

Information
status
non-financial
2025

Finsa

Sustainable Development

Finsa materiality aspects *

Affordable

- Reduction of emissions from deforestation (REDD) ●●
- Indirect economic impacts ●●
- Product design and lifecycle management ●●

Environmental

- Material procurement ●●●●
- Energy consumption ●●
- Water consumption ●●
- Water management / conservation ●●
- Protection of biodiversity ●●
- GHG emissions ●●●
- Chemicals / waste management ●●●●
- Waste management ●●●
- Forestry practices (deforestation, fire control, pesticide use...) ●●●
- Forest management ●●●

Socials

- Work placements ●
- Working conditions ●
- Labor relations ●
- Health and Safety ●
- Ethics and Corruption ●●●●●
- Human Rights ●

Others

- Regulatory compliance ●●●●
- Sourcing strategy and policies ●●●

* Detailed table in ANNEX I

- Suppliers
- Administration
- Society
- Partners / Shareholders
- Template
- Clients

STATE OF
INFORMATION
NON-FINANCIAL 2025

Finsa

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About this report

This Non-Financial Information Statement (hereinafter, “EINF”) of the Consolidated Group of Financiera Maderera S.A. (Finsa) corresponds to point 10 of the Consolidated Group’s Management Report for the financial year ended December 31, 2025, prepared by the Board of Directors at its meeting on March 23, 2026.

Materiality analysis

The information included in this report is that which, in the opinion of the directors, is relevant to the Group based on its business activities and structure, presented in accordance with the applicable regulatory framework.

To design the content of the Non-Financial Information Statement (EINF) and select relevant topics, a materiality analysis is essential; this analysis was conducted to evaluate non-financial aspects critical to our stakeholders and to meet the requirements regarding non-financial information and diversity set out in Law 11/2018 of December 28, 2018.

Its preparation has taken into account the guidelines for producing sustainability and corporate social responsibility reports from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), which specialize in assessing companies economic, environmental, and social performance.

In this context, aspects were prioritized based on their impact on the business and the expectations of Finsa’s key stakeholders, who are categorized into internal groups (partners, shareholders, and employees) and external groups (customers, suppliers, public authorities and the surrounding community).

The matters required by law for which no additional data have been reported—as they are considered immaterial to the company—are those concerning light and noise pollution (the reasons for not attaching measurement data are set out in the report) and actions to combat food waste, given that these do not impact the conduct of its business activities.



The company

Finsa (Financiera Maderera SA) is a family-owned company dedicated to the industrial processing of wood, a sector in which it began operations in 1931 with a sawmill in Portanxil (Ames, A Coruña).

Finsa develops comprehensive solutions for the interior design, living space, and construction sectors. Its core activity focuses on the processing and manufacturing of wood-based products (panels, decorative surfaces, laminate flooring, and furniture components), as well as solid wood processing. These solutions have diverse applications, including wall cladding, facades, flooring, construction systems, and outdoor installations.

In addition to its core business, Finsa has two complementary divisions: one in the chemical sector (production of resins and chemical components) and another in the energy sector (energy generation). (More details on page 16)

To this end, Finsa fosters a strong network of relationships and value with its workforce, its surrounding community, and various industry stakeholders.



Market environment

The changing market landscape, along with other variables such as the sector's digitalization, will influence the successful achievement of objectives. Likewise, the company manages its self-financing system and establishes policies regarding business ethics and business sustainability.

One of the company's aims is to grow its market share in countries where its current level of activity is low. This objective will be achieved by creating a product catalogue specifically tailored to the geographical realities of each market and, wherever possible, through local manufacturing—whether in the company's own facilities or via strategic alliances with other companies or industry players.

Given the company's global nature, it remains committed to maintaining an international presence; it currently operates 10 production plants near shipping ports, 17 proprietary sales offices across 12 countries, 10 logistics hubs at various locations in Europe, and an export department serving clients worldwide.

Spain, Portugal and France are Finsa's primary markets. The company holds a market share it aims to strengthen by adjusting the positioning of its solutions across all its sales channels—distribution, industry and large-scale retail—and by facilitating specialization and technical advice for specifiers.



The year 2025

Over the course of the 2025 financial year, the Iberian market for wood-based products showed slight growth compared to the previous year, driven primarily by the renovation sector; against this backdrop, we managed to increase our revenue thanks to higher sales volumes, despite lower average selling prices.

The situation in foreign markets for wood-based products has been more complex than in the Iberian region, due to both low activity in certain Central European markets—notably Germany and France—and challenges in more distant regions affected by logistical and commercial difficulties. Despite this, we have managed to cushion the decline in our sales figures by focusing our efforts on new markets and higher value-added products.

During the 2025 financial year, the adverse scenarios we anticipated at the close of the previous year have materialized. Ongoing geopolitical uncertainty is causing instability in global supply chains. The logistics crisis stemming from insecurity along traditional maritime routes has continued to hinder our service commitment—a key market differentiator for us. At the European level, consumer disposable income has continued to erode.

Due to accumulated inflation which, although its growth rate has moderated, has kept the cost of living high, dampening consumption.

Against this backdrop of high volatility and margin compression, our management has focused on operational efficiency and safeguarding profitability through a product and service offering closely tailored to the specific needs of each market and sales channel.

Regarding our research and development activities in 2025—spanning both the wood solutions and chemical sectors—we have continued to work on two fundamental fronts: firstly, developing new products and enhancing existing ones (improving both technical and mechanical properties) to enable us to introduce new value propositions for our customers; and secondly, technologically upgrading our processes through digitalization, automation, and artificial intelligence techniques. Both lines of work are aligned with our commitment to sustainability. Key highlights in this regard include the development of bio-based products, smart factory projects at various plants, forestry development, digital printing and MDF recycling.

The Iberian market for wood-based products has shown slight growth, driven primarily by the renovation sector, which has enabled us to increase our turnover.



Trade Delegations

- Spain**
 - Finsa Santiago
 - Finsa Barcelona
 - Finsa Bilbao
 - Finsa Madrid
 - Finsa Seville
 - Finsa Valencia
 - Finsa Export**Portugal**
 - Luso Finsa**France**
 - Finsa France**Ireland**
 - Finsa Forest Products
- Italy**
 - Finsa Italy**Poland**
 - Finsa Polska**United Kingdom**
 - Finsa UK**The Netherlands**
 - Finsa BV**Panama**
 - Finsa Latin America**UAE**
 - Finsa Trading Middle East**Morocco**
 - Finsa Morocco**USA**
 - Finsa America

