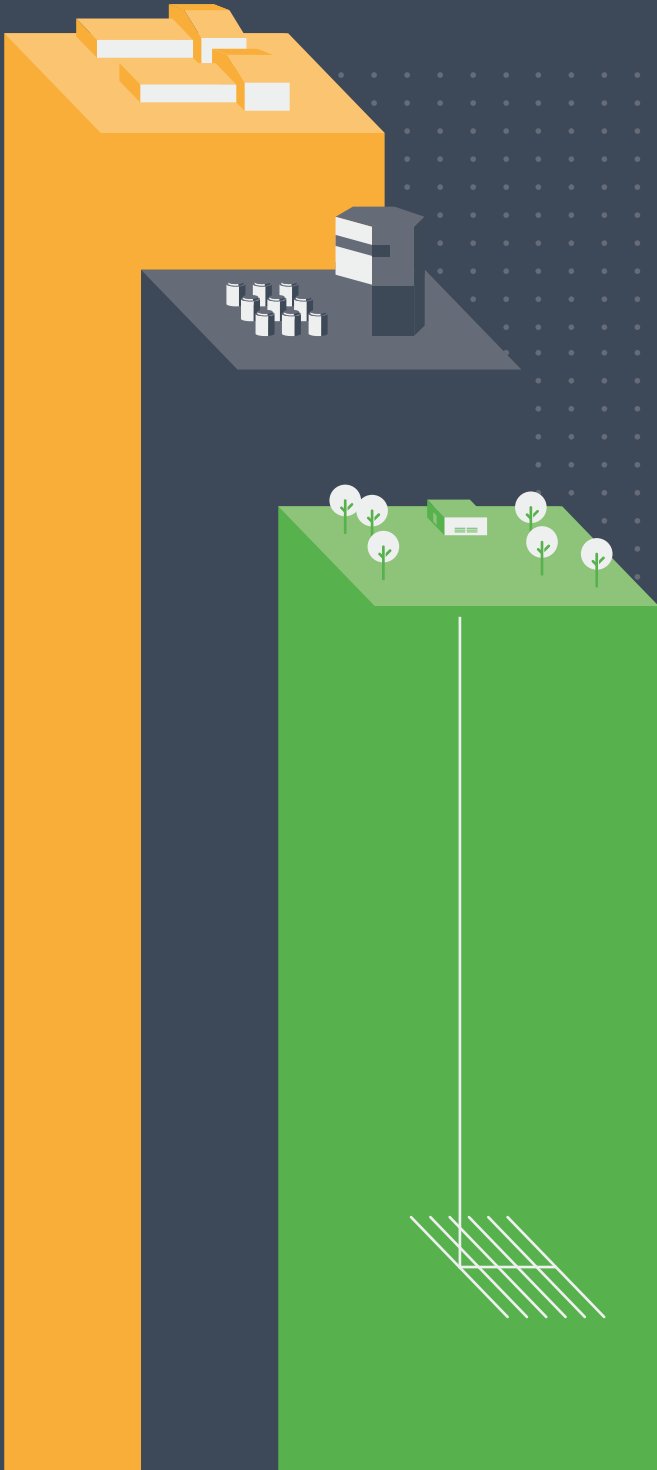




NFIS

NON-FINANCIAL
INFORMATION
STATEMENT

2025



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WELCOME MESSAGE



It is an honour to present the 2025 Non-Financial Information Statement, a document that reflects Enresa's commitment to safety, technical excellence and sustainability. As a public enterprise responsible for managing radioactive waste in Spain, we work continuously with a clear purpose: to protect the environment and ensure the safety and well-being of people, both now and in the future.

For this reason, in this Non-Financial Information Statement, we clearly set out how we provide this essential public service and the commitments that, as a public body, we make to the public – commitments that go beyond those strictly defined by our mission. Sustainability has always been the cornerstone that defines not only Enresa's purpose but also the way we work every day. This report not only presents results and data, but it also reflects the public service mission, which evolves with technical rigour and a focus on future generations.

2025 was marked by significant operational advances. At El Cabril Disposal Centre, 2,442 m³ of radioactive waste from nuclear and radioactive facilities and incidents were managed, and 280 shipments were received, consolidating El Cabril's position as an international benchmark in the safe management of low and intermediate-level waste (LILW). Furthermore, capacity utilisation at the end of the year reached 84.87% for low and intermediate-level waste, with the focus now on the new South-East platform for this type of waste and on planning Vault 31 for very low-level waste, which will ensure the centre's future operational capacity.

In terms of spent fuel, 2025 marked a key milestone: 142 casks have now been loaded into Individualised Temporary Storage at the various power plants, and a further 118 casks are currently being manufactured and awaiting loading. This progress, together with new regulatory authorisations, en-



tures sufficient space for the safe operation of the power plants and for their preparation for decommissioning.

Decommissioning projects have also made significant progress. At José Cabrera Nuclear Power Plant (Guadalajara), restoration of the discharge channel was completed and land remediation continued; at Santa María de Garoña Nuclear Power Plant (Burgos), eight new spent fuel casks were loaded and prepared, bringing the total to 13, and

i *Over the past year, we have allocated 8.46 million euros to environmental management and risk prevention, including monitoring, restoration, impact assessments, biodiversity conservation and energy efficiency measures.*

modifications were made to the ventilation system in the turbine building to adapt it for use as an auxiliary decommissioning building. As regards Vandellós I Nuclear Power Plant, progress was made on the five-yearly tests of the reactor vessel and on reducing the inventory of stored waste.

Alongside this technical performance, 2025 has also been a year of substantial progress in sustainability, one of the strategic pillars guiding our work.

Over the past year, we have allocated 8.46 million euros to environmental management and risk prevention, including monitoring, restoration, impact assessments, biodiversity conservation and energy efficiency measures. All results from the Environmental and Radiological Monitoring Programmes have been fully compliant, reaffirming the safety of our operations at all sites.

In terms of climate action, we continue to make energy efficiency improvements, such as the ins-

tallation of solar panels at Enresa's head office in Madrid, which have been operational since August 2025. We have also strengthened sustainable mobility by installing new electric charging points, such as the dual charging point at Vandellós I.

As for water consumption, the Company's figure stood at 7.32 million m³, a similar figure to the previous year and incorporating water-saving measures, such as improved irrigation and the replacement of landscaped areas at Vandellós I NPP.

The circular economy continues to be consolidated within our management. In 2025, 5.2 million kg of inert waste, 68,939 kg of municipal waste, 15,930 kg of paper, 13,349 kg of plastic and 118,349 kg of scrap metal were generated, all managed by waste type, with a high level of recovery and recycling.

The protection of biodiversity remains a hallmark of El Cabril Disposal Centre, situated on a 1,126-hectare site, of which only 35 hectares are used for operational facilities. In 2025, conserva-

tion measures were carried out, such as the improvement of 28 hectares of grassland, the maintenance of 35 hectares of firebreaks and the planting of 400 new trees (holm oaks and wild olive trees), whilst also strengthening the firefighting agreement with a helicopter standby service operational for 122 days a year.

We also continued to promote transparency and outreach, with 4,294 visitors to Enresa Visitor's Centres and the opening of the new Santa María de Garoña Information Centre, whilst strengthening our presence in local communities through 47 co-funded development projects, which benefited nearly 60,000 residents in 2025.

All of this has been made possible thanks to the commitment of the 399 people who make up Enresa, whose knowledge, professionalism and dedication underpin the very essence of our work. Our team remains the driving force behind a company that has now completed 40 years of public service,

i *Enresa will continue to work rigorously to ensure that Spain always has the safest, most technologically advanced and environmentally friendly solutions for the management of radioactive waste.*

with its sights set on a sustainable, safe and innovative future.

By publishing this report, we reaffirm our commitment to transparent, responsible and long-term management. Because Enresa will continue to work rigorously to ensure that Spain always has the safest, most technologically advanced and environmentally friendly solutions for the management of radioactive waste. Behind every piece of data contained in this document lies a commitment to excellence that guides us in optimising processes, reducing impacts and maintaining the highest safety standards and transparency.

Taken together, this effort demonstrates that Enresa not only fulfils the responsibility entrusted to it by Spanish society, but does so guided by the public interest and the responsible management of resources. Our aim is for every action to always move towards minimal environmental impact, integrating, at all times, criteria of sustainability and efficiency to guarantee a positive legacy for present and future generations. All of this is undertaken hand in hand with society and at its service.

Olga García García

Chair of Enresa

1. ENRESA, THE VALUE OF **SUSTAINABLE MANAGEMENT**

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1.1. AN ESSENTIAL PUBLIC SERVICE

Empresa Nacional de Radioactive Waste, S.A, S.M.E., Enresa, is a public enterprise as provided for in Article 166(2) of the Public Administration Assets Act 33/2003, of 3 November. 80% of its share capital belongs to the autonomous body, the Energy, Environment and Technology Research Centre (CIEMAT) and 20% to the State Industrial Holdings Company (SEPI).

With regard to its legal regime, Enresa is subject to the provisions of Law 33/2003 and Law 40/2015, of 1 October, on the Legal Regime of the Public Sector.

The Company was established in 1984 and legally commissioned to manage radioactive waste, including spent fuel (SF), and to support the decommissioning and closure of nuclear power plants. It was designed as an essential public service, for which the State is responsible.

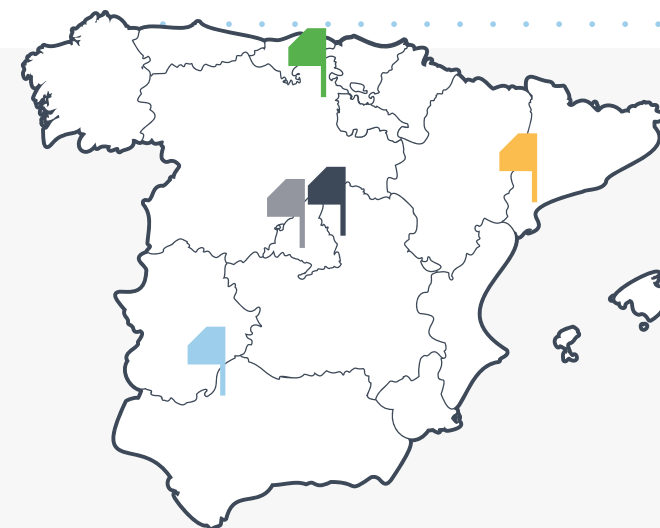
The strategies that govern this public service are established by the Government through the approval of the corresponding General Radioactive Waste Plan (GRWP). Currently, the 7th GRWP, approved on 27 December 2023, serves as the

framework of reference for Enresa's actions. Furthermore, supervision of the enterprise is entrusted to the Ministry for the Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, along with its strategic management and the monitoring and supervision of its technical and economic actions and plans.

As regards its organisation, the Company's head office is located in Madrid, although it currently has the following work centres:

Enresa work centres

-  El Cabril Disposal Centre (Cordoba).
-  Vandellós I NPP (Tarragona).
-  José Cabrera NPP, undergoing decommissioning (Guadalajara).
-  Santa María de Garoña NPP, undergoing decommissioning (Burgos).



1.2. MISSION, VISION AND VALUES

MISSION



The Spanish State has commissioned Enresa with the performance of the essential public service of radioactive waste management, including spent fuel, and with the decommissioning and definitive closure of nuclear power plants (Article 38 bis of the Nuclear Energy Act 25/1964, of 29 April).

VISION



Enresa aspires to be an organisation with the latest technological capacities and to maintain an absolute commitment to nuclear safety, radioactive and environmental protection.

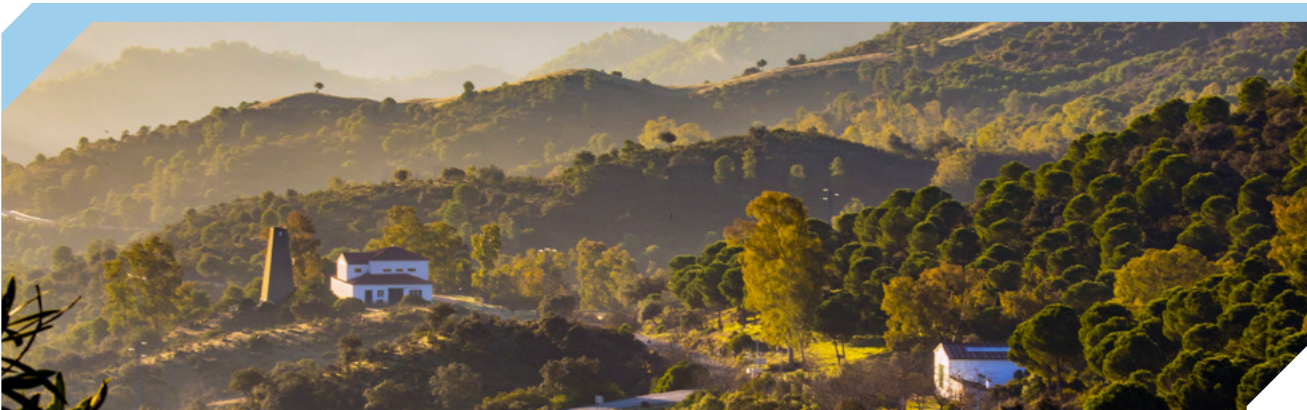
VALUES



Enresa is committed to ethical conduct, sustainable development, social responsibility, transparency, a healthy work-life balance, and respect for diversity and equality.

All of Enresa's actions are guided by a culture of safety, quality and innovation in technology and management systems.

Enresa fosters professionalism, teamwork, creativity, responsibility and personal commitment.



1.3. LEGAL FRAMEWORK AND INSTITUTIONAL SUPERVISION

Radioactive waste management, including spent fuel, and the decommissioning and definitive closure of nuclear power plants constitute an essential public service. The State is responsible for this Service, as provided for in Article 128(2) of the Spanish Constitution and in Article 38 *bis* of the Nuclear Energy Act 25/1964, of 29 April.

Enresa is commissioned to manage this service in accordance with the *General Radioactive Waste Plan* (GRWP), which sets out the aims, strategies and activities to be carried out in Spain for the management of these materials and the decommissioning of nuclear power plants. The 7th GRWP is currently in force, approved by the Council of Ministers on 27 December 2023, and is available for viewing on the [Enresa website](#).

Since it is a public enterprise, ENRESA's performance of the functions entrusted to it is subject to the control of the General State Administration.

Accordingly, outside of the supervision exercised by such other bodies as the Ministry of the Treasury, the Comptroller General's Office and the Court of Auditors, Enresa's supervision is entrusted by law to MITECO, whose State Secretariat for Energy is commissioned with strategic management and the monitoring and oversight of its technical and economic actions and plans. Economic control has been delegated to its shareholder – the State Industrial Holdings Company (SEPI).

MITECO, through the State Secretariat for the Environment, also processes and resolves the strategic environmental assessment procedure for the GRWP and the environmental impact assessment procedure for Enresa projects that require them.

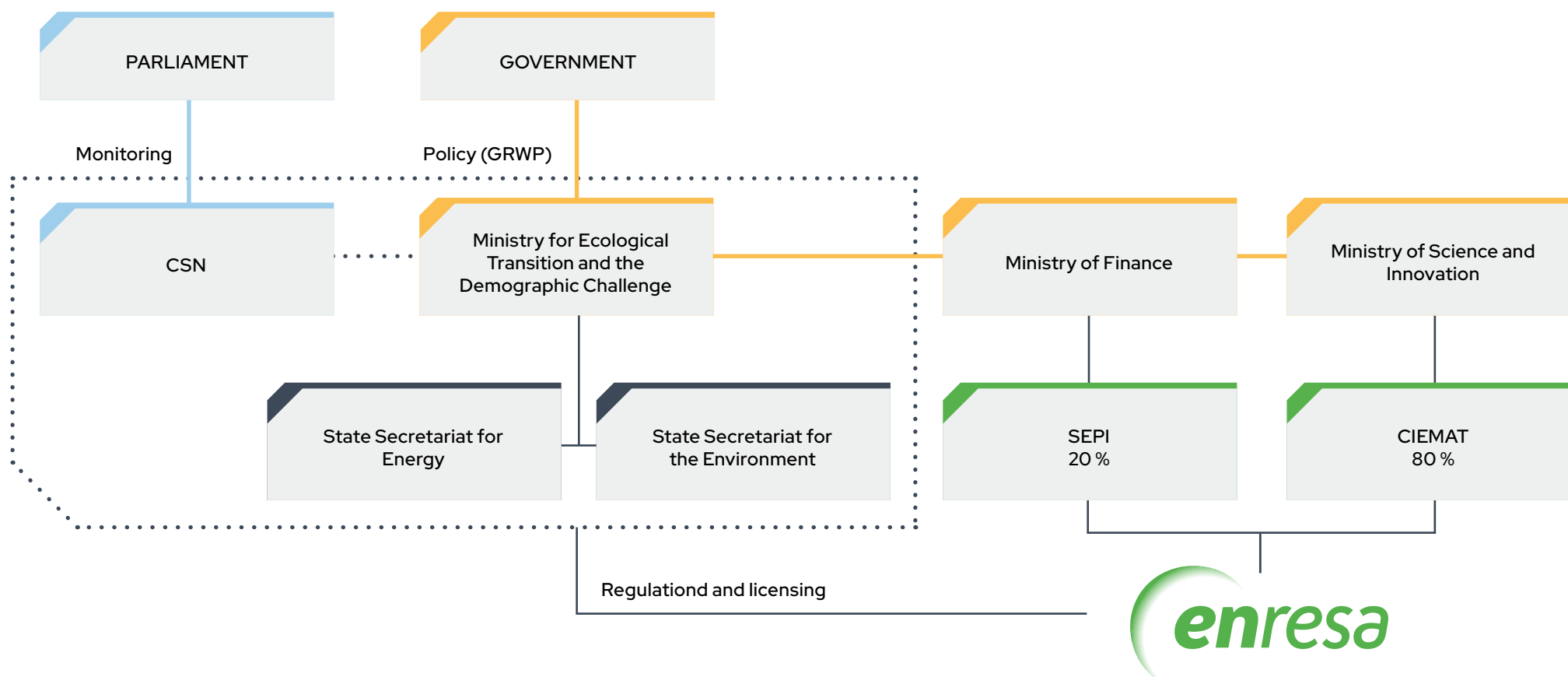
The Company's activities are also supervised and overseen by the Nuclear Safety Council (CSN) – the only public body with jurisdiction over nuclear safety and radiation protection. Its mission



is to protect workers, the population and the environment from the harmful effects of ionising radiation, fostering the safe operation of nuclear and radioactive power plants and establishing the preventive and corrective measures necessary to tackle radiological emergencies.

Enresa periodically reports data on its activities and projects to all these bodies.

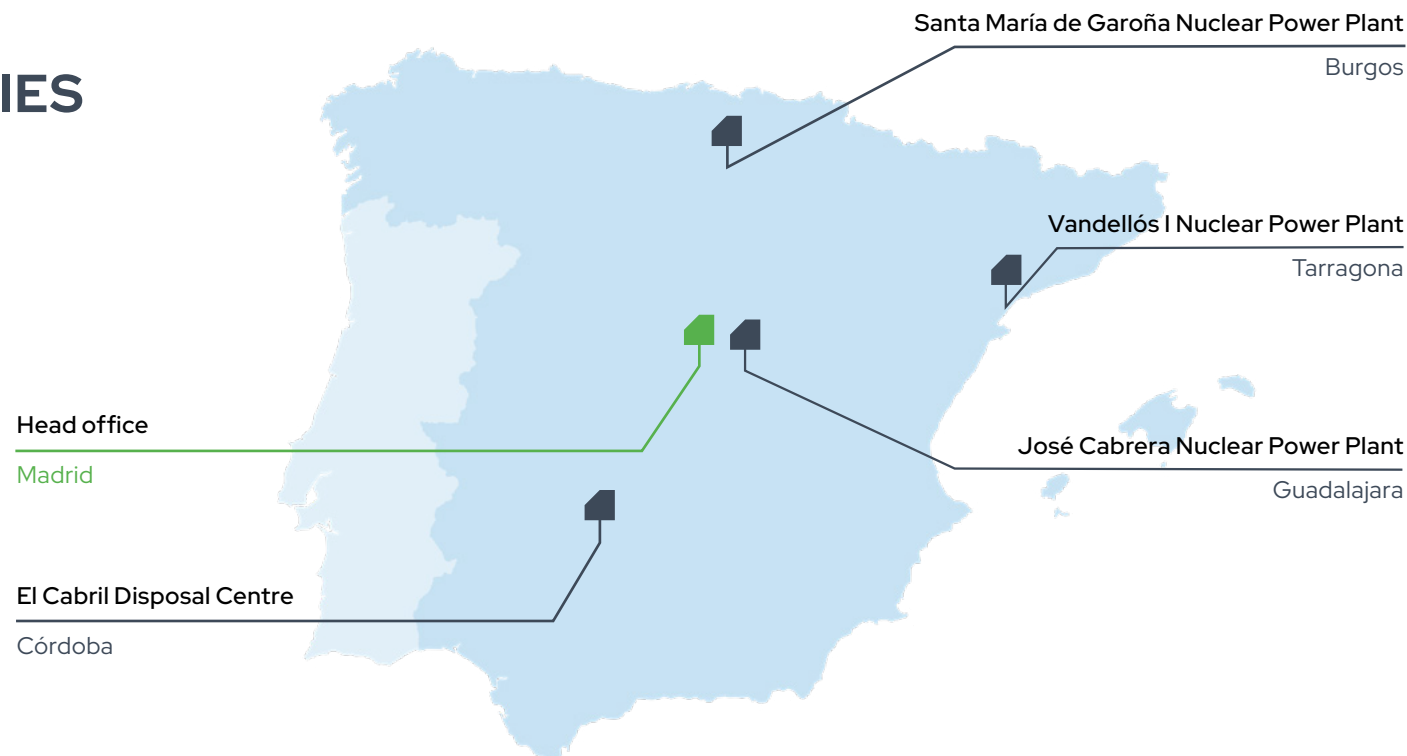
Institutional oversight chart of Enresa



1.4. STRUCTURE AND GOVERNING BODIES

National presence

Enresa has five work centres distributed throughout the Spanish territory. A total of 399 professionals worked at these centres at year-end.



CENTRE	LOCATION	Nº OF EMPLOYEES		
		2023	2024	2025
Head office	Madrid	202	207	227
El Cabril Disposal Centre	Córdoba	111	118	121
José Cabrera Nuclear Power Plant	Guadalajara	7	7	9
Vandellós I Nuclear Power Plant	Tarragona	10	9	12
Santa María de Garoña Nuclear Power Plant	Burgos	31	31	30
TOTAL		361	372	399

TOTAL NUMBER OF
EMPLOYEES IN 2025

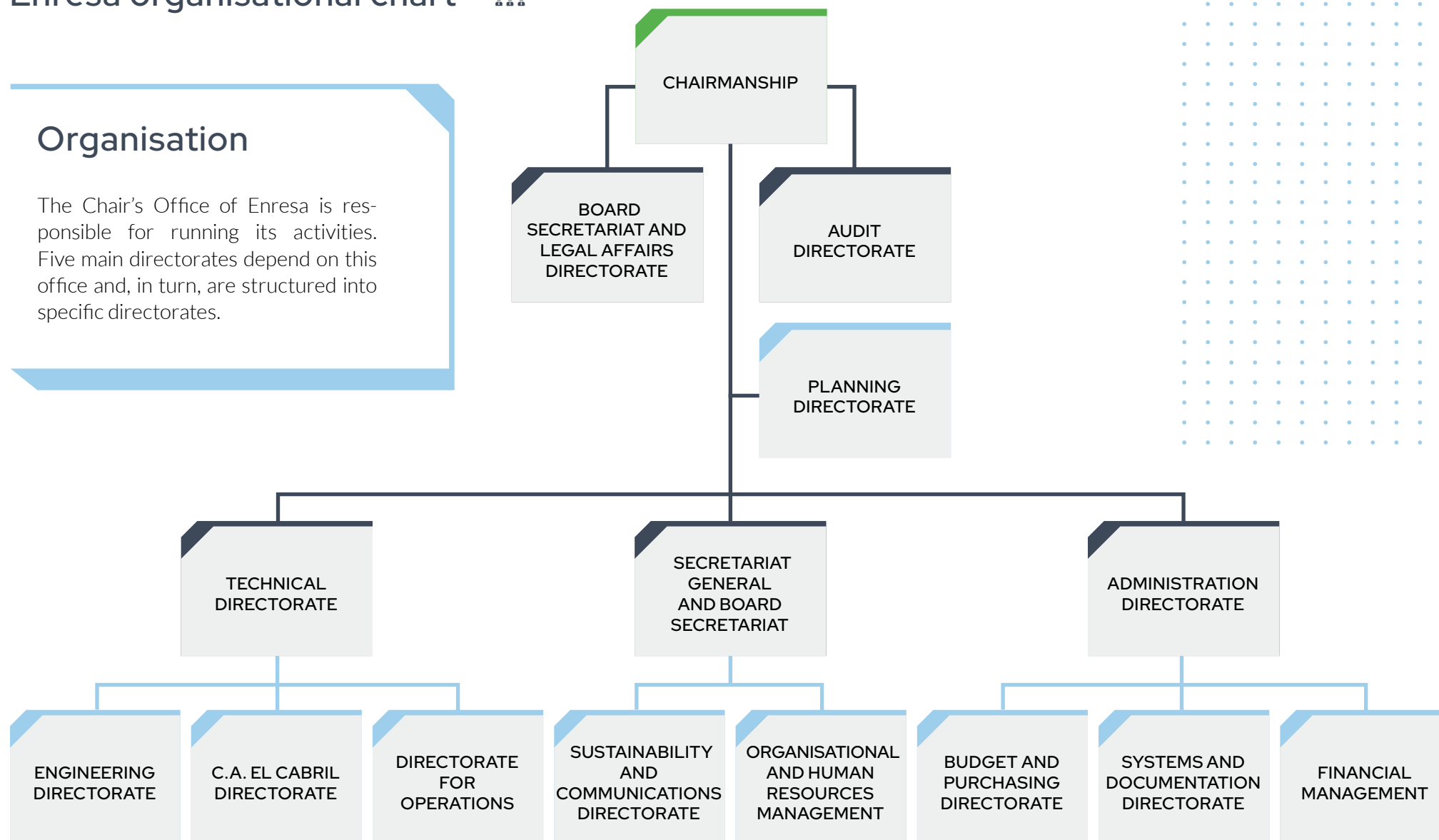
399

Enresa organisational chart



Organisation

The Chair's Office of Enresa is responsible for running its activities. Five main directorates depend on this office and, in turn, are structured into specific directorates.



Governing and administration bodies

The General Shareholders' Meeting and the Board of Directors are the bodies tasked with governing and administering Enresa.

General Shareholders' Meeting

- Maximum governing body of Enresa.
- Meetings are held at least once a year.
- Composition (31/12/2025): CIEMAT (Energy, Environment and Technology Research Centre): 48,000 shares (80% of the share capital); and SEPI (State Industrial Holdings Company): 12,000 shares (20% of the share capital).



Main responsibilities:

- Approval of the annual accounts, distribution of the profit and approval of social management.
- Appointment and removal of directors, receivers and, as the case may be, of the accounts auditors, along with the exercise of any corporate liability against any of them.
- Modification of the Articles of Association.
- Share capital increase and reduction.
- Dissolution of the Company.
- Approval of the final liquidation balance sheet and any other matters determined by law or in the Articles of Association.

Board of Directors



- Collegiate administration body that acts in representation of Enresa.
- The Board meets once a month on an ordinary basis.
- Comprising a maximum of 12 directors and a secretary. At 31 December 2025, the Board comprises four men and seven women, one of whom is the Chair, as well as a Non-Board Member Secretary. By gender, 66.6% are women and 33.3% are men.

Main functions:

- Supervision and oversight of the management of the Company's activity.

MEMBERS OF THE BOARD OF DIRECTORS OF ENRESA (AT 31 DECEMBER 2025)

Chair	D ^a . Olga Belén García García	Chair of Enresa
Vice-Chair	D ^a . Yolanda Benito Moreno	Managing Director of CIEMAT
Directors	D. José Manuel Pérez Morales	Director of the Technology Directorate. CIEMAT
	SEPI, represented by D ^a . Mercedes Real Rodríguez	Director of Investee Companies
	D. Joaquín Serrano Agejas	Head of the Sub-division of Cross-cutting Scientific and Technical, Strengthening and Excellence Programmes. State Research Agency. Ministry of Science, Innovation and Universities
	D. Carlos Redondo López	Assistant Director-General for Nuclear Energy. Ministry for the Ecological Transition and Demographic Challenge
	D ^a María del Carmen Fernández de Solís Pérez de Guzmán	Assistant Technical Secretary-General. Ministry of Economy, Trade and Enterprise
	D ^a . Carmen del Rosario Alcolado Jaramillo	Assistant Director-General of Human Resources and Service Inspection. Ministry of Science, Innovation and Universities
	D. Miguel Ángel Recio Crespo	Assistant Director-General for General Inspection of Services and Relations with Citizens. Ministry of Industry and Tourism
	D ^a . Cristina Moneo Ocaña	Assistant Director-General of Planning, Monitoring and Evaluation of the Ministry of Science, Innovation and Universities
	D ^a . Alicia Camacho García	Advisory member. Technical Secretary-General of the Ministry for the Ecological Transition and Demographic Challenge
Non-Board Member Secretary	D ^a . Isabel María Torres Fernández	Company Secretary and Director of Legal Affairs. Enresa



The **Audit Committee** is set up as a delegated Board committee responsible for overseeing the integrity of financial and non-financial information, the internal control and risk management system, the internal audit function, and the independence of the external auditor.

