Materials	948.931,45
Wood	443.396,00
Cardboard	200.564,03
Plastic	304.971,42

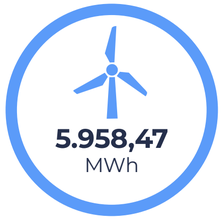
3.4.3. ENERGY

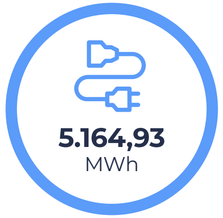
Energy is an essential resource for the industrial activity of the group's centres. The company mainly uses electrical energy in its production processes and works to improve its efficiency and advance towards a model with a greater weight of renewable sources.

Within this line, the group has photovoltaic installations both in Spain and in Italy. At the Delta Tecnic, Ultrabatch and Masterbatch plants there are solar panels that make it possible to generate part of the energy consumed. In Spain, the combination of own generation and energy acquired with a renewable Guarantee of Origin allows the electricity consumption to come entirely from renewable sources. During 2025, these installations were kept in operation.

In addition to renewable production, various energy-efficiency measures have been implemented in recent years. Among these, LED lighting, the improvement of refrigeration systems, the control of leaks in compressed-air networks and the replacement of equipment with more efficient units stand out. The use of electric forklifts avoids the use of fossil fuels in production equipment.

The energy intensity ratio is 0.82 MWh/t produced. For the coming years, it is planned to carry out energy audits in order to identify new improvement opportunities and to implement energy-management-system requirements.





Energy consumption by source (MWh)[6]	2025
Renewable energy	5.958,47
Electricity[7]	5.958,47
Non-renewable energy	5.164,93
Electricity	3.734,62
Natural gas	111,14
Diesel	733,76
Petrol	585,40
TOTAL	11.123,40

[6]At the date of preparation of this report, not all of the electricity-consumption invoices corresponding to the Sant Celoni centre are available, so only the data available in the invoices issued so far are reported. In the case of the Ultrabatch and Masterbatch centres, equipped with photovoltaic installations, the energy consumption has been estimated on the basis of the internal readings recorded monthly. These readings could not be cross-checked against invoices or against the records of the plants' management software, so the values presented could be subject to adjustments in future closings once the complete information is available.
[7]The renewable energy item comprises both the renewable energy generated internally through photovoltaic installations and the 100% renewable-origin energy acquired through supply contracts.

POSITIVE SOCIAL IMPACT

SOCIAL IMPACT



04 POSITIVE SOCIAL IMPACT

4.1. OUR TEAM

GPS recognises the importance of having a stable, responsible and committed human team, which constitutes a fundamental pillar for the development of the group. Under the motto "The base of our strength is our people", since the origins of Delta Tecnic, a solid and close relationship with the workers has been fostered, and the diversity of profiles and equal opportunities are promoted.