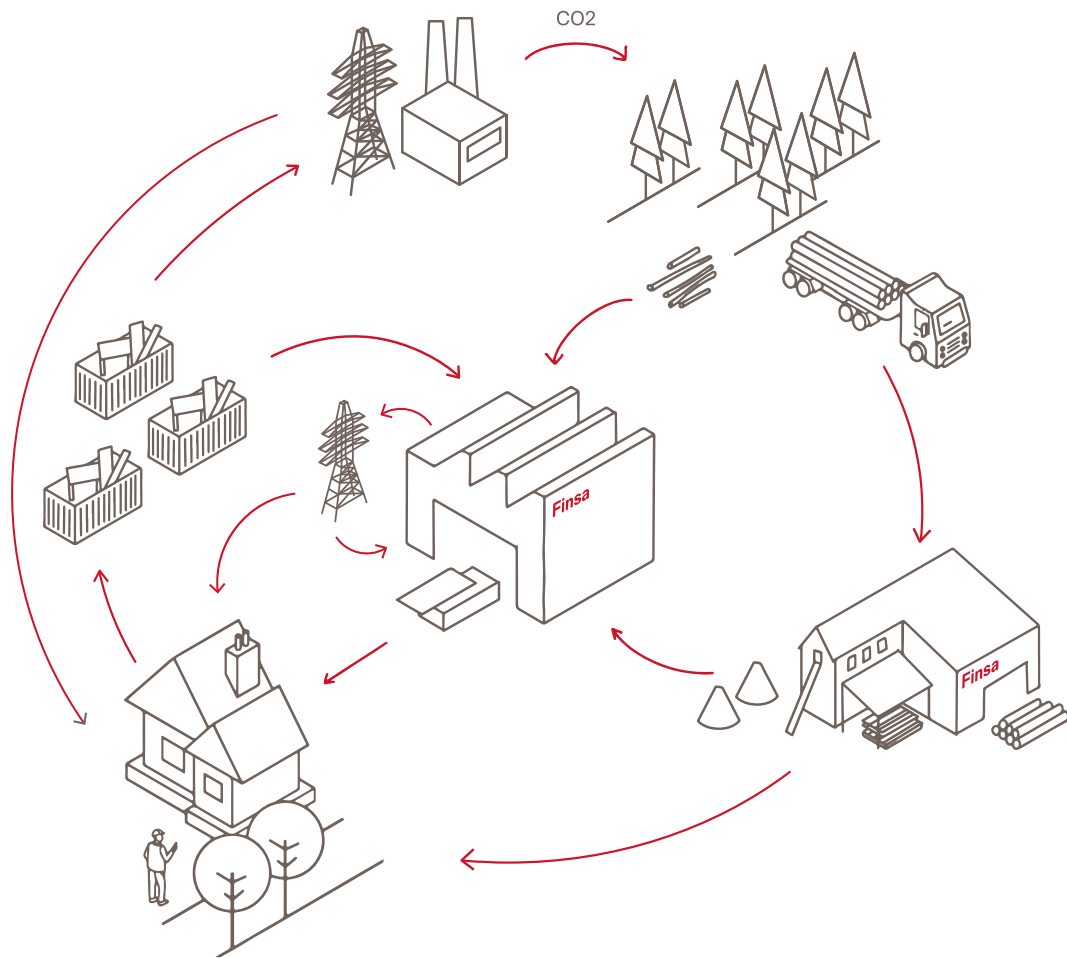
Factories

- Spain**
 - Municipal Register
 - Santiago
 - Rábade
 - San Cibrao das Viñas
 - Coirós
 - Caldas de Reis
 - Cella
- France**
 - Ambarés-et-Lagrave**Portugal**
 - Gafanha de Nazaré
 - Nelas

Logistics platforms

- Silleda
 - Barcelona
 - Rábade
 - Chinchilla
 - The Netherlands
- Ireland
 - France
 - United Kingdom
 - Poland
 - Portugal

The wood does not lose its qualities; its effectiveness improves.



Industrial process

Finsa's commitment to sustainability is reflected in the meticulous attention paid to every stage of our production chain. We view this dedication as an essential way to make a positive contribution to our natural and social environments. Our industrial process is based on a circular economy model, optimizing manufacturing to minimize waste through recycling and reuse, while maximizing energy savings through high-efficiency cogeneration systems.

Thus, non-reusable industrial waste, along with materials recovered from other industries, is valorized as an energy source. These advanced processes require cutting-edge technology, a skilled workforce and a dynamic management model driven by the synergy of all areas of the organization.

Finsa's primary activity is the industrial processing of wood and the manufacture of products with common applications in the home living, furniture and construction sectors.

Products

For over ninety years, the wood processing method employed has ensured that the wood retains all its qualities from the initial stage through to the final consumer.

Innovation serves as a key driver throughout the product development and manufacturing process, while design acts as a differentiating value for the solutions demanded by customers.

Finsa's primary activity is the industrial processing of wood, notably the manufacture of particleboard and MDF, which are most commonly used in the interior design, home living and construction sectors.

Particleboards are made of three layers of wood particles bonded together by synthetic resins through flat pressing at high temperatures, while MDF boards are products manufactured from lignocellulosic fibers obtained from selected wood, bonded with synthetic resins under pressure at high temperatures.

Once coated with decorative paper, the boards are used—among other applications—for the manufacture of decorative surfaces, laminate flooring and furniture components.

Particleboard

MDF board

Natural Wood



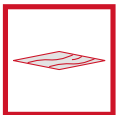
Flooring



Pine board



Decorative panel



Veneered board



Structural panel



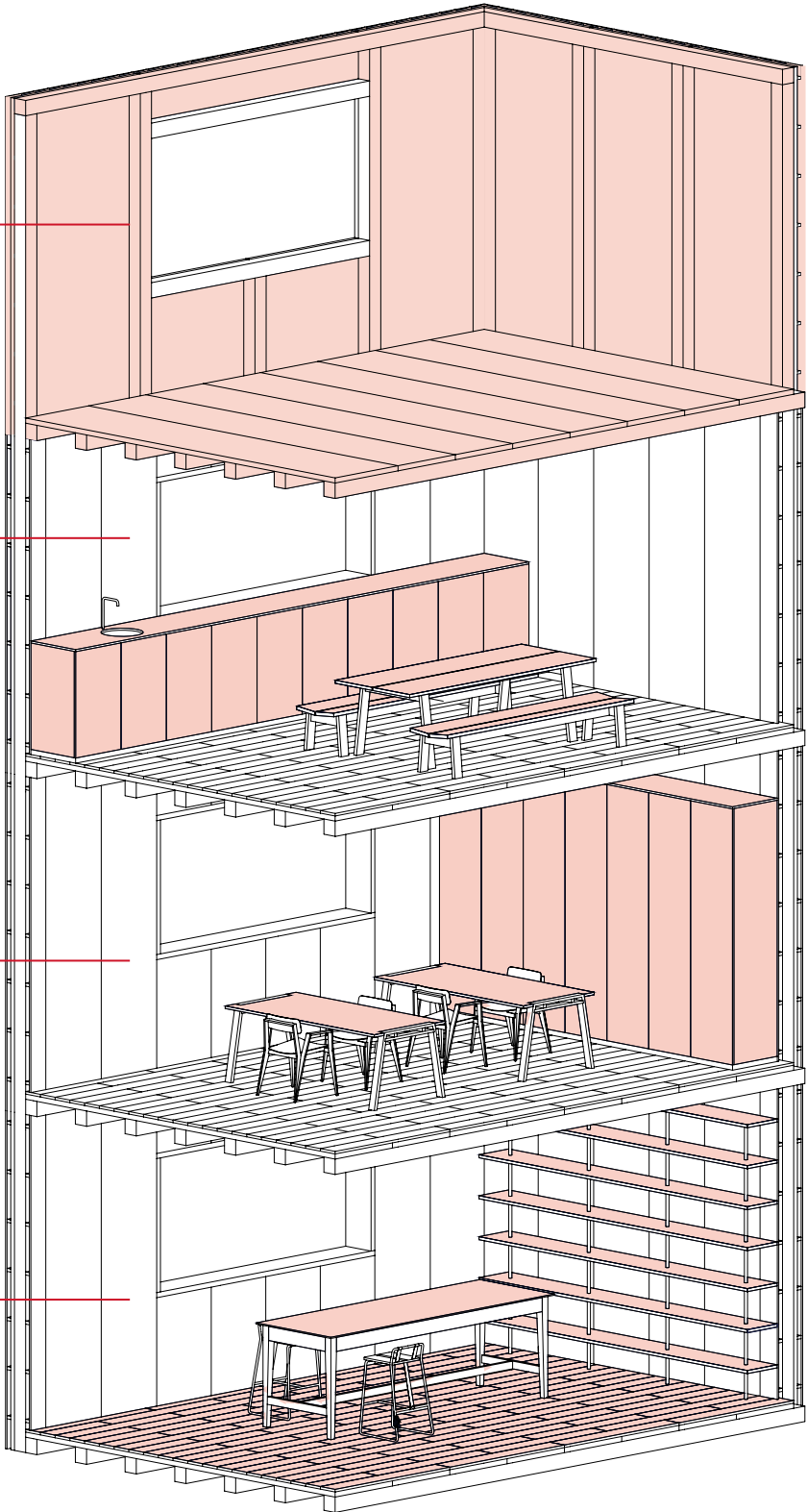
Colored board

Construction
made of wood

Home

Office

Commercial



Grip

Fabric

Finnsa

Natur

Sense Natur

Studio Natur

Solid

SuperPan®
THE Core

L100



Design, a differentiating value.



Other business lines

Linked to its core business line (the manufacture and processing of wood-based products), Finsa has established two complementary divisions:

- Chemical business (Foresa): since 1964, it has focused on the creation of resins and chemical components. The aim of this division is twofold: to innovate in internal industrial processes and to meet customer demands and needs by offering solutions applicable to all sectors, including those served by Finsa products.
- Energy business (Cogeneración del Noroeste): the company operates four cogeneration plants that enable the utilization of thermal energy within the production process. Surplus energy is offered on the energy market.

In addition to these divisions, within its core business, Finsa has two firms specializing in specific solution lines: Xilonor (cross-laminated timber – CLT) and Savia (solid wood).

Sustainable wood cycle

Finsa incorporates two brands that cover the entire sustainable wood cycle: Veta, which supports owners and communities in comprehensive forest management, promoting responsible forestry practices as well as the conservation and development of the land; and Evolta, which has spent decades recovering and recycling used wood, transforming it into new boards and products in an endless lifecycle that allows the wood to enjoy many new "second lives" and return to our homes in the form of new products.



Economic data

During the 2025 financial year, Finsa achieved a global turnover of €1,213.2 million, consolidating slight growth compared to the €1,207.8 million recorded the previous year.