MEMBERS OF THE AUDIT COMMITTEE (AT 31 DECEMBER 2025)	
Chair	SEPI, represented by D ^a . Mercedes Real Rodríguez
Member	D. Carlos Redondo López
Member	D. José Manuel Pérez Morales
Secretary	D ^a . Isabel María Torres Fernández (Secretaria General y del Consejo de Enresa)

Management Committee

- Comprising the Chair of Enresa and such heads of directorates as determined by the Chair's Office.
- This is the body for the coordination, communication and deliberation of matters, with the aim of supporting the Chair's Office in decision-making and in forming the policies of the Company, subject to approval by the Board of Directors, where applicable.
- The Committee meets periodically.
- Comprised of **six members**: four women (66.6%) and two men (33.3%).

MEMBERS OF THE MANAGEMENT COMMITTEE (AT 31 DECEMBER 2025)	
D ^a . Olga Belén García García	Chair
D ^a . Cristina Pérez-Prat Durbán	General Secretary
D. Mariano Navarro Santos	Technical Director
D ^a . Isabel María Torres Fernández	Secretary to the Board and Director of Legal Affairs
D. Carlos Tamarit de Castro	Audit Director
D ^a . Aurora Saeta del Castillo	Head of Administration

1.5. GOOD GOVERNANCE

Corporate policies

Enresa has different policies that guide the Company in developing all its activities in an honest, ethical and transparent manner, always complying with prevailing legislation and in a sustainable fashion. These policies are available to all the Company's professionals, and results and compliance are monitored using various indicators. The main indicators are:



[Environmental Policy](#)



[El Cabril Environmental Policy](#)



[Vandellós I NPP Environmental Policy](#)



[Quality Policy](#)



[Human Rights Policy](#)



[Electronic Signature Policy](#)



[Training Policy](#)



[Risk Management Policy](#)



[Equality and Non-Discrimination, Diversity and Inclusion Policy](#)



[Corporate Social Responsibility Policy](#)



[Occupational Risk Prevention Policy](#)



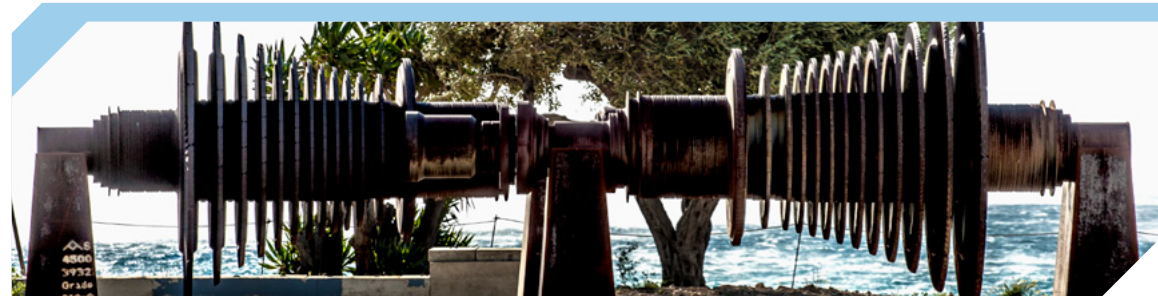
[Information Security Policy](#)



[Internal Reporting System Policy](#)



System for Compliance and Prevention of Criminal Risks



The Company uses this management instrument to prevent the commission of criminal offences and the violation of human rights arising from such offences that could affect the legal entity, and to mitigate, manage and redress potential abuses. The implementation, functioning, maintenance and continuous improvement of this system are the responsibility of the **Compliance and Criminal Prevention Committee (CCPP)**, which is organically subordinate, as specified in Section 6.2 of the Charter of the Audit Committee of the Board of Directors.

The CCPP's mission is to implement a true culture of compliance. This system is based on three pillars: people, grounded in the Code of Ethics and the Disciplinary Regime; systems, which target the process map and the various management systems implemented; and the Company's own structure.

In December 2025, the Board of Directors approved a revision of the CCPP's Charter. The most

significant change concerned its composition, increasing the number of members from five to six. Furthermore, it was specified that the Chair would be held by the head of the Legal Affairs Directorate, and that a Deputy Chair would be held by the head of the Audit Directorate. The role of Secretary will be filled by a representative from the Board Secretariat and the Legal Affairs Directorate, whilst the other three members of the Committee will be representatives from the Administration, Organisation, and Human Resources and Audit Directorates.

In addition to the Charter, the Criminal Risk Assessment procedure and other documents governing the operation of the CCPP were reviewed, although their final approval was deferred until 2026.

In 2025, various training and information sessions on prevention and criminal risks were held to continue improving corporate performance in this area. These included the session "The Internal Reporting

System (SII) and the responsibility for its management (CCPP)" and the publication of various news items in the newsletter.

Pursuant to Law 2/2023 of 20 February, Enresa has an [internal reporting channel](#) in place to prevent and detect potential unlawful conduct, as well as to protect whistleblowers. In addition, in accordance with the aforementioned Law, the Company has an Internal Reporting System Policy.

In 2025, the CCPP received a report via the internal reporting channel regarding a possible case of unlawful conduct. The report was dismissed after it was verified that the facts described did not relate to any of the cases falling within the CCPP's remit, as they did not concern a criminal offence or a serious or very serious administrative irregularity. Nor did they constitute any breach of ethical standards.

Code of Ethics

To encourage the alignment and commitment of all Enresa professionals to ethical and responsible conduct, the Company has introduced a [Code of Ethics](#), which serves as an ethical guide governing conduct in the performance of activities and in relations with third parties. This document is designed in accordance with:

- **Corporate values.**
- **General values:** legality, integrity, professionalism and incompatibility, the conflict of interests, the fight against corruption.
- **Social and environmental values:** respect for people and for the environment
- **Labour values:** good contractual faith, privacy and conciliation, transparency and confidentiality of information, health and safety at work, corporate image, protection of intellectual and institutional property, and professional secrecy.
- **Recruitment values.**

The bodies responsible for the management, monitoring and proposals for actions relating to compliance with the Code of Ethics are the Ethics Manager and the Ethics Committee. Both act with full autonomy and answer functionally to the Board of Directors.

In December 2025, the Board approved that the Code of Ethics be administered by the Board Secretariat and the Legal Affairs Directorate, which, acting as the Ethics Manager, will be supported by the Company's organisational units in carrying out its functions, and will submit proposals for decisions to the Ethics Committee.

Furthermore, the Board of Directors approved that the Ethics Committee should be composed of the heads of the Board Secretariat and Legal Affairs Directorate, which chairs it, and the heads of Administration, Budgets and Procurement, Organisation and Human Resources, Technical Affairs, and the General Secretariat. It was also approved that a representative from the Board Secretariat and Legal Affairs Directorate should attend its meetings as Secretary, with speaking but not voting rights.

i *Enresa has set up the email address gestoretico@enresa.es to report any breach of the Code of Ethics. No complaints were received in this regard in 2025, including human rights violations.*

Internal audits

Continuous improvement is an inherent characteristic of Enresa. The search for excellence leads the Company to revise its processes to incorporate best practices and optimise them within the organisation, and to conduct periodic audits to ensure the correct performance of its activity.

The internal audit function at the Company provides support to the Board of Directors, the Chair's Office, and the rest of management by analysing, evaluating and supervising regulatory compliance and the effectiveness of internal oversight and risk management systems relevant to the Company. Accordingly, it guarantees that these oversight systems are adequate and sufficient in accordance with the Audit Directorate Charter of Enresa, which regulates this function and was approved by the Board of Directors.

To this end, the Board annually approves an Annual Audit Plan proposed by the Audit Directorate. The 2025 Plan, approved in December 2024, was 100% implemented, with the audit actions categorised as follows:

TYPE OF OVERSIGHT	2023	2024	2025
Compliance audit	5	3	2
Management/operational audit	5	1	1
Specific audit	0	0	0
Mixed audit	-	7	8
Evaluation of internal oversight	3	2	2
Total	13	13	13



Safety Culture

On 8 November 2008, the Nuclear Safety Council (CSN) published Safety Instruction IS-19 in the Official State Gazette (BOE) of 22 October 2008, defining the requirements for the management system of nuclear power plants. This Instruction introduced the concept of 'Safety Culture', understood as the set of characteristics and attitudes of entities and people to ensure, as a top priority, that protection and safety matters receive the attention they deserve.

To comply with the Safety Culture aspects of this Safety Instruction, Enresa has established Integrated Management Committees at El Cabril Disposal Centre, José Cabrera and Santa María de Garoña NPPs, and a Safety Culture team at its head office, comprising representatives from these facilities.

In 2025, a report was prepared on the results of the 2024 Safety Culture self-assessment at Enresa. These conclusions have served as the basis for the drafting of the new Safety Culture Improvement Plan 2025–2028. Although the document has not yet been approved, the Safety Culture team has continued to carry out the activities set out in the action schedules, covering both corporate initiatives and proposals for the facilities.

The corporate improvement activities included in the new Improvement Plan are:

1. Developing a single questionnaire for Safety Culture self-assessments.
2. Promoting teamwork: setting a common goal and recognising its achievement.
3. Encouraging the exchange of operational experience.
4. Promoting root cause analysis.
5. Developing the SIM tool into a more useful tool for the organisation.

In addition, the facilities have their own actions to implement: five at El Cabril Disposal Centre and José Cabrera NPP, and six at Santa María de Garoña NPP. The Improvement Plan includes conducting a Safety Culture assessment across the entire organisation in 2028.

In 2025, various training courses related to Safety Culture were delivered. Specifically, 13,191 hours of training were provided to 392 people across all Enresa sites.

Safety Culture principles at Enresa:

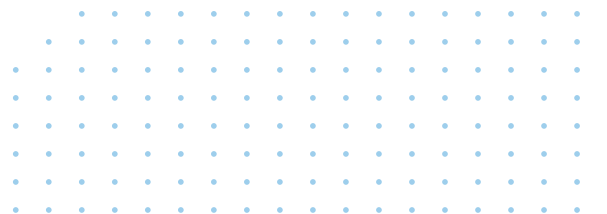
1. All Enresa workers and collaborators are personally responsible for safety.
2. Leaders must clearly display their commitment to safety.
3. An open climate of trust is established and maintained across the organisation.
4. Decision-making shall reflect the primacy of safety.
5. The specific nature of Enresa's activities is acknowledged.
6. A constructive and critical attitude is fostered at all levels on matters related to safety.
7. Learning and continuous improvement are present throughout the organisation.
8. Safety requires constant monitoring.

Human rights

Enresa maintains a strong commitment to respect and comply with human rights, as recognised in its Code of Ethics. This document clearly highlights the fight against discrimination on grounds of race, nationality, social origin, age, gender, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its professionals. The Company also follows the guidelines established by the European Union in this regard, always guaranteeing the rights inherent to all human beings, with no distinction whatsoever. Enresa also rejects forced labour, compulsory labour and child labour, respects the freedom of association and the right to collective bargaining, in line with best governance practices and international recommendations. Enresa has had a Human Rights Policy committed to aligning its actions with legislation and social values. This policy specifically covers the key aspects of human rights and complements other policies and documents on equality and other employment issues.

Through this policy, Enresa rejects any form of abuse or violation of human rights, undertaking to comply with principles such as non-discrimination, human rights, due diligence, supervision and oversight, and the enabling of reporting mechanisms.

Enresa is also committed to the rights contained in the Conventions of the International Labor Organisation, such as the freedom of opinion, trade union membership, data privacy, safe work environments, dignified labour conditions and the prevention of harassment.



Fight against corruption

As part of its commitment to good governance, Enresa fosters a compliance culture among all members of the organisation, including conduct that prevents corruption. The Enresa Code of Ethics defines the principles that govern the conduct of its staff in this matter, stressing compliance with the law, integrity and professionalism, avoiding conflicts of interest, and containing a specific section on combating corruption.

The Company provides for the following actions as potential risks of non-compliance on matters of corruption and/or bribery within the Compliance and Criminal Prevention System:

- Accepting any gift or benefit personally with a view to favouring one party over another in any type of contractual relationship.
- Providing any gift or benefit to third parties to receive a benefit or benefit a third party.
- Not publishing a public tender on the Public Sector Contracts Platform with a view to not announcing it or to benefit a third party, along with dividing up a contract with the same aim.

- Establishing requirements in the terms and conditions of public tenders that favour a third party or provide the data contained in the terms and conditions before they are published.
- Publishing a public tender that includes requirements beyond those necessary so that only one company can submit a bid.
- Granting additional rectification procedures to manipulate a public tender to the benefit of a third party.
- Approving or granting modifications to the contract without the necessary justification to promote the company commissioned with the work.

In 2025, various communication and training activities were carried out on corruption and bribery, addressing issues related to the Compliance and Criminal Prevention Committee and the Internal Reporting System.

Money laundering

i *Given the type of activities it engages in, Enresa does not expressly provide for the commission of the criminal offence of money laundering. Even so, the due diligence policies and procedures outlined in this report address aspects of this issue.*



1.6. ECONOMIC AND FINANCIAL ASPECTS

The economic resources allocated to finance radioactive waste management and the decommissioning of nuclear power plants in Spain are obtained through a specific financing system, independent of the General State Budget.

Following approval of the amendment of the Sixth Additional Provision of the Electricity Sector Act 54/1997, through the enactment of Act 11/2009, of 26 October, regulating Listed Property Company Investment Companies, four non-tax public financial contributions (PPCPNT) are established, as contained on the [Enresa website](#).

This model leads to a significant time lag between obtaining financial resources and their definitive application. Accordingly, the *Fund for the financing of activities under the General Radioactive Waste Plan* is established.

This Fund is also financed from the financial returns obtained from the management of temporary financial investments fundamentally materialised by said Fund. Pursuant to the provisions of Royal Decree 102/2014, of 21 February, on the Responsible and Safe Management of Spent Fuel and Radioactive Waste, the management of financial assets that could be materialised by the Fund must ensure absolute security, a sufficient return and sufficient availability.

Committee for the Monitoring and Oversight of the Fund to Finance the GRWP

Attached to the Ministry for the Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, which chairs the Committee.

Comprising the heads of:

- The General State Audit Office.
- The Undersecretariat for Science, Innovation and Universities.
- The General Secretariat of the Treasury and International Finance.
- The Directorate-General for Energy Planning and Coordination.
- The Sub-Directorate-General for Nuclear Energy (Secretary).

Main functions:

- Development of criteria on composition of the Fund's assets.
- Monitoring of financial investments.
- Half-yearly reports on the situation of the Fund and investments corresponding to its financial management. This is presented to the Ministers for the Ecological Transition and Demographic Challenge, for Science and Innovation and for the Treasury and Civil Service.

Economic-financial figures (thousand euros)

MAIN FIGURES	2023	2024	2025
Net turnover	461,293	508,761	564,657
Net financial results from the Fund's portfolio management	457,821	379,767	403,623
Operating income	275,724	292,866	317,869
Investments	53,405	80,206	51,271
Fund for financing GRWP	8,004,625	8,677,121	9,398,470
Accumulated return	5.37 %	3.78 %	5.12 %

Income from financial contributions according to type of activity (thousand euros)

LINE OF ACTIVITY	2023	2024	2025	% CRECIMIENTO
Electricity companies (tolls)	96	97	102	5.15 %
Electricity companies. Nuclear power plants (nuclear kWh)	455,900	506,534	560,886	10.73 %
Production of nuclear fuel	391	329	364	10.63 %
Radioactive plants	240	397	224	(45.58 %)
Billing for spent fuel management	4,574*	-	-	-
Billing for decommissioning services	92	1,404	3,081	119.44 %
TOTAL	461,293	508,761	564,657	10.99 %

* Item only generated in 2023.

Fiscal information (thousand euros)

INFORMATION	2022	2023	2024
Profit ¹	193	136	185
Tax paid on profit	8,277	0	0 ²
Public subsidies received	0	0	0

¹ Profits are generated entirely in Spain.

² No Corporate Income Tax was paid in 2025 since, as in the previous year, the result of the 2024 tax return was a 'refund' of 1.78 million euros.

1.7. RISKS AND POTENTIAL IMPACT ON ACTIVITY

Risk management

Enresa's *Risk Management Policy* establishes the basic principles and action guidelines to ensure that risks of any nature that could prejudice achieving the objectives and functions Enresa is commissioned with as an essential public service are systematically identified, analysed, evaluated, managed and controlled with uniform criteria, and within the thresholds or levels of tolerance established, and which lead to compliance with these objectives and functions.

With a view to ensuring its performance aligns with the policy's principles, Enresa has a **Risk Management System** in place, developed in accordance with the COSO (*Committee of Sponsoring Organisations of the Treadway Commission*) methodologies and UNE-ISO 31010 standard. The Company's different preventive management systems, management committees and directorate heads, both at a corporate level and specific for the different facilities and projects were involved and participated in its rollout: Integrated Management;

Quality Management; Quality Assurance; Environmental Management; Ethics, Social Responsibility and Sustainability; Physical Safety Management; Radiation Protection and ALARA; Occupational Risk Prevention; Security of Information; Personal Data Protection; Nuclear Safety and its Culture; Financial, Compliance and Criminal Prevention.

The body tasked with risk management, as incorporated in the risk map approved by the Chair of Enresa, which identifies, analyses and evaluates risks and outlines controls and actions to mitigate and eliminate criticalities, is the **Risk Management Committee (RMC)**. This body, attached to the Chair's Office, comprises 12 members representing the Company's different directorates, which must report to the Chair, the Management Committee, the Audit Committee and the Board of Directors.



Risk map



The risk map comprises those risks that, once identified by the RMC, or submitted by the different committees, directorate heads, risk management systems, or even by any worker, are assessed by the RMC and have been considered, due to their impact at a corporate level, to be included in the map, aside from any other procedure carried out at a preventive level.

For each risk identified and described in the risk map, both an inherent and a residual evaluation is performed, taking into account the established controls. The risk map is obtained after crossing the residual risk values with the risk criteria. As stated in the Risk Policy, as a general criterion, it is considered that all risks that threaten the achievement of Enresa's strategies and objectives must have a low residual criticality value of less than 9, respectively, calculated as the product of their established probability and impact levels.

Risks with a residual risk above 9 must be subject to actions to bring them closer to this level, to the extent that the risk is manageable and the cost of the mitigation measures is justified by the effect that the materialisation of the risk may have on

Enresa. For risks with a criticality below this value, the RMC may decide whether to design an action plan to mitigate them.

The most significant risks with criticality values above 9 are related to the management of its activity and, therefore, have their corresponding action plan. These include socio-political changes that could lead to a significant modification of waste management strategies; insufficiency of the Enresa Fund to finance the activities derived from the GRWP; delays in administrative concessions that could affect the execution timeline of its activities; absence of a shared knowledge strategy; and the total interruption of activities, or any work centre, due to any type of internal or external catastrophe.

In the field of **governance**, risks related to the inability to establish and maintain an internal control environment that aligns with stakeholders' expectations, the law and the Company's objectives are considered on the map. The controls for mitigating the criticality inherent in these risks include implementing the Annual Audit Plan.



Among the risks identified in the Compliance and Criminal Prevention System relating to **good management and governance**, Enresa includes on the risk map those related to fraud, business corruption, illegal financing of political parties, offences against the Public Treasury, Social Security, forgery, bribery, influence peddling, misappropriation of public funds, obstruction of inspection authorities and prevarication.

As regards risks related to social aspects, those arising from the inability to adequately respond to socio-political factors that may threaten the attainment of corporate purposes **are included**. Accordingly, Enresa has identified social rejection as a risk, along with the halting of projects by public authorities, among others. This also includes those related to poor performance and to the unsuitable management of activities considered to fall under social responsibility and sustainability, as well as inadequate management of communications with stakeholders, which could affect the Company's reputation. The development of the Sustainability Master Plan and of communication plans responds to Enresa's intention to prevent and mitigate the criticality of these risks.

As regards **environmental aspects**, Enresa considers risks that could impact the environment, as well as those arising from the transition associated with climate change, including accidental situations or natural disasters, due to a lack of necessary protective measures, which may result in harm to individuals and the environment. This includes establishing the Company's response capacity in the event of an interruption to its activity due to natural events. With a view to mitigating these risks and in line with its commitment to responsible performance, the Company develops specific plans to protect the environment from disasters and to safeguard the integrity of people.



Factors and trends with an impact on the Company

In the current context, there are factors and trends that could affect the Company's operations in the short and medium term.

Delays in the granting of authorisations

The main factor in this area concerns possible delays in granting authorisations and permits for projects and activities to be carried out under the 7th General Radioactive Waste Plan.

More generally, any regulatory changes affecting the management of radioactive waste and the de-commissioning of nuclear power plants could impact the Company's activities.



1.8. SUSTAINABILITY AS A GOAL

Enresa, as a Company that serves society, understands that its performance goes beyond mere compliance with its legal obligations. Accordingly, over recent years, it has made great efforts to integrate a corporate social responsibility (CSR) strategy into its business management, so that ethics and sustainability are driving factors in all its activities and areas of action.



Enresa's Corporate Social Responsibility Policy structures commitments across social and environmental areas and good governance.

- The application of corporate social responsibility as a cross-cutting philosophy of the Company.
- Management under values of integrity and a vocation for public service, and under the principles of compliance with legality, respect for people and the environment, quality and efficient management.
- The creation of a shared sustainable value.
- Compliance with Enresa's strategic goals.
- The maximisation of the positive impacts of the Company in its social, environmental and economic settings, along with the minimisation of negative impacts.
- The establishment of stable and equitable long-term relations with stakeholders.
- The transmission of the social values of the Company in all those municipalities where its facilities are located.

Enresa has established certain **principles of action** to comply with the commitments of this policy:

- Compliance with prevailing legislation.
- Ethical conduct based on the Company Code of Ethics.
- Respect for human rights.
- Dialogue and communication with stakeholders.
- Commitment to transparency.
- Environmental protection.
- Promotion of corporate social responsibility.

Sustainability Master Plan

In 2023, the Board of Directors approved Enresa's *Sustainability Master Plan 2023-2026*, a strategic guide to improve corporate management across environmental, social and governance spheres. This plan, applicable to all work centres and collaborators, sets out the general strategy and planned actions to be developed from 2023 to 2026.

This plan is linked to and consistent with the previous *Corporate Social Responsibility Master Plan 2020-2022* and is an update reflecting the Company's sustainability evolution. It also takes into account the external context, analysing and assessing the main trends related to the environment and climate change, people and the Company's social contribution. Furthermore, it responds to current and future legal requirements in governance, the circular economy, biodiversity, human rights and corporate reporting, among others.



Objectives and structure

The main objectives of the *Sustainability Master Plan 2023-2026* include:

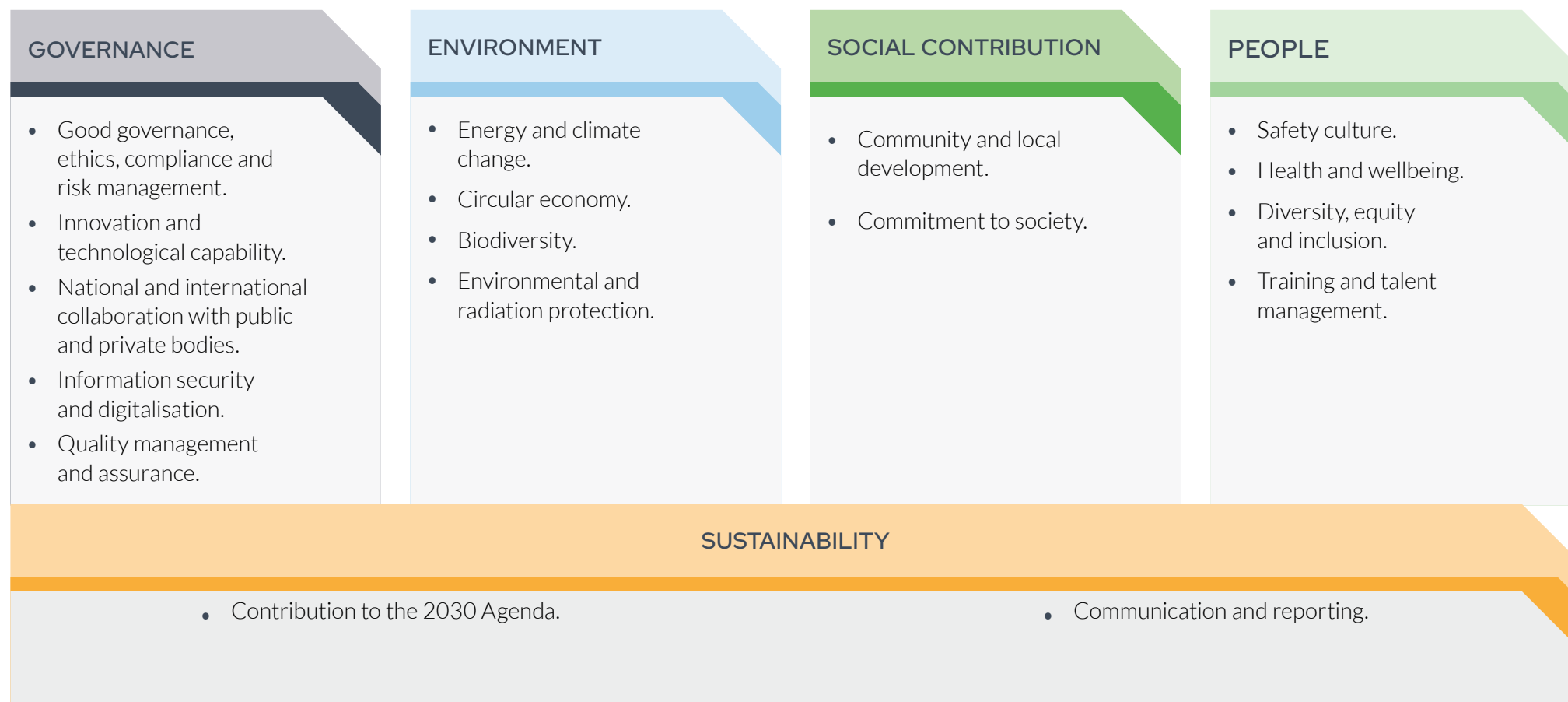
- Consolidate the cross-cutting management of all sustainability initiatives, always with the involvement of management.
- Design, establish and implement an action plan to coordinate and monitor all sustainability actions.
- Define organisational responsibilities for sustainability actions and systematise their measurement and reporting.
- Give value and visibility to Enresa's sustainability actions.

To achieve these goals, the document is structured around four fundamental pillars (governance, environment, social contribution and people) and another cross-cutting pillar (sustainability performance). Across these pillars, 18 action areas are established, with 36 specific lines of work and 102 actions to be carried out (annual or multi-annual).

Enresa's Sustainability Milestones



Pillars and Lines of Action of the Sustainability Master Plan 2023-2026



Every year since the launch of the Sustainability Master Plan, Enresa has conducted an annual review to assess progress in each key area and specific action. By 2025, 98.6% of the actions set out had been fully or partially completed (70 out of the 71 planned).

During the year, Enresa has made significant progress in all the areas and lines of work set out in the plan, notably the following:

Governance:



- Continuation of the Information Security Plan (2024–2027) with 60% progress.
- Development of the new Security Culture Improvement Plan (2025–2028).
- Continuation of the External Communication Plan (2023–2026), with 90% progress.

People:



- Promotion of a safety culture throughout the Company.
- Implementation of measures in Enresa's Second Equality Plan, such as the organisation of training sessions on equality, shared responsibility and non-discrimination against LGBTI people.
- Implementation of various initiatives to promote healthy habits, such as training workshops on nutrition, physical exercise and mental health.

Environment:



- An external company was contracted to prepare the documentation for Enresa's environmental management system, in accordance with UNE-EN ISO 14001:2015, for subsequent certification.
- Installation of solar panels at the head office in Madrid.
- Installation of electric vehicle charging points at Vandellós I NPP.
- Application and compliance with the annual Environmental Monitoring and Environmental Radiation Monitoring Plans.