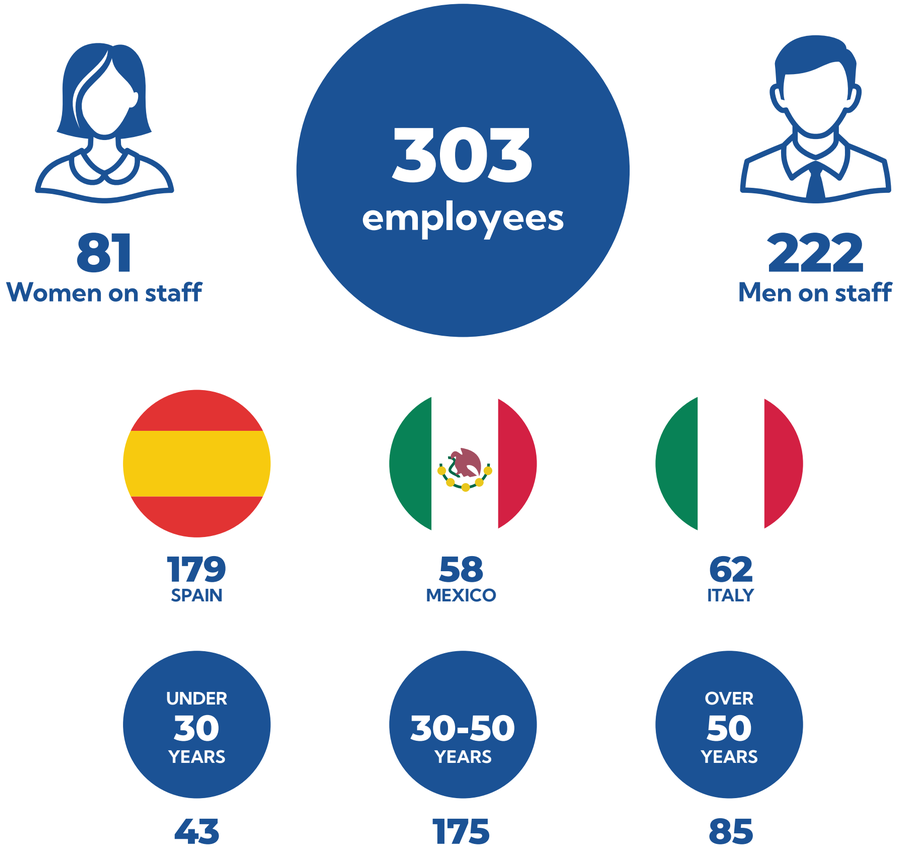
The management of people is articulated through different policies and protocols that help to convey the group's values. In this regard, the **Code of Ethic**s stands out, which lays the foundations of upright conduct for all the people who maintain a relationship with GPS, as well as the **Policies of the Integrated System**, which set out the main commitments, principles and objectives in matters of management, such as occupational health and safety and social aspects, guaranteeing a transversal and coherent approach in all the areas of the group.

4.1.1. WORKING CONDITIONS

EMPLOYMENT

During the 2025 financial year, GPS experienced significant growth in its workforce, reaching 303 employees as a result of the acquisitions carried out. The group currently has workers in Spain, Italy, Mexico, France and Austria, reflecting its international presence.

Although a high average length of service is observed in the workforce, a policy of incorporating professionals of different ages is maintained, favouring intergenerational coexistence. There is 73% men and 27% women. In production and factory positions there is greater male representation, due to historical factors of the sector; nevertheless, at management levels a balanced representation is guaranteed, reflecting the company's commitment to gender equality.



Number and percentage of employees by professional category	2025			
	Men	Women	TOTAL	%
Managers	22	13	35	11,55%
Middle management	31	15	46	15,18%
Plant, administration and laboratory staff	170	52	222	73,27%

4.1.2. PROFESSIONAL DEVELOPMENT

Within the framework of commitment to the development and training of its human team, during 2025 the human-resources management and training protocol was prepared, which explains how human resources are organised and which will gradually be transferred to the companies of the group.

PERSONNEL SELECTION

The selection of new personnel is the responsibility of the human resources department, with the ultimate supervision of Management.
An onboarding process is established for new incorporations, which includes training in safety and prevention, emergency protocols, ethical principles and internal regulations.

PERFORMANCE ASSESSMENT

A performance assessment is carried out for the workers on an annual basis, as well as before the end of the trial period or prior to promotion processes. This system makes it possible to assess adaptation to the position and to the work environment, as well as to identify areas for improvement. The assessed person also completes their own questionnaire, which facilitates the contrast of opinions and the dialogue with their manager in order to agree on development actions.

The technical personnel (areas of manufacturing, warehouse, maintenance and laboratory) are also assessed through the training procedure, which will be progressively extended to the rest of the departments. This method makes it possible to know the level of autonomy in each task, identify training needs and ensure the correct coverage of key functions.

It should be noted that the entire procedure is applied with criteria of neutrality and non-discrimination, guaranteeing equal opportunities. Likewise, in coherence with the Equality Plan in force, the company applies positive-action measures in promotion processes, prioritising women in management positions or highly male-dominated positions when there is equality of conditions between candidates, thus contributing to reducing gender under-representation.

TRAINING

Training and the development of competencies constitute a key axis in talent management, since they make it possible to guarantee efficient, safe performance aligned with the values and strategic objectives of the group. In this regard, currently at the headquarters and through integration, it will be extended to all the companies of the group; the entire workforce must receive training on the code of ethics and on the internal policies. In line with this commitment, continuous training is promoted and a strategic objective is set to reach an average of 75 hours of training per person in 2030, contributing to the professional development of its workforce and to the continuous improvement of the organisation.