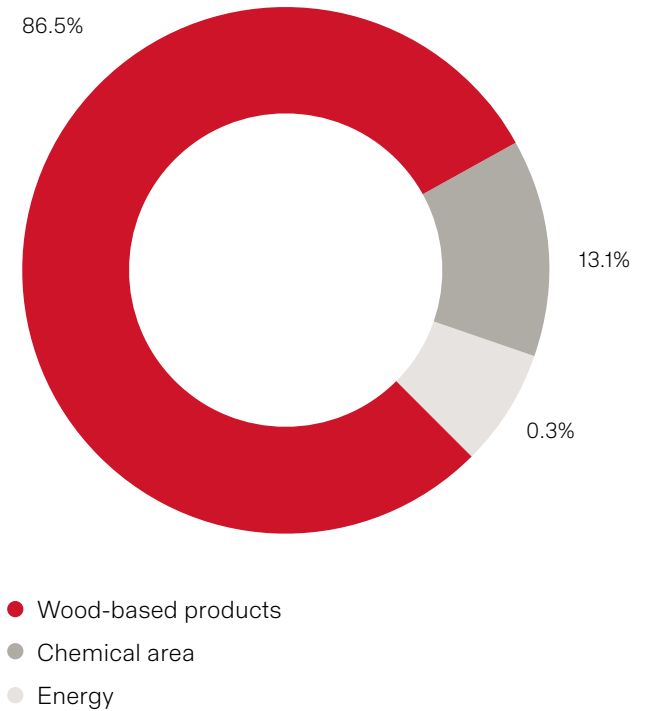
This revenue figure is distributed across the three business lines, which together support the direct employment of 3,429 professionals (3,364 in 2024):

Wood Solutions: As the core of our business, this segment reached €1,050.0 million, surpassing the figures from the previous year (€1,035.3 million).

Chemical Business: €159.5 million compared to €161.0 million in 2024.

Energy: €3.8 million compared to €11.5 million in 2024, primarily due to the cessation of operations at cogeneration plants.

2025 Billing





Social and personnel aspects

In 2025, at Finsa, we continue to prioritize an environment that is diverse and rich in perspectives, enabling us to make decisions that keep us relevant to others while always respecting each individual's autonomy and responsibility.

We remain committed to the continuous improvement of working conditions—ranging from training and professional development to occupational health and safety, equal opportunities and the integration of diversity—while always balancing these advancements with long-term operational viability to ensure a stable and prosperous work environment for everyone in the organization.

Our entire workforce is covered by collective bargaining agreements, which define our labor relations in accordance with the legislation in force in each country where we operate.

We foster a culture of dialogue and consensus based on respect for freedom of association and collective bargaining. We establish open channels of communication with employee representatives, as reflected in our collective agreements. Effective social dialogue has been a constant throughout our history and a cornerstone for improving working conditions.

This year, we highlight the signing of the second Equality Plan (2025–2029) with the employee representatives from our board manufacturing plants in Galicia. This agreement reinforces our commitment to fostering relationships based on mutual respect, genuine gender equality of opportunity and the elimination of any form of bias.

In 2025 we signed the 2nd Equality Plan (2025–2029) together with the employee representatives from our board manufacturing plants in Galicia.

With this new Plan, we declare our firm commitment to continue working on the development and implementation of measures that foster equal opportunities.

Furthermore, in 2025, we reached agreements with the Organization's employee representatives governing new professional classification models, changes to work organization and working hours, improved allowances, and enhanced leave provisions to support work-life balance.

We are continuing to implement our professional classification model, agreed upon in 2023, which aims to align job profiles with the needs of a company undergoing constant technological evolution. This system, which introduces professional groups, facilitates the creation of career paths in production, support services, and maintenance, prioritizing individual development and learning.

Respect for human rights

Our commitment to respecting human rights guides our conduct across all our activities and extends throughout the entire value chain, fostering a safe and non-discriminatory environment within our organization, our supply chain, and all the communities and stakeholder groups with which we interact.

We act in accordance with the values, commitments, and responsibilities set out in our Code of Conduct and in alignment with key international standards: the United Nations Guiding Principles on Business and Human Rights and the fundamental conventions of the International Labour Organization (ILO).

We act with respect for human rights in all countries where we operate, guided by our

values and the fundamental conventions of the International Labour Organization. We promote freedom of association, collective bargaining, and non-discrimination in employment.

At Finsa, the minimum working age is the legal age in each territory. We strictly comply with labor laws and our ethical principles to prevent forced labor.

We promote diversity, non-discrimination, and equality of treatment and opportunity among people, regardless of race, ethnic origin, religion, sexual orientation, political affiliation, gender, age, disability or any other personal or social condition.

We promote a work environment free from all forms of harassment, abuse, or violence—whether physical, verbal, or psychological—ensuring respect and dignity for all individuals in the workplace.

We have a crime prevention system in place that includes a confidential reporting channel for any irregular activity (no such reports have been received in 2025). At Finsa, we do not tolerate any behavior that violates human rights.

We foster the professional growth and development of everyone.



The experience of a team

A total of 3,429 people made up the workforce during 2025 (3,364 in 2024), distributed primarily across Spain, Portugal, and France. Of the total, 84% worked in Spain.

Women make up 21% of our workforce, though an imbalance persists in certain areas. Female representation stands at 18% in operational roles, compared to 43% in structural (support and management) positions. When assessing these figures, it is important to consider that Finsa operates in industrial sectors—such as wood processing and chemicals—that are heavily male-dominated. Likewise, the availability of the required profiles in the labor market must be taken into account, particularly for roles involving industrial technical expertise, engineering, and technical training. Measures included in the Equality Plan have facilitated women's access to positions of responsibility and roles where they were previously underrepresented. We continue to work on strengthening initiatives that encourage women to take on these types of roles.

We believe in internal development, and therefore we prioritize internal promotion to fill new vacancies. We foster the professional growth and development of all individuals.

The following tables detail the workforce by country. They do not include a breakdown of the 89 individuals who are part of the commercial delegations and are based primarily in the Netherlands, the United Kingdom, Ireland and Poland.

At the close of 2025, the workforce comprises a total of 3,429 people, distributed primarily across Spain, Portugal and France.

Spain	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Female and male executives						4 (4)	4 (4)
Directors and technical staff	31 (28)	134 (118)	28 (23)	37 (35)	225 (207)	174 (151)	629 (562)
Administrative and commercial staff	13 (13)	61 (64)	37 (38)	19 (12)	49 (65)	48 (52)	227 (244)
Operators	36 (35)	225 (216)	51 (44)	156 (168)	1,065 (1,094)	484 (465)	2017 (2022)
Total	80 (76)	420 (398)	116 (105)	212 (215)	1,339 (1,366)	710 (672)	2,877 (2,832)

(X) Year 2024

France	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Directors and technical staff		7 (6)	2 (1)	2 (1)	4 (3)	7 (6)	22 (17)
Administrative and commercial staff	1 (2)	6 (5)	2 (1)	0 (0)	6 (8)	5 (4)	20 (20)
Operators	4 (2)	4 (4)		2 (3)	12 (14)	13 (13)	35 (36)
Total	5 (4)	17 (15)	4 (2)	4 (4)	22 (25)	25 (23)	77 (73)

(X) Year 2024

Portugal	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Directors and technical staff	10 (8)	18 (19)	5 (5)	14 (9)	31 (31)	21 (18)	99 (90)
Administrative and commercial staff	0 (0)	6 (8)	7 (7)		6 (8)	11 (13)	30 (36)
Operators	4 (5)	8 (6)		35 (32)	152 (153)	58 (53)	257 (249)
Total	14 (13)	32 (33)	12 (12)	49 (41)	189 (192)	90 (84)	386 (375)

(X) Year 2024



We are committed to stability and quality in employment.

By contract type, the workforce in Spain at the end of 2025 would look like this:

Spain

Permanent contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Female and male executives						4 (4)	4 (4)
Directors and technical staff	26 (20)	131 (116)	28 (23)	27 (18)	220 (207)	173 (151)	605 (535)
Administrative and commercial staff	7 (7)	60 (61)	37 (38)	13 (9)	48 (64)	48 (52)	213 (231)
Operators	19 (26)	187 (185)	48 (44)	103 (116)	1,000 (1,039)	480 (464)	1,837 (1,874)
Total	52 (53)	378 (362)	113 (105)	143 (143)	1,268 (1,310)	705 (671)	2,659 (2,644)

(X) Year 2024

Temporary contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Directors and technical staff	5 (8)	3 (2)		10 (17)	5 (0)	1 (0)	24 (27)
Administrative and commercial staff	6 (6)	1 (3)		6 (3)	1 (1)		14 (13)
Operators	17 (9)	38 (31)	3 (0)	53 (52)	65 (55)	4 (1)	180 (148)
Total	28 (23)	42 (36)	3 (0)	69 (72)	71 (56)	5 (1)	218 (188)

(X) Year 2024

The average proportion of permanent contracts in Spain is 90%.