Sustainability:

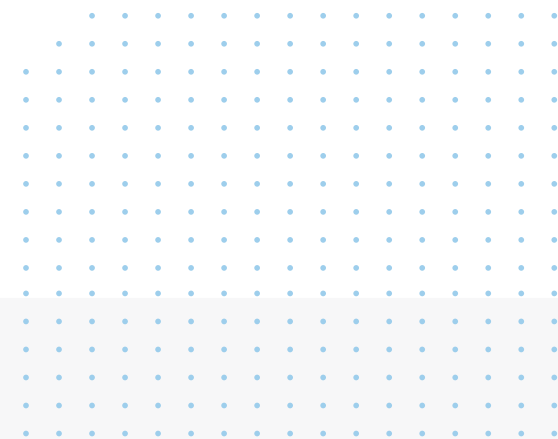


- Preparation of the 2025 Sustainability Report in accordance with the requirements of the CSRD Directive and verification of its compliance by Enresa's Audit Directorate.
- Implementation and monitoring of actions arising from the Sustainability and Circular Economy Plans.

Social contribution:



- Contribution to the economic and social development of the municipalities in the areas surrounding the nuclear facilities through the co-financing of 47 local development projects.
- Reinforcement of training activities aimed at the professional development of employees and the transfer of knowledge through multiple partnerships and other agreements.
- Specific training sessions in local communities on Enresa's co-financing of local development projects.



Social Responsibility and Sustainability Committee

Enresa has set up a Social Responsibility and Sustainability Committee designed to coordinate and monitor the actions developed in this field, which, in turn, is tasked with boosting the social responsibility culture at Enresa.

It is comprised of 15 members from different organisational units.

Its main functions are:

- To propose actions for the development of the Sustainability Master Plan.
- To present monitoring and measurement indicators of actions taken.
- To supervise the development of the plan and related actions, reporting the results to the Corporate Development Directorate.
- To design and propose actions to disseminate, inform and raise internal and external awareness about CSR.



2024 Sustainability Report (CSRD Directive)

As part of its commitment to transparency and accountability, Enresa began working in 2024 to adapt its corporate reporting model and respond to the new information requirements established in Directive (EU) 2022/2464 of the European Parliament and of the Council, known as the Corporate Sustainability Reporting Directive (CSRD), and the European Sustainability Reporting Standards (ESRS).

The aim was to produce a pilot version of its 2025 Sustainability Report, covering 2024, to anticipate future reporting requirements and meet the new demands in its 2026 report, the first to be produced in accordance with the new regulations.

To this end, the Company carried out a double materiality assessment and analysed the information already available through the Non-Financial Information Statement and corporate communication channels, in order to subsequently evaluate the extent of compliance with the directive and identify the actions required to address any unmet requirements.

In 2025, alongside the Non-Financial Information Statement, Enresa produced its first Sustainability Report in compliance with the CSRD Directive. The document, intended for internal use, was audited by the Audit Directorate to verify its alignment with the standard's requirements.

1.9. CONTRIBUTION TO THE 2030 AGENDA

Through the *Sustainability Master Plan*, Enresa continues to work to become a more responsible organisation, both within its scope of action and in its relations with the environment, and remains firmly committed to developing a sustainable future. This purpose is closely aligned with the vision, principles and goals established by the United Nations 2030 Agenda. Consequently, Enresa contributes to achieving the Sustainable Development Goals (SDGs) with its activities and initiatives.

In 2021, Enresa began measuring its contribution to the SDGs. The results show that the Company had the greatest impact on goals related to environmental protection and those that boost people's development. This is fundamentally due to the nature of its activities, which are focused on the safe management of radioactive waste and the decommissioning of nuclear power plants.

Based on the **materiality study** carried out by the Company in 2022, the most important areas for stakeholders were identified, and the SDGs related to these issues were also analysed. This confirmed the trend towards contributing to the SDGs in the areas of the environment, people and alian-

ces with other companies and agents, as identified in 2021. As part of its commitment to the 2030 Agenda, these SDGs have been integrated into the different strategic lines when developing the new Sustainability Master Plan, approved in 2023.

Consequently, Enresa will continue working along this line and focus its efforts on its **contribution to the following SDGs:**

- SDGs 11, 12 and 13 - to enhance the impact on environmental protection,
- SDGs 3, 4 and 8 - particularly the latter, since its employees are one of the main pillars of the activity of Enresa,
- SDGs 16 and 17 - to enhance good governance in the business management of Enresa and the Company's collaborative culture.

OBJETIVOS DE DESARROLLO SOSTENIBLE

PRIORITARIOS



RELEVANCIA MEDIA



In 2025, Enresa continued to contribute, through its activities and actions outlined in the Sustainability Master Plan, to achieving the Sustainable Development Goals. The SDG to which the greatest contribution has been made is SDG 3: Good Health and Well-being, relating to 25 of the 71 actions planned in the Sustainability Plan for 2025. That is followed by SDG 8: Decent Work and Economic Growth, to which 20 actions have contributed, followed by SDG 16: Peace, Justice and Strong Institutions, where 19 actions have had an impact.

Through its social responsibility and sustainability actions, Enresa helps drive a more prosperous, just and safe future for society as a whole.

2. EFFECTIVE MANAGEMENT OF RADIOACTIVE WASTE

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2.4. Innovation to continue improving	47
2.5. International cooperation	49
2.6. Safety	52



2.1. ENRESA, A SECTOR BENCHMARK

Enresa's ultimate goal is to protect people and the environment, ensuring society's present and future well-being. To achieve this, it carries out all its operations under the strictest standards of quality, innovation and safety, concepts on which its strategy is based and that define the organisation's direction. This is all undertaken with quality as the common framework.

Acquiring knowledge is also essential to an organisation's continued growth. Accordingly, Enresa undertakes important international participation and cooperation work, benefiting from the exchange of experience and close contact with international benchmark bodies in the sector, such as the International Atomic Energy Agency (IAEA) and the OECD Nuclear Energy Agency (NEA).

In 2025, it is worth noting the ARTEMIS follow-up mission to the Spanish radioactive waste management programme to review the actions undertaken in response to the international mission held in October 2018, coordinating the work with the Ministry for the Ecological Transition and Demographic Challenge (MITECO) and the Nuclear Safety Council (CSN), the reported outcome of which was the satisfactory implementation of the recommendations made in 2018.

2.2. LINES OF ACTION AND MAIN ACTIVITIES IN 2025

Enresa's activity and strategy are defined in the *General Radioactive Waste Plan* (GRWP), which includes, among other aspects, radioactive waste management and the decommissioning of nuclear power plants. This document is approved by the Council of Ministers and revised and updated periodically.

Since December 2023, the 7th GRWP has been in force, the main objectives of which are:

- Reduction of radioactive waste generation to the reasonably practicable minimum through design measures, operating practices, proper decommissioning, recycling and reuse.
- Consideration of interdependence at all stages of generating and managing spent fuel and radioactive waste.
- Gradual application of safe management measures proportional to the risks and characteristics of the facility.
- Evidence-based decision-making at all stages of management.
- Preference for passive safety systems in management, based on intrinsically safe design.
- Management costs borne by those generating the materials, with funding through the Fund for the financing of GRWP activities under the Electricity Sector Act.



Very Low-Level Waste (VLLW) And Low- and Intermediate-Level Waste management (LILW)

Most radioactive waste generated in Spain is very low-level or low- and intermediate-level, primarily from nuclear power plants, hospitals, research centres and industry.

Managing all this waste involves a set of actions spanning collection to disposal, with intermediate steps such as transport, treatment, conditioning, characterisation and temporary storage.



El Cabril Disposal Centre

Very low-level and low- and intermediate-level waste generated in our country is disposed of at El Cabril – a centre built and operated by Enresa. Located in the municipality of Hornachuelos (Cordoba), the plant has been operational since 1992 and has become an international benchmark.

The most notable activities at El Cabril Disposal Centre in 2025 were:

- Upgrading of the intermediate berm of the embankment in Vault 29 to comply with the technical instructions regarding the resumption of operations in the vault issued by the Nuclear Safety Council (CSN) and submission of the report on the effectiveness of the cover in water collection.
- Installation of electrical equipment and auxiliary systems on Lines 1 and 2 of Section II of Vault 29, necessary for its commissioning.
- Update of the construction project for Vault 31 for the tender process following the Nuclear Safety Council's approval of the Construction Plan.
- In compliance with the resolution of the Directorate-General for Quality and Environmental Assessment, which sets out the environmental impact statement for the project for a new storage facility for low- and intermediate-level radioactive waste, a survey of the affected site has been carried out to identify areas of greatest environmental value prior to the start of works, in order to ensure their protection during the works. Furthermore, the landfill project has been drafted to process its authorisation and that of the operating entity.

El Cabril in figures at 31 December 2025

	2024	2025
Volume of waste received (m ³)	2,722	2,442
From nuclear power plants	2,615	2,384
From radioactive facilities and non-regulated facilities	76	54
From incidents	31	4
Volume by type of waste received (m ³)	2,722	2,442
Low- and Intermediate-Level Waste (LILW)	317	340
Very Low-Level Waste (VLLW)	2,405	2,102
Shipments received	295	280
From nuclear power plants	251	234
From radioactive facilities and non-regulated facilities	41	45
From incidents	3	1
Shipments received by type of waste	295	280
Low- and Intermediate-Level Waste (LILW)	93	78
Very Low-Level Waste (VLLW)	181	179
Mixed (LILW + VLLW)	21	18
Samples	-	5



El Cabril capacity in figures at 31 December 2025

	2024		2025	
TYPE OF WASTE	VOLUME (m ³)	% CAPACITY USED	VOLUME (m ³)	% CAPACITY USED
Low- and Intermediate-Level Waste	36,365 m ³	83.69 % occupation 28 existing structures: 22 closed, 2 in operation and 4 empty (2 temporarily occupied with waste from incidents)	36,794 m ³	84.87 % occupation 28 existing structures: 22 closed, 2 in operation and 4 empty (2 temporarily occupied with waste from incidents)
Very Low-level Waste	28,228 m ³	Section 1, Vault 29 complete + Section II (33.29% of vault capacity) Section 1, Vault 30 in operation (28.97 % of vault capacity)	30,537 m ³	Section 1, Vault 29 complete + Section II (39.28% of vault capacity) Section 1, Vault 30 complete (28.97 % of vault capacity)

Management of Spent Fuel (SF) and High-Level Waste (HLW)

High-level waste mainly consists of spent fuel from nuclear power plants and vitrified waste produced in the reprocessing of small amounts of spent fuel.

In 2025, Enresa continued working to provide solutions that optimise and improve the temporary management of spent fuel, in line with the forecasts under the GRWP.

Accordingly, the efforts initiated in previous years have continued, with special mention of the manufacturing of casks and storage and transport systems to allow regular operation of the nuclear power plants, providing additional dry storage capacity for spent fuel to those nuclear power plants whose pools are at a high risk of saturation, as well as providing the systems required to allow their pools to be emptied prior to reactor dismantling operations.

It should be noted that in 2025, the licensees of Vandellós II, Ascó, Cofrentes and Almaraz NPPs received authorisation from the Directorate-General for Energy Planning and Coordination to carry out and install Individualised Temporary Storage (ITS) projects, which enable the continued operation of the facilities and/or the emptying of the pools. These projects also include an Environmental Impact Statement prepared by the Directorate-General for Quality and Environmental Assessment. Work on the respective ITS facilities has already begun at these plants, and all Licensees have applied for authorisation to bring them into operation.

Some of the most notable milestones in 2025 have been:

- Authorisation by the Directorate-General for Energy Planning and Coordination of the HI-STORM FW Version G system for the storage of spent fuel from Almaraz, Ascó, Cofrentes and Vandellós II NPPs.
- Submission to the Nuclear Safety Council of a new version of the Transport Safety Study in support of the application for design authorisation of the HI-STAR 190 transport package.
- Authorisation from the Directorate-General for Energy Planning and Coordination to modify the design of the ITS at Santa María de Garoña NPP and expand its capacity to house all the fuel assemblies produced in the pool.
- Deliveries of new casks and their storage in the ITS at Santa María de Garoña NPP have commenced. Eight new casks have been stored, bringing the total for 2025 to 13.



- Preparation of the Environmental Impact Report for the Support Facility project for the ITS at Garoña NPP, pursuant to the Resolution of the Directorate-General for Quality and Environmental Assessment dated 24 April 2025.
- Response to the two requests for additional information made by the CSN to assess the application for authorisation to construct and commission the Temporary Storage facility for waste resulting from the reprocessing of spent fuel at Vandellós I NPP.
- Report submitted in response to the comments made regarding the standard environmental procedure for the Temporary Storage project for waste resulting from the reprocessing of spent fuel at Vandellós I NPP.
- Continued supply of casks to nuclear power plants for the storage of spent fuel at the ITSs.

Figures on cask management 2025

ACTION	NUMBER/TYPE
TOTAL NUMBER OF CASKS LOADED WITH SPENT FUEL AND HIGH-LEVEL WASTE AT THE ITSs OF THE NUCLEAR POWER PLANTS	142
Trillo	42 (32 DPT + 10 ENUN32P)
José Cabrera	16 (12 HI-STORM 100Z + 4 HI-SAFE)
Ascó	36 HI-STORM 100
Almaraz	20 ENUN32P
Cofrentes	15 HI-STAR 150
Santa María de Garoña	5 ENUN52B
TOTAL NUMBER OF CASKS UNDER PRODUCTION AND PENDING LOADING	118
Santa María de Garoña	36 ENUN52B
Trillo	4 ENUN32P
Ascó	22 HI-STORM FW
Almaraz	24 HI-STORM FW
Cofrentes	18 (2 HI-STAR 150 + 16 HI-STORM FW)
Vandellós II	14 HI-STORM FW

Decommissioning and Closure of Nuclear Power Plants

When a nuclear power plant in Spain reaches the end of its lifecycle, Enresa is responsible for its decommissioning. A set of technical and administrative actions and processes then begin, with the aim of enabling En-

resa to obtain the transfer of ownership of the site so it can proceed to its decommissioning and closure. Once decommissioning is complete and the site is cleaned of radiological contamination, it is returned to its owner.

Main operational data on the decommissioning of José Cabrera NPP in 2025



The most important work implemented in 2025 was related to declassification activities and the management of materials, conventional demolition of buried structures, and remediation activities comprising the excavation of contaminated land, radiological characterisation and backfilling of excavated areas.

In the first quarter of 2025, the clean-up and restoration of the discharge channel were completed. From the second quarter onwards, remediation work was carried out primarily on the land in the eastern part of the site (Isla Nuclear, areas adjacent to the former waste storage facilities 2 and 3). In parallel, the methodology of the restoration plan aimed at releasing the site has continued to be applied.

Finally, shipments of conventional materials to authorised waste managers and radioactive waste to El Cabril Disposal Centre have continued.



Main operational data on Vandellós I NPP in 2025



During the decommissioning of Vandellós I NPP, currently in the latent period, surveillance and maintenance activities have continued to ensure that the monitoring measures established across the various structures and systems remain adequate for the early detection of any deviation in their functioning. Specifically, in 2025, part of the five-yearly tests on the reactor vessel were carried out to ensure its proper containment and good condition.

The management of radioactive waste generated during decommissioning activities has resumed through the shipment of low- and very low-level waste to El Cabril Disposal Centre, contributing to the gradual reduction of the stored inventory. At the same time, monitoring of the material declassification process initiated in previous years continues, in accordance with the approved methodological framework and under the supervision of the Nuclear Safety Council, with the aim of optimising material management and minimising the generation of radioactive waste.

Similarly, preliminary studies and analyses for the Level 3 decommissioning of the facility have continued, relating mainly to the conceptual design of the reactor vessel decommissioning and the preliminary analysis of the facility's operational history.



Main operational data on the decommissioning project of Santa María de Garoña NPP in 2025



In 2025, Enresa continued with the activities included in Phase I of decommissioning, focusing primarily on:

1. The removal of spent fuel from the plant's pool to the ITS.
2. Modification work on systems as required for decommissioning.
3. Construction of new support facilities for the management of materials.
4. Conventional dismantling.
5. Shipping of radioactive waste to El Cabril Disposal Centre.
6. Regulatory inspections by the CSN.
7. Monitoring of surveillance requirements.
8. Maintenance of the various structures, systems and components, as well as hosting various visits to the facility (institutional, media and others).

Furthermore, eight casks have been loaded, bringing the total to 13 stored in the ITS as of December 2025, representing 676 fuel assemblies out of the 2,505 to be managed. These casks are equipped with their respective Auxiliary Shielding Modules (ASM).

The Human Factors Workshop has also been launched to help improve behaviour and expectations related to the Safety Culture. Furthermore, the electrical and mechanical modifications to the Turbine Building have been completed, and the new ventilation units to be installed there have been received.

In the field of engineering, the main activities have been related, on the one hand, to on-site supervision of the reconfiguration work on electrical and mechanical systems within the Turbine Building, and, on the other hand, to the construction of a new Storage Facility for large declassifiable components. Furthermore, work has continued on the detailed design and procurement of the works planned for Phase I, notably including the following: fitting out of a new storage yard for conventional material, a new weighbridge for lorries, refurbishment of huts for the storage of declassifiable material, adaptation of the Turbine Building's overhead crane and the design for the construction of a new storage facility for very low-level waste.

Other activities

Enresa has continued developing its surveillance and maintenance activities of the Andújar Uranium Mill Plant (FUA) and cooperation with ENUSA at the following sites from uranium mining activities, which are in the compliance or surveillance phase:

- Elefante Plant in Saelices el Chico (Salamanca).
- Restored mining sites in Saelices el Chico (Salamanca).
- Casillas de Flores and Valdemascaño Mine (Salamanca).
- Restored mining sites of La Haba and the Lobo-G Plant, under long-term surveillance following their declaration of closure (Badajoz).

The Company also carried out other, more specific and ad hoc technical measures in 2025:

- Management of radioactive lighting conductors: seven lightning rods were removed, and eight new requests were received.
- Activities associated with the Action Protocol in the event of the detection of inadvertent movement or the unlawful trafficking of radioactive material at general interest ports (Megaport) and under RD 451/2020 on the oversight and recovery of orphan radioactive sources.
- Operational support to the competent authorities (Civil Protection and the CSN) regarding the response in the event of a radiological emergency.



2.3. QUALITY MANAGEMENT

Quality is a strategic factor for Enresa, comprehensively applied across the Company's activities, exceeding stakeholders' expectations and providing an effective and safe service to society and the environment. To achieve this goal, Enresa has established the commitments necessary in its Quality Policy, which is available for consultation for interested parties on its [corporate website](#).

The quality system deployed across the Company complies with the requirements of UNE 73.401 standard and with the requirements of UNE-EN ISO 9001:2015 standard, whereby the Quality Committee is the body tasked with performing the necessary revisions to ensure the effective maintenance of the quality system to guarantee the conformity of the service provided by Enresa, carrying out both the obligatory external requirements (legislation, regulatory, etc.) and internal requirements (procedures, manuals, etc.) and goals of excellence.

Mechanisms to ensure quality

The quality system implemented at the Company is contained in the corporate Quality Manual, through 12 programmes to guarantee quality that specifically define the requirements applicable to the projects and activities and through more than 2,500 procedures, including those validated from the transfer of Santa María de Garoña NPP, developed in both the aforesaid Quality Manual and the different quality assurance programmes.

Inspections are one of the oversight and supervision tools to guarantee quality. They are carried out at Enresa facilities to ensure compliance with the requirements and at suppliers' facilities to guarantee the quality requirements specified in the contractual documentation. The following table quantifies the number of inspections per project and facility carried out in 2025:

NUMBER OF QUALITY ASSURANCE INSPECTIONS IN 2025

3	Inspections	Transport of LILW-VLLW
3,662	Inspections	Manufacture of casks (HLW)
35	Inspections	Decommissioning of José Cabrera
508	Inspections	El Cabril Disposal Centre
75	Inspections	Decommissioning of Santa María de Garoña
12	Inspections	CIEMAT Integrated Facility Improvement Plan (PIMIC)
6	Inspections	Vandellós I

In addition, independent quality assurance audits have been conducted to verify compliance with the requirements of Enresa's various projects and activities. 28 internal quality and environment audits were conducted in 2025:

- 2 focused on environmental management systems.
- 3 corresponded to different corporate processes.
- 1 to processes related to high-level waste.
- 7 to processes related to low- and intermediate-level waste.
- 15 to processes related to activities for the decommissioning and closure of facilities (six at José Cabrera, three at Vandellós I, and six at Santa María de Garoña).

Since 2010, Enresa has had its own IT tool, the Comprehensive Improvement System (SIM), accessible to all staff and designed to identify, manage and close both non-conformities and proposed improvements.

In 2025, this application recorded 286 non-conformities, compared with 305 in 2024. Appropriate actions have been defined to resolve these non-conformities, and, in addition, 183 corrective actions have been defined to eliminate the root causes of the most significant non-conformities

and prevent them from recurring. Furthermore, Company staff have reported 126 improvement proposals applicable to various activities and processes, as well as 11 preventive actions, to the system. A total of 424 incidents were recorded, compared with 524 in 2024.

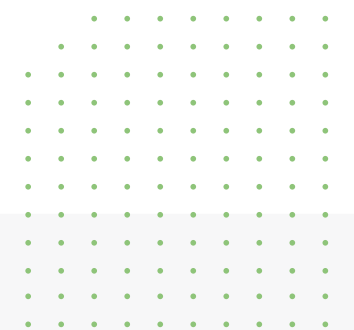


Summary of Comprehensive Improvement System (SIM) figures

	2023	2024	2025
Non-conformities detected	182	305	286
Corrective actions defined	110	209	183
Proposals for improvement	120	242	126
Preventive actions*	-	-	11
Incidents reported	-	524	424

* These actions were not reported in previous reports.

Facilities carry out compliance with environmental requirements through contract monitoring.



2.4. INNOVATION TO CONTINUE IMPROVING

Innovation and Enresa have gone hand in hand since the Company was established and is another pillar on which its activity is based. This philosophy has enabled the organisation to continuously optimise its processes and achieve significant technological progress, positioning Spain as a global benchmark in radioactive waste management and nuclear facility decommissioning.

In terms of Research and Development (R&D), Enresa focuses its efforts on areas where industrial solutions are not fully implemented and those that may be improved or optimised.

This R&D function is organised through five-year plans. The latest, currently in force, is the 9th R&D Plan, approved at the end of 2023, which spans 2024-2028 and is designed to support Enresa's technological challenges and needs over these five years, in accordance with the recently approved 7th General Radioactive Waste Plan. The 9th R&D Plan, like the previous one, is structured in five main areas:

Technical areas

1. Precise knowledge of radioactive waste, both its intrinsic properties and its evolution over time.
2. Treatment and conditioning of waste and its relationship with the techniques for the operation and decommissioning of radioactive and nuclear facilities.
3. Study of the materials used for their confinement and their interrelations with radioactive waste.
4. Impact of waste on the environment, considering present and future scenarios, and studies related to radiation protection for the environment and human beings.

Cross-cutting areas

5. Management and the spread of knowledge and scientific-technological assets generated, along with coordination between the different sectors.

All R&D activities at Enresa are carried out in collaboration with public and private entities (universities, research centres, companies, etc.) that have been contributing their knowledge and experience to the management of radioactive waste and the decommissioning of nuclear facilities in Spain for decades.

R&D incorporates the development of technological monitoring and competitive intelligence processes, which are fundamentally addressed through participation in different forums where information and experience are exchanged. It also includes the collaborative preparation and development of R&D activities.

Enresa is a member of three R&D platforms, two of which are national: CEIDEN, the nuclear fission energy platform, and PEPRI, the radiation protection platform; and the European IGD-TP platform on R&D in the final management of radioactive waste, where it is a member, along with 12 other international agencies, of the platform's Executive Group, the platform's decision-making body.



Participation in international initiatives

Enresa's innovation model also fosters collaboration between the Company and the main international sector bodies and entities. It is involved with many working parties and knowledge platforms – an activity that gives the Company access to first-class knowledge to continue enhancing its technological development and better radioactive waste management.

Enresa is participating in several projects under Euratom's Horizon Europe framework programme, the largest research and innovation programme in the European Union. Its active participation in the EURAD-2 programme is particularly noteworthy. Specifically, it actively participated in the research activities of the first wave of EURAD-2 in 2025, spanning the period 2024–2026, and in the selection of topics for the second wave of EURAD-2, which will begin in October 2026.

Furthermore, Enresa participates in working groups and collaborative projects of the Nuclear Energy Agency of the OECD / NEA-OECD and the IAEA, notably the NEA-OECD's knowledge management group and the IAEA group drafting

a technical guide for the development of R&D&I plans to support the Deep Geological Repository programme for radioactive waste.

Other notable international R&D initiatives in which Enresa has participated in 2025 include the HotBent projects at the Grimsel underground laboratory and the GD, HE-E, SW-A and WT experiments at the Mont Terri underground laboratory. Also worth noting is Enresa's participation in four R&D working groups of the European IGD-TP platform.

Its involvement in all these projects, working groups and platforms enables Enresa, on the one hand, to access cutting-edge knowledge at a reduced cost and, on the other, to become an active participant and international benchmark in the development of the technologies and knowledge required for radioactive waste management and the decommissioning of nuclear facilities.

2.5. INTERNATIONAL COOPERATION

In 2025, Enresa continued its international activities, maintaining contact with international bodies, other foreign institutions and companies. The aims of this work area were to transfer knowledge, maintain effective influence over new technical and strategic developments, and support its parent ministerial department and other Spanish institutions.

One of the most notable activities in 2025 was the ARTEMIS follow-up mission to the Spanish radioactive waste management programme to review the actions undertaken in response to the international mission held in October 2018, coordinating the work with the Ministry for the Ecological Transition and Demographic Challenge (MITECO) and the Nuclear Safety Council (CSN), the reported outcome of which was the satisfactory implementation of the recommendations made in 2018. Furthermore, Enresa has collaborated with MITECO and the CSN to present the National Report for the Joint Convention.

In 2025, Enresa continued to participate in the usual leading groups of which it is a member: the Club de Agencias, a group bringing together those responsible for the international division of the main waste management agencies, and EDRAM, a group comprising representatives from 11 countries to collaborate and exchange best practices for the safe and effective management of radioactive waste.

2.5.1. Multilateral organisations

The most significant activities have been as follows:

European Union (EU)

Enresa continues to participate in various European Union groups and committees. It has continued to represent MITECO in ENSREG (European High-Level Group on Nuclear Safety and Waste Management), to support the European Commission in the interpretation and application of Waste Directive 2011/70/Euratom at the meetings and workshops held in 2025: the workshop on ten years of implementation of the Waste Directive, held in June in Brussels; and the workshop on medical applications, held in October in Luxembourg.

Nuclear Energy Agency (NEA-OECD)

Enresa has participated in the Radioactive Waste Management Committee (**RWMC**) and the Committee on Decommissioning of Nuclear Installations and Legacy Management (**CDLM**). With regard to the former, Enresa is represented in three groups: the Integrated Group for the Safety Case (**IGSC**) for Deep Geological Repositories; the Expert Group on Building Constructive Dialogues between Regulators and Implementers in Developing Disposal Solutions for Radioactive Waste (**RIDD**); and the Forum on Stakeholder Confidence (**FSC**) on public participation and acceptance in the area of waste and decommissioning.

Within the CDLM committee, Enresa participates in several groups and sub-groups, notably: the Coordinated Project on Decommissioning (**CPD**) and its Technical Advisory Group (**TaG**); the Working Party on Technical, Environmental and Safety Issues in Decommissioning (**WPTES**); and the Working Party on Management and Organisational Aspects of Decommissioning (**WPMO**).

It has also participated in working groups of the Nuclear Law Committee (**NLC**): the Working Party on Nuclear Liability and Radioactive Waste Disposal Facilities (**WPLDF**) and the Joint International Project on the Socio-economic Assessment of Radioactive Waste Management (**JPoSEA**).

It is also worth noting its participation in various workshops organised by the NEA on stakeholder engagement and knowledge management.

International Atomic Energy Agency (IAEA)

In 2025, Enresa continued to participate in IAEA activities, primarily those sponsored by the Department of Nuclear Energy (NE), as well as others promoted by the Departments of Nuclear Safety (NS) and Technical Cooperation (TC).

Regarding nuclear energy, Enresa participates in the Nuclear Fuel Cycle Options and Spent Fuel Management (**TWG-NFCO**). The Company is also involved in the regular activities of two collaborative networks: **DISPONET**, for matters relating to the disposal of LILW, and the **IDN**, for matters relating to decommissioning.

The IAEA organises consultant and technical meetings focused on preparing technical documents, as well as meetings on projects related to radioactive waste management and decommissioning. In 2025, Enresa participated in several of these meetings, notably in the projects “Status and Trends in Spent Fuel and Radioactive Waste Management”, “Global Status of Decommissioning”, and “Support for Research and Development for Deep Geological Repositories”.

Regarding nuclear safety, the international workshop held in Madrid on the decision-making process and the roles of licensees and regulators during the development of the Deep Geological Repository, organised in collaboration with the CSN, MITECO and Enresa, stands out.

2.5.2. Bilateral international collaboration

Enresa has identified bilateral collaboration as one of the main pillars of its international activity.