In practice, the essential knowledge for the manufacture of its products and the provision of its services is identified, and is made available to the workforce through training actions, updated procedures and specific knowledge bases by department. To centralise this information and facilitate its access, the company uses a digital platform that makes it possible to drive the dissemination of knowledge and improve the flows of information between the different teams.

Each department analyses its training needs and submits its proposals to the Human Resources area, which consolidates them into an annual training plan subject to the approval of Management. This process guarantees that the training offer responds both to the technical requirements of the positions and to the strategic priorities of the organisation.

Training linked to positions of a technical nature is eminently practical and is oriented towards the appropriate use of the technology, machinery and tools necessary for the development of the processes. The people responsible for delivering these sessions transfer the experience acquired in the position itself, thus ensuring an effective, safe execution aligned with the company's quality standards.

During the year 2025, 10,221 total hours of training were delivered, especially in the areas of leadership, occupational risk prevention, negotiation and technical aspects in those manufacturing and warehouse positions. The average of hours per employee was 34, which represents a significant advance on the path towards the objective set for 2030.

Hours of training by professional category	2025
Managers	363,5
Middle management	1.598,5
Plant, administration and laboratory staff	8.259
TOTAL	10.221

4.1.3. WELLBEING, WORK-LIFE BALANCE AND MANAGEMENT OF WORKING TIME

The company complements the creation of employment with a firm commitment to wellbeing and work-life balance, developing initiatives that favour the balance between the working and personal environment of each employee.

ORGANISATION OF WORKING TIME

With regard to the management of working time, the office staff have a schedule from 8 to 17, with an intensive working day during the month of August and the possibility of carrying out their work online one day a week. The people who work in the factory do so in 3 shifts from Monday to Friday. In total, 496,390 hours of work were carried out in 2025 by all the staff. It should be noted that in the event that the technical staff must work hours outside the working schedule, these are recorded in a document that is sent to HR for its supervision. In the case of the office staff, there is a clocking-in programme.

In addition, Delta Tecnic has a Digital Disconnection Protocol that regulates the responsible use of digital media and guarantees respect for rest time, personal privacy and work-life balance. This protocol applies to the entire workforce, regardless of the work modality (in-person or remote), and establishes clear criteria on communications outside working hours, meetings, rest periods and exceptional situations. Likewise, it contemplates awareness-raising and training actions, as well as the creation of a Monitoring Commission to ensure its correct application, reinforcing the company's commitment to a healthy and sustainable work environment.

SOCIAL BENEFITS

With regard to the promotion of social benefits, each company applies various initiatives.

Below is the number of workers who have benefited from measures intended to facilitate the enjoyment of work-life balance, specifically for childcare.

Measures intended to facilitate the enjoyment of work-life balance	Men	Women
Accumulation of breastfeeding leave	3	-
Maternity leave	-	3
Paternity leave	9	-
Reduction of working hours for childcare	1	-
TOTAL	13	3

In 2025, in Sant Celoni, the following measures were in place:

External service of comprehensive support for workers, covering different areas of personal and family life, including:
· Psychological care.
· Home assistance.
· Management of personal procedures.
· Access to other resources of help and guidance.

Private medical insurance for the entire workforce, reinforcing health coverage and the care of health.

Physiotherapy service for workers with medical recommendation, both preventively and during periods of medical leave, the cost of which is fully borne by the company.

With regard to the promotion of healthy living habits, at the Sant Celoni workplace a catering service with balanced food options is offered and a piece of fruit or a healthy snack is given monthly to each worker. Likewise, natural products have been incorporated into the vending machines, such as salads, yoghurts and fruit and vegetable juices, the cost of which is subsidised by the company at 50%. In addition, a free coffee per day is offered and discounts on sports services.

One of the initiatives of which Delta Tecnic feels especially proud is the creation of the Social Fund for aid to collaborators, in force since 2010. This fund is intended to support staff who find themselves in situations of special vulnerability, such as:

1. **Serious illness,**
2. **Serious surgical interventions of direct family members,**
3. **Children over 16 years of age with disabilities, and**
4. **Workers with children of school age (0–16 years).**

Thanks to this social commitment and to the set of measures implemented for the wellbeing of the workforce, the headquarters has been recognised with the **Socially Responsible Company seal**.