Average number of contracts in Spain:

Spain

Average permanent contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Council members							
Female and male executives						3.99 (3.99)	3.99 (3.99)
Directors and technical staff	24.16 (18.23)	128.97 (115.18)	32.00 (22.99)	19.27 (17, 12)	229.66 (206.37)	171.58 (154.81)	605.65 (534.62)
Administrative and sales/ administrative staff	5.33 (6.99)	58.56 (60.51)	36.00 (39.00)	10.05 (8.96)	49.68 (65.61)	45.20 (51.24)	204.83 (232.33)
Operators	18.63 (25.90)	187.68 (185.99)	53.25 (43.92)	88.40 (111.66)	1,003.37 (1,038.91)	425.94 (483.50)	1,777.27 (1,889.88)
Total	48.13 (51, 12)	375.21 (361.68)	121.25 (105.91)	117.72 (137.74)	1,282.71 (1,310.89)	646.71 (693.54)	2,591.74 (2,660.83)

(X) Year 2024

Average temporary contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Council members							
Female and male executives							
Directors and female and male technicians	6.43 (5.41)	4.21 (2.26)		14.46 (8.35)	5.52 (0.53)	0.33 (0)	30.95 (16.55)
Administrative and administrative/sales staff	7.98 (2.68)	4.48 (2.42)		4.26 (2.34)	1.79 (0.32)		18.51 (7.76)
Operators	16.79 (7.35)	50.10 (29.72)	3.10 (1.22)	69.06 (36.44)	85.71 (41.31)	4.51 (2.76)	229.28 (118.85)
Total	31.20 (15.44)	58.80 (34,43)	3.10 (1.22)	87.78 (47.13)	93.03 (42.17)	4.84 (2.76)	278.74 (143.18)

(X) Year 2024



We detail the situations in Portugal and France separately, taking into account the differences in hiring practices resulting from the regulations applicable in each country.

In the specific case of Portugal and France, given that the proportion of temporary contracts within the Group's total workforce is not material, the average contract figures tend to align with the number of permanent contracts.

We remain committed to employment stability and quality, maintaining our rates of permanent contracts (92% in Spain, 96% in France, and 87% in Portugal). We continue to view employability and functional mobility as drivers of growth and professional development.

We view employability and functional mobility as drivers of professional growth and development.

Contract type as of year-end 2025 in Portugal and France:

Portugal

Permanent contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Total	8 (6)	30 (32)	12 (12)	20 (20)	177 (178)	88 (84)	335 (332)
Temporary contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Total	6 (7)	2 (1)		29 (21)	12 (14)	2 (0)	51 (43)

(X) Year 2024

France

Permanent contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Total	4 (3)	17 (15)	4 (2)	3 (1)	21 (25)	25 (23)	74 (69)
Temporary contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Total	1 (1)			1 (3)	1 (0)		3 (4)

(X) Year 2024



The compensation policy is structured based on the value of the role assigned to each individual within the organization and their performance.

Remuneration and the gender pay gap

Our common remuneration model aligns with the shared principles of internal equity and external competitiveness, consistent with our organizational model; it enables professional development while also promoting pay equity between men and women.

The compensation policy is structured around the value of the role assigned to each individual within the organization and their performance. We employ performance assessment processes for our workforce based on a methodology that covers three areas: competencies, development and contribution.

Remuneration is determined based on the skills and responsibilities assumed by each employee, without gender discrimination. Our policy establishes that the value of a position is independent of gender, and that positions or professional groups are based on the actual functions performed by individuals. Accordingly, position or job category and salary are linked.

Consolidated average salary by age

(Amount in euros)

<30	30 to 50	>50
32,645	38,388	48,175
(30.202)	(39,295)	(46,270)
(X) Year 2024		

There is a remuneration record adapted to the requirements set forth in Royal Decree 902/2020 of October 13 on equal pay between women and men.

Average remuneration* (Amount in euros)

	Council members		Female and male executives		Directors and technical staff		Administrative and commercial staff		Operators	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Spain	-	-	-	204,552 (217,353)	49,186 (52,069)	59,550 (65.156)	40,668 (43,543)	46,418 (52,655)	31,251 (32,828)	35,526 (37.335)
Portugal	-	-	-	-	34,080 (38,449)	42,276 (44,986)	31,586 (33,930)	43,386 (43,914)	19,304 (18.166)	24,929 (24,398)
France	-	-	-	-	53,508 (54,343)	75,551 (82,760)	37,648 (40,926)	62,981 (55,822)	40,227 (37,327)	44,638 (45,910)
(X) Year 2024										
* Partial retirees have not been included in the calculation of average remuneration.										
Information regarding the Board members is not included, as they do not have an employment relationship with the Company.										
France: the calculation of average remuneration is affected by joiners and leavers during the financial year.										

There is a remuneration record adapted to the requirements set out in Royal Decree 902/2020 of October 13 on equal pay between women and men.

The calculation of average remuneration is based on gross annual pay. The compensation received reflects various factors, such as the level of specialization, job category, seniority or level of responsibility.

The calculation of average remuneration for 2025 incorporates both consolidated salary increases and non-consolidable variable components, thereby affecting the total wage bill. The apparent decrease in the average salary compared to 2024 is attributable to a base effect: that year saw the lump-sum settlement of salary arrears for 2023 and 2024 following the signing of the collective

agreement for the Galicia factories. In contrast, the 2025 figure reflects only the standard increase stipulated in the applicable collective agreements under the salary increase model.

Salary progression aligns with the labor relations model established within the organization and is determined by the salary parameters set by the collective bargaining agreements applicable at each location.

The salary difference shown by the results is consistent with the sectoral context and stems primarily from the organization's historical gender composition, which results in men having a longer average tenure than women. This comparison does not break down—in absolute terms—factors such as tenure or the functional allowances received in each segment; consequently, it does

The Organization continues to work on preventing any type or form of direct or indirect gender-based discrimination.

not determine whether a gender pay gap exists for work of equal value or if the difference is attributable to other causes (tenure, performance, results, etc).

The goal is to eliminate any cases of that type of inequality that might be detected.

Compared to the 2024 figures, the gap between the average salaries of men and women across the various professional groups narrowed significantly in 2025—a result undoubtedly aided by the implementation of measures included in the Equality Plan, the initial draft of which was agreed upon in 2019.

We continue to work on preventing any form of direct or indirect discrimination based on sex by

applying objective criteria and analytical systems to determine professional salaries, thereby addressing any potential gender pay gap that may arise.

There are other additional components that make up the total remuneration package, most notably social benefits—whether financial or in the form of services—which may vary depending on the collective bargaining agreement applicable to each center. Examples of these social benefits include accident insurance, a retirement plan, a temporary disability supplement, meal vouchers, agreements with local businesses for promotional discounts, a children's Christmas party, summer camps, and language training for a large segment of the organization's workforce.

Layoffs

In 2025, a total of 14 dismissals occurred for various reasons:

Permanent contract	Women			Men			Total
	<30	30 to 50	>50	<30	30 to 50	>50	
Female and male executives							
Directors and technical staff	1 (0)	0 (1)		1 (0)	2 (2)	2 (0)	6 (3)
Administrative and commercial staff	0 (0)	1 (0)		0 (1)	0 (1)	0 (0)	1 (2)
Operators	1 (0)	0 (2)		1 (5)	4 (12)	1 (2)	7 (21)
Total	2 (0)	1 (3)		2 (6)	6 (15)	3 (2)	14 (26)
(X) Year 2024							

We consider the proper management of work organization fundamental to promoting people's well-being.

The relationship in absolute terms between the average salary of women and that of men in the consolidated balance sheet reflects the following proportion:

Flexibility policies

The organization of working time across the various companies within the Organization aligns with the production needs of each activity, in compliance with the standards and regulations applicable to each sector and location. Working time is organized based on the collective bargaining agreements applicable to the company and through negotiation with employee representatives at each workplace, resulting in specific work schedules.

To ensure the well-being of its people, Finsa considers the proper management of work organization to be fundamental and employs various initiatives to achieve this goal. Key among these actions are measures addressing work-life balance, flexibility, shared responsibility and the right to disconnect, all of which are tailored to the specific realities and organizational or operational needs of each center, role or activity. The actual and effective working hours, calculated on an annual basis, comply with the limits established in collective bargaining agreements and applicable labor regulations; therefore, every employee—regardless of their daily working hours or schedule dictated by the specific nature of their job—shall complete, on an annual basis, the actual and effective working hours established by applicable labor regulations.