Among the more than 20 bilateral agreements signed by Enresa, the activities carried out under those signed with ANDRA (the French radioactive waste management agency) and, in the field of decommissioning, with EDF (the French electricity company) and BKW (the Swiss electricity company) are particularly noteworthy.

Furthermore, Enresa's activities and facilities continue to attract interest from other foreign organi-

sations. This interest has led to numerous visits by international bodies and companies to Enresa.

Enresa has also visited institutions and facilities in other countries, notably the ZWILAG facility in Switzerland; HOLTEC's decommissioning projects at the Pilgrim and Oyster Creek power plants in the United States; and underground laboratories and storage facilities in various countries.



2.6. SAFETY

As part of its mission, Enresa maintains an absolute commitment to safety in the development of all its operations with a view to protecting people and the environment, both now and in the future.

The Company conducts activities involving the manipulation of radioactive materials. Accordingly, it works with the firm purpose of protecting all those who perform tasks that may entail radiological risks. Hence, it has organisational resources and means available at El Cabril Disposal Centre and for the decommissioning of José Cabrera NPP, known as Radiation Protection Services, whose main mission is to oversee the care and protection of all staff who carry out work entailing a radiological risk.

Following the transfer of ownership of Santa María de Garoña NPP, these services have been expanded, with the plant now having its own Radiation Protection Service, authorised at the same time as Phase 1 of the decommissioning was approved, which will mainly consist of draining the spent fuel pool.

Enresa Technical Radiation Protection Unit

In addition to the Radiation Protection Services at its installations, Enresa has a Technical Radiation Protection Unit (UTPR) available that has revised more than 6,000 radioactive sources since its creation in 1990.

The UTPR, authorised by the Nuclear Safety Council to carry out its functions, is commissioned with analysing and classifying radioactive materials and sources throughout the country; with controlling, from a technical standpoint, the removal and transport of waste; with advising Enresa work centres on radiation protection matters; on providing training for prevention and on how to act in the

event of a radiological emergency, and supporting the authorities and State law enforcement agencies when faced with radiological emergencies and incidents that occur in non-nuclear industries.

In 2025, the UTPR carried out 215 operations normally and without any radiological incidents. These operations involved private clients (11), work for Enresa (90), steelworks and foundries (25), medical centres (11), industries (26), research (18), official bodies (7) and authorisation of transfers of radioactive material to Enresa (27).

TYPE OF ACTIVITIES/YEAR	2023	2024	2025
Private clients	7	14	11
Enresa	104	83	90
Steelworks and foundries	28	27	25
Medical centres	9	14	11
Industries	27	24	26
Investigación	17	18	18
Official bodies	3	7	7
Authorisation of transfers of radioactive material to Enresa	19	24	27
Order for Enresa to intervene	1	0	0
TOTAL ACTIONS	215	211	215

Summary
of UTPR
operations

3. FOCUS ON THE ENVIRONMENT

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3.1. ENVIRONMENTAL PROTECTION AS A COMMITMENT

Enresa's strategic goals include environmental protection and care. In the course of its duties and as part of the public service it provides, the Company complies with prevailing legislation on environmental matters applicable to its projects and facilities. To achieve that, it has environmental systems in place to ensure it consistently applies the best available practices while complying with prevailing legislation.

However, aware of its responsibilities, Enresa goes beyond the regulatory framework in which it operates and has undertaken a series of commitments to improve environmental management across all its activities, thereby minimising its environmental impact. It achieves this through actions that foster important aspects such as saving resources, reducing consumption, preventing contamination, protecting biodiversity and fighting climate change.

Environmental management system

At all its facilities, Enresa has controls in place for activities that may have significant environmental impacts. In addition, El Cabril Disposal Centre and Vandellós I NPP have introduced environmental management systems and ISO 14001 certifications. Each year, Enresa is subject to revisions by the independent certification entity AENOR, with a view to ensuring correct environmental management at work centres and to guaranteeing recertification of the ISO 14001 standard every three years. In 2024, both Vandellós I NPP and El Cabril Disposal Centre renewed their respective Environmental Management System certifications until 2027.



The environmental management systems certified to the ISO 14001 standard at these two centres identify the significant and insignificant environmental aspects stemming from their activities and, in both cases, take on commitments to improve environmental management, save resources, prevent contamination, protect the environment and enhance personal safety. This is all undertaken while complying with prevailing legislation, fostering transparency and accountability, enhancing training, implementing continuous improvement policies, and facilitating a stable framework for defining environmental and safety targets.

Environmental Management Committee

With a view to the continuous improvement of its management model, Enresa set up the Company's Environmental Management Committee at the end of 2022, the body that defined the corporate Environmental Policy and which, in May 2023, was approved by Enresa's Board of Directors with the aim of continuing to move towards more responsible performance, especially in terms of environmental protection, the sustainable use of resources and the fight against climate change.

The Environmental Management Committee is also responsible for monitoring this policy, which is consistent with and aligned with the Sustainability Master Plan 2023-2026, to ensure compliance.

In 2025, the Committee continued to work on the future implementation of a single Environmental Management System for Enresa, another milestone that reinforces the Company's commitment to continuous improvement and the efficiency of its activities.

The Committee comprises **12 members**: its Chair, who corresponds to the Head of the Sustainability and Communication Directorate, and 11 members, one of whom serves as Secretary. Its main functions are:

- Revision of the definition of the Environmental Policy and of the documents that apply to the whole Company on environmental management matters, and oversee compliance therewith.
- Monitoring of the environmental targets established and proposed improvements.
- Definition of the strategy to follow at each facility in relation to the environmental management system with a view to maintaining and improving the conditions of its surrounding environment.
- Proposal of environmental strategies in relation to waste management, energy efficiency and green procurement.
- Boosting internal coordination and communication to strengthen environmental management.
- Promoting training actions and raising awareness of environmental matters.
- Overseeing informative transparency on environmental matters.



Environmental commitments

Enresa has taken on the following **commitments** in its efforts to protect the environment:

- 

Develop environmental solutions in the field of radioactive waste.
- 

Integrate environmental management into its corporate policy, taking environmental criteria into account in its processes, projects and activities, and decision-making, while also introducing management systems that facilitate continuous improvement mechanisms, considering environmental aspects as an additional quality parameter.
- 

Optimise actions for the oversight and monitoring of potential impacts, ensuring that the pertinent environmental protection measures are adopted.
- 

Promote environmental training, education and raising of awareness among employees and habitual collaborators on this matter.
- 

Involve suppliers and contractors in compliance with Enresa's environmental commitment, including environmental aspects in the work of engineering professionals.
- 

Disseminate the objectives and actions stemming from the environmental policy with full transparency.
- 

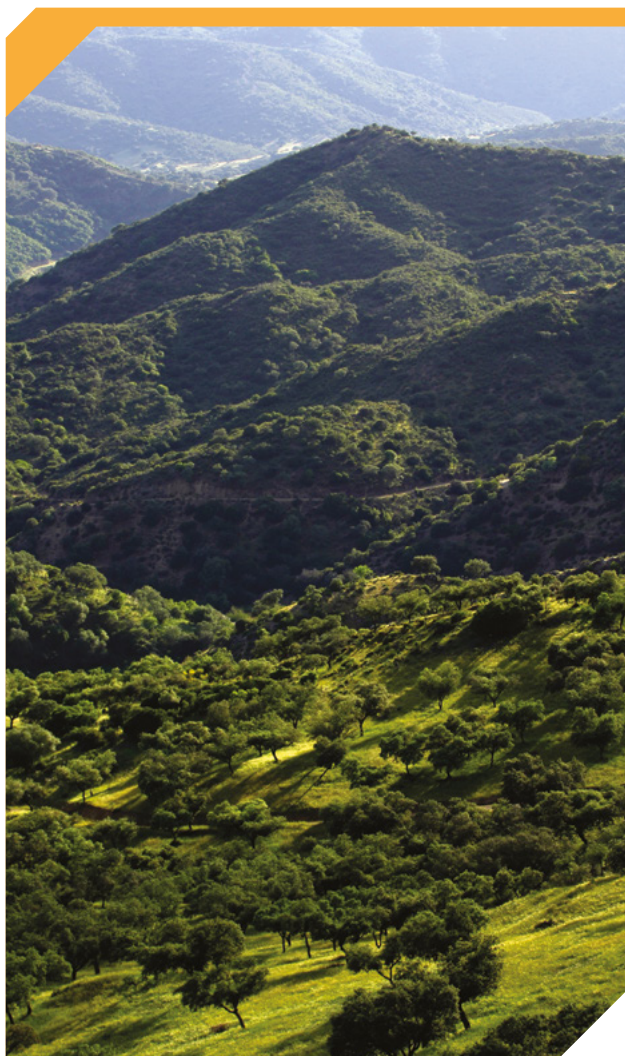
Rationally use resources to contribute to sustainable development.
- 

Provide the resources and facilitate the path towards environmental excellence.
- 

Maintain a preventive approach that benefits the environment.
- 

Promote initiatives that enhance best practices and, thus, greater environmental responsibility.
- 

Encourage the development and dissemination of technologies that respect the environment.



Enresa's environmental commitment is a responsibility shared by all its workers. Through its **Code of Ethics**, it urges its human team to be aware of how the development of its activities affects the environment and to work to find solutions that help minimise the environmental impact. Accordingly, they should:

Perform their activities with the utmost **respect** for the environment.

Efficiently manage waste and seek to minimise it.

Conserve **natural** resources and minimise their consumption.

Protect **biodiversity**.

Introduce **energy** efficiency measures and fight climate change to minimise the carbon footprint.

Use the most **advanced** and respectful technology and materials.

3.2. ENVIRONMENTAL MONITORING

Enresa undertakes *Environmental Monitoring Programmes* (EMP) with the aim of verifying that the impact of its activities on the environment falls within the limits established by law, along with *Environmental Radiation Monitoring Programmes* (ERMP), through which it verifies that Enresa's activities do not alter the level of natural radiation of the sites.

The results of these programmes are periodically submitted to the Nuclear Safety Council (CSN) and the Ministry for the Ecological Transition and Demographic Challenge (MITECO).

Environmental monitoring activities

Environmental Monitoring Plan (EMP)	2023		2024		2025	
Work centre	Number of samples	Number of analyses	Number of samples	Number of analyses	Number of samples	Number of analyses
El Cabril Disposal Centre	108	1,505	108	1,598	117	1,654
José Cabrera	180	268	191	318	180	300
Andújar Uranium Mill Plant (FUA)	116	2,516	116	2,516	116	2,516

All results have been in accordance with the reference values.

Environmental Radiation Monitoring Plan (ERMP)	2023		2024		2025	
Work centre	Number of samples	Number of analyses	Number of samples	Number of analyses	Number of samples	Number of analyses
El Cabril Disposal Centre	1,077	1,492	1,064	1,467	1,064	1,519
Vandellós I	382	1,044	383	1,045	383	1,045
José Cabrera	1,058	2,515	1,050	2,483	1,050	2,483
Andújar Uranium Mill Plant (FUA)	132	1,304	132	1,304	132	1,304
Santa María de Garoña	559	1,582	967	2,845	967	2,853

All results have been in accordance with the reference values.

In 2025, the Company allocated 8.456 billion euros to environmental risk management and prevention and safety. Items included under this heading include: Environmental Monitoring Plans, Environmental Radiation Monitoring Plans, Environmental Impact Assessments, environmental restoration, fire prevention agreements, conservation and enhancement of habitats and wildlife, ISO 14001 certifications, conventional waste management, measures to minimise the environmental footprint and vehicle maintenance, taxes and duties.

Enresa has insurance policies to cover nuclear civil liability stemming from its activities at El Cabril, Vandellós I, the Andújar Uranium Mill Plant (FUA) and José Cabrera facilities and, in addition, Santa María de Garoña NPP, as well as the transportation of radioactive waste. These policies have coverage in excess of 885.6 million euros, at a cost of nearly 1.52 million euros.

It should be noted that no environmental emergency occurred during the year. In compliance with the Environmental Responsibility Act 26/2007, Enresa has not established any additional provisions or guarantees to the aforesaid civil liability policies.

3.3. PROTECTION OF BIODIVERSITY

The protection of biodiversity involves caring for ecosystems and their living components, as well as the ecological processes that sustain them and the services they provide. Enresa's activities in this field are concentrated at El Cabril Disposal Centre, specifically in the Sierra Albarrana (Cordoba), where it owns an estate covering 1,126 hectares, of which just 35 are allocated to the treatment and storage of radioactive waste.

Since the start of its operations at this centre, Enresa has maintained its commitment to the prevention, conservation, restoration and improvement of the facility's natural environment. Under this commitment, Enresa continued to carry out actions in 2025 focused on four areas:

Preventing and combatting wildfires, an area in which it has continued implementing the Technical Plan on Organisation of the Forest on El Cabril Estate and the partnership agreement with the Department of the Presidency, Interior, Social Dialogue and Administrative Simplification of the Regional Government of Andalusia, renewed in December 2024 for a period of four years (valid until 2028), with the aim of providing a base and a helicopter at El Cabril Disposal Centre, which will be active for 122 days during the high-risk period and will facilitate action within a radius of approximately 50,000 hectares in the northern part of Hornachuelos Natural Park, in the north of the province of Cordoba, bordering Badajoz, and a large part of Sierra Norte de Sevilla Natural Park.

Forestry work that seeks to conserve and benefit the vegetation and wooded areas.

Improvements to habitats through actions designed to benefit the conservation and recovery of species.

Restoration of land through the spontaneous colonisation of the most resistant species of native vegetation.

In this context, some of the related initiatives carried out at El Cabril Disposal Centre in 2025 focused on improving grasslands, involving the grading, sowing and fertilisation of around 28 hectares; the maintenance of internal firebreaks and auxiliary strips across an area of approximately 35 hectares; and the densification of the land with 400 trees of the holm oak and wild olive species.

Furthermore, 2025 saw the continued development of El Cabril Hydrogeological Monitoring Programme, which seeks to verify the correct functioning of the facility from a hydrogeological standpoint. As part of this programme, periodic piezometric levels are monitored at some 135 control boreholes distributed throughout the site; water is monitored and sampled for chemical and radiological analysis every six months and every quarter, respectively; and seven gauging stations are continuously monitored to control drainage in storage structures and other points. Enresa reports this information to the CSN annually.

It is worth noting that all of Enresa's projects are legally obliged to include an Environmental Impact Study, which, among other environmental variables, assesses potential impacts on biodiversity. Enresa also always complies with the conditions set out in the impact statements issued by the competent environmental authorities.



3.4. PREVENTING POLLUTION

Each year, Enresa allocates significant resources to prevent and reduce pollution that may result from the development of its activities. Its strategy in this field is built on two main pillars. The first is strict compliance with operating licences for its facilities, including all permits and authorisations. The second is based on implementing voluntary measures that exceed prevailing legislation requirements and thus support the Company's optimal environmental management.

Furthermore, as previously mentioned, all of Enresa's projects are submitted to an Environmental Impact Assessment (EIA) and, hence, include the mandatory Environmental and Social Impact Assessments that analyse potential impacts on all environmental variables. Enresa strictly complies with the conditions set out in positive Environmental Impact Statements (EIS).

AIR POLLUTION



Due to the nature of its activities, Enresa does not cause significant air pollution. However, to improve and guarantee correct performance in this field, the Company has implemented measures and mechanisms to control and reduce emissions stemming from its activities, including the systemisation and control of processes, the adoption of best environmental practices, and the efficient use of resources. This seeks to ensure that natural resources are not polluted, thereby reducing adverse environmental impacts through preventive measures.

SOIL POLLUTION



The environmental management systems implemented by Enresa at El Cabril Disposal Centre and Vandellós I NPP, certified under the ISO 14001 standard, are applied to all its activities that may have a significant environmental impact, including the prevention of soil pollution from waste or waste generation. Decommissioning procedures exist that describe specific actions to avoid soil pollution. By systematising these processes, the Company undertakes preventive oversight to ensure that soil is protected at its work centres.

WASTEWATER



Enresa applies a systematic self-control schedule to guarantee the quality of wastewater discharged from El Cabril Disposal Centre, José Cabrera, Vandellós I and Santa María de Garoña NPPs. This ensures the smooth operation of the systems to purify and treat wastewater at these plants.

All of them periodically send information on analytical statements to the Hydrographic Confederation of Guadalquivir (El Cabril), the Hydrographic Confederation of Tagus (José Cabrera), the Catalan Water Agency (Vandellós I) and the Hydrographic Confederation of the Ebro (Garoña). The El Cabril and José Cabrera facilities also report the annual discharge volume.

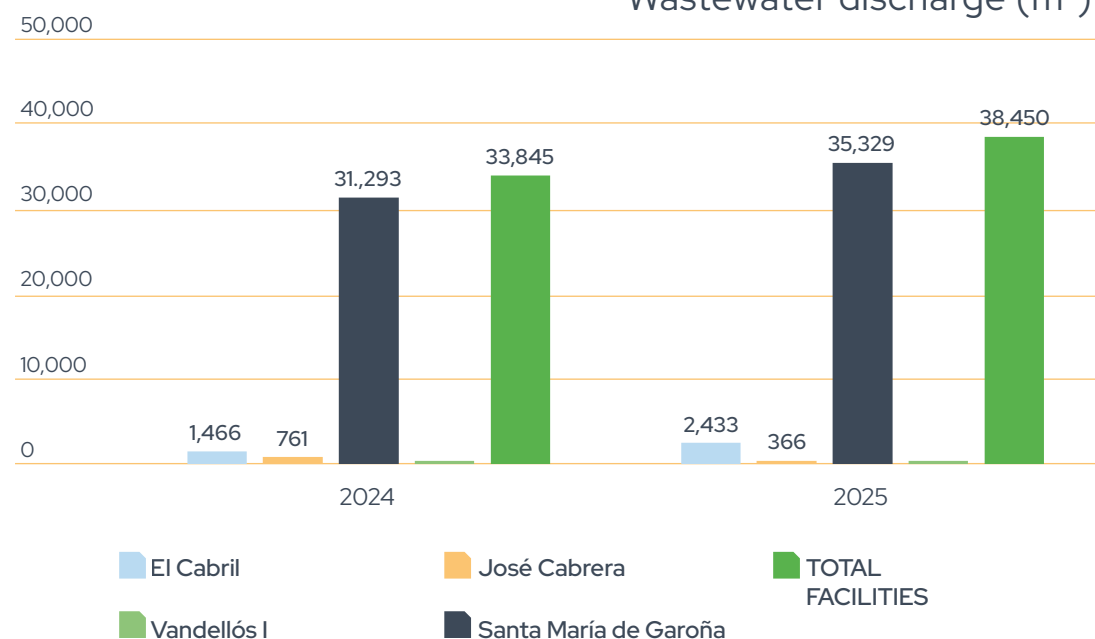
In 2025, wastewater discharge amounted to 38,450 cubic metres, an increase of 13.6% on 2024. The increase is due to increased activity at Santa María de Garoña NPP.

Water discharge by facility (m³)

FACILITY	2023	2024	2025
El Cabril Disposal Centre	1,413	1,466	2,433
José Cabrera	707	761	366
Santa María de Garoña	3,310,646*	31,293	35,329
Vandellós I	350	325	322
TOTAL FACILITIES	3,313,116	33,845	38,450

* The criteria will change from 2024 onwards, and cooling water discharges will no longer be taken into account as they are not treated at wastewater treatment plants (provided that pH and temperature are monitored).

Wastewater discharge (m³)



LIGHT POLLUTION



The Company considers the environmental impact of light pollution from outdoor lighting at its facilities to be insignificant. Accordingly, no measures were established in 2025 to prevent, reduce or repair light emissions.

NOISE POLLUTION



Despite the fact that, by definition, the activities carried on do not produce noise pollution, Enresa carries out controls to measure its noise emissions and to verify that these do not negatively affect the environment. Accordingly, noise level controls are carried out annually at Vandellós I NPP and José Cabrera NPP to verify compliance with the established limits. With respect to El Cabril Disposal Centre, no measurements were taken in 2025, as there were no changes in activity entailing an increase in noise levels.



3.5. CIRCULAR ECONOMY



Circular Economy Plan

One of the most noteworthy actions within the 'Environment' pillar of the *Sustainability Master Plan* was the approval, in 2023, of the *Circular Economy Plan*, which spans the period 2023-2026. This strategy focuses on responsible resource management to reinforce the Company's commitment to good corporate practices and, above all, to caring for the planet.

Since the plan was launched, Enresa has conducted an annual analysis to assess progress in each key area and specific action. By 2025, 84.8% of the planned actions had been completed (28 of 33).

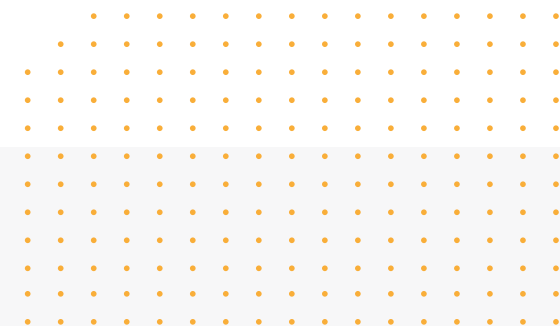
Enresa continues working on its waste management strategy, both hazardous and non-hazardous, with the aim of reducing waste generation

and improving reuse and recycling. In this respect, the Company has containers at all its work centres for waste segregation, which are subsequently managed according to their type.

The strategy initiated in 2022 of not purchasing single-use plastic products has also been continued, with the aim of replacing them with alternatives whose production and disposal are more environmentally friendly.

Enresa has also defined measures to combat food waste, although this is not a significant aspect for the Company, as it does not have catering services at its facilities, with the exception of El Cabril Waste Disposal Centre, where the food supply is adapted daily to the demand of the staff working at the facility.

It should be noted that Enresa does not include all the waste generated in this report, as it considers it insignificant, either because it is waste not directly related to its activity or because it is generated on an occasional basis. The percentage of waste generated in 2025 not included in this report is 0.84%.



Production of non-hazardous waste (NHW) at Enresa (kg)



TYPE OF WASTE	2023	2024	2025
Mix of municipal waste ¹	162,465	70,996,00	68,939
Organic material	121,050	27,084	18,982 ²
Inert waste (IW)	8,178,240	8,418,751,00	5,282,406
Scrap	185,487	127,647,04	118,349
Paper and cardboard	14,803	35,145,00	15,930 ⁴
Plastic	2,740	39,740	13,349 ⁵
Glass	48	2,390	57 ⁶
Wood	680	4,890	51,260 ⁷
Alkaline and salt batteries	92	95	184
Toner	154	320	279

1 Data reported in previous years as 'Municipal Solid Waste (MSW)'.

2 At El Cabril Disposal Centre, waste categorised as Organic Matter is now managed as Mixed Municipal Waste.

3 La menor actividad de desmantelamiento en la instalación José Cabrera provocó un descenso del volumen de residuos gestionados de esta categoría.

4 and 5 The reduction in cardboard and plastic is mainly due to the removal in 2024 from Santa María Garoña NPP of waste in these categories stored by the plant's former owners.

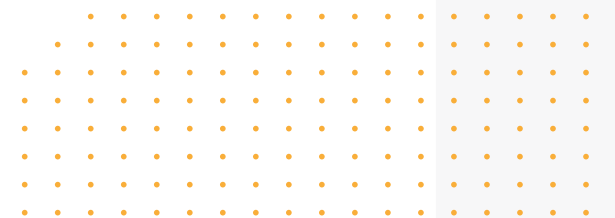
6 The decrease in glass generation is due to the increased collection of glass in 2024, resulting from special clean-up operations at El Cabril Disposal Centre and José Cabrera NPP.

7 The increase in waste in this category is primarily due to the receipt of numerous ventilation units at Santa María Garoña NPP packed in wooden crates.

Production of hazardous waste (HW) at Enresa (kg)

TYPE OF WASTE	2023	2024	2025
Oil filters	40	58	132
Aerosols	132	156	111
Material contaminated with hydrocarbons or chemical products	200	416	145
Concrete additives	220	883	3,060 ¹
Obsolete electrical material	3,815	2,193	2,546
Fluorescents	268	718	454
Contaminated plastic and metal containers	294	558	893
Alkaline and saline batteries	525	47,705	1,455 ²
Lead batteries	0	13	19
Asbestos	0	0	80 ³
Used oils and hazardous liquids	1,804	1,514	1,130
Paint cans ⁴	884	128	742
Bio-sanitary	2	3	7 ⁵
Laboratory reagents	0	8	146 ⁶

- 1 The increase on the previous year is due to the cleaning water from the additive tanks at El Cabril Disposal Centre, which has been managed under the same European Waste Code (EWR).
- 2 The reduction is due to the removal of this waste from Santa María de Garoña NPP in 2024, following its replacement with more efficient equipment.
- 3 Removal of asbestos-containing materials at Santa María de Garoña NPP.
- 4 Paint stripping has been added to this category, managed under the same EWC. The increase stems from the management of paint cans stored by the previous Licensee of Santa María de Garoña NPP.
- 5 The generation of this type of waste has increased as Santa María de Garoña NPP now has a medical service.
- 6 The increase stems from the removal at Santa María de Garoña NPP of waste in this category stored by the plant's former owners. In addition, expired laboratory reagents have also been managed at El Cabril Disposal Centre.

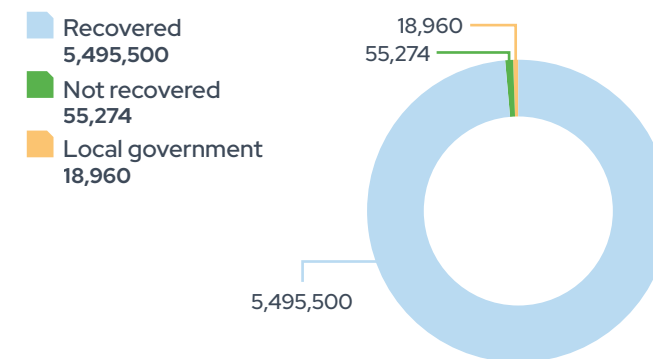


The hierarchy of waste management provided for in Article 8 of Act 7/2022, of 8 April, on Waste and Contaminated Soil for a Circular Economy, has been followed by the Company, which establishes the following order of priority to achieve the best environmental result:

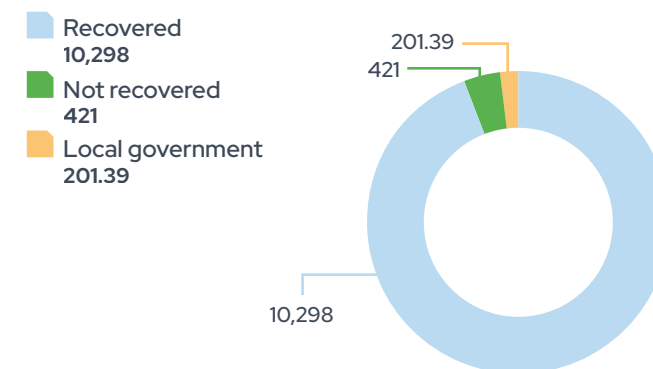
1. PREVENTION
2. PREPARATION FOR REUSE
3. RECYCLING
4. OTHER TYPES OF RECOVERY
5. ELIMINATION

The following section provides information on the disposal of the Company's waste, both hazardous and non-hazardous, and on trends over recent years. Enresa does not include all waste generated in this report, as it considers it insignificant, either because it is waste not directly related to its activities or because it relates to an occasional occurrence. The percentage of waste generated in 2025 not included in this report is 0.84%.

Non-hazardous waste management (kg) 2025



Hazardous waste management (kg) 2025



	2023				2024				2025			
	TOTAL NHW	% OF TOTAL	TOTAL HW	% SOBRE TOTAL	TOTAL NHW	% OF TOTAL	TOTAL HW	% OF TOTAL	TOTAL NHW	% OF TOTAL	TOTAL HW	% OF TOTAL
Recovered	8,478,887	97.68	8,135.4	97.72	8,650,136	99.19	53,303	98.53	5,495,500	98.67	10,298	94.30
Not recovered	15,100	0.17	174	2.09	22,930	0.26	16	0.03	18,960	0.34	421	3.86
Local government	186,577	2.15	15.73	0.19	47,749	0.55	781.71	1.44	55,275	1	201.39	1.84
TOTAL NHW/HW	8,680,564		8,325.13		8,720,815		54,100.71		5,569,735		10,920.39	
TOTAL WASTE	8,688,889.13				8,774,915.71				5,580,634.39			

3.6. ECOLOGICAL FOOTPRINT

Enresa endeavours to leave its mark on society but not on the environment. Accordingly, as part of its environmental management strategy, it implements initiatives and action plans to minimise the impact of its activities on the sites where it operates, thereby benefiting society as a whole.



Climate change



In 2021, Enresa's first carbon footprint (CF) calculation was conducted in accordance with UNE-EN ISO 14064-1:2019, to determine the Company's emissions volume and implement initiatives to reduce them; since then, this calculation has been carried out annually. This effort was rewarded at the end of 2025 with the award of the 'Calculo' carbon footprint seal granted by MI-TECO for emissions in 2024, highlighting the Company's commitment to combating climate change.