At the Mexico plant, recognitions of the permanence of personnel are carried out through a programme of distinctions for those who complete five years in the company. Likewise, annual gatherings are organised for the workers, to which their families are also invited.

At a corporate level, more initiatives will be created along this line in order to integrate them into all the companies of the group.

4.1.4. SOCIAL DIALOGUE

In the companies of GPS there is active and close communication with all the staff. In Spain there is a **Works Council** made up of 9 representatives, which acts as a key body of participation and social dialogue. This council plays a fundamental role in the defence of the interests of the workforce, analysing and debating proposals oriented towards improving working conditions and the wellbeing of the workers. 99.9% of the employees of GPS are covered by collective bargaining agreements[8]. With regard to **collective bargaining** agreements, in Sant Celoni the XXI General Agreement of the Chemical Industry 2024–2026 applies. In Mexico there is no sectoral agreement, but all the workers are covered by the Federal Labour Law.

As a good practice in matters of labour wellbeing, the company carries out every five years a **psychosocial-risk survey** to assess the work climate. The assessment is carried out by means of an anonymous questionnaire that analyses aspects such as motivation, the setting of objectives, internal communication and control processes. The objective is to know the perception of the workforce and to identify areas for improvement. On the basis of the results, a working group was created with people from different departments to define actions, which were subsequently developed with the participation of the Occupational Risk Prevention and Human Resources departments, as well as representatives of the Works Council, giving rise to new measures.

[8]The 0.01% corresponds to certain management positions that are not subject to a collective bargaining agreement.

4.1.5. OCCUPATIONAL HEALTH AND SAFETY

For GPS, occupational health and safety constitute a fundamental pillar in the management of people. The company has teams that work in manufacturing, warehouse or laboratory, exposed to various risks, as well as office staff who may face incidents derived from postures or repetitive efforts. For this reason, 100% of the employees of GPS are represented by a Health and Safety Committee. In addition, with the aim of continuing to improve working conditions, the company has set itself the goal of **reducing accident rates by 10% in 2030 compared to the values recorded in 2021**.

The company has the ISO 45001 certification in Spain and in two of the plants in Italy, which guarantees the existence of procedures for the identification and assessment of risks, as well as a monitoring and control system that makes it possible to maintain safe and adequate working conditions. In Mexico, the system is in the implementation phase, with certification foreseen in 2026.

It should be mentioned that periodic health examinations are carried out for the entire workforce and no occupational diseases have been identified. Nevertheless, following the health examinations, recommendations are made to employees on manual handling of loads, forced postures, repetitive movements, data-display screens, pressure neuropathies, vibrations, vehicle driving, chemical risk, work at heights, thermal stress, shift or night work.

In 2025, 17 accidents were recorded, of which 16 affected men and 1 a woman. The majority of these incidents were related to blows and cuts caused by objects or tools, blows against immobile objects and situations derived from overexertion. It should be noted that no occupational diseases were identified during 2025.

Frequency rate	2025
Women	7,37
Men	44,37
TOTAL	34,25

Severity rate	2025
Women	0,015
Men	0,657
TOTAL	0,481



4.1.6. EQUALITY AND NON-DISCRIMINATION

GPS maintains a firm commitment to equal treatment and opportunities, integrating the gender perspective, diversity and inclusion into its management policies and into its internal processes.

At the headquarters there is an **Equality Plan** in force until 2026, the objective of which is to guarantee equal treatment and opportunities between women and men, as well as to promote respect for and appreciation of diversity. This plan establishes different measures, among which the following stand out:

- Creation of an **Equality Commission** in charge of the monitoring and assessment of the Plan, acting as a permanent consultation body for Management.
- Review the **selection criteria** to guarantee their neutrality and apply positive-action measures to reduce female under-representation in highly male-dominated areas.
- Periodic updating of the **salary register and the pay audit** to identify and correct possible gender pay gaps.
- Carry out general and specific **training** in equal opportunities and the gender perspective, especially aimed at those responsible for selection, management and assessment.
- Regularly review the perception and use of **work-life balance** measures to detect new needs and improve the balance between working, personal and family life.
- Advance in **risk assessment incorporating the gender perspective**, guaranteeing that work spaces and preventive measures respond appropriately to the needs of women and men.
- Application of the **Protocol for the prevention of and action against sexual harassment and harassment on grounds of gender**, intended to avoid any inappropriate conduct and to establish a clear procedure of action and protection in the event of possible harassment situations in the work environment.
- Implementation of an **inclusive-language guide**, which incorporates resources, formulas and non-discriminatory uses of language, with the aim of fostering communication free of stereotypes and prejudices. Likewise, a person responsible for ensuring its correct application in all internal and external communications has been appointed.