Consolidated average salary

Council members	-
Female and male executives	-
Directors and technicians	0.83 (0.80)
Administrative and administrative/commercial	0.88 (0.83)
Operators	0.88 (0.88)
(X) Year 2024	



Most people work full-time.

The workday—whether based on a split shift or a continuous shift schedule—complies with the limits established in collective bargaining agreements and current labor legislation, ensuring that each individual fulfills their effective annual working hours, regardless of their daily schedule.

The split shift consists of eight hours of actual work per day with a midday break, offering flexibility regarding start and end times to accommodate personal and organizational needs while respecting minimum attendance requirements for teamwork. The continuous shift schedule involves uninterrupted, rotating hours based on each section's annual work calendar, with guaranteed statutory breaks.

Staff members can access their personal information, payslips, and schedules via the staff portal. The majority work full-time; part-time work is minimal, reserved primarily for partial retirement.

Workplace absenteeism

The workplace absenteeism rate, calculated for each country, is the percentage resulting from the ratio of the number of hours employees are absent from their workstations to the total number of theoretical working hours across the company's various locations. Following the pandemic years, these figures remain very high and are in line with the country's overall data.

Absenteeism*	Hours worked	Lost hours	%
Spain	4,811,047 (4,654,032)	326,375 (300,388)	6.78 (6.45)
Portugal	666,114 (624,677)	20,189 (25.152)	3.03 (4.03)
France	124,404 (118.101)	5,650 (5,541)	4.54 (4.69)

(X) Year 2024

Absenteeism is due to sick leave.

We view the balance between work, personal and family life as a strategic priority for our team's well-being and the promotion of substantive equality.

Work-life balance

We maintain and promote relationships based on mutual trust and professional performance, and we are also mindful of the importance of work-life balance. The measures implemented in this regard aim to facilitate a balance between personal and professional life.

We view the balance between work, personal life, and family as a strategic priority for our team's well-being and the promotion of genuine equality. Throughout 2025, we have consolidated flexibility policies that allow work schedules to be adapted to individual needs; key measures include flexible hours, continuous summer schedules, virtual meetings to avoid commuting, the option to consolidate breastfeeding breaks, summer camps for employees children, and extended paid leave. Furthermore, we actively promote shared responsibility, ensuring that taking parental or caregiving leave does not hinder our professionals' career development.

We prioritize work-life balance measures, recognizing that this is both a need for everyone working at the company and a growing societal demand. While always adhering to collective agreements and labor laws, we offer the option to adjust schedules and working hours—within organizational limits—so that individuals can attend to their family and personal needs.

Diversity and equal opportunities

As reflected in our Code of Conduct, at Finsa we have known since our inception over 90 years ago that, without a solid foundation of principles supporting the various value propositions we offer society, it is impossible to maintain relationships based on trust among individuals and on professional performance. Trust in our conduct—rooted in our values—binds and applies to us all, regardless of the role or position we hold within the organization; the Code of Conduct, which is mandatory for everyone working at Finsa, serves as a reference point for us to continue maintaining relationships based on mutual respect and effective effort.

The commitment to equal opportunities is expressly set out in the Code of Conduct:

“III. We uphold diversity, equal opportunities, and non-discrimination. We foster relationships based on respect and non-discrimination. We all share the responsibility of helping to ensure a work environment free from discrimination, intimidation, abuse, sexual harassment, and/or harassment based on sex. It is essential to guarantee equal treatment and opportunities for all individuals, regardless of race, ethnic origin, religion, sexual orientation, political affiliation, gender, age, disability or any other personal or social condition.”

Regarding the Equality Plan, in 2025 we reached an agreement with employee representatives on the 2nd Equality Plan, building upon the initial plans signed with employee representatives for the Cella facility (2010) and the facilities in Galicia (2019).

Trust in our conduct, anchored in our values, binds us all and is a requirement for everyone, regardless of the role or position we hold.

In 2025, we continue to make progress in this area by developing equality plans across the organization's various entities, as part of our ongoing pursuit of equity in treatment and opportunities. These plans incorporate measures addressing various aspects of labor relations, such as recruitment, hiring, promotion, training, occupational health, remuneration, and work-life balance. These measures are designed to prevent gender-based inequality and to foster equal opportunities.

For this task, we have relied on the collaboration of employee representatives—a key element in establishing the joint commitments and objectives reflected in the Equality Plan.

The workplace harassment protocol—designed to prevent instances of workplace, sexual, and gender-based harassment within the Company—forms part of the Equality Plan; it serves as a guide for action in such situations and includes procedures for prevention and intervention.

The work carried out by the working groups that meet periodically at the various centers is worthy of note. These groups propose actions to be implemented at each center, aiming to drive measures that enhance the visibility of the Equality Plan and foster equal opportunities for men and women.

As an organization, Finsa is committed to a culture based on shared values, built upon the principles of mutual respect and effective effort. In this regard, it is essential to respect the culture of each country and community, as well as to foster diversity and equal opportunities for all. Consequently, the company prioritizes maintaining an environment of mutual respect, active listening, and ongoing dialogue, paying special attention to achieving gender-related goals and the inclusion of people with different abilities.

In compliance with the General Law on the Rights of Persons with Disabilities and their Social Inclusion (LGD), the hiring of personnel with disabilities is combined with the adoption of alternative measures to meet legal requirements. Specifically, in Spain, the Organization utilized alternative measures by contracting various goods and services from special employment centers—totaling over €1 million—an amount equivalent to hiring more than 50 people with disabilities, in addition to the 26 individuals hired directly.

Furthermore, the company collaborates with various entities and associations that promote the workforce integration of particularly vulnerable groups, and commits to eliminating any obstacles that hinder equal access to and performance in jobs.

We collaborate with various organizations and associations that promote the integration of particularly vulnerable groups.



Regarding the other countries, given that the concept of disability is not uniform and considering the legal restrictions in force in some countries that prohibit employers from accessing such information, there is no data available that can be extrapolated.

In 2025, 26 people with disabilities were part of the Finsa team in Spain.

People with disabilities

2025	26
2024	25

We implement flexibility measures that support work-life balance.

Digital disconnection

Current regulations regarding digital rights require us to establish internal guidelines for disconnection, designed for the entire workforce, including those in management positions. We are working to comply with this law, which protects the right to disconnect from digital work—particularly in remote work scenarios or when technological tools are used outside of working hours.

We recognize that digitalization and hybrid work have transformed the way we live and work. We continue to implement flexibility measures that support work-life balance and respect for working hours. These measures are managed on an individual basis, addressing the specific needs of each person and team.

We continue working to promote the balanced use of technology and the prevention of digital burnout.



We believe that the key to handling daily work, attracting and retaining talent, and ensuring the quality of our work lies in training.

Training: Key to Talent Development

Training hours	Women	Men
Female and male executives	-	20 (112)
Directors and technical staff	2,507 (4,364)	5,706 (6,483)
Administrative and sales staff	786 (387)	575 (519)
Operators	3,032 (2,154)	16,519 (18,319)
Total	6,325 (6,905)	22,820 (25,433)

(X) Year 2024

We believe that the key to handling daily work, attracting and retaining talent, and ensuring the quality of our work lies in the continuous training of our people.

The 2023 professional classification agreement, resulting from dialogue with employee representatives, establishes a system that directly links skills development with career progression, facilitating the recognition of qualifications across professional groups. In 2025, we have promoted multi-skilling across various roles, and we plan to continue developing this approach in the coming years through a structured system for creating training content and assessing learning.

Investment in continuous training is a cornerstone of our professional development and a key differentiator for Finsa. Training is planned and implemented based on the company's current and future needs, covering five main areas: occupational risk prevention, technical skills updating, interpersonal skills, IT, and languages.

In 2025, the total number of training hours amounts to 29,145 (32,338 in 2024), covering areas such as prevention (see page 39), data protection, compliance, and equality awareness. Furthermore, we have resumed in-person training at the workplace—which had been suspended during the pandemic—while also maintaining online formats where appropriate.

Measures to promote employment

Finsa remains committed to job stability, prioritizing permanent contracts and the internal development of its professionals. To facilitate the entry of students into the workforce and attract talent, we actively collaborate with universities and vocational training centers in the various countries where we operate. We participate in meetings with other organizations and public authorities, promoting dual vocational training and university education.

We continue to promote dual vocational training.

Our collaboration extends to teacher training, and we open our doors to future generations of professionals. In this regard, we partner with vocational training programs, such as the course for Wood Processing and Transformation Technicians in Santiago de Compostela. We maintain close ties with educational institutions in Galicia and across the peninsula, welcoming visits from teachers and students to our facilities.