The carbon footprint is an inventory of the full range of greenhouse gas (GHG) emissions, in other words, spanning direct and indirect emissions generated by activities under the Company's control.

This is an informative aspect that helps manage Enresa's risks and opportunities related to GHGs globally and in an integrated manner, allowing it to incorporate the 'carbon component' into decision-making.

In addition, quantifying and verifying emissions in accordance with ISO 14064-1 provides interested parties with consistency, integrity, and transparency regarding the Company's GHG quantification, reporting and monitoring processes.

The emissions included in the carbon footprint have been consolidated under an operational control approach, including emissions from facilities over which Enresa exercises operational control.

The carbon footprint covers radioactive waste management activities and the decommissioning and closure of nuclear power plants carried out by Enresa through the following facilities and processes:

- Head office (Madrid).
- Alcalá de Henares warehouses (Madrid).
- CTS offices in Villar de Cañas (Cuenca).
- Transport of very low-level and low- and intermediate-level waste from nuclear facilities.
- El Cabril Disposal Centre.
- Decommissioning, restoration and monitoring of José Cabrera NPP (Guadalajara), Vandellós I NPP (Tarragona) and Santa María de Garoña NPP (Burgos).

Enresa has calculated its carbon footprint in consideration of the following references:

- Specifications of the ISO 14064-1 standard.
- GHG Protocol.
- EMEP/EEA methodology and IPCC Guidelines for National Greenhouse Gas Inventories.
- Supporting documents prepared for the Carbon Footprint, Offsetting and Absorption Projects Register, established by Royal Decree 214/2025 of 18 March.

The following are the **types of GHG emission sources** considered in the carbon footprint, according to their classification by category:

Direct GHG emissions (Scope 1). Direct emissions from GHG sources owned or controlled by Enresa:

- Combustion in stationary and mobile sources (except road transport): boilers, generators, mobile machinery, incinerators, generators and pumps.
- Fugitive GHG emissions (fluorinated greenhouse gases) from air conditioning and fire protection systems.
- Combustion in mobile sources (owned or operated vehicles).

Indirect GHG emissions from imported energy (Scope 2). Indirect GHG emissions due to the generation of electricity that is purchased by Enresa and is not self-generated.

- This includes electricity purchased and consumed by equipment/facilities at Enresa's workplaces.

Indirect GHG emissions from transport (Scope 3). Other indirect GHG emissions, including those that are not generated by sources controlled by Enresa but stem from its activities, considering:

- Staff travel by plane, train and rental/leased vehicles or the use of private vehicles for business trips.
- Commuting by Company personnel, including travel by private car/motorbike, underground/train/suburban train and bus.
- Transport of low- and intermediate-level, and very low-level waste from nuclear facilities to El Cabril Disposal Centre.

Indirect GHG emissions from products used by the organisation (Scope 3). Other indirect GHG emissions, including those that are not generated from sources controlled by **Enresa but stem from its activities, considering:**

- Life cycle of the fuels and electricity consumed at its facilities.
- Transport and treatment of waste generated in operations.
- Acquisition of goods and services.
- Manufacture and supply of high-level waste casks.

GHG emissions by scope and type of source

TIPO DE RESIDUO	2023		2024		2025*	
	Absolute value (tCO ₂ e)	Intensity of emissions (tCO ₂ e/m ³ RR)	Absolute value (tCO ₂ e)	Intensity of emissions (tCO ₂ e/m ³ RR)	Absolute value (tCO ₂ e)	Intensity of emissions (tCO ₂ e/m ³ RR)
Scope 1	1,100.74	0.41	1,539.10	0.54	1,812.31	0.74
Scope 2	2,686.00	1.11	4,890.72	1.61	1,320.12	0.54
Scope 3	42,226.58	16.10	26,727.93	9.81	26,899.36	11.02
Carbon footprint	46,013.32	17.62	33,157.76	11.96	30,031.80	12.30
Biogenic emissions **	1,100.74	0.41	1,539.10	0.54	1,812.31	0.74

* The data for 2025 are pending verification by an independent body and have been calculated based on emissions factors published in 2025. The information included for previous years is the carbon footprint data published in the MITECO register.

** The table identifies biogenic emissions associated with CO₂ emissions from biofuel use.

As shown in the table, Scope 1 emissions increased compared with 2024 due to greater fuel consumption at El Cbril Disposal Centre in 2025 and higher refrigerant gas recharges.

Furthermore, there is a clear decrease in emissions associated with electricity consumption (Scope 2), mainly because Santa María de Garoña NPP entered into a contract with a supplier offering a guarantee of origin in 2025, and therefore emissions from this facility's electricity consumption amount to 0.00 t CO₂, compared with the 3,592 t CO₂ emitted in 2024.

In the case of Scope 3, there has been a slight decrease in emissions, notably:

- Fuel and electricity life cycle: an increase in emissions associated with the life cycle and value chain.
- Waste transport: a decrease in emissions associated with the transport and management of waste, due to the reduction in the volume of waste managed.
- Staff travel: a decrease in associated emissions despite an increase in the number of staff journeys across all modes (air, rail and car)
- Viajes del personal: disminución de las emisiones asociadas pese al aumento del número de viajes del personal en todas sus modalidades (avión, tren y coche).
- Commuting: there has been an increase in the use of private vehicles at the expense of public transport.
- Reduction in emissions associated with investment expenditure on the procurement of goods and services.

Overall, greenhouse gas emissions in 2025 were slightly lower than in 2024 (10.7% lower), with a slight increase in intensity (+0.9%) and a notable rise in biogenic emissions, mainly due to increased diesel consumption in stationary sources and private vehicles.

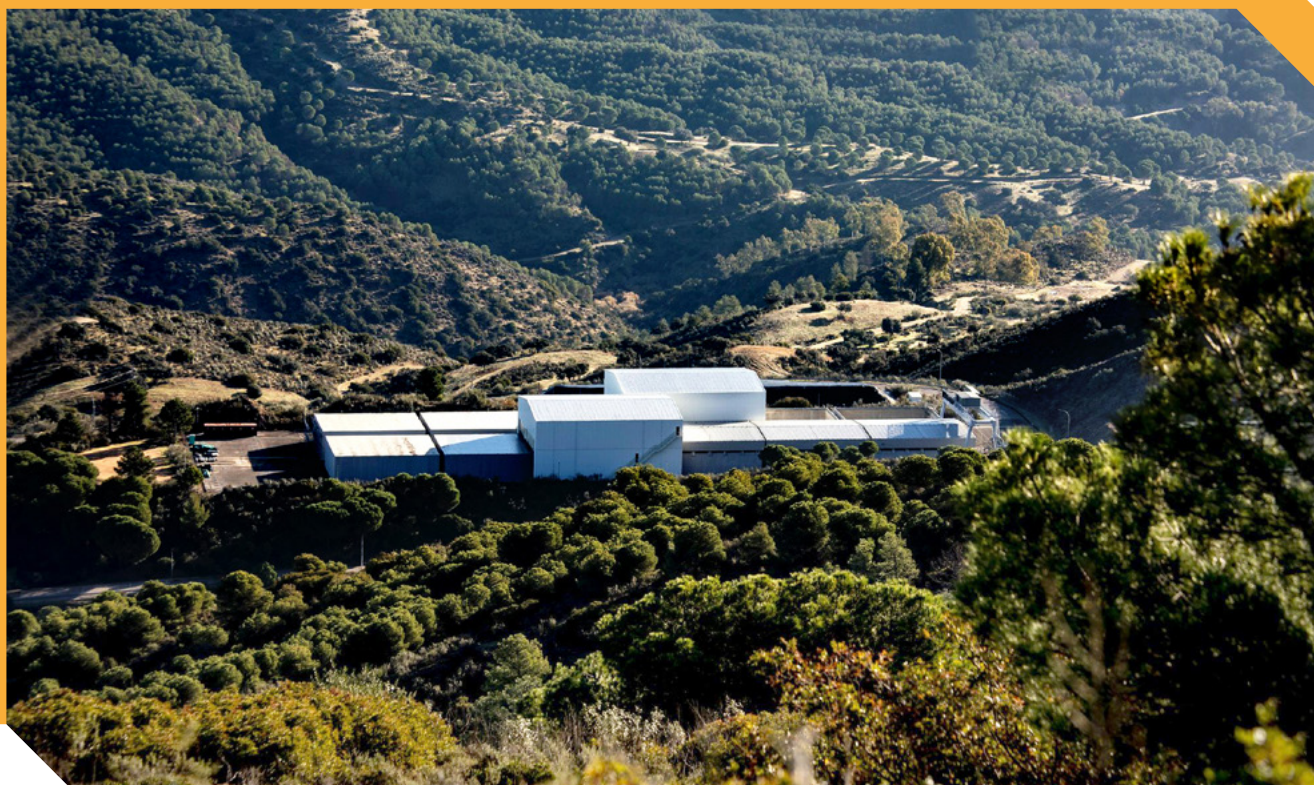
To comply with Royal Decree 214/2025, Enresa is preparing an emissions reduction plan that will focus on minimising Scope 2 emissions. The reduc-

tion plan covers a five-year timeframe and focuses on reducing Scope 2 emissions through the implementation of several projects to install photovol-

taic panels at both El Cabril Disposal Centre and Garoña NPP, resulting in a 60% reduction in emissions by 2030 (using 2025 as the baseline).

Furthermore, the facilities designed by Enresa are subject to evaluation by the Nuclear Safety Council, including inspections by this body, to verify compliance with its requirements during construction and throughout their operating life. This includes the potential effects of climate change; the measures are framed so that these facilities adapt to its impacts, such as persistent drought, torrential rainfall and extreme temperatures.

In this context, the Company includes its Risk Map of Material and Human Damage/Losses caused by Natural Disasters, which establishes both the definition and structure of the Company's response capacity in the event of an interruption in activity due to natural events, including those stemming from climate change.





Energy efficiency



As part of its environmental commitment and the sustainable use of its resources, Enresa continued to undertake initiatives in 2025 to improve energy efficiency and optimise processes, thereby reducing energy consumption.

At the Madrid head office, self-consumption photovoltaic panels have been installed and have been operational since August 2025. This has generated 38,799 kWh of electricity.

An energy efficiency audit has been carried out at Santa María de Garoña NPP and, as a result, a series of measures to improve the facility will be proposed for implementation in 2026, including the replacement of LED lamps and motion sensors, which will reduce energy consumption. In addition, it is planned to proceed with the tender process for the installation of solar panels on the Declassification Building, currently under construction at the site. It is also planned to modify the air-conditioning systems in the Access Control Building, leading to improved efficiency in the short term.

At Vandellós I NPP, the replacement of all lighting with LED fixtures has been completed, resulting in electricity savings. Furthermore, part of the air-conditioning equipment has been replaced, and a company specialising in the energy efficiency of thermal installations has been contracted to ensure compliance with the RITE (Regulation on Thermal Installations in Buildings).

Finally, in 2025, 54 fluorescent lamps were replaced with LED technology at El Cabril Disposal Centre. Electricity consumption optimisation systems (including presence detectors and timers) have also been installed. Furthermore, a solar photovoltaic plant for self-consumption is planned, with an estimated annual production of 1,780 MWh.

In 2025, energy consumption stood at **17,942,907 kWh**, continuing the trend from the previous year.

Total electricity consumption (kWh)

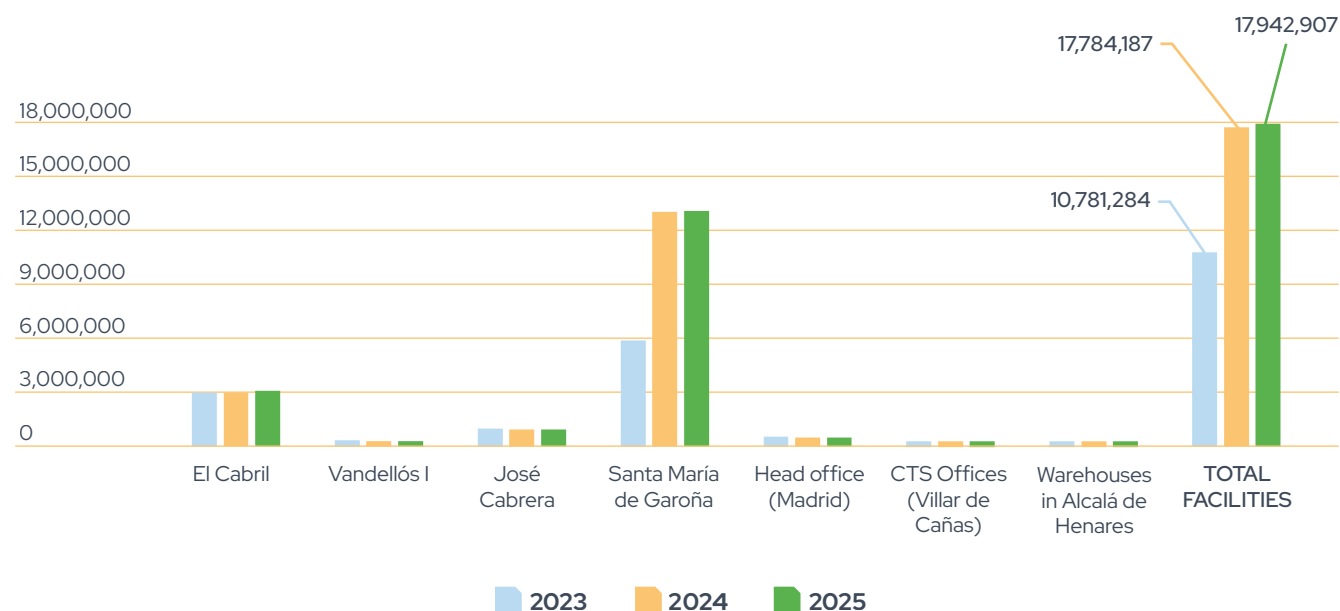
FACILITY/YEAR	2023	2024	2025*
El Cabril Disposal Centre	3,007,214	2,972,852	3,081,915
Vandellós I	321,169	282,604	279,202
José Cabrera	1,002,987	924,056	924,738
Santa María de Garoña	5,892,032	13,064,788	13,103,662
Head office (Madrid)	516,887	499,018	504,678 ¹
CTS Offices (Villar de Cañas)	33,180	34,575	42,979 ²
Warehouses in Alcalá de Henares	7,815	6,294.25	5,733
TOTAL ELECTRICITY CONSUMPTION	10,781,284	17,784,187	17,942,907

1 Of the 540,678 kWh generated at the head office, 38,799 kWh corresponds to self-consumption generated by the solar panels installed on the Madrid head office building.

2 The increase in consumption is due to power cuts experienced by the offices, which have led to higher energy consumption.

* Consumption has been estimated based on one month's meter reading for the Alcalá warehouses, as the relevant bill has not been received.

Electricity consumption (kWh)



Water consumption



The Company consumes water from the general water supply network and the public water domain. In both cases, this consumption is duly authorised, and it always complies with the limits established for each authorisation.

In 2025, improvement measures to reduce water consumption continued to be implemented. At Vandellós I NPP, work began on modifying landscaped areas, involving changes to the irrigation system (improved efficiency and removal of unnecessary irrigation points), and the replacement of part of the lawns with artificial turf.

The organisation's total water consumption in 2025 was 7,322,453 cubic metres, maintaining the trend from the previous year.

Water consumption (m³)

FACILITY	TYPE OF SUPPLY	2023	2024	2025
El Cabril Disposal Centre	Own	19,410	22,150	17,078
Vandellós I	Network	2,701	807	660
José Cabrera	Own	10,201	6,626	10,391
Santa M ^a Garoña	Own	3,270,864	7,354,675	7,292,199 ¹
Head office	Network	1,354	1,583	2,098 ²
Alcalá warehouses	Network	37	36.28	27
TODAS LAS INSTALACIONES		3,304,567	7,385,877	7,322,453

- 1 The volume of water reported at Santa María de Garoña NPP corresponds to that used in the cooling process, which accounts for the majority of water consumption at the facility (>99% of consumption). Volumes used in other discharge flows (outputs from WWTPs and other operational processes – washing, maintenance, etc.) are not included as they are not significant within the annual allocation from the Ebro River Basin Authority (<1%).
- 2 Increase in the number of head office staff.

Raw materials



Enresa's main consumption of raw materials occurs at El Cabril Disposal Centre, where the Company has an installation for manufacturing its own casks to store low- and intermediate-level waste. This ensures that the concrete used meets the quality requirements set by the regulatory body. The consumption of these raw materials is directly associated with the safety requirements established by the competent body and with storage needs. Accordingly, no additional measures have been established beyond the habitual operational control measures.

Consumption of raw materials (El Cabril cask manufacturing plant)

	UD	2023	2024	2025
Sand 0-2	Tn	170.10	74.44	192.26
Sand 0-4	Tn	285.25	210.26	331.75
Aggregate 4-16	Tn	473.81	336.82	474.68
Cement	Tn	199.824	131.68	146.85
Water	m ³	47.69	54.65	66.53
Aditive	Kg	2,094.23	4,728.05	3,409.6
Mortar	Kg	36,611.00	81,880	86,891
Formwork release agent	L	507	483	432
Plating	Nº	72	80	72



Use of office paper



Enresa has established measures to streamline and reduce the use of office paper – a saving strategy that, moreover, contributes to reducing its environmental footprint. The Company has established a digitalisation policy that pursues cultural change, replacing paper documents with digital formats and reducing printing and photocopying through an electronic document management system. In this context, all office staff have been provided with an electronic signature to avoid printing documents.

In addition, the use of paper for corporate publications has been optimised, prioritising their dissemination in digital format, as is the case with the Estratos newsletter. However, when printed material is published, it is always certified under FSC or PEFC.

With the aim of improving the planning of Enresa's requirements and the control of resource use, paper procurement has been carried out centrally from the head office since 2024, with the necessary material subsequently distributed to all work centres.

In 2025, Enresa purchased 15,025 kilograms, the same amount as in 2024.

Total paper purchases

	2024	2025
Paper purchases (kg)*	15,025	15,025

* Enresa has decided to change the reporting criteria for this indicator compared with previous years to ensure the reliability of the information provided.

Sustainable mobility



Enresa is promoting sustainable mobility to prevent, reduce and/or offset carbon and other greenhouse gas emissions that contribute to climate change.

In recent years, the Company has updated the vehicle fleet at its Madrid head office with more efficient, lower-polluting models. These fleet vehicles have been used for employee travel, whereby, as reflected in the Travel Policy, Enresa encourages the use of this transport, as well as public transport.

In 2025, a dual electric charging point was installed in the car park at Vandellós I NPP.

The Company has also continued to prioritise public transport to reduce emissions, providing employees at El Cabril Disposal Centre and Garoña NPP with public transport for journeys to these work sites. In the case of Garoña, four buses have been provided: two from Miranda de Ebro for contractors and Enresa staff, and another two from Medina de Pomar.

The following table provides a breakdown of Enresa's fuel consumption in 2025, along with changes over the last three years. Total consumption in 2025 was 539,155.99 litres. The increased volume of activities carried out at Santa María de Garoña NPP, together with the incineration campaign at El Cabril Disposal Centre, accounts for the 1.07% increase in consumption compared with the previous year.

Total fuel consumption (l)

			2023	2024	2025
	Vehicles	Diesel	19,410.01	20,193.26	15,317.00
		Petrol	613.21	1,044.33	1,218.91
	Equipment and machinery	Diesel – A, B and C	306,146.02	475,511.21	501,920.67
		Petrol	2,063.42	9.89	60.41
		Propane	20,439	8,105	20,639 ¹
TOTAL CONSUMPTION			348,671.66	504,863.69	539,155.99

¹ There has been an incineration campaign at El Cabril Disposal Centre, which has led to an increase in propane consumption.

4. SERVING SOCIETY

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4.1. PART OF THE COMMUNITY



Enresa, as well as its commission to operate as an essential public service, carries on its activities with the whole of society in mind, particularly its surrounding areas and its different stakeholders.

This responsibility begins with its own value chain, where it applies and demands the same principles of responsibility from its suppliers. To ensure this, it continuously supervises all of them, verifying that they are aligned with Enresa's policies. Accordingly, it promotes a responsible purchasing policy to enhance the quality of their activities.

Similarly, in line with its strategic policy, Enresa includes special conditions in its projects and initia-

tives to benefit society and its environments, thus driving local development through employment, improvements to infrastructure and equipment, education, training and environmental conservation and care. In this regard, the partnership agreements it maintains with both sector organisations and associations in the nuclear sector, business organisations and those in other areas are worthy of mention. Through these, Enresa strengthens its relations with the community and makes resources, experience and knowledge available to them to develop together.

This is all undertaken in a clear and transparent fashion, given that it applies a communication poli-

cy that enables it to remain in ongoing contact with all its stakeholders and to satisfy their information needs. In this regard, the Company has several bidirectional communication channels that foster close, fluid relations between the parties.

4.2. SUSTAINABLE VALUE CHAIN

Enresa is a public enterprise with the status, for the purposes of the Public Sector Contracts Act (LCSP) 9/2017, of 8 November, of a non-public authority contracting body, and hence the preparation and award of public tenders is subject to general rules on the preparation of contracts as provided for in Chapter I of Title I of Book II of this Act.

Hence, the rules on capacity and solvency applicable to bidders, along with the grounds for a prohibition on contracting and its consequences, are those established in the LCSP, and neither Enresa nor other contracting authorities may introduce modifications thereto.

Enresa, as a result of a resolution adopted by its Board of Directors in 2022, organises its contracting policy and procedures through two bodies: one collegiate and the other a single-member body. Accordingly, the Purchasing Committee holds jurisdiction over procurement, except for those matters relating to the approval of the tender file and expense, and providing for the opening of the award procedure, as provided for in Article 117 of the Public Sector Contracts Act (LCSP) for contracts with an estimated value equal to or more than 1 million euros, which correspond to the Board of Directors.

In turn, the second body, of a single-member nature, falls on the Chair of the Board of Directors, who holds jurisdiction over contracts with an estimated value of less than 1 million euros. The Board of Directors also agreed to establish a Technical Assistance Committee to exercise the functions established in Article 326 of the LCSP, serving as the body that provides technical assistance to the contracting bodies.

In 2025, a total of 613 contracts were formalised for a total amount of 124.48 million euros, excluding VAT. Of these, 69 correspond to tenders initiated in 2024, and 544 contracts correspond to tenders initiated in 2025.

Contracts formalised

TYPE	2023	2024	2025
Minor contract	421	413	449
Contracts processed as urgent	0	0	1
SARA and NON-SARA contracts formalised	137 ¹	143 ²	164 ³
TOTAL contracts formalised	558	556	613
Contracts under framework agreements	0	0	0
TOTAL	558	556	613

1 Includes contracts whose file was initiated in 2022, but the contract was formalised in 2023.

2 Includes contracts whose file was initiated in 2023, but the contract was formalised in 2024.

3 Includes contracts whose file was initiated in 2024, but the contract was formalised in 2025.

In accordance with its responsibility strategy and in compliance with Act 9/2017, which incorporated the European Union's commitment to **socially responsible public procurement** into Spanish legislation, Enresa includes in its contracts at least one special clause of an environmental, social (including gender equality) or innovation-related nature. Given that these conditions must be related to the purpose of the contracts and that those that respond to compliance with prevailing rules are not admitted, Enresa prefers to establish conditions that strengthen the training of professionals at contractor companies and on issues related to the controlled management of waste generated under sub-contracted work.

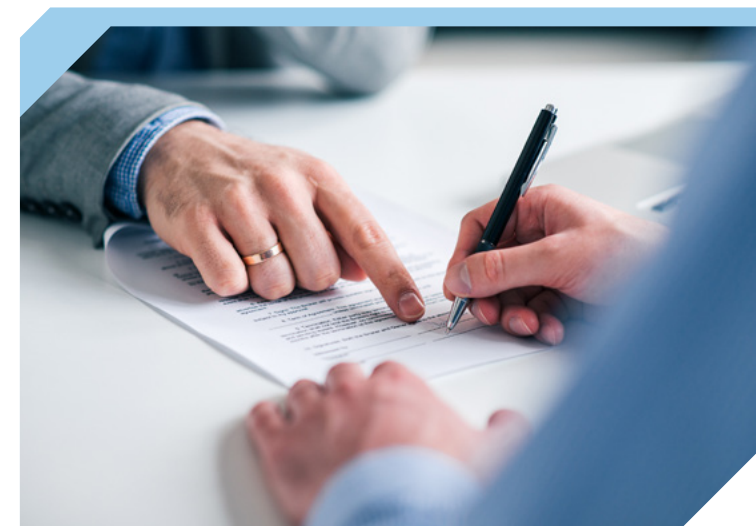
In 2025, 30.06% of the contracts formalised included social clauses, and 74.85% included environmental clauses. The total is 104.91%, as some contracts formalised contain both conditions.

Enresa has not implemented a specific Code of Ethics for suppliers, as the LCSP provides for the capacity and solvency conditions of companies, as well as the grounds for prohibiting contracting with the public sector. However, the Company's *Code of Ethics* alludes to suppliers imposing diffe-

rent obligations on the Company's employees in three areas: the rejection of gifts and other courtesies, the protection of information accessed, and health and safety at work. Furthermore, Section Three (Values in Contracting) of this Code of Ethics sets out the principles that must be applied by Enresa staff involved in contracting procedures: legality, efficiency in public spending, equal treatment and non-discrimination, mutual recognition, transparency and integrity.

Enresa's standard tender specifications, approved by the Board of Directors on 28 November 2022, include a reference to implementing a Criminal Risk Prevention System to prevent the commission of criminal offences and unethical conduct. The specifications state that there is a whistle-blowing channel for reporting conduct or actions that may violate the law. Furthermore, they indicate that the [Code of Ethics](#) and the [whistleblowing, complaints and queries channel](#) are accessible on the corporate website (www.enresa.es).

In addition, the administrative terms and conditions of public tenders establish that the submission of bids entails a commitment from the bidder to be familiar with, observe and respect the provi-



sions of Enresa's Code of Ethics and its policies on the prevention of criminal offences, and to collaborate to prevent breaches thereof.

As regards contracts subject to Act 9/2017, Enresa is under the oversight of the Court of Auditors, to which it periodically submits information.

Supervision of the supply chain

Quality is a principle integrated into all of Enresa's operations. This commitment is also determined by the quality provided by suppliers of goods, works and services under contracts subject to quality assurance. With this focus in mind, the Company performs periodic controls to ensure the quality of collaborator companies meets the Company's standard and Spanish law.

Enresa also evaluates collaborating companies to verify that they meet the requirements for the scope of the contracted project and that they offer the necessary quality to perform it.

In 2025, 130 supplier evaluations (of which 110 were satisfactory) were carried out by Enresa on products or services, in compliance with the requirements of UNE 73.401 standard on Quality Assurance at Nuclear Facilities and Safety Guide 10.8 of the Nuclear Safety Council (CSN), of which 13 were based on quality assurance audits performed by Enresa audit teams.

Supervision of Enresa suppliers in 2023, 2024 and 2025

	2023	2024	2025
Total evaluations carried out	119	133	130
Satisfactory evaluations	108	112	110
Evaluations based on audits of their quality systems	21	12	13

Over the year, 22 Quality Assurance audits (external audits) were conducted to verify suppliers' activities. Of these, 16 were performed on suppliers specific to Enresa and six on suppliers shared with the Spanish nuclear power plants' Supplier Evaluation Group (GES) in the application of the procedures established by this working party.

As a result of this process, a total of 51 Non-Conformities were detected: 45 in audits of Enresa suppliers and another six in GES audits (in all cases, it has been necessary for the supplier to define and implement corrective actions). None of the non-conformities led to the termination of the contract with any of the suppliers.

Complaints and claims systems

Enresa, like other public enterprises, is not included within the scope of application of the rules regulating the citizen complaints and suggestions system (Royal Decree 951/2005, of 29 July, establishing the general framework to improve the quality of the General State Administration), given that this is confined to the General State Administration, its autonomous bodies and to management entities and common services of the Social Security system.

In any event, no complaint was received in 2025 through the communication channels regarding bidders, contractors, the various public stakeholders it works with, or society in general.

Along the same line, due to the activity undertaken by Enresa, the requirements for the application of Royal Legislative Decree 1/2007 of 16 November, approving the recast text of the General Consumer and User Defence Act and other complementary laws are neither relevant nor significant, and hence no policies have been established in this regard.

4.3. CONTRIBUTION TO SOCIAL DEVELOPMENT

Enresa promotes the advancement of Spanish society by co-financing local development projects that foster alternative economies linked to nuclear facilities and generate employment.