To ensure an effective implementation of the Equality Plan, an annual report is prepared that makes it possible to assess the degree of progress and detect areas for improvement. This analysis is complemented with a six-monthly monitoring of the planned actions, as well as with two annual meetings of the Equality Commission, in charge of supervising and supporting the development of the Plan.

All these measures will be progressively implemented in the rest of the companies of the group, forming part of the integration process.

It should be noted that the presence of women on the management committee reaches 37%, reflecting Delta Tecnic's commitment to a balanced representation of gender in leadership positions and to the promotion of equal opportunities in decision-making.

On the other hand, a **Diversity Guide** has been prepared, conceived as a reference tool to integrate diversity transversally, promoting equal treatment, the inclusion of groups in situations of vulnerability and a respectful corporate culture. This document has its origin in the participation of Delta Tecnic in the Next Diversity and Enterprise Programme, an initiative promoted by PIMEC (Employers' Association of Small and Medium-sized Enterprises of Catalonia) and ECAS (Catalan Entities of Social Action), oriented towards promoting organisational changes in SMEs that make it possible to progressively integrate the perspective of diversity into the work environment. In this area it is also highlighted that Delta Tecnic is a signatory of the **Diversity Charter** since 2019.

As a novelty in 2025, two new protocols were approved with the aim of reinforcing the prevention of unwanted conduct and promoting a safe work environment free of any form of discrimination. The protocols approved are the following:

- Protocol for the prevention, detection and handling of situations of sexual harassment, harassment on grounds of sex, sexual orientation and/or gender identity or expression.
- Protocol for the prevention, detection and handling of conflicts and psychological harassment at work.

In matters of accessibility and inclusion of people with disabilities, various measures are adopted. Compliance with the legislation on disability is met through the employment of people or the application of alternative measures, collaborating with special employment centres and social entities, such as gardening services or the contracting of products and services (for example, Christmas hampers) from companies and foundations that promote the labour integration of people with disabilities. Likewise, the personnel-selection procedure incorporates criteria of diversity and inclusion, among which disability is specifically contemplated, reinforcing the organisation's commitment to an accessible and inclusive work environment. In 2025, the organisation has 4 people with disabilities in its teams.

4.2. OUR IMPACT ON THE COMMUNITY

GPS maintains a firm commitment to its surroundings, aware of its role as a driver of the creation of employment and development in the areas where its factories are located, highlighting that the majority of its staff comes from the area. Likewise, the contracting of local suppliers and contractors is prioritised.

Relationships of trust with the community are promoted, generating shared value through active participation in the life of the municipality and maintaining a dialogue with the local administrations.

In 2025, donations were made to different initiatives focused on health and medical research and on the fight against poverty and exclusion, both locally and internationally. The contributions to foundations and non-profit associations in 2025 amount to 13,995 euros.

Likewise, during 2025 participation took place in solidarity marches such as the Trailwalker, in the 10 km modality, reaching in its third edition a growing participation of the workforce, with more than 30 people involved from the Sant Celoni centre. Participation also took place in the Oncogravel initiative, oriented towards the fight against cancer, with a team of six workers.

At a local level, collaboration takes place with the entity La Maasaiada through the participation of its human team in a solidarity race organised in its surroundings. Through this initiative, the company supports an association dedicated to the development of social projects in the Montseny area and contributes to generating a positive social impact in the community.



4.3. OUR CUSTOMERS

Customers occupy a central place in the activity of GPS. The company maintains a continuous relationship with its customers based on transparency and technical support, with the aim of understanding their needs and offering adequate attention throughout the entire commercial relationship.