In 2025, we hosted 96 students across various training programs, including vocational training, dual vocational training, university scholarships, and final-year projects. We continued to expand dual training in our factories through faculty placements, the delivery of training modules, participation in educational institutions and the accreditation of professional competencies.

In 2025, we collaborated on the InnovaTech FP program, promoted by the Department of Education to foster student-led technology projects and facilitate knowledge transfer to companies.

We also collaborate with the University of Vigo's Master's programs in Logistics and Industry 4.0, acting as a demonstration company, as well as with the USC's Master's program in IoT (Internet of Things) and its Bachelor's degree in AI.

We are maintaining the collaboration launched during the 2014/2015 academic year, when the initial agreement was signed with the Department of Education of the Xunta de Galicia to implement a dual vocational training project for the Higher Technician program in Industrial Mechatronics at the CIFP Politécnico de Santiago—a partnership that remains active. Finsa continues to expand this collaboration to other regions and specializations, such as industrial robotics, control systems

(electronics), laboratory and quality systems, and carpentry and furniture manufacturing, among others.

The aim of this type of training is professional qualification, achieved by alternating practical work within a company with educational activities at a training center. Dual Vocational Training integrates the three pillars underpinning professional development: curricular training (specific to the training program), workplace internships and supplementary training (specific to the company's production processes).

At the same time, this training model offers Finsa the opportunity to participate in the professional training of young people by developing academic content tailored to the company's needs, thereby facilitating a rapid transition into the labor market. We help ensure they possess a solid foundation and experience that enhances their market employability and accelerates their integration into the workforce.

In 2025, vocational training students were present in Galician factories, divided between those undertaking the Dual Vocational Training program for the Higher Technician course in Mechatronics (first and second years) and those completing the Workplace Training (FCT) module—a component students take at the end of their vocational studies. In factories in Aragon, the Dual Vocational Training program for the Higher Technician course in Industrial Automation and Robotics and the FCT internships were carried out.



We maintain a cohesive work dynamic that ensures prevention is not an isolated task, but a priority integrated into the entire production process.

Prevention: Pillars and strategic lines

At Finsa, we maintain a cohesive work dynamic that ensures prevention is not an isolated task, but rather a priority integrated into the entire production process.

With our main lines of action being:

- 1. People come first: They are our pillars; we work to enjoy our lives and passions.
- 2. Safety first: Prevention is the roof that protects us and the priority in every action.
- 3. Safety culture: The foundation that supports us. We know no other way of working.

- 4. We embody safety: Our example serves as a window for others; we look out for everyone.
 - 5. We improve with you: Sharing knowledge is the key to continuous improvement.
- This culture is implemented through common lines of action that include visible commitment, objective-based planning, thorough accident investigation, audits, and continuous training.

In 2025, 140 accidents resulting in time off work were recorded (compared to 134 in 2024) across our three main countries of operation, along with one case of occupational illness.

Accident indicators (GRI 403-9)	Spain		Portugal		France	
	Women	Men	Women	Men	Women	Men
Accidents resulting in time off work	18 (26)	104 (94)	1 (1)	14 (10)	0 (0)	3 (3)
Incidence rate	2.92 (4.52)	4.61 (4.19)	1.72 (1.72)	4.28 (3.19)	0 (0)	5.56 (3.70)
Severity index	1.28 (0.91)	1.20 (1.48)	0.08 (0.11)	0.42 (0.73)	0 (0)	0.79 (0.10)
Frequency rate	17.08 (25.92)	26.99 (24.04)	9.64 (8.29)	23.96 (15.36)	0 (0)	31.84 (34.98)
(X) Year 2024						
* Incidence rate: number of accidents resulting in time off / average number of workers × 100; Severity rate: number of days lost / total hours worked × 1,000 (days lost are defined as scheduled workdays); Frequency rate: number of accidents / total hours worked × 1,000,000						
* Data regarding overseas trade offices are excluded from this table.						

The Health and Safety Committee is our joint participatory body that ensures regular and periodic consultation regarding preventive measures.

Organization and Resources

Prevention activities are coordinated across the organization through our technical and human resources structure:

- **Joint Prevention Service (SPM):** Established in 2001, it comprises 20 highly qualified specialists in industrial safety, hygiene, ergonomics and psychosocial factors.
- **Support network:** Individuals with basic and intermediate training collaborate across various departments, alongside assigned healthcare personnel who carry out health monitoring and control.
- **Social Participation:** The Health and Safety Committee is our primary joint participatory body, ensuring regular and periodic consultation regarding preventive measures. In Spain, the entire workforce across the five centers in Galicia and the Cella center has active representation through these committees. The centers in France and Portugal have representative bodies established in accordance with their respective applicable regulatory frameworks.
- **Agreements:** In 2008, Finsa’s management and employee representatives signed the Health and Safety Committee agreements incorporated into the collective bargaining agreement. These agreements outline key preventive measures, such as conducting risk assessments, investigating accidents, preventive planning, training and communication. They also promote the participation of prevention delegates and the rest of the workforce in these preventive activities.

Safe activities

Given that Finsa’s purpose and strategic approach regarding occupational health and safety must be shared by everyone, it is essential that companies accessing the Organization’s various facilities do so in compliance with the same safety standards applied by its own personnel.

A specific training program is in place to ensure that all personnel are familiar with the risks present at our facilities and the proper course of action in the event of an emergency. Explanatory videos are available for each site, and designated rooms are provided for conducting the training. Access to the facility will be granted once a knowledge test has been successfully passed.

Throughout of 2025, in addition to this induction training, more than 22,651 hours (25,183 in 2024) of training have been delivered on various health and safety topics, including the following:

- Risks and preventive measures during work at heights.
- Emergency plan. Practical training in fire control and extinguishing techniques.
- Risks associated with tasks involving the operation of various vehicles (forklifts, aerial work platforms, loaders, etc).
- Chemical risk associated with exposure to products used at each workstation.
- Risks and preventive measures associated with carrying out work in ATEX zones.

We have renewed the ISO 45001:2018 certification for the production centers that already held it, and we continue working to extend it to the remaining ones.

Innovation and continuous improvement

Finsa does not merely react; it anticipates. We evolve our control systems through:

- **New OCP model** (Internal Observation): Following the conclusion of the 2015–2022 behavior-based cycle, we have launched a new model that integrates safe behaviors with the technical aspects of safety. Cross-audits are conducted between sites to ensure consistency.
- **Predictive intelligence**: A pilot accident prediction model has been validated. The system uses historical production and incident data to generate visual alerts regarding potential risks on the line. It is currently in the integration phase prior to its final roll out into production.
- **Third-party security**: For this purpose to be effective, it must be shared by everyone involved in our operations. Therefore, it is essential that companies accessing our facilities do so under the same safety standards as our own personnel.

To ensure this, we have a specific entry-level training program:

- **Knowledge of Risks**: All external personnel must be familiar with the facility's risks and emergency plans.
- **Educational Resources**: We have explanatory videos for each center and rooms equipped for training.
- **Validation**: Access to the workplace is authorized after passing a knowledge test.

We maintain our excellence through international standards. During 2025, the Teruel, Rábade, Bresfor and Foresa sites renewed their ISO 45001:2018 certification—a process we will continue to gradually extend to the remaining production plants.





Suppliers, travel companions

Suppliers are a fundamental part of the value chain that culminates in customer service. Finsa is rigorous in its selection process and maintains stable, trust-based relationships with many of them—founded on both personal rapport and professional competence—to ensure excellent service, fair pricing, and high product quality. Indeed, professionalism and ethics in supplier relationships are non-negotiable standards that the company demands just as strictly as it upholds them itself.

Accordingly, during the financial year, Finsa began developing a Sustainable Procurement Model (MCS) based on ISO 20400. This model is designed to ensure the selection of approved suppliers, the evaluation and measurement of their performance, and compliance with the standards set out in the company's procurement policy, which has been updated.

This joins the Foresa plant, which completed the sustainable procurement audit process in 2024, following the guidelines of the aforementioned UNE-ISO 20400 standard and aiming to integrate sustainability into procurement processes and supply chain management.

Selection criteria

Supplier selection is conducted based on the objective and impartial mechanisms established in the MCS, which aims to ensure that product and service procurement by Grupo Finsa adheres to environmental, social, and economic sustainability criteria. There is also an active search for suppliers offering distinctive value propositions—such as technological innovation and technical improvements through innovative products and services—that can adapt to diverse needs and applications.

We developed a sustainable procurement model following the guidelines of the UNE-ISO 20400 standard.