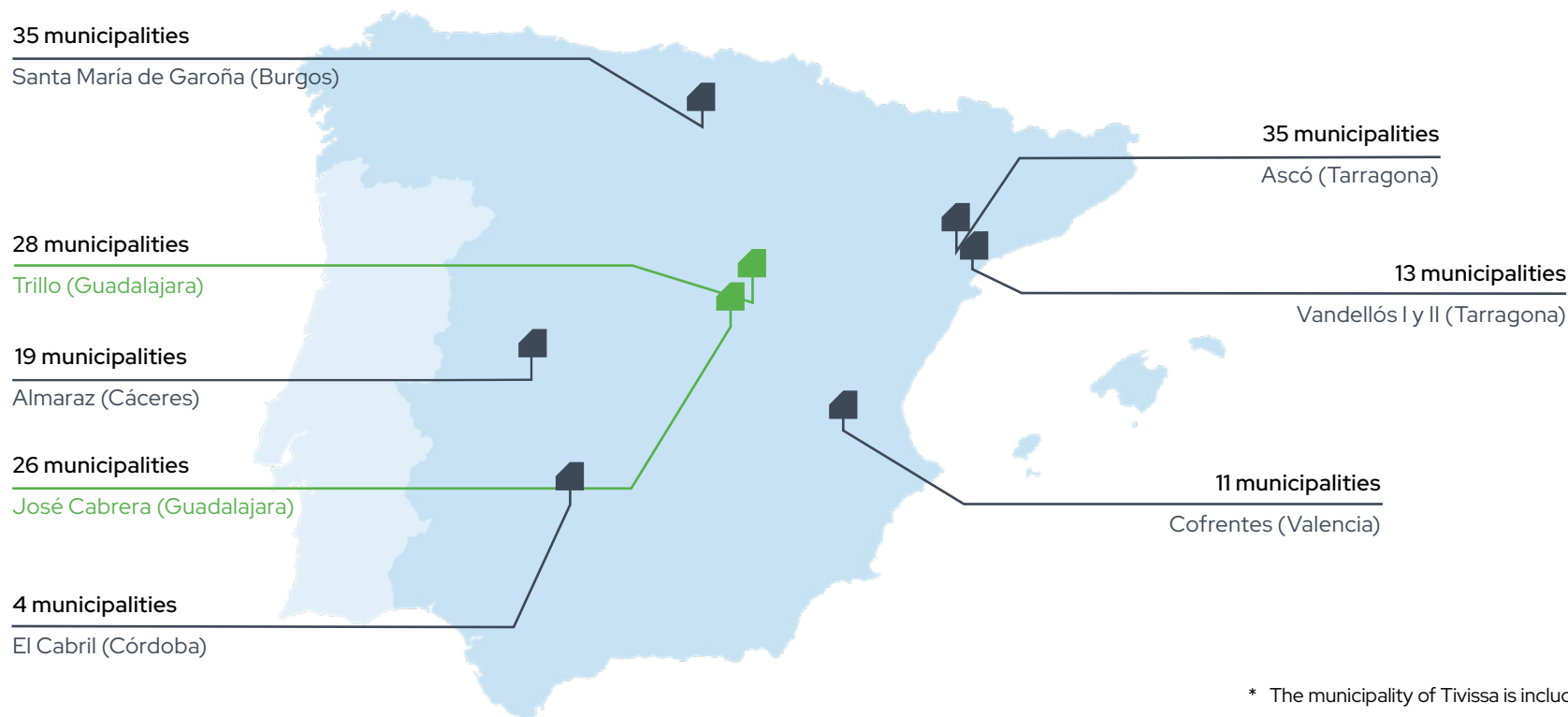
Enresa co-finances these municipal initiative projects with towns in the vicinity of nuclear power plants and radioactive waste facilities (El Cabril) under the provisions of Ministerial Order IET/458/2015, of 11 March 2015, regulating allocations to municipalities surrounding nuclear power plants charged to the Fund for the financing of the activities of the *General Radioactive Waste Plan*.

That Order was amended in 2023 by Order TED/295/2023 of 23 March. Among the most significant changes in the new regulation are the increase in the guaranteed minimum and the possibility of funding new agreements that promote socio-economic development in municipalities where certain works are carried out. The new order also commissions Enresa to process and manage the evaluation of projects for which co-funding

is requested, and to adjust the process's deadlines, for which a new online tool for processing projects has been implemented.



The number of municipalities that can benefit from Enresa's contribution to the co-financing of local development projects now stands at 170*:



In 2025, a total of 47 projects were managed for 36 local councils, with a maximum investment of 7,563,160.50 euros. This represents a positive impact for around 60,000 inhabitants of these municipalities.

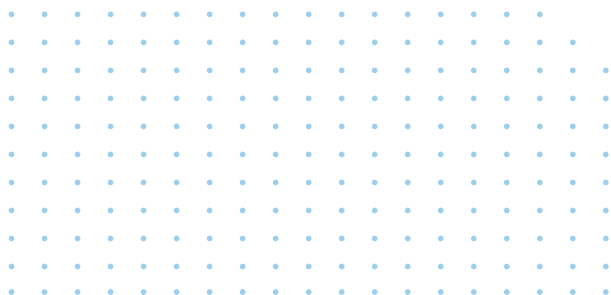
Furthermore, 12 partnership agreements (six of which were formalised in 2025) have been managed with six local councils to fund activities that promote the socio-economic development of the municipalities, job creation, economic activity in sectors linked to the green transition, the develop-

ment of the local business fabric, and measures to retain the population to address demographic challenges, as well as environmental initiatives, under the aforementioned Ministerial Order. The budgeted amount for 2025 totalled 1,432,713.59, of which 1,254,068.56 euros have been certified.

4.4. COLLABORATION WITH INSTITUTIONS AND ASSOCIATIONS

In its efforts to foster the dissemination and transfer of knowledge on radioactive waste management and its implications for sustainability, Enresa collaborates with various universities and training entities. In 2025, the Company, through specific agreements, has collaborated with:

- **Spanish Association of Energy Women (AEMENER)**, for the exchange of information and scientific and technological knowledge in the field of energy.
- **The University of Cordoba**, with which it promotes the Enresa-UCO Environment Chair, whose main initiatives are the organisation of the 'Expert in Radioactive Waste Management and Treatment' course, the implementation of a research contract for the development of a doctoral thesis and the execution of a complete programme of activities to promote knowledge related to waste management.
- **University-Society Foundation of the University of Extremadura**, developing the Enresa-UEx Chair, which seeks to promote knowledge regarding radioactive waste management and its implications for sustainability.
- **Centre for Energy-Related Environmental and Technological Research (CIEMAT) and the Technical University of Madrid (UPM)**, for the organisation of a new edition of the 'Radioactive Waste Management Course'.
- **Official College of Physicists (COFIS)**, in the organisation of a new edition of the course 'Ionising radiation: applications and safety'.
- **Autonomous University of Madrid Foundation (FUAM)**, with which it organises the 'Master's Degree in Waste and Waste Water Management and Treatment for the Recovery of Resources'.
- **Cordoba Conference Centre**, to promote the "Ambassadors of Cordoba" programme.
- **Valle de Tobalina**, a partnership agreement to promote industrial units in the Valle de Tobalina Business Park.
- **Spanish Society for Radiation Protection (SEPR)**, participating in the implementation of its Scientific Activities Plan.



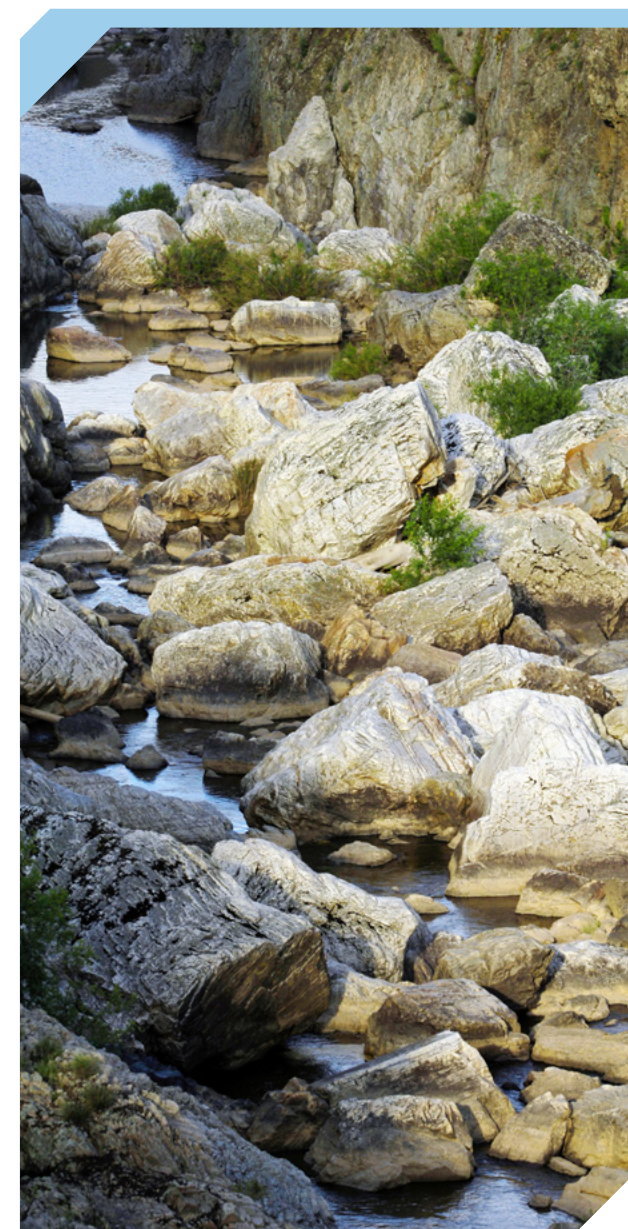
Enresa has allocated a total of 159,400 euros in 2025 to the development of these initiatives through partnership agreements.

Enresa also collaborates with universities to organise master's degrees, courses and training seminars, and provides work experience placements. In 2025, a total of 11 scholarships were awarded.

Furthermore, as part of these agreements, Enresa collaborates with these entities by providing professionals to teach courses and supervise master's degrees in radioactive waste management. In 2025, 23 Enresa trainers participated in external training courses.

Institutional partnerships on training, science and technology

TYPE OF ACTION	2023	2024	2025
Training actions involving the participation of Enresa technicians	44	45	30
Enresa trainers who have participated in external training	37	34	23
Total hours of external training taught	225	102	56



Associations

As part of its commitment to society and beyond the scope of training, Enresa also collaborates closely with other sectors, business and social responsibility associations and initiatives, both public and private. This activity seeks to enhance cooperation, collaboration and shared value, to which a total of 54,115.74 euros were allocated in 2025.

Its participation as an active member of Forética is worthy of mention, along with its 'Sustainability and CSR Action Group in public companies' to foster the exchange of knowledge on environmental, social and good governance matters, which seeks to raise the visibility of business case studies, transfer tools and relevant trends at an international level, and thus positively contribute to the leadership of public enterprises in this field.

Sector associations and initiatives that Enresa is a member of or collaborates with

SECTOR	BUSINESS	SOCIAL RESPONSIBILITY
- Spanish Energy Club. - SEDIC (Spanish Society of Scientific Documentation and Information). - UNE (Spanish Standardisation Association). - NUCNET (Nuclear Forum-<i>The independent nuclear news agency</i>).	- Institute of Internal Auditors. - New Economic Forum. - ASFACO (Manufacturers Association of Cordoba). - CECO (Confederation of Business Owners of Cordoba).	- AEC (Spanish Association for Quality). - Forética. - ASCOM (Spanish Compliance Association).

Enresa has no legal mechanisms for making financial donations, so it has not donated to foundations or non-profit entities.

Volunteering Plan

Enresa has a Corporate Volunteering Plan, called 'ENREacción', within the framework of the Sustainability Master Plan 2023-2026. The aim is to structure and promote solidarity actions within the Company, focused on priority areas such as environmental care, fighting inequalities, and promoting education. Through this initiative, the Company promotes collaboration with entities that would otherwise be impossible (donation).



Some of the most notable actions implemented in 2025 were the financial contributions made by employees to social organisations in the areas surrounding Enresa's workplaces, such as Hermanitas de los Pobres and Cáritas.

4.5. COMMUNICATION TO BE CLOSER TO SOCIETY

One of the principles governing Enresa's activity is transparency, which applies to both internal processes and relations with society. In addition to managing radioactive waste and decommissioning nuclear power plants, Enresa seeks to involve citizens in its technical solutions.

Enresa's communication activities are part of the Company's Communication Plan. The Communication Plan 2024-2027 has been in force since the end of 2023 and, for the first time in the Company's history, includes activities aimed at both external and internal audiences.

In 2025, Enresa has continued its communication and outreach efforts through various channels. On the one hand, media relations resulted in 75 press releases, media visits or interviews covering different areas of the Company's activity during the year.

Social media has been another key channel for bringing Enresa closer to the public. The Com-

pany has active profiles on [X](#), [YouTube](#), [Flickr](#), [Instagram](#), [LinkedIn](#) y [Facebook](#), increasing the Company's online community by 2025 to a total of almost 10,000 followers or subscribers, with an engagement rate that demonstrates the interest of the published content.

Enresa's social media channels



[LinkedIn](#)



[Facebook](#)



[Youtube](#)



[Twitter](#)



[Flickr](#)



[Instagram](#)

Close to
10.000
followers or
subscribers



Enresa's digital presence is complemented [by its website](#), a channel on which 30 news articles were published throughout 2025, along with other new content across the site, generating a total of 140,560 visits from 48,426 users (overall view count). The total number of page views was 273.814.

The Company has also continued to use more traditional communication channels, as these have a high reach in the areas where Enresa operates. Specifically, it has published two issues of its corporate magazine Sierra Albarrana, distributed in towns and places of interest around El Cabril Disposal Centre, and another issue of Estratos, a magazine that has reduced the number of printed copies and strengthened its digital version, providing a more enriching and engaging reading experience.

In 2025, visits to the information centres, known as Enresa Visitor's Centres, continued, welcoming a total of 4,294 visitors:

El Cabril

138 visits

3,190 visitors

Santa María de Garoña

66 visits

613 visitors

Vandellós I

21 visits

491 visitors



Corporate magazines Estratos and Sierra Albarrana

Of particular note is the opening, in February, of the new Decommissioning Information Centre located at Santa María de Garoña NPP (Burgos). This space, created as part of Enresa's commitment to information and transparency, is designed to raise awareness of the project underway at the power plant.

With regard to internal communication, Enresa strives each year to improve the information it provides to its employees on the various projects and the Company's latest developments. In this regard, a total of 402 news items were issued in 2025, of which 265 were via newsletters, and 30 were published on the website. In addition, 107 audiovisual updates were displayed on the corporate screens at the various work sites.



With a focus on communication

In 2025, Enresa has undertaken several significant initiatives in public information. These include the latest series of 'Chec' (El Cbril Talks) public information sessions held at El Cbril Disposal Centre, in collaboration with the media in Cordoba. Guitarist Teresa Jiménez (known on social media as Teresa Guitar) and the Chair of the 'Women in Nuclear' association, Amparo Soler, were the main speakers at these events.

In the field of training, the Company organised the course 'The decommissioning (of nuclear power plants) in Spain: experience and future projects' at the Menéndez Pelayo International University (UIMP) in Santander, featuring 30 speakers and attended by over 100 students.

In November, the city of Cordoba brought together some 50 technicians and managers responsi-

ble for managing radioactive waste generated in the hospital, industrial, research and nuclear sectors across Spain during the 22nd Conference on Radioactive Waste from Radioactive Facilities. The aim of the event was to exchange information and experiences to optimise the management processes for the radioactive waste generated at these facilities.

Lastly, Enresa held the official celebration of its 40th anniversary at an event organised at the Royal Theatre in Madrid, which, under the slogan 'Past, Present and Future', brought together nearly 200 representatives from institutions, the sector and its staff to take stock of its 40 years of essential public service and outline its main challenges for the future.



Communication channels

Furthermore, it should be pointed out that the model of dialogue with other social stakeholders and with society, in general, is undertaken through the channels provided for in Title I of Chapter III of the Transparency, Access to Public Information and Good Governance Act 19/2013 of 9 December, which allows citizens to exercise their right to access public information in those fields that are not covered by active publicity contained on the **transparency portal** and via the email addresses buzontransparencia@enresa.es, registro@enresa.es and prensa@enresa.es, or the telephone number 91 566 81 00.

Enresa has also set up the email address gestoretico@enresa.es to report any breach of its Code of Ethics, and has an [internal reporting channel](#) for any conduct that may constitute a serious or very serious breach or be illegal.

Enresa's channels of communication with its stakeholders are as follows:

STAKEHOLDER	CHANNELS
Nuclear Safety Council	Liaison committees. Inspections. Work meetings. Periodic report. Attention to requests for information.
Ministry for the Ecological Transition and Demographic Challenge	Periodic meetings. Information committees on decommissioning and El Cabril Disposal Centre. Assessment committee for projects contained in Ministerial Order IET 458/2015. Handling and coordination of requests for information.
Upper and Lower Houses of Parliament	Institutional meetings. Participation in the panel commissioned on relations with the Nuclear Safety Council. Appearance by the Chair before other parliamentary committees.
Regional and local governments in Enresa's areas of influence	Work and informative meetings. Monitoring committees for projects contained in Ministerial Order IET 458/2015. Attention to enquiries and requests for information. Corporate magazines. Information committees for nuclear power plants and El Cabril Disposal Centre.
Shareholders	General Shareholders' Meeting. Periodic meetings.
Nuclear power plants	Work meetings. Attendance at conferences and training days Committees for nuclear power plants and El Cabril Disposal Centre.
Radioactive facilities and companies that recycle metallic materials	Work meetings. Attendance at conferences and training days.
Contractors and suppliers of goods and services in the nuclear sector	Public sector contracting platform. Enresa electronic office. Contact mailbox: dpto.comprasinversones@enresa.es Work meetings to manage contracts.

Communication channels

STAKEHOLDER	CHANNELS
Population of Enresa's areas of influence	Corporate website. Social media. Information centres. Corporate magazines and the 'En Garoña' newsletter. Training days. Informative videos. Attention to requests for information. Face-to-face meetings.
Sector associations	Attendance at conferences and training days. Informative meetings. Attention to requests for information.
Entities and bodies in the fields of science and training	Agreements to organise and collaborate in training activities. Joint research projects. Corporate magazines. Technical publications.
NGOs	Meetings. Attention to requests for information. Transparency mailbox.
Media	Press releases Informative meetings Attention to requests for information and visits/filming at our facilities Corporate website Social media.
Enresa employees	Works councils. Informative email addresses. Social media. Intranet. Internal newsletter. Internal informative screens. Notice boards. Internal participative actions: training, meetings, competitions. Meetings with the Chair's Office and other Enresa executives. What's happening at Enresa? (live connections from major news events).

5. PEOPLE–ENRESA’S GREATEST ASSET

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5.1. UNITED TO GO FURTHER

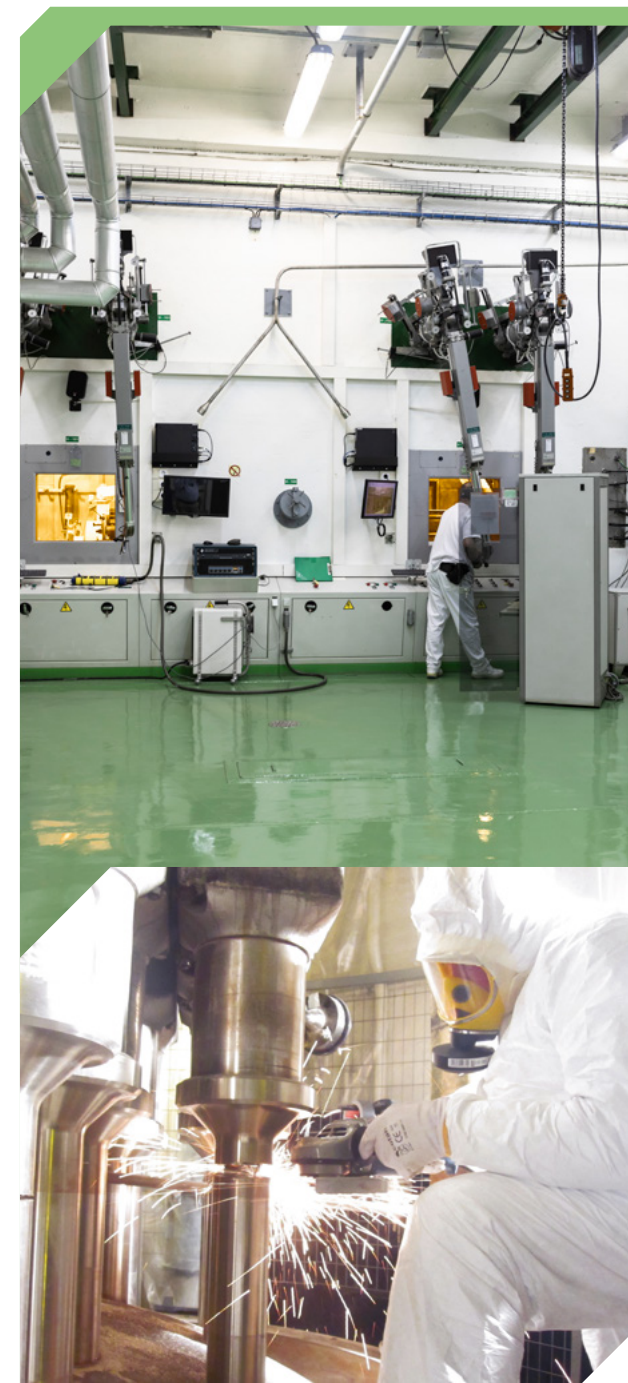
People are undoubtedly Enresa's greatest asset. Through their commitment, professionalism and dedication, the 399 people who made up the Enresa team at the end of 2025 drive this common project, complying with the public service the Company is commissioned with.

As part of this commitment to responsible management, Enresa endeavours to offer people the best possible workplace. It does this through stable, quality employment, fostering a work-life balance, being committed to effective equality between men and women, and facilitating the inclusion of people with disabilities in the labour environment.

The Company also allocates significant resources each year to workforce training, providing tools that enhance workers' capabilities and skills to support their personal and professional develop-

ment. Enresa also benefits from this growth as it has the best talent available to develop its activities correctly.

Of course, all this is done with a focus on the safety and well-being of the workforce —one of the Company's strategic pillars. Each year, to continue developing this matter, Enresa revises its processes to minimise the risks associated with its activity, foster a prevention culture, and eliminate any incidents.



5.2. STABLE, QUALITY JOBS

In line with its social responsibility strategy, the Company promotes the personal and professional growth of its human team through training, equal opportunities, inclusion, and health and safety at work.

As regards the regularisation of working conditions, the **Single Collective Agreement 2019-2023**, published in the Official State Gazette (OSG) on 31 December 2019, is the single legal framework for staff at all Enresa work centres.

A new agreement is currently in the preliminary consultation phase between the Company and social stakeholders. The current collective agreement governs the professional classification system, which is structured by professional groups, each of which is divided into pay grades. It also regulates staff selection processes to ensure that positions in the first phase are filled by internal promotions. In addition, it regulates work-life balance measures and provides for a broad social action system.

An important aspect of industrial relations is the structure of employee representatives' participation. The representative bodies in the Company include:

- Madrid Works Council (head office): 9 members.
- El Cabril Works Council: 9 members.
- 3 staff delegates at Santa María de Garoña NPP.
- 1 staff delegate at Vandellós I NPP.

The collective agreement established a framework for industrial relations comprising a Joint Committee responsible for its implementation and monitoring, made up of employee representatives from the two Works Councils, and a committee for each site, corresponding to the remit of each Works Council, which must now be adapted to include the new site at Santa María de Garoña NPP. This structure is complemented by a site committee for each management area: on the one hand, El Cabril Disposal Centre, and on the other, Madrid, Santa María de Garoña, José Cabrera and Vandellós.



The agreement also created the Inter-centre Committee to address training issues, and another Inter-centre Committee to address occupational risk prevention issues common to the Company. The Monitoring Committee for Enresa's *2nd Equality Plan* is also worth mentioning.

5.3. WORK-LIFE BALANCE, EQUALITY AND INCLUSION

Enresa values work-life balance to strengthen employees' well-being and align it with the Company's needs, regulating, through the collective agreement, effective measures that balance work and personal life for its workforce. Accordingly, the work timetable has become more flexible to foster the work-life balance. Along the same lines, the collective agreement also provides for measures to reduce the working day. It should also be highlighted that the work calendar at each centre is agreed upon on an annual basis after being negotiated with the respective representative body, the Works Council in Madrid and El Cabril, and the staff delegates at Santa María de Garoña.

Enresa's Remote Working Agreement, signed at the end of 2023, led to changes in work methods and organisation, and also provided a formula that enhances work-life balance. This agreement allows for the establishment of temporary, exceptional and individual forms of remote work to address work-life balance needs related to caring for de-

pendents, children, spouses or legal partners. It also provides measures for digital disconnection. In this regard, for example, a configuration has been developed in the electronic mail system that warns about emails sent outside working hours.

Furthermore, among the initiatives carried out in 2025, the 'Day off school' event stands out, held at both the Madrid head office and El Cabril Disposal Centre. This event enabled employees' children to take part in an activity designed to foster internal cohesion, support work-life balance and spark their scientific curiosity.

Work days and hours at the different Enresa work centres

WORK CENTRE	ANNUAL WORKING TIME (HOURS)	WEEKLY WORKING TIME (HOURS)	FLEXITIME	OTHERS
Madrid	1,642	37.5 (average)	Yes	Intensive working day between 1/05 and 30/09
El Cabril	1,627.5	37.5	No	Continuous working day
Santa María de Garoña José Cabrera	1,642	40 (average)	No	Continuous working day
Vandellós	1,642	37.5 (average)	Yes	Continuous working day

More equality, more rights

Enresa has a Policy on Equality and Non-Discrimination, Diversity and Inclusion, through which it undertakes to ensure and promote equality, diversity and inclusion among its employees and in their relations with third parties. In line with this egalitarian approach, Enresa's policies and **Code of Ethics** specifically reject discrimination. Enresa believes in the equality of all people, fostering equal treatment and opportunities regardless of gender, religion, race or any other aspect. Along the same lines, a Human Rights Policy exists, which states Enresa's position on this matter and establishes lines of action for protection and whistleblowing channels that redirect existing ones through the Ethics Manager.

However, this policy does not include the issue of equal treatment between men and women, which is included in the **2nd Enresa Equality Plan**, a document which, in itself, in accordance with regulations, constitutes the Enresa policy for equal treatment between men and women, because it includes the set of objectives, actions and means of monitoring that must be agreed with the workers' representatives. This principle of action is in-

cluded in the Company's *2nd Equality Plan*, which was agreed upon by the Company's management and the workers' legal representatives on 14 November 2022. The 2nd Equality Plan contains eight lines of action, a total of 35 measures, and a timeline for their implementation spanning the four years the plan is in place. The plan is fully operational.



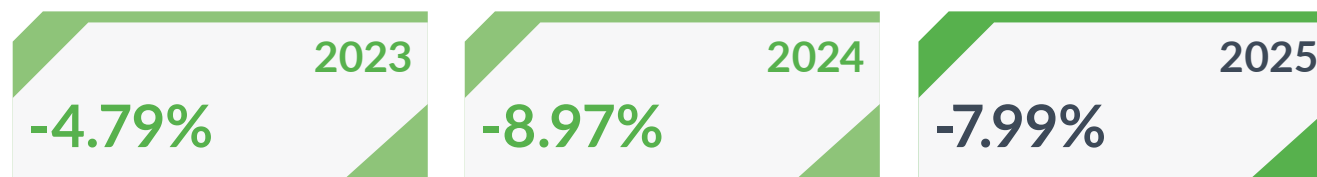
Among the initiatives carried out in 2025 as part of the *Equality Plan*, the following stand out: the organisation of training sessions on equality and shared responsibility, and on equality and non-discrimination against LGBTI people; a study to refine the job evaluation system; and the development of the Work-Life Balance Plan.

In addition, Enresa conducted a survey of the entire workforce to identify work-life balance needs and promote shared responsibility between men and women within the family.

The Company also applies its equality policies to remuneration, aiming to avoid any wage gap between men and women. To achieve this, it rolled out a strategy in previous years based on a process for normalising remuneration using the wage tables in the collective agreement for staff not party to it, in which remuneration is fully homogenised across all job positions, regardless of official job title. Accordingly, the wage gap has been corrected so that the current salary difference is weighted in favour of women.



Wage gap



All salary concepts are included in the wage gap calculation, including length of service. This remuneration concept has greater weight for men, given their greater presence at the Company since its creation. This deviation is not attributable to gender questions, as concluded in the *Equality Plan's* diagnosis, which includes the remuneration policy and wage gap among its main chapters.

The wage gap is determined by calculating the difference between the average remuneration of men and women, relative to the average remuneration of men. If the value is negative, the gap is favourable to women. In contrast, if the value is positive, the gap is favourable to men.

The existing wage gap is not significant, as it is within the +/-10% range, well below the +/-25% established by Spanish regulations on equality and the wage gap, above which specific measures should be established.



Inclusive work

In the same way, Enresa maintains a strong commitment to the inclusion of people with functional diversity, thus fostering inclusive employment. All rounds of employment offers include a clause that fosters hiring people with disabilities at a rate of 33% or higher.