4.3.1. QUALITY, INNOVATION AND PRODUCT SAFETY

Quality and product safety constitute fundamental pillars of the management model of GPS. The company articulates these commitments through its Integrated Management System, which establishes the principles and procedures that govern the design, manufacture and control of the products, guaranteeing their conformity with the applicable legal, regulatory and customer requirements.

Within this framework, there are quality-management systems certified in accordance with the ISO 9001 standard in all the companies of the group. These certifications reflect the implementation of processes oriented towards continuous improvement, traceability and the systematic control of quality, and constitute a common basis for the development of the group's industrial activity.

On this basis, the company develops and manufactures solutions that respond to the technical requirements of the sectors in which it operates, working continuously on improvement.

The protection of the consumer forms part of this approach. Customers and end consumers are provided with the technical and safety information necessary to guarantee an adequate and safe use of the products.

In relation to the safety of the products, an assessment of the supplier companies of chemical substances and a specific assessment of each of the substances used are carried out. The product-safety areas assess the regulatory compliance of the chemical raw materials, including the concentration limits of substances, in accordance with the applicable legal requirements and the specific demands of customers or sectors, such as the REACH regulation and other regulatory requirements of reference.

Likewise, the information relating to the safety of the products is made available to customers through labelling and safety data sheets. The Product Safety department also prepares the certificates of conformity of the manufactured products, ensuring their adequacy to the applicable regulations.

4.3.2. COMMUNICATION AND CUSTOMER SERVICE

Communication with customers constitutes a key element in the activity of the group and plays a fundamental role in customer satisfaction and in the quality of the long-term relationship. Through continuous communication, the company can better understand the needs of its customers, anticipate possible incidents and ensure a correct application of the products in the different contexts of use.

Communication is articulated through the company's usual contact channels, integrated into the quality system, which allow a fluid exchange of technical information, the handling of queries and accompaniment during the use of the products. Within this framework, customers are offered a technical advisory service that provides information on the correct application of the products, the process conditions at the customer's facilities and the aspects related to safety and environmental impact, contributing to reinforcing closeness with customers and to consolidating relationships based on trust and transparency in all the companies of the group.

As part of this process, satisfaction surveys are carried out with customers with the aim of gathering their assessment of the products and services offered. The information obtained makes it possible to identify opportunities for improvement and is used as a basis for the continuous improvement of products, services and internal processes.

Likewise, the company responds to the requests for information made by its customers, including the completion of questionnaires and requests related to aspects of quality, sustainability, regulatory compliance and business ethics. This interaction forms a habitual part of the relationship with customers and contributes to responding to their expectations and to reinforcing trust in the organisation.

MANAGEMENT OF COMPLAINTS

The management of non-conformities and complaints is carried out in accordance with the procedures established in the quality system. Complaints may be received through the departments involved or through the contact address available on the corporate website.

All complaints are recorded, analysed and managed until their total resolution, guaranteeing an adequate response. During 2025, 58 complaints were recorded. The variations observed in recent financial years in the number of complaints recorded respond mainly to changes in the detection and recording procedures, oriented towards improving their traceability and control.

In line with the commitments set out in the Policy of the Integrated Management System, the company has established as an objective the reduction of complaints by 10% by 2030. To this end, monitoring is carried out of the performance in matters of complaints related to the product and the manufacturing processes, as part of its approach of continuous improvement of quality.

In the 2025 financial year, we did not record any complaint related to cases of violations of customer privacy and loss of customer data.



RESPONSIBLE GOVERNANCE

05

GOVERNANCE



05 RESPONSIBLE GOVERNANCE

5.1. OUR GOVERNANCE MODEL

The governance model of GPS is structured with the aim of guaranteeing responsible, transparent management aligned with the company's strategy, ensuring adequate decision-making and the supervision of the main risks and opportunities, including those related to sustainability and regulatory compliance.

The structure of governance and management clearly defines the functions and responsibilities of the different bodies, allowing an orderly management coherent with the Integrated Management System and with the commitments assumed in environmental, social and governance matters.

01

BOARD OF DIRECTORS

Governing body responsible for the strategic orientation of the company and for the general supervision of its activity. It receives periodic information on the evolution of the business and on the relevant aspects related to sustainability, ethics and regulatory compliance.