There is a high degree of integration among the various stakeholders involved in the purchasing process (product management, R&D, the purchasing team, maintenance, the technical office, and production), enabling analysis, the identification of needs, and the development of improvements required by the market and the product. The mechanisms for defining standards are based on the training and supervision of all involved departments, as outlined in Finsa's MCS.

The requirements imposed on supplier companies comply with the regulations in force regarding contracting and subcontracting in the countries where the Group operates.

Various laws constitute the legal framework governing business-to-business relationships. Finsa possesses the necessary human and organizational resources to enable any supplier who believes their rights have been infringed to submit relevant representations to the company's management.

It is worth highlighting the company's strict requirement to eliminate any preferential treatment not backed by distinct professional qualities. Likewise, no company will gain an advantage in the relationship by attempting to curry favor through means other than strictly professional ones. Accordingly, Finsa personnel have clear instructions regarding the terms governing relationships with suppliers. In cases

of non-compliance or inappropriate practices, the disciplinary code would be applied to the staff members involved, and the supplier would be excluded from professional dealings with the Finsa Group.

Centralized purchasing service

Regarding the procurement of materials for the various work centers, a centralized service model has been adopted; the purchasing desk handles technical procurement, while the supply chain sourcing team manages the purchase of production consumables. This approach considers the possibility of integrating local distribution from suppliers whose competitiveness matches that found in the countries or regions where production processes take place.

The aim of working with commercial agreements (framework agreements) is to identify partners or allies and secure the best possible terms for both product procurement and value-added services. To this end, the initiative fosters collaboration opportunities through technical and specialized training for the various plants. Purchasing agreement terms are managed to include supplier contacts for each facility, rates and discounts, after-sales service, warranties and training.



Responsibility towards the consumer.

Product circularity and sustainability

Guaranteed product

The products marketed by Finsa have technical data sheets outlining their characteristics in accordance with European regulations. These sheets are available in the Resources section of the corporate website.

All construction products marketed by Finsa comply with Regulation (EU) No 305/2011, which establishes harmonized conditions for the marketing of construction products in Europe, and are covered by CE Declarations of Performance outlining their essential characteristics in accordance with EU Regulation No 574/2014. These Declarations of Performance are also available in the Resources section of the Finsa website.

In line with its strategic approach and commitment to environmental care and protection, Finsa pioneered the field in 2011 by becoming the first manufacturer of engineered wood products on the Iberian Peninsula to obtain an Environmental Product Declaration (EPD). The EPD is a public report, validated by an external assessor, that provides full transparency regarding a product's

environmental impact throughout its Life Cycle Assessment (LCA).

Throughout 2025, the expansion of Environmental Product Declarations (EPDs) for the SuperPan® and MDF ranges has continued, encompassing additional production facilities. Finsa maintains its firm commitment to extending this eco-labeling to its entire range of manufactured products, thereby strengthening the assessment and transparency of its solutions environmental impact.

Finsa's laminate flooring is certified with the European Ecolabel (EU Ecolabel), a voluntary seal of environmental excellence. This distinction—which places Finsa among the few European manufacturers to hold it—certifies high environmental standards throughout the product's lifecycle and serves as a key driver in the development of the circular economy².

Furthermore, Finsa registers products on the Nordic Swan platform—the official eco-label of the Nordic countries—which, like the EEE, aims to reduce the environmental impact resulting from production and consumption.

Finsa is preparing to ensure compliance with regulations set to come into force imminently: the digital product passport, ecodesign for sustainable products, and the Construction Products Regulation.

In 2025, Finsa's FibraPan® BIO solution obtained the OK biobased certification from TÜV Austria, reaching the highest level (5 stars). This certification guarantees that the product is 100% bio-based.

As part of its efforts toward continuous improvement in maintaining and developing a sustainability perspective across the design, implementation, and management of all its processes, Finsa has continued the EcoVadis evaluation process (ESG rating) for its environmental, social, and governance practices in 2025.

In line with Directive (EU) 2024/825 on empowering consumers for the green transition through enhanced protection against unfair practices and more transparent information, Finsa maintains its commitment in this area. The company has a supervision procedure in place to ensure the accuracy and veracity of the information communicated, which has been reviewed and expanded.

In relation to upcoming regulations such as the Construction Products Regulation (CPR), the Ecodesign for Sustainable Products Regulation (ESPR) and the Digital Product Passport (DPP), Finsa is carrying out the necessary alignment measures to ensure strict compliance.

Certifications





The preparation of Environmental Product Declarations for the SuperPan® and MDF ranges has continued, incorporating new production facilities.



During exercise, the FibraPan BIO solution® from Finsa has obtained the OK Biobased certification from TÜV Austria, certifying a product of 100% bio-based origin.

Cradle to Cradle

Work to obtain C2C certification began in 2018. This is a multi-attribute certification that ensures a product is safe and "circular," and it is directly linked to the SDGs. The certification has been extended to new products, achieving recognition across three categories: Bronze, Silver and Gold. A recertification project under version 4 of the standard was launched in 2025 and is currently underway.

OK Biobased

In 2025, Finsa obtained the TÜV Austria OK biobased certification for its bio-based solution FibraPan® BIO at the highest possible level (5 stars), guaranteeing that it is a product of 100% biological origin.

Product Transparency - DECLARE

A voluntary disclosure program that aims to transform the building materials industry toward healthier products through ingredient transparency. All materials bearing the Declare label have disclosed 99.9% of their ingredients.

The Material Health Certificate

Materials are evaluated based on the rigorous health assessment methodology of the Cradle to Cradle standard, promoting healthier and safer products.

Ecolabel

A voluntary environmental excellence label established by the EU in 1992 for products and services that meet high ecological standards throughout their life cycle. Laminate flooring is currently certified.

EcoVadis

A sustainability assessment platform that rates companies' environmental, social, and ethical performance. As a certified company, Finsa uses this tool to measure and improve its impact in key areas such as the environment, labor rights, ethics and sustainable procurement.

Forestry Certifications

PEFC/FSC®

Wood is a sustainable and 100% recyclable material that helps combat climate change. Finsa purchases certified wood, certifies its own forest holdings, and assists its suppliers in obtaining certification. Since 2004, the Finsa Group has implemented a PEFC/FSC® chain-of-custody certification system, enabling it to supply certified wood products to its customers.

PEFC Chain of Custody Certification (PEFC/14-35-00006).

FSC® Chain of Custody Certification (FSC-C041397).

EUTR

¹<https://www.finsa.com/es/certificaciones>
<https://www.environdec.com/Detail/?Epd=7995>
<https://www.environdec.com/Detail/?Epd=7988>
<https://environdec.com/library/epd10735>
<https://www.environdec.com/library/epd6053>
²<http://ec.europa.eu/ecat/category/en/33/wood---cork--and-bamboo-b>
³ <http://materiales.gbce.es/tag/finsa/>



In 2025, the recertification project under version 4 of the Cradle to Cradle standard begins.

As a sign of transparency, Finsa voluntarily certifies compliance with EU Regulation 995/2010 regarding the legal origin of timber.

ISO 38200

This is a global certification designed to standardize traceability and information transmission throughout the supply chain for wood and wood-based products.

Galician Pine

Pine de Galicia is an initiative driven by the Galician forestry sector to guarantee the origin, traceability, and quality of pine wood from Galician forests.

Recycled Content Verification (ISO 38200/ISO 14021)

Finsa subjects the recycled material content incorporated into its products to external verification, applying the reference standards ISO 38200 and ISO 14021.

Sustainable Building Certifications

Finsa's materials are designed to contribute to meeting the rigorous standards required by leading global sustainable building certification systems, such as BREEAM, LEED, VERDE, WELL and LBC.

Complaints and claims

Finsa provides its industrial and distributor customers with a system for processing and resolving claims and information requests concerning all its manufacturing plants, covering issues ranging from product quality to service and sales deficiencies.

Complaint records are, in turn, used to detect potential problems, make improvements, adapt products to the specific characteristics of the customer's production processes, prevent future complaints, etc.

In the 2025 financial year, the cases managed accounted for 0.23% of total net sales.

We hold ISCC (International Sustainability and Carbon Certification) certification for various facilities and production lines.

Chemical sector certifications

Cradle to Cradle

This process, initiated at Foresa in 2023, is based on the material health assessment methodology and is established in accordance with the C2C Certified Product Standard. Under this certification scheme, it is verified that the materials used in the product prioritize the protection of human health and the environment, generating a positive impact on the quality of available materials. suitable for future use and life cycle.

In 2025, Foresa continues to develop its lines of ultra-low-emission resins and bio-based adhesives, which are essential for the wood-based products sector to qualify for C2C certifications applicable to items manufactured using these chemicals.