In November 2024, Enresa submitted a new application for a Declaration of Exceptionality to the Directorate-General of the State Public Employment Service (SEPE), under the Ministry of Labour, Migration and Social Security, pursuant to the provisions of Royal Decree 364/2005, which regulates alternative compliance, on an exceptional basis, with the quota reserved for workers with disabilities. In accordance with the provisions of the last paragraph of Point 3 of Article 1 of the aforementioned Royal Decree, the SEPE granted Enresa the Certificate of Exceptionality, with the aim of complying with the provisions of the General Act on the Rights of Persons with Disabilities, for the next three years (2025, 2026 and 2027).

Accordingly, the SEPE authorised Enresa to adopt alternative measures, namely formalising a contract for the provision of certain general services

with a Special Employment Centre (CEE), SBC OUTSOURCING SL. The purpose of this contract is to train and recruit people with functional diversity. Seven people from this CEE provide these services.

In addition to fostering inclusion, Enresa works to benefit **real universal accessibility**, both in physical workspaces and in the Company's communication mediums. All the Enresa work centres have special access for people with functional diversity.

Furthermore, the web portal www.enresa.es is completely accessible, complying with Royal Decree 1112/2018, of 7 September, on accessibility to websites and applications for mobile devices in the public sector, and includes a report from the company TOTHOMweb that grants it level AA of the W3C, thus accrediting compliance with the accessibility requirements for ICT products and services established in UNE 301549:2020 standard (WCAG 2.1).



Prevention of workplace, sexual and gender-based harassment

Enresa has an *Action Procedure* to combat workplace and sexual harassment and harassment on grounds of gender at its work centres and in workplace activities and/or projects, which forms an integral part of the management of the *2nd Equality Plan*. The aim is to ensure that Enresa staff enjoy a workplace environment where their moral integrity and dignity are respected, and their health is unaffected. This document establishes a straightforward, quick, and accessible procedure for confidential complaints, allowing victims of harassment to report their situation.

The following guiding principles govern the procedure:

- Prevention and raising awareness regarding different types of harassment. Information and accessibility to procedures and measures.
- Confidentiality and respect for the privacy and dignity of the person(s) allegedly harassed.
- Respect for the presumption of innocence of the person(s) allegedly harassed.
- Prohibition on reprisals against the alleged victim or those who support reporting the harassment or report cases of harassment in its different forms.
- Speed, security, coordination and collaboration in the procedure.
- Guarantee of employment rights and the social protection of victims.
- Exhaustive and confidential investigation of the facts, based on the adversarial principle and oral procedures, which will be resolved after hearing out those people affected and guaranteeing the impartiality of any action.

As part of this procedure, Enresa adopts a zero-tolerance commitment to these forms of conduct, extending the responsibility to all its workers with a view to guaranteeing a labour environment free of harassment that respects the dignity of the person. The Company has established the [Internal Reporting Channel](#) to report and address possible misconduct related to harassment.



5.4. TRAINING TO CONTINUE GROWING

The acquisition of new knowledge is fundamental for the personal and professional growth of the human team at Enresa and for developing staff performance with the highest guarantees of quality, innovation and safety.

Enresa has a *Training Policy*, which is applied through *General Training Plans*, drawn up with the aim of systematising the training of people at the Company, and agreed with trade union representatives, as well as specific training plans for management staff. Both plans are developed through annual programmes that include the training offer for each year for the whole of the workforce and in each and every work area, which have been designed by means of mechanisms to detect the training needs provided for in the agreement and which not only structure the Company's needs for greater employee training but also for the personal training that employees pinpoint.

The main aims of the *General Training Plan* are:

- To disseminate the culture and values of the Company.
- To convey knowledge about applicable Company regulations.
- To convey knowledge about cross-cutting matters: safety culture, prevention of risks at work, corporate social responsibility and equality, among others.
- To facilitate the adaptation to shifting technological environments. To disseminate corporate principles, development and coordination.
- To convey knowledge about effective management and quality management techniques.
- To contribute to establishing an optimal working environment for all employees.

Enresa employs a monitoring mechanism to comply with its training programme. This is undertaken by the **Inter-centre Training Committee** – a parity body made up of workers' and Company representatives that meets at least once every six months to monitor the training undertaken and other indicators on the cost and impact of training.

In 2025, a total of 31,562 hours of training were delivered at Enresa, representing a 3.01% reduction compared with the cumulative figure for the previous year (32,543 hours), due to the suspension of language training since March 2025 pending the conclusion of the tender process.

The Company is working on a new proposal for the *General Training Plan*, in line with the negotiations for the new collective agreement, over the course of 2026.

Training at Enresa in 2023

TIPO DE FORMACIÓN*						
	Attendance at conferences ¹	Cross-cutting ²	Specific ³	Individual professional development ⁴	External ⁵	Nº of hours of training
Graduates**	1,226	11,109	13,956	5,680	181	32,152
Non-graduate technicians	0	236	564	0	0	800
Administrative staff	0	1,298	580	135	0	2,013
Professionals -trades	40	549	3,164	1,436	44	5,233
Total	1,266	13,192	18,264	7,251	225	40,198

Training at Enresa in 2024

TIPO DE FORMACIÓN*						
	Attendance at conferences ¹	Cross-cutting ²	Specific ³	Individual professional development ⁴	External ⁵	Nº of hours of training
Graduates**	1,196	5,838	12,616	5,023	95	24,767
Non-graduate technicians	0	128	309	0	0	437
Administrative staff	25	813	952	25	1	1,815
Professionals -trades	72	430	2,764	2,252	7	5,523
Total	1,292	7,209	16,640	7,299	102	32,543

Training at Enresa in 2025

TIPO DE FORMACIÓN*						
	Attendance at conferences ¹	Cross-cutting ²	Specific ³	Individual professional development ⁴	External ⁵	Nº of hours of training
Graduates**	1,499	52	14,542	6,473	4,929	27,494
Non-graduate technicians	5	-	291	-	77	373
Administrative staff	5		549	30	773	1,356
Professionals -trades	53	4	1,820	167	295	2,338
Total	1,562	56	17,201	6,670	6,073	31,562

*Type of training

- 1 Attendance by Enresa staff as speakers or attendees at national and international events whose organisation is external to Enresa and which are colloquially known as seminars, conferences, annual meetings, symposiums, etc.
- 2 Participation by Enresa staff in various courses, presentations, seminars, conferences and master's programmes at the invitation of third parties, to present and publicise Enresa's various activities.
- 3 Caters for the needs of the different directorates and services on matters related to the functions they develop and the specific regulations, techniques, applications and skills they need to develop. Its function is to adapt and continuously update the worker regarding general and specific knowledge of the units and job positions integrated therein.
- 4 Facilitates the development of the skills required for each position and better performance of the functions required, along with professional promotion and change of job position.
- 5 Addresses the training needs identified by the HR Development Directorate in cross-cutting, priority or essential areas for the Company, general public sector regulations, office automation, IT, languages, social responsibility, equality, risk prevention, etc. In exceptional cases, this type of training may be organised by other units responsible for training at the various work centres, provided that the training does not require any budgetary allocation from the HR Development Directorate.

**** The professional category of 'Senior Management' is included under the category of 'Graduates'**

5.5. THE CHALLENGE OF DIGITALISATION



In line with its corporate policies and future strategy, Enresa has taken on the challenge of modernising the Company to optimise the efficiency of all its processes and operations. Technology plays a crucial role in this undertaking, as does digitalisation – a concept that strengthens the management of companies.

In 2025, the third year of implementation of the *10th Information Systems and Technologies Plan 2023–2027*, the first and second phases of the Decommissioning Management System have been implemented, providing Enresa with a modern tool for managing the tasks arising from the decommissioning (of nuclear power plants). In addition, the second phase of the Waste Management System has been developed, a tool that supports the management processes at El Cabril Disposal Centre.

In May 2025, the Chair of Enresa approved the *Company's Artificial Intelligence Strategy*, which comprises two lines of action: first, the use of a general-purpose tool (Microsoft Copilot); and second, the creation of a specific tool. Progress has been

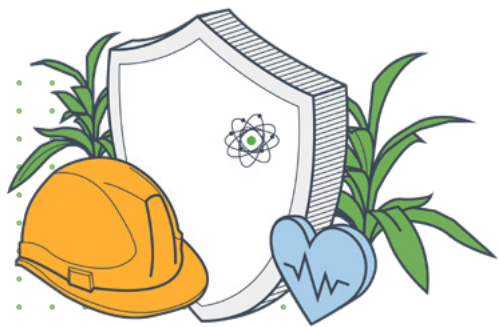
made on the latter, leading to the definition of the elements that will make up Enresa's future AI.

Furthermore, we are continuing with the process of digitising documentation, ensuring its long-term preservation and more efficient retrieval. This year, 17,492 paper documents have been digitised, increasing the number of physical documents catalogued.

The Information Security Plan 2024–2027, 60% implemented by 2025, underpins all cybersecurity initiatives, a fundamental element in protecting the Company's information assets. The main vector for cyberattacks in companies is users, and at Enresa we continue our work to raise awareness among staff regarding security through monthly information campaigns on internal communication channels.

5.6. HEALTH AND SAFETY

Protecting and caring for people is one of the pillars on which Enresa's activity is based. Accordingly, the Company has designed a series of actions to protect its employees' health, including continuous monitoring under a *Preventive Policy*, along with special campaigns that highlight and anticipate potential diseases.



General Health and Safety Plan

The policy, objectives and goals that Enresa seeks to achieve on prevention, along with the human, technical, material and economic resources available to that end, are contained in the Enresa *Prevention of Occupational Hazards Manual*, which, together with the implementing procedures, constitute the Enresa *Prevention of Occupational Hazards Plan*. On a complementary basis, it annually approves the *General Health and Safety Plan* and, for each work centre, project and activity, a specific occupational risk prevention plan is applied along with preventive planning, which allows actions to be taken systematically, following the safety rules and guidelines geared to reducing the possibility of accidents at work and occupational diseases in all areas of activity and Company directorates.

In 2025, other activities were carried out, including the updating and review of risk assessments in accordance with the established programme and the implementation of the *Personal Health Monitoring Plan* (341 medical examinations, 312 specific preventive tests, and 147 people vaccinated against influenza).

In 2025, there were eight work-related accidents resulting in sick leave, six of which occurred in the workplace and two whilst commuting. All of these have been classified as minor accidents. The following table shows a breakdown of workplace accidents, the frequency rate and severity rate by gender:

	Men			Women			Total		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Accidents not requiring sick leave	3	6	0	0	2	0	3	8	0
Accidents requiring sick leave	3	1	4	1	0	2	4	1	6
<i>Accidents whilst commuting requiring sick leave</i>	0	1	2	0	0	1	0	1	3
Frequency rate	9.29	2.64	10.08	4.77	0	7.5	7.51	1.6	9.04
Seriousness rate	0.78	0.17	0.57	0.14	0	0.53	0.53	0.1	0.56
Occupational diseases	0	0	0	0	0	0	0	0	0

As shown in the table, the total number of accidents has fallen, from 10 in 2024 to eight in 2025. However, there has been an increase in the frequency and severity rates, which are calculated solely on the basis of the number of accidents resulting in sick leave and the working days lost due to these accidents.

Enresa's hours of **absence** in 2025 fell to 37,830 (41,370 in 2024 and 39,180 in 2023). The decrease in accumulated hours compared with the previous year is generally due to fewer long-term sick leave cases. The calculation of absenteeism hours includes, amongst other cases, common contingencies, leave and strikes.



Internal management of health and safety

The Occupational Risk Prevention Unit was created on 20 April 2022 and reports to the Organisation and Human Resources Directorate. Its main task is to coordinate the Occupational Risk Prevention (ORP) Management System and Enresa's **Own Prevention Service**, which covers the four preventive specialities: health monitoring, occupational safety, industrial hygiene, ergonomics and applied psychosociology. This system is audited every two years to assess its effectiveness and ensure results.

In turn, through the **Basic Health Unit** integrated within its Own Prevention Service, Enresa provides this service to all its employees. Also noteworthy are the two-level 1 care centres, equipped and staffed to attend to possible irradiation and/or contamination incidents at the El Cabril Work Centres and at Santa María de Garoña NPP, as well as the presence of permanent medical transport at these same centres, as a voluntary improvement in the care and prevention of occupational accidents. The healthcare centre that Enresa had at José Cabrera NPP ceased to be operational in mid-2023 following notification to the Castile-La Mancha Regional Health Department.

Enresa also has two **Health and Safety Committees**: one at El Cabril and another covering the other work centres, made up of three workers' representatives and three Company representatives. Their main responsibilities include fostering social dialogue on health and safety.

In 2025, four meetings were held by the Head Office Committee in Madrid and a further four by the El Cabril Disposal Centre Committee. These

meetings involved monitoring preventive planning, accident and sickness rates, training, and pending and emerging actions.

In addition, the preventive organisation includes **prevention management committees and integrated management committees** for facilities, projects and specific operations. These are purely internal, not trade union, in nature.

In 2024, in accordance with Royal Decree 39/97, of 17 January, which approves the Regulation on Prevention Services, an audit was carried out on Enresa's Occupational Risk Prevention (ORP) service, covering all the technical and preventive disciplines covered by Law 31/95: Occupational Medicine, Industrial Hygiene, Occupational Safety, Ergonomics and Applied Psychosociology. During this audit, it was confirmed that Enresa has a mature system that is integrated into its general prevention management. Specifically, compliance with applicable regulations and the effectiveness of the activities carried out by Enresa in integrating prevention, coordinated by its Own Prevention Service, were verified.



In addition, compliance with the minimum requirements for monitoring the health of workers was verified, as well as how Enresa acts in the event of occupational risks or accidents (reactive control), its ability to anticipate them, and the effectiveness of the occupational risk prevention system with regard to occupational medicine (active control).

Finally, the audit confirmed that the human and technical resources of Enresa's medical service at the facilities are sufficient to carry out occupational medicine tasks effectively and in accordance with prevailing legislation.

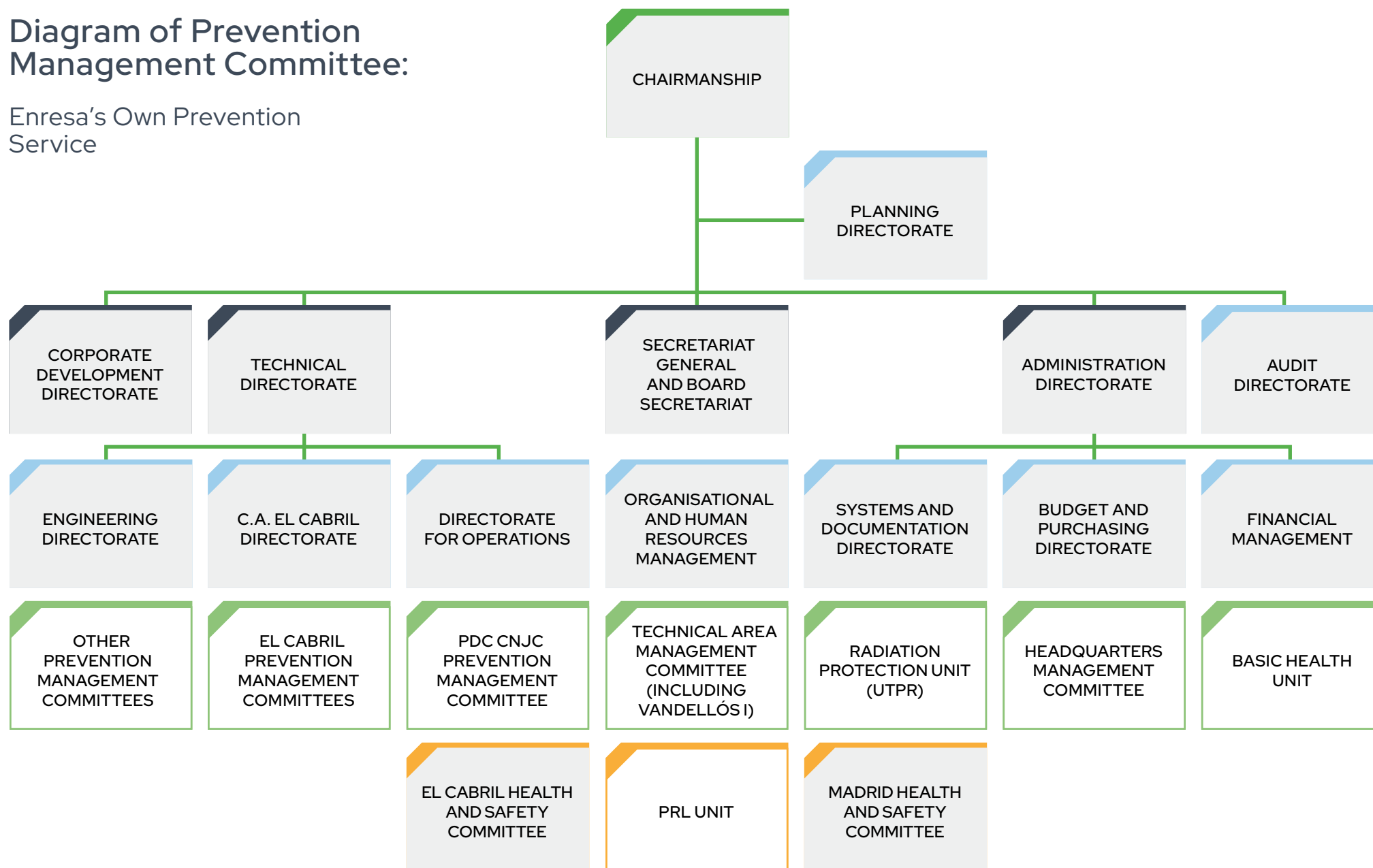
Management of work accidents at Enresa

Enresa follows a series of procedures for the correct management of accidents at work that may occur at its work centres:

1. When an accident occurs, the person involved is urgently attended to.
2. Following this, the “notification of the accident” is filled out by the person exercising responsibility for the individual involved in the accident, which is submitted to the Basic Health Unit and those in charge of the Prevention Service.
3. This is also notified by the Basic Health Unit, through the DELTA application, to the employment authorities.
4. The Prevention Officers are notified thereof.
5. The accident is investigated, and the corresponding form is completed. The investigation is carried out by the hierarchical superior of the person involved in the accident, which is verified by the Prevention Service and/or another manager and the Basic Health Unit.
6. The necessary preventive measures that may derive from the investigation of the accident are implemented.
7. These are always addressed as an item on the agenda at all the meetings of the Prevention Management Committees and the Health and Safety Committees, and analysed individually and in a comprehensive fashion in the event that a pattern emerges of accidents or any other circumstance on which preventive action can be taken.
8. Comprehensive accident reports are prepared to inform Senior Management.
9. Notification reports on accidents and their investigations are issued and confidentially distributed through the Document Management System (SGD). General information is also provided for the whole workforce and published on the corporate website.

Diagram of Prevention Management Committee:

Enresa's Own Prevention Service



5.7. PROFILE OF THE WORKFORCE AND REMUNERATION

After 40 years of activity, Enresa has a workforce with extensive experience aligned with the Company's undertakings. The average Enresa employee profile is that of a graduate over 50. The remuneration of the workforce and management is determined in accordance with the Company's single collective agreement and prevailing legislation.

- As of 31 December 2025, Enresa's workforce comprised a total of 399 people, 7.25% more than at the same date of the previous year (372). Of these, 59.9% are men and 40.1% are women.
- The largest professional category is Graduates, which accounts for 64.91% of the workforce.
- By age group, the largest group is Over 50s, which accounts for 54.89% of the workforce.
- Enresa has three workers with a disability of 33% or higher.
- 100% of the workforce is Spanish and employed on permanent contracts. 99.7% of the workforce is employed full-time.
- 88% of employees are covered by the Single Collective Bargaining Agreement.
- In 2025, there were no layoffs.

Remuneration of employees and directors

The Enresa remuneration policy is contained in the Single Collective Agreement 2019-2023 for all staff at the work centres, as well as in successive General State Budget Acts. The Collective Agreement establishes the remuneration structure and the salary scales. In all cases, the remuneration received exceeds the minimum wage, and no remuneration inequalities have been detected on the grounds of gender, except for questions of the length of service and other concepts associated with the specific provisions of the job position that lack a gender bias.

The remuneration of senior management is established in accordance with Royal Decree 451/2012, of 5 March, regulating the remuneration regime of senior management and executives in the public enterprise and other entities sector. The Chair of Enresa received remuneration totalling 202,042.55 euros for all applicable remuneration items at 31 December 2025. The members of the Board of Directors receive a maximum amount of 9,425 euros per annum as remuneration for attending ordinary Board meetings, in accordance with the Order communicated by the Ministry of Finance and Civil Service of 8 January 2013, as Enresa is a Group 2 company. The amount corresponding to senior officers - in 2025, the Chair and Deputy Chair of the Board of Directors - is paid into the Treasury, in accordance with prevailing legislation.

Members of the Audit Committee do not receive attendance fees, nor do members of the Board of Directors receive fees for attending extraordinary meetings of the Board of Directors.

People Indicators

The following tables provide detailed statistical information on staff, professional classification, contract types, functional diversity, remuneration and wage gap for 2023, 2024 and 2025.

Total number of employees by gender, age and professional classification

TYPE	MEN			WOMEN			TOTAL		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Senior Management	6	5	6	8	9	8	14	14	14
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	1	1	0	1	2	1	2	3	1
Older than 50	5	4	6	7	7	7	12	11	13
Graduates	132	135	144	98	101	115	230	236	259
Under the age of 30	1	0	1	0	0	0	1	0	1
Between 30 and 50	66	69	73	59	56	60	125	125	133
Older than 50	65	66	70	39	45	55	104	111	125
Non-graduate technicians	14	13	13	3	3	3	17	16	16
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	2	2	2	0	0	0	2	2	2
Older than 50	12	11	11	3	3	3	15	14	14
Administrative staff	11	12	14	33	31	32	44	43	46
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	3	5	5	4	5	10	7	10	15
Older than 50	8	7	9	29	26	22	37	33	31
Professionals-Trades	55	61	62	1	2	2	56	63	64
Under the age of 30	1	1	1	0	0	0	1	1	1
Between 30 and 50	22	24	27	0	0	0	22	24	27
Older than 50	32	36	34	1	2	2	33	38	36
TOTAL	218	226	239	143	146	160	361	372	399

Distribution of employees by gender, age and professional classification (all located in Spain)

TYPE	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Management	1.66%	2.22%	3.88%	1.34%	2.42%	3.76%	1.50%	2.01%	3.51%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.28%	0.28%	0.55%	0.27%	0.54%	0.81%	0.00%	0.25%	0.25%
Older than 50	1.39%	1.94%	3.32%	1.08%	1.88%	2.96%	1.50%	1.75%	3.26%
Graduates	36.57%	27.15%	63.71%	36.29%	27.5%	63.44%	36.09%	28.82%	64.91%
Under the age of 30	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%
Between 30 and 50	18.28%	16.34%	34.63%	18.55%	15.05%	33.60%	18.30%	15.04%	33.33%
Older than 50	18.01%	10.80%	28.81%	17.74%	12.10%	29.84%	17.54%	13.78%	31.33%
Non-graduate technicians	3.88%	0.83%	4.71%	3.49%	0.81%	4.30%	3.26%	0.75%	4.01%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.55%	0.00%	0.55%	0.54%	0.00%	0.54%	0.50%	0.00%	0.50%
Older than 50	3.32%	0.83%	4.16%	2.96%	0.81%	3.76%	2.76%	0.75%	3.51%
Administrative staff	3.05%	9.14%	12.19%	3.23%	8.33%	11.56%	3.51%	8.02%	11.53%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.83%	1.11%	1.94%	1.34%	1.34%	2.69%	1.25%	2.51%	3.76%
Older than 50	2.22%	8.03%	10.25%	1.88%	6.99%	8.87%	2.26%	5.51%	7.77%
Professionals-Trades	15.24%	0.28%	15.51%	16.40%	0.54%	16.94%	15.54%	0.50%	16.04%
Under the age of 30	0.28%	0.00%	0.28%	0.27%	0.00%	0.27%	0.25%	0.00%	0.25%
Between 30 and 50	6.09%	0.00%	6.09%	6.45%	0.00%	6.45%	6.77%	0.00%	6.77%
Older than 50	8.86%	0.28%	9.14%	9.68%	0.54%	10.22%	8.52%	0.50%	9.02%
TOTAL	60.00%	40.00%	100%	60.75%	39.25%	100%	59.90%	40.10%	100.00%

Total number of types of employment contracts in 2023

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	M	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Permanent	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Full time	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Between 30 and 50	1	1	2	66	59	125	2	0	2	3	4	7	22	0	22	158
Permanent	1	1	2	66	59	125	2	0	2	3	4	7	22	0	22	158
Full time	1	1	2	66	59	125	2	0	2	3	4	7	22	0	22	158
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Older than 50	5	7	12	65	39	104	12	3	15	8	29	37	32	1	33	201
Permanent	5	7	12	65	39	104	12	3	15	8	29	37	32	1	33	201
Full time	5	7	12	65	39	104	12	3	15	7	29	36	32	1	33	200
Part time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
TOTAL	6	8	14	132	98	230	14	3	17	11	33	44	55	1	56	361

Total number of types of employment contracts in 2024

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	M	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Permanent	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Full time	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Between 30 and 50	1	2	3	69	56	125	2	0	2	5	5	10	24	0	24	164
Permanent	1	2	3	69	56	125	2	0	2	5	5	10	24	0	24	164
Full time	1	2	3	69	56	125	2	0	2	5	5	10	24	0	24	164
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Older than 50	4	7	11	66	45	111	11	3	14	7	26	33	36	2	38	207
Permanent	4	7	11	66	45	111	11	3	14	7	26	33	36	2	38	207
Full time	4	7	11	66	45	111	11	3	14	6	26	32	36	2	38	206
Part time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
TOTAL	5	9	14	135	101	236	13	3	16	12	31	43	61	2	63	372

Total number
of types of
employment
contracts in 2025

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	M	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Permanent	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Full time	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Between 30 and 50	0	1	1	73	60	133	2	0	2	5	10	15	27	0	27	178
Permanent	0	1	1	73	60	133	2	0	2	5	10	15	27	0	27	178
Full time	0	1	1	73	60	133	2	0	2	5	10	15	27	0	27	178
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Older than 50	6	7	13	70	55	125	11	3	14	9	22	31	34	2	36	219
Permanent	6	7	13	70	55	125	11	3	14	9	22	31	34	2	36	219
Full time	6	7	13	70	55	125	11	3	14	8	22	30	34	2	36	218
Part time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
TOTAL	6	8	14	144	115	259	13	3	16	14	32	46	62	2	64	399



Distribution of types of employment contracts in 2023

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
Permanent	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
Full time	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
Permanent	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
Full time	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Older than 50	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	2.22%	8.03%	10.25%	8.86%	0.28%	9.14%	55.68%
Permanent	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	2.22%	8.03%	10.25%	8.86%	0.28%	9.14%	55.68%
Full time	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	1.94%	8.03%	9.97%	8.86%	0.28%	9.14%	55.40%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.28%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	1.66%	2.22%	3.88%	36.57%	27.15%	63.71%	3.88%	0.83%	4.71%	3.05%	9.14%	12.19%	15.24%	0.28%	15.51%	100.00%

Distribution of types of employment contracts in 2024

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.27%
Permanent	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.27%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.27%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
Permanent	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
Full time	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Older than 50	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.87%	9.68%	0.54%	10.22%	55.65%
Permanent	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.87%	9.68%	0.54%	10.22%	55.65%
Full time	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.60%	9.68%	0.54%	10.22%	55.38%
Tiempo Parcial	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.27%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	1.34%	2.42%	3.76%	36.29%	27.15%	63.44%	3.49%	0.81%	4.30%	0.00%	8.33%	11.56%	16.40%	0.54%	16.94%	100.00%

Distribution of types of employment contracts in 2025

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.50%
Permanent	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.50%
Full time	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.50%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.00%	0.25%	0.25%	18.30%	15.04%	33.33%	0.54%	0.00%	0.50%	1.25%	2.51%	3.76%	6.77%	0.00%	6.77%	44.61%
Permanent	0.00%	0.25%	0.25%	18.30%	15.04%	33.33%	0.54%	0.00%	0.50%	1.25%	2.51%	3.76%	6.77%	0.00%	6.77%	44.61%
Full time	0.00%	0.25%	0.25%	18.30%	15.04%	33.33%	0.54%	0.00%	0.50%	1.25%	2.51%	3.76%	6.77%	0.00%	6.77%	44.61%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Older than 50	1.50%	1.75%	3.26%	17.54%	13.78%	31.33%	2.76%	0.75%	3.51%	2.26%	5.51%	7.77%	8.52%	0.50%	9.02%	54.89%
Permanent	1.50%	1.75%	3.26%	17.54%	13.78%	31.33%	2.76%	0.75%	3.51%	2.26%	5.51%	7.77%	8.52%	0.50%	9.02%	54.89%
Full time	1.50%	1.75%	3.26%	17.54%	13.78%	31.33%	2.76%	0.75%	3.51%	2.01%	5.51%	7.52%	8.52%	0.50%	9.02%	54.64%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	1.50%	2.01%	3.51%	36.09%	28.82%	64.91%	3.26%	0.75%	4.01%	3.51%	8.02%	11.53%	15.54%	0.5%	16.04%	100.00%