02

SENIOR MANAGEMENT (STEERING COMMITTEE)

Body of maximum operational decision, headed by the CEO, responsible for the daily management and the execution of the corporate strategy. From this level the integration of ESG aspects into the company's activity and into the decision-making processes is driven.

03

COMPLIANCE

GPS has specific structures to guarantee regulatory compliance and the application of the organisation's ethical principles, which include the supervision of the compliance system and the monitoring of internal policies.

This governance model makes it possible to progressively integrate sustainability into decision-making and into the supervision of the company's activity. The definition of clear responsibilities, together with the established monitoring and control mechanisms, facilitates the periodic review of the initiatives in ESG matters and their alignment with the corporate strategy and the long-term objectives.

5.2. ETHICS AND TRANSPARENCY

5.2.1. HUMAN RIGHTS

GPS develops its activity with a firm commitment to ethics, transparency and responsible conduct, integrating the Ten Principles of the Global Compact into its management and into the relationship with all its stakeholders, as a participating company of this international initiative. Likewise, the company promotes and guarantees compliance with the fundamental conventions of the International Labour Organization, integrating them into its labour policies and practices.

The **Code of Ethics** is the backbone of the ethical and compliance culture of the organisation. Currently, the Code of Ethics in force is that of Delta Tecnic, of mandatory compliance for all the people who form part of the company (employees, managers and administrative body), who receive specific training on its content. It also applies to business partners, suppliers, agents and distributors. Eurocolor is preparing its own Code of Ethics, in accordance with model 231, and it is planned to unify both documents in the future in order to have a common framework throughout the group.

The Code of Ethics is governed by the following principles:

1. **Ethical culture and regulatory compliance**
   The organisation promotes a culture based on integrity, regulatory compliance and shared responsibility at all levels.

2. **Zero tolerance towards corruption**
   Any corrupt, fraudulent or illegal practice is expressly rejected, both in the public and private sphere.

3. **Management of conflicts of interest**
   Those situations that may compromise objectivity in decision-making are identified, communicated and managed transparently.

4. **Competition in the market**
   The company acts in accordance with the principles of free competition, rejecting practices contrary to fair play in the market.

5. **Responsible relationships with business partners**
   Commercial relationships are based on transparency, objectivity, equal treatment and regulatory compliance.

6. **Respect for people and the work environment**
   A safe, inclusive and respectful work environment is fostered, based on equal opportunities and dignified treatment.

7. **Human rights and public freedoms**
   The organisation respects and promotes Human Rights, aligning itself with the principles of the United Nations Global Compact.

8. **Respect for the environment**
   The activity is developed responsibly, protecting the environment and promoting sustainable practices and technologies.

9. **Protection of confidential information**
   The confidentiality of the information and compliance with the regulations on data protection are guaranteed.

5.2.2. FIGHT AGAINST CORRUPTION, BRIBERY AND MONEY LAUNDERING

There is a **Compliance Policy** that reinforces and develops the principles and values set out in the Code of Ethics, establishing a clear framework of action on matters of prevention and criminal compliance. This policy is articulated around a robust and structured **Crime Prevention Model**, designed to identify, prevent and mitigate the criminal risks to which the group could be exposed as a legal entity. Among the main objectives and elements of the model, the following stand out:

- Implementation of a **Compliance Management System**, which includes the preparation and maintenance of a criminal-risk matrix, in which the organisation's processes and the offences classified in the Criminal Code that could generate corporate criminal liability

are analysed. This matrix incorporates a due-diligence procedure that makes it possible to identify and manage possible breaches (including those related to human rights, internal policies, anti-corruption and the protection of information), adopting the necessary actions to minimise the risks and guarantee the effectiveness of the system.

· Appointment of a **Compliance Officer,** responsible for supervising the correct functioning, updating and effectiveness of the Crime Prevention Model and of the Criminal Compliance Management System.

· Development of **training and awareness-raising** actions, aimed at the professionals of the group and, when appropriate, at business partners, with the aim of consolidating an ethical and compliance culture integrated into the daily activity of the organisation. In this regard, during 2025 training actions were carried out to raise awareness of and recall the established principles. Specifically, 58 workers were trained in this matter.