EcoVadis

In 2023, Foresa underwent the rating process based on the voluntary EcoVadis framework for the first time. This performance tool, which evaluates the organization across various aspects of corporate sustainability, helps manage ESG-related risk and compliance.

In 2025, Foresa focused on improving purchasing management, resulting in an increase in its final score and the achievement of a bronze rating under this scheme.

Nordic Swan ecolabel

The Nordic Swan Ecolabel, introduced by the Nordic Council of Ministers in 1989, is the official sustainability eco-label for products marketed in Scandinavian countries. This labeling scheme is based on a life-cycle assessment aimed at reducing the environmental impact of the products bearing the label and, consequently, promoting sustainable development practices. It is also an independent, official certification.

Consequently, the criteria underlying products that obtain this label entail a high standard of requirements across all stages of the product's life cycle—standards that are becoming increasingly strict.

Under this scheme, and since 2021, Foresa has been disclosing information about its products to enable the final products in which they are used to obtain the Nordic Swan eco-label.



Foresa has renewed its EcoVadis certification with a bronze rating.

ISCC PLUS / ISCC EU

ISCC (International Sustainability and Carbon Certification) is a voluntary scheme applicable to the bioeconomy and the circular economy for various products (food and feed, chemicals, plastics, packaging, textiles, biomass) as well as renewable and/or circular raw materials. This voluntary sustainability certification system entails the implementation and certification of sustainable and traceable supply chains for agricultural and forestry raw materials, waste, renewable energy and materials and fuels derived from recycled carbon.

Under this process and product certification scheme, the traceability and reduction of greenhouse gas (GHG) emissions are guaranteed throughout the supply chain at an international level.

Foresa has held ISCC Plus and EU certification for its storage facilities since 2020, a certification that is being extended throughout 2024–2025 to various sites and production lines. This expansion aims to integrate traceability regarding recycled carbon and renewable raw materials—as well as to reduce greenhouse gas emissions—into the final products manufactured and marketed by Foresa.

SNVS Certification

The Vilagarcía de Arousa terminal is also certified according to the standards required by the SNVS (National Sustainability Verification System)—a specific regulatory framework applicable to the verification of the sustainability of biofuels and bioliquids, as established in Royal Decree 235/2018.





Environment and sustainable management

Wood, a vital raw material

Since its inception, Finsa has been aware of the responsibility involved in using wood as a base material to transform and develop market solutions. This responsibility has, in turn, fostered greater awareness regarding one of today's major global challenges: the reduction of CO₂ emissions into the atmosphere, the main cause of global warming. As is well known, trees contribute naturally to this reduction, since they absorb CO₂ and store it in their wood produced by both industry and daily consumption habits.

With this as a starting point—and recognizing the environmental importance of this versatile, renewable raw material—at the end of its initial service life, both the wood and its derivative products can be reused, recycled or used as a carbon-neutral energy source. This means they do not emit more CO₂ than what they absorbed throughout their life cycle.

Data in the sector matters—and matters a great deal: every m³ wood used as a substitute for

another material can save a total of two tonnes of CO₂ wood products, therefore, play a significant role in increasing the efficiency of forests. They do so in two ways: on the one hand, by extending the period during which CO₂ is stored before being released back into the atmosphere; and on the other, by fostering their growth and renewal.

The use of engineered wood is another way to extend the use of natural wood and its CO₂ storage capacity. The use of forest harvest materials and recycled wood in the manufacture of engineered wood contributes to extending CO₂ storage capacity an average of 30 years.

In 2025, Finsa manufactured 2.2 million m³ (2.1 million m³ in 2024) of engineered wood, equivalent to the removal of 1.5 million tonnes of CO₂eq. Calculation based on the EPDs updated in 2024 (EPD-IES-0000272:004 (SP-00272), EPD-IES-0000273:003 (SP-00273)).

Finsa has an environmental management system in place that meets the requirements established in the reference standard UNE-EN ISO 14001.

Environmental management, an essential resource

Finsa has its own environmental management system, adhering to the requirements set out in the international reference standard UNE-EN ISO 14001:2015, which governs environmental management systems.

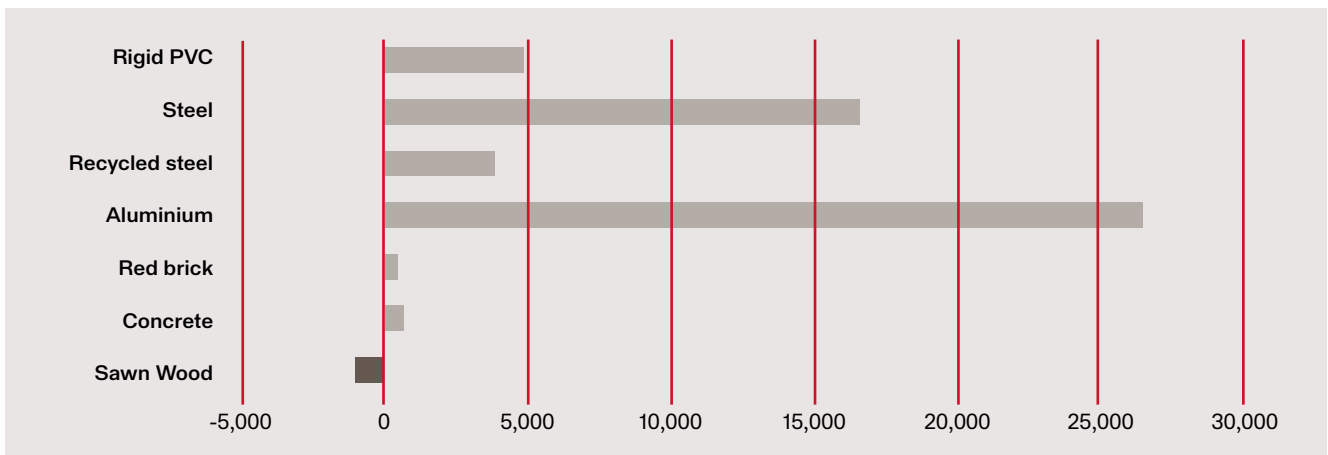
The management team establishes and develops its policy—defined as the set of guidelines and general objectives guiding the company's actions regarding environmental protection. To this end, it undertakes a series of commitments based on compliance with environmental legal requirements; pollution prevention and control through the application of the best available techniques; the prevention of environmental risks;

the training and raising of awareness among all members of the organization; and, of course, the establishment of communication channels with stakeholders.

The design of this management system thus establishes a basic framework. Based on this, each facility determines its significant environmental aspects and establishes its annual environmental management plan, taking into account its specific circumstances, physical surroundings and local stakeholders.

Net CO emissions₂

kg CO₂/m²



During the year, the organization has strengthened its resilience strategy in the face of the effects of climate change.

Risk management

Finsa engages with society to identify the communities and organizations that are affected—or may be perceived as affected—by its business activities. Each facility continues to identify its stakeholders, assess their relevance, and determine their needs and expectations regarding the company's environmental performance. Once identified, these risks and opportunities are incorporated into the annual environmental management plan.

Revisiting the climate risk and opportunity analysis conducted in 2023, it is worth noting that under the TCFD (Task Force on Climate-Related Financial Disclosures) framework, no physical or transition risks were classified as critical, with the most significant ones falling into the low or medium risk categories. The analysis covered physical facilities as well as the services and value chains associated with the timber, chemical and energy businesses.

The analysis of physical and transition risks was conducted by assessing the probability of occurrence of the identified hazards under various climate scenarios, as well as the exposure and vulnerability of the different facilities, plantations and sectors of activity.

Regarding the physical risks analyzed, the most significant for wood processing activities are the increased frequency of fires and the rise in pests directly affecting plantation production, with final risk levels of medium and low, respectively.

Regarding the health status of forest stands—and specifically the increased prevalence of the nematode (Pine Pinaster) and needle blight

(affecting Pino Radiata)—the strategy relies on the study and genetic development of resistant species.

During 2025, the organization has strengthened its resilience strategy against the effects of climate change, prioritizing the management of emerging fungal diseases (brown band and red band) affecting conifer stands in Galicia, as well as the mitigation of wildfire risk. These actions, aimed at ensuring the sustainability of forest resources, are structured around the following strategic pillars:

- Genetic Diversification and Adaptation: Planting trials involving Pinus Taeda and various provenances of Pinus Pinaster have continued. The objective is to evaluate their comparative resistance and viability against Pinus Radiata in scenarios of heightened phytopathological pressure.
- International and Institutional Cooperation: The importation of Pinus Taeda germplasm of high genetic value from INIA Tacuarembó (Uruguay) has been arranged to test it as material with greater resilience against needle blight. Additionally, close technical collaboration is maintained