Annual average of employees by gender, age and professional classification in 2023

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	0.00	0.82	1.82
Permanent	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	0.00	0.82	1.82
Full time	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	0.00	0.82	1.82
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Between 30 and 50	1.00	1.00	2.00	61.04	56.32	117.35	2.00	0.00	2.00	2.50	3.32	5.82	21.00	0.00	21.00	148.17
Permanent	1.00	1.00	2.00	61.04	56.32	117.35	2.00	0.00	2.00	2.50	3.32	5.82	21.00	0.00	21.00	148.17
Full time	1.00	1.00	2.00	61.04	56.32	117.35	2.00	0.00	2.00	2.50	3.32	5.82	21.00	0.00	21.00	148.17
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Older than 50	5.55	7.00	12.55	67.46	40.10	107.56	13.64	3.00	16.64	8.00	29.77	37.77	33.80	1.00	34.80	209.32
Permanent	5.55	7.00	12.55	67.46	40.10	107.56	13.64	3.00	16.64	8.00	29.77	37.77	33.80	1.00	34.80	209.32
Full time	5.55	7.00	12.55	67.46	40.10	107.56	13.64	3.00	16.64	7.00	29.77	36.77	33.80	1.00	34.80	208.32
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
TOTAL	6.55	8.00	14.55	129.50	96.42	225.92	15.64	3.00	18.64	10.50	33.09	43.58	55.62	1.00	56.62	359.31

Annual average of employees by gender, age and professional classification in 2024

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
Permanent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
Full time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Between 30 and 50	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
Permanent	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
Full time	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Older than 50	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	7.99	28.08	36.08	34.46	1.56	36.02	214.97
Permanent	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	7.99	28.08	36.08	34.46	1.56	36.02	214.97
Full time	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	6.99	28.08	35.08	34.46	1.56	36.02	213.97
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
TOTAL	5.96	8.03	14.00	135.12	101.78	236.91	14.33	3.00	17.33	12.48	32.66	45.14	57.92	1.56	59.48	372.85

Annual average of employees by gender, age and professional classification in 2025

TYPE	Senior Management			Graduates			Non-graduate technicians			Administrative staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00	0.00	0.00	0.62	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.62
Permanent	0.00	0.00	0.00	0.62	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.62
Full time	0.00	0.00	0.00	0.62	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.62
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Between 30 and 50	0.00	1.00	1.00	68.59	54.30	122.89	2.00	0.00	2.00	4.30	8.43	12.72	26.26	0.00	26.26	164.87
Permanent	0.00	1.00	1.00	68.59	54.30	122.89	2.00	0.00	2.00	4.30	8.43	12.72	26.26	0.00	26.26	164.87
Full time	0.00	1.00	1.00	68.59	54.30	122.89	2.00	0.00	2.00	4.30	8.43	12.72	26.26	0.00	26.26	164.87
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Older than 50	5.42	7.50	12.92	72.37	54.13	126.51	12.99	3.00	15.99	9.90	23.27	33.16	33.73	2.00	35.73	224.30
Permanent	5.42	7.50	12.92	72.37	54.13	126.51	12.99	3.00	15.99	9.90	23.27	33.16	33.73	2.00	35.73	224.30
Full time	5.42	7.50	12.92	72.37	54.13	126.51	12.99	3.00	15.99	8.90	23.27	32.16	33.73	2.00	35.73	223.30
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
TOTAL	5.42	8.50	13.92	141.59	108.43	250.02	14.99	3.00	17.99	14.19	31.70	45.89	60.98	2.00	62.98	390.79



Employees with functional diversity

Disability	Nº of employees		
	2023	2024	2025
< 33%	0	0	0
Between 33% and 65%	3	3	3
> 65%	0	0	0
TOTAL	3	3	3

Average remuneration of Board members

	Remuneraciones Medias 2023		Remuneraciones Medias 2024		Remuneraciones Medias 2025	
	Men	Women	Men	Women	Men	Women
Board members	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €
TOTAL	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €



Wage gap by professional category

	2023	2024	2025
Senior Management	6.88%	0.04%	-1.43%
Graduates	3.10%	2.00%	0.58%
Non-graduate technicians	9.64%	9.74%	6.85%
Administrative staff	-10.52%	-11.66%	-6.16%
Professionals-Trades	-15.05%	-0.94%	-2.20%
TOTAL	-4.79%	-8.97%	-7.99%

The wage gap is determined by calculating the difference between the average remuneration of men less the average remuneration of women, divided by the average remuneration of men. If the value is less than 1, the gap is favourable to women. If the value is greater than 0, the gap is favourable to men.

Average remuneration and its evolution broken down by gender, age and professional classification or equal value* (in €)

Type	Average remuneration 2023			Average remuneration 2024			Average remuneration 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Management**	158,932	148,406	152,917	157,328	157,262	157,285	160,446	162,742	161,758
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	155,701	139,806	147,754	160,262	169,724	166,570	0	148,448	148,448
Older than 50	159,578	149,634	153,777	156,594	153,701	154,753	160,446	164,784	162,782
Graduates	69,483	67,354	68,576	70,569	69,160	69,966	71,098	70,685	70,914
Under the age of 30	44,856	0	44,856	0	0	0	47,355	0	47,355
Between 30 and 50	60,510	61,088	60,783	60,573	63,028	61,673	61,412	63,236	62,235
Older than 50	78,972	76,833	78,170	81,018	76,791	79,304	81,538	78,811	80,338
Non-graduate technicians	59,634	53,979	58,636	61,603	55,602	60,478	61,483	57,270	60,693
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	53,618	0	53,618	54,956	0	54,956	55,424	0	55,424
Older than 50	60,637	53,979	59,306	62,812	55,602	61,267	62,585	57,270	61,446
Administrative staff	45,454	50,644	49,347	46,481	51,902	50,389	48,487	51,472	50,563
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	37,902	39,510	38,821	40,884	42,368	41,626	41,226	43,841	42,969
Older than 50	48,286	52,180	51,338	50,479	53,735	53,045	52,521	54,940	54,238
Professionals - Trades	47,336	54,478	47,464	47,875	48,327	47,889	48,706	49,777	48,739
Under the age of 30	37,346	0	37,346	42,624	0	42,624	42,699	0	42,699
Between 30 and 50	43,292	0	43,292	51,642	48,327	51,468	43,869	0	43,869
Older than 50	50,429	54,478	50,552	38,278	0	38,278	52,723	49,777	52,559
TOTAL	64,512	67,662	65,760	64,568	70,363	66,842	65,685	70,932	67,789

* The average remuneration corresponds to the base salary, length of service, fixed supplements and maximum provision of variable remuneration for employees at year-end. All average values are weighted by the number of staff used in the calculation.

** The Senior Management remuneration contained in the table is their total contractual remuneration.



ABOUT THIS REPORT



About this report



Company	Enresa
Registered address	Calle de Emilio Vargas, 7 28043, Madrid
Country	España
Period covered	2025
Frequency	Annual
More information	prensa@enresa.es sostenibilidad@enresa.es 915 66 81 00 www.enresa.es

This report contains non-financial information and data on EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E. (Enresa) in Spain. Its preparation is the result of collaboration from all Enresa management directorates.

This document presents Enresa's performance in 2025, focusing on corporate, economic, social and environmental areas, and on all its stakeholders and society as a whole. This is an exercise

in accountability, in which the Company clearly demonstrates its commitment to value creation, transparency and fluid communication.

In compliance with Law 11/2018, of 28 December, on non-financial information and diversity, EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E. (Enresa) includes its Non-financial Information Statement (NFIS) in the Directors' Report corresponding to the financial year from 1 January to 31 December 2025.

This NFIS has been drawn up using certain standards selected from the Global Reporting Initiative (GRI) as references. The non-financial indicators selected by Enresa comply with the principles of comparability, materiality, relevance and reliability, and the information is accurate, comparable and verified by an independent verification service provider.

The independent assurance report, including the process's goals and scope, the revision procedures used, and the conclusions, is attached to this report as an annex.

Principles that govern this report

1. Principles to guarantee the quality of the report

These principles are related to the quality of the information, including its correct presentation:

- **Accuracy:** the information that Enresa provides in this report is set out in an accurate and detailed manner.
- **Balance:** the report shows both the positive and negative aspects of the performance of Enresa's activity in 2025.
- **Clarity:** an easily understandable style is used; it is drafted in such a way that it does not hinder the comprehension of the information provided. The document's structure facilitates locating the information. A table of contents and tables are included.
- **Comparability:** the information is presented in a way that facilitates the analysis of the development of Enresa's performance over time and in comparison with other companies.
- **Reliability:** the information included in this report is backed by internal and external controls, including verification by an independent verification service provider de verificación.

2. Principles for the definition of the content:

Relevant issues and stakeholder participation

As part of its corporate social responsibility strategy, Enresa conducted a study in 2022 to identify the most relevant issues affecting its performance across the economic, governance, social and environmental dimensions. This work, known as a materiality analysis, allows the expectations of the Company's stakeholders to be analysed from the

perspectives of social responsibility and sustainability, thereby defining the most important aspects for the Company's internal and external stakeholders.

This study is developed in accordance with the following methodology:

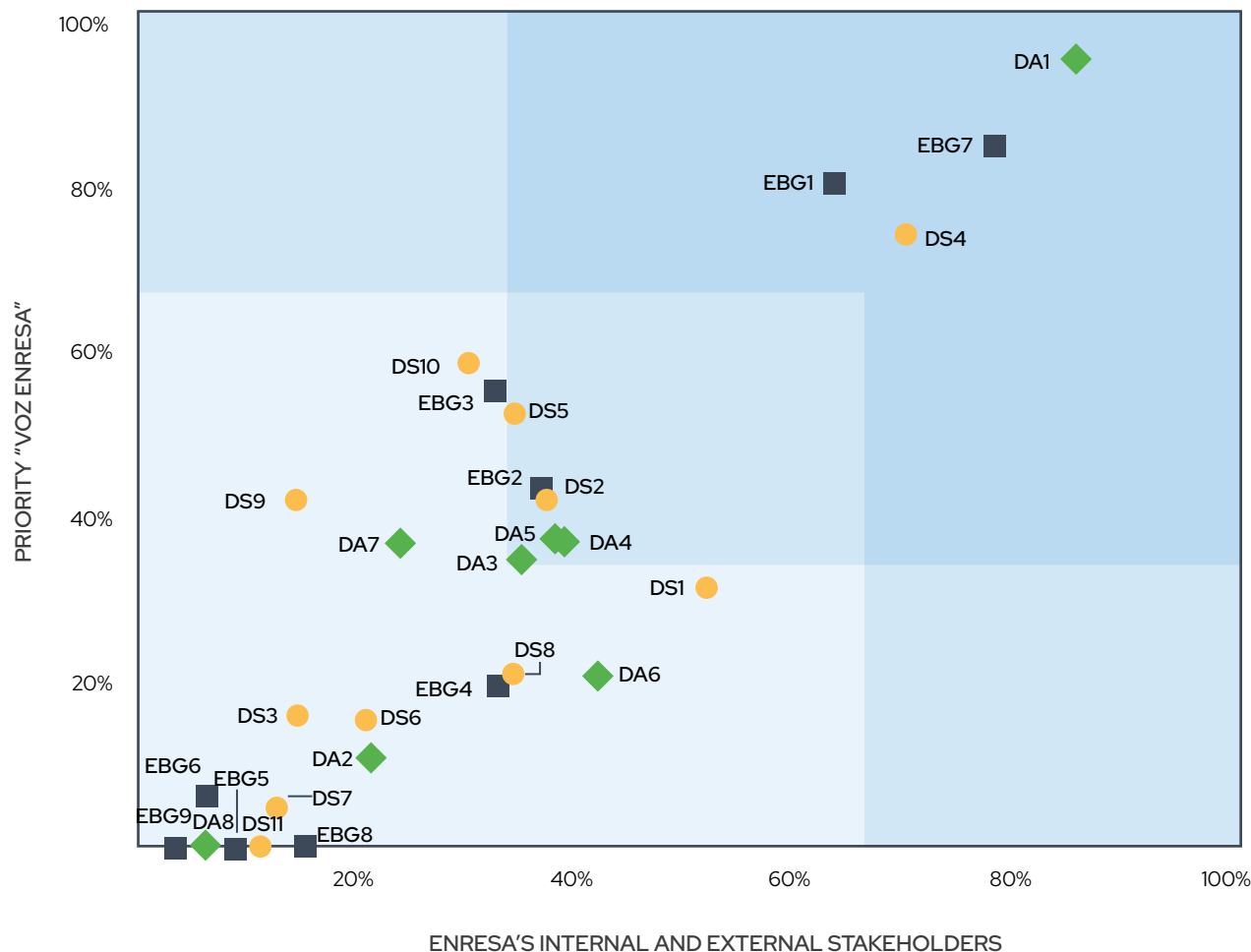


The most important issues for Enresa are grouped into three thematic areas, each of which develops more specific aspects:



The matrix visualises the importance of the issues to Enresa's internal and external stakeholders, weighting them by the criticality of the groups and the maturity of the issues.

Materiality analysis



ETHICS AND GOOD GOVERNANCE

- EBG1** Regulatory compliance
- EBG2** Transparency
- EBG3** Code of ethics
- EBG4** Efficiency in the financial management
- EBG5** Protection of Human Rights
- EBG6** Protection of data and security
- EBG7** Safe management of radioactive waste
- EBG8** Responsible procurement
- EBG9** Other ethical and good governance issues

ENVIRONMENTAL PERFORMANCE

- DA1** Environmental monitoring and oversight
- DA2** Contribution to SDG
- DA3** Climate change
- DA4** Energy management
- DA5** Circular economy
- DA6** Environmental awareness
- DA7** Protection of biodiversity
- DA8** Other environmental issues

SOCIAL PERFORMANCE

- DS1** Quality jobs
- DS2** Technical and human assistance
- DS3** Support to vulnerable collectives
- DS4** Local development
- DS5** Collaboration with educational institutions
- DS6** Transparency in procurement processes
- DS7** Supervision of the supply chain
- DS8** Direct allocations
- DS9** International cooperation
- DA10** Efficient management of resources
- DA11** Other social issues

The following Enresa stakeholders took part in the analysis of the relevant issues:



Stakeholder	Number sent	Number of responses	Percentage of participation
Management Committee	14	11	79%
Board of Directors	10	8	80%
Workforce	42	32	76%
Upper and Lower Houses of Parliament	18	0	0%
Regional and local governments	81	9	11%
Entities and bodies in the fields of science and training	5	3	60%
Contractors and suppliers	11	14	127%
NGOs	2	2	100%
Nuclear sector (power plants and facilities)	35	8	23%
Media	10	4	40%
Sector associations	9	4	44%
Shareholders	2	1	50%
Ministry for the Ecological Transition and Demographic Challenge	3	1	33%
Nuclear Safety Council	9	2	22%
Company	690	49	7%

Context of sustainability

This report analyses the results obtained by the only company included in its scope, its relationship with the commission received, and its sustainability strategy described in the Master Sustainability Plan.



Exhaustivity

This report's information enables an assessment of Enresa's conduct in the key aspects considered in 2025.

In addition to its head office and El Cabril Disposal Centre, Enresa owns the following premises:

- Offices in Cordoba: these operate under a rental regime from a third party. The Company has no staff or operating control over these offices.
- Villar de Cañas: a building with no permanent staff; it is managed from the head office.
- Warehouse in Alcalá de Henares used for the storage of materials. It has no permanent staff. Information is managed from the head office.

This report's sections cover the relevant issues and offer concrete responses. A table referencing the requirements of Law 11/2018 is also included.





TABLE REFERENCED TO THE REQUIREMENTS OF **LAW 11/2018**



Table referenced to the requirements of Law 11/2018

List of contents according to the requirements of Law 11/2018 on Non-Financial Information and Diversity

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
1. . GENERAL INFORMATION				
Description of the business model, including its business environment, organisation and structure	Relevant	1.1. An essential public service 1.2. Mission, vision and values 1.3. Legal framework and institutional supervision 1.4. Structure and governing bodies 2.1. Enresa, a sector benchmark 2.2. Lines of action and main activities in 2025 About this report	GRI 2-1 GRI 2-2 GRI 2-3 GRI 2-6 GRI 2-9 (partial) GRI 2-11	Not applicable
Markets in which it operates	Relevant	1.1. An essential public service 1.2. Mission, vision and values 1.3. Legal framework and institutional supervision 1.4. Structure and governing bodies	GRI 2-1 GRI 2-6	Not applicable
Objectives and strategies of the organisation	Relevant	1.1. An essential public service 1.2. Mission, vision and values 1.8. Sustainability as a goal	GRI 3-3 GRI 2-6	Not applicable
Main factors and trends likely to affect its future development	Relevant	1.7. Risks and potential impacts on activity	GRI 3-3 GRI 2-6	Not applicable
Reporting framework used	Relevant	About this report	GRI 1. Fundamentals 2021	Not applicable
Principle of materiality	Relevant	About this report	GRI 3-1 GRI 3-2	Not applicable

¹ GRI - Global Reporting Initiative. All of them in the latest version available.

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
2. ENVIRONMENT				
Environmental management				
Management approach: Policies and risks	Relevant	1.5. Good governance 1.7. Risks and potential impacts on activity	GRI 3-3	Not applicable
Current and foreseeable effects of the Company's activities on the environment and, where appropriate, on health and safety	Relevant	3.1. Environmental protection as a commitment	GRI 3-3	Not applicable
Environmental assessment or certification procedures	Relevant	3.1. Environmental protection as a commitment	GRI 3-3	Not applicable
Resources dedicated to environmental risk prevention	Relevant	3.2. Environmental monitoring	GRI 3-3	Not applicable
Application of the precautionary principle	Relevant	3.2. Environmental monitoring	GRI 2-23 (partial) GRI 3-3	Not applicable
Amount of provisions and guarantees for environmental risks	Relevant	3.2. Environmental monitoring	GRI 3-3	Not applicable
Contamination				
Measures to prevent, reduce or remediate emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution	Relevant	3.4. Preventing pollution 3.5. Circular economy	GRI 3-3 GRI 306-1 GRI 306-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Circular economy and waste prevention				
Waste prevention, recycling, reuse, other forms of recovery and disposal measures	Relevant	3.5. Circular economy	GRI 3-3 GRI 306-1 GRI 306-2 (partial) GRI 306-3 (2020) GRI 306-4 (partial) GRI 306-5 (partial)	Not applicable
Actions to combat food waste	Relevant	3.5. Circular economy	GRI 3-3 GRI 306-2 GRI 306-4 (2020)	Not applicable
Sustainable use of resources				
Water consumption and water supply according to local constraints	Relevant	3.6. Ecological footprint	GRI 303-1 (partial) GRI 303-5 (parcial)	Not applicable
Consumption of raw materials and measures taken to improve the efficiency of their use	Relevant	3.6. Ecological footprint	GRI 301-1 (partial)	Not applicable
Direct and indirect consumption of energy	Relevant	3.6. Ecological footprint	GRI 302-1 (parcial)	Not applicable
Measures taken to improve energy efficiency	Relevant	3.6. Ecological footprint	GRI 3-3 GRI 302-4 (partial)	Not applicable
Use of renewable energies	Relevant	3.6. Ecological footprint	GRI 302-1 (partial)	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Climate change				
Significant elements of greenhouse gas emissions generated as a result of the Company's activities, including the use of the goods and services that it produces	Relevant	3.6. Ecological footprint	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	Not applicable
Measures taken to adapt to the consequences of climate change	Relevant	3.6. Ecological footprint	GRI 3-3	Not applicable
Voluntary reduction targets established in the medium and long term to reduce greenhouse gas emissions, and the means implemented to achieve them	Relevant	3.6. Ecological footprint	GRI 305-5	Not applicable
Biodiversity				
Biodiversity protection: Measures taken to preserve or restore biodiversity	Relevant	3.3. Protection of biodiversity	GRI 3-3 GRI 304-3 (partial)	Not applicable
Biodiversity protection: Impacts caused by activities or operations in protected areas	Relevant	3.3. Protection of biodiversity	GRI 304-1 (partial)	Not applicable
3. SOCIAL AND PERSONNEL MATTERS				
Employment				
Management approach: Policies and risks	Relevant	1.5. Good governance 1.7. Risks and potential impacts on activity	GRI 2-23 GRI 3-3	Not applicable
Total number and distribution of employees according to criteria representative of diversity (gender, age, country, etc.)	Relevant	5.7. Profile of the workforce and remuneration	GRI 2-7 GRI 405-1	Not applicable
Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification	Relevant	5.7. Profile of the workforce and remuneration	GRI 2-7 GRI 405-1	Not applicable
Number of dismissals by gender, age and occupational classification	Relevant	5.7. Profile of the workforce and remuneration	GRI 3-3 GRI 401-1	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Average salaries and their evolution are broken down by gender, age and professional classification or equal value	Relevant	5.7. Profile of the workforce and remuneration	GRI 3-3 GRI 405-2	Not applicable
Wage gap, remuneration for equal or average jobs in society	Relevant	5.3. Work-life balance, equality and inclusion 5.7. Profile of the workforce and remuneration	GRI 3-3 GRI 405-2	Not applicable
The average remuneration of directors and executives, including variable remuneration, allowances, indemnities and payments to long-term savings systems and any other payments broken down by gender	Relevant	5.7. Profile of the workforce and remuneration (Average remuneration of Board members)	GRI 3-3 GRI 405-2	Not applicable
Implementation of work disconnection policies	Relevant	5.3. Work-life balance, equality and inclusion	GRI 3-3	Not applicable
Employees with disabilities	Relevant	5.7. Profile of the workforce and remuneration (Employees with functional diversity)	GRI 405-1	Not applicable
Work organisation				
Organisation of working time	Relevant	5.3. Work-life balance, equality and inclusion	GRI 3-3	Not applicable
Number of hours of absenteeism	Relevant	5.6. Health and safety	GRI 403-9 (partial) GRI 403-10 (partial)	Not applicable
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents	Relevant	5.3. Work-life balance, equality and inclusion	GRI 3-3	Not applicable
Health and safety				
Occupational health and safety conditions	Relevant	5.6. Health and safety	GRI 3-3 GRI 403-1 GRI 403-2 (partial) GRI 403-3 GRI 403-7	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender.	Relevant	5.6. Health and safety	GRI 403-9 (parcial) GRI 403-10 (parcial)	Not applicable
Social relations				
Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff	Relevant	5.2. Stable, quality Jobs 5.3. Work-life balance, equality and inclusión	GRI 3-3	Not applicable
Percentage of employees covered by collective bargaining agreements, by country	Relevant	5.7. Profile of the workforce and remuneration	GRI 2-30	Not applicable
The balance of collective bargaining agreements, particularly in the field of occupational health and safety	Relevant	5.2. Stable, quality Jobs 5.6. Health and safety	GRI 403-4 (Versión GRI 2018)	Not applicable
Training				
Policies implemented in the field of training	Relevant	5.4. Training to continue growing	GRI 3-3 GRI 404-2	Not applicable
Total number of hours of training by professional category	Relevant	5.4. Training to continue growing	GRI 404-1 (parcial)	Not applicable
Universal accessibility				
Universal accessibility for people with disabilities	Relevant	5.3. Work-life balance, equality and inclusión	GRI 3-3 GRI 405-1 (parcial)	Not applicable
Equality				
Measures taken to promote equal treatment and opportunities for women and men	Relevant	5.3. Work-life balance, equality and inclusión	GRI 3-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Equality plans (Chapter III of Organic Law 3/2007, of March 22, 2007, on the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities	Relevant	5.3. Work-life balance, equality and inclusión	GRI 3-3	Not applicable
The policy to combat all types of discrimination and, where applicable, diversity management	Relevant	1.5. Good governance 5.3. Work-life balance, equality and inclusión	GRI 3-3	Not applicable
4. HUMAN RIGHTS				
Management approach: Policies and risks	Relevant	1.5. Good governance 1.7. Riesgos y posibles impactos para la actividad	GRI 2-23 GRI 3-3	Not applicable
Implementation of human rights due diligence procedures; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses committed	Relevant	1.5. Good governance	GRI 2-23 GRI 2-26	Not applicable
Complaints of human rights violations	Relevant	1.5. Good governance	GRI 3-3 GRI 406-1	Not applicable
Promotion and enforcement of the provisions of the core conventions of the International Labor Organization related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour	Relevant	1.5. Good governance	GRI 3-3	Not applicable
5. CORRUPTION AND BRIBERY				
Management approach: Policies and risks	Relevant	1.5. Good governance	GRI 2-23 GRI 3-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Measures taken to prevent corruption and bribery	Relevant	1.5. Good governance	GRI 3-3 GRI 2-23 GRI 2-26 GRI 205-3	Not applicable
Measures to combat money laundering	Relevant	1.5. Good governance	GRI 3-3 GRI 2-23 GRI 2-26 GRI 205-3	Not applicable
Contributions to foundations and non-profit organisations	Relevant	4.4. Collaboration with institutions and associations	GRI 2-28 GRI 413-1 (parcial)	Not applicable
6. SOCIETY				
Company commitment to sustainable development				
Management approach: Policies and risks	Relevant	1.5. Good governance 1.7. Risks and potential impact on activity	GRI 2-23 GRI 3-3	Not applicable
The impact of the Company's activities on employment and local development	Relevant	4.1. Part of the community 4.3. Contribution to social development	GRI 3-3	Not applicable
The impact of the Company's activities on local populations and the territory	Relevant	4.3. Contribution to social development 4.4. Collaboration with institutions and associations	GRI 3-3	Not applicable
Relations maintained with local community stakeholders and the forms of dialogue with them	Relevant	4.5. Communication to be closer to society	GRI 2-29	Not applicable
Partnership or sponsorship actions	Relevant	4.4. Collaboration with institutions and associations	GRI 3-3	Not applicable
Subcontracting and suppliers				
Inclusion of social, gender equality and environmental issues in the procurement policy	Relevant	4.2. Sustainable value chain	GRI 3-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT ¹	REMARKS/REASON FOR OMISSION
Consideration of suppliers' and subcontractors' social and environmental responsibility in relations with them	Relevant	4.2. Sustainable value chain	GRI 2-6 GRI 308-2 (parcial) GRI 414-4 (parcial)	Not applicable
Monitoring and auditing systems and audit results	Relevant	4.2. Sustainable value chain	GRI 2-6 GRI 308-2 (parcial) GRI 414-2 (parcial)	Not applicable
Consumers				
Measures for the health and safety of consumers	Relevant	2.3. Quality management 2.6. Safety	GRI 3-3	Not applicable
Complaint systems, complaints received and their resolution	Relevant	4.2. Sustainable value chain	GRI 3-3 GRI 416-2 GRI 418-1	Not applicable
Tax information				
Profit obtained on a country-by-country basis	Relevant	1.6. Economic and financial aspects	GRI 3-3 GRI 207-4 (parcial)	Not applicable
Taxes on profits paid	Relevant	1.6. Economic and financial aspects	GRI 3-3 GRI 207-4 (parcial)	Not applicable
Public subsidies received	Relevant	1.6. Economic and financial aspects	GRI 201-4 (parcial)	Not applicable



INDEPENDENT VERIFICATION REPORT





Informe de Verificación Independiente del Estado de Información No Financiera

A los Accionistas de

EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E.

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 adjunto (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2025, de **EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E.** (en adelante, la Entidad) que forma parte del Informe de Gestión de la Entidad.

El contenido del EINF 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 apartado "Tabla de referencia a los requisitos de la Ley 11/2018" incluido en el EINF adjunto.

Nuestra responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión de la Entidad, así como el contenido del mismo, es responsabilidad de los Administradores de la Entidad. 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 de acuerdo a lo mencionado para cada materia en la tabla incluida en el apartado "Tabla de referencia a los requisitos de la Ley 11/2018" del citado Estado.

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 la Entidad 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.

Nuestra independencia y control de 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 reglamentarias 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.



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 en 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 de la Entidad 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 de la Entidad 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 2025, 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 2025.
- 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 2025.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2025 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 **EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E.** correspondiente al ejercicio anual finalizado el 31 de diciembre de 2025 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, de acuerdo a lo mencionado para cada materia en la tabla denominada "Tabla de referencia a los requisitos de la Ley 11/2018", del citado Estado.

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 o jurisdicciones.



GOBIERNO
DE ESPAÑA

VICEPRESIDENCIA
TERCERA DEL GOBIERNO

MINISTERIO
PARA LA TRANSICIÓN ECOLÓGICA
Y EL RETO DEMOGRÁFICO