There is also an **Anti-Bribery Policy** that establishes the principles and procedures necessary to prevent, detect and address possible bribery practices, regulating, among other aspects, due diligence on people and third parties, the control of gifts, invitations and courtesies, as well as the prohibition of improper contributions to political parties or other entities.

All the commitments mentioned above and assumed by the organisation are consolidated through the renewal, in 2025, of the **UNE 19601 certification of Criminal Compliance Management Systems** for the facilities of the headquarters.

ETHICS AND QUERIES CHANNEL

With the aim of fostering the culture of compliance, a communication channel is made available to workers and third parties to report doubts, conflicts, possible irregularities or breaches of the Code of Ethics and of the applicable internal regulations. The communications received are managed by the Criminal Compliance Body, in accordance with the Complaint Management Procedure. It should be noted that the confidentiality of communications made in good faith, the prohibition of reprisals and compliance in matters of personal data protection are guaranteed. The complaints channel can be accessed through this address: https://deltatecnic.edenuncias.com/

During the 2025 financial year, no complaints or incidents related to corruption, bribery or money laundering were recorded.

It should be mentioned that there is a **procedure on the protection and privacy of data**, oriented towards regulating the processing of information, the control of accesses and the correct management of the files.

These mechanisms are applied to the Delta Tecnic centres, and will be extended to the rest of the companies of the group throughout 2026.



5.3. SUPPLIERS AND SUBCONTRACTORS

GPS considers the responsible management of the supply chain a key element to guarantee the quality of its products, the continuity of supply and the integrity of its activity. In this regard, the company works to progressively integrate environmental, social and governance criteria into the relationship with suppliers, reinforcing traceability and the management of risks throughout the value chain.

Currently, the group has a total of 379 local suppliers, which reinforces the contribution to the economic development of its surroundings and facilitates a closer, more agile management aligned with the ESG criteria that GPS promotes.

This approach is articulated through the Integrated Management System of the organisation, which establishes the principles and requirements applicable to the selection, assessment and monitoring of suppliers, and which guides the incorporation of sustainability into the processes of purchasing and contracting.

APPROVAL AND MONITORING OF SUPPLIERS

There is a system for the approval of suppliers of raw materials and services, such that orders can only be placed with previously assessed suppliers. The approval process is based on the gathering of general information about the company and its supply capacity, and makes it possible to assess its suitability as a supplier from the technical, commercial and regulatory-compliance point of view.

As part of this process, suppliers must complete an approval questionnaire, through which information is gathered relating, among other aspects, to their activity, reference customers, turnover volume, available certifications and relevant aspects of their operation. Likewise, for the start of the commercial relationship, adherence to the Code is required, guaranteeing alignment with the principles of responsible conduct, integrity and compliance of the company.

In a complementary way, suppliers are provided with a quality-assurance manual, which defines the basic requirements that must be met to ensure the quality of the products and services supplied.

In the process of approval and monitoring, the following are taken into account, among other aspects, compliance with the safety requirements of the raw materials, the technical and commercial capacity of the supplier and the availability of management systems related to quality, the environment, safety and ethical management.

The maintenance of the approval is linked to compliance with the established conditions and, when necessary, may include reviews or audits, 2 of these having been carried out in 2025. Periodically, the company carries out assessments oriented towards identifying possible risks associated with the collaboration with each supplier and towards reinforcing the preventive management of the supply chain.

During 2025, in Sant Celoni the review of the purchasing procedure was initiated with the aim of progressively incorporating a greater weight of environmental, social and governance criteria into the management of the supply chain, in line with the principles of the Integrated Management System. This review constitutes the basis for the evolution of the group's purchasing model.

In this context, the group is advancing towards the centralisation of purchasing in Sant Celoni, which will act as the headquarters. As a result of this approach, in Sant Celoni 100% of the new suppliers have been assessed using environmental and social criteria. In the rest of the centres, progress continues to be made in the implementation process in order to extend these standards to the organisation as a whole. This model will make it possible to apply the defined ESG criteria homogeneously, unify objectives and reinforce the coherence of the actions in matters of sustainability in the supply chain at all the plants of the group.

GPS maintains as an objective that, in 2030, **80% of its supply chain will have been assessed in accordance with environmental, social and governance criteria**.

GLOBAL POLYMER SOLUTIONS

Sustainability Report

2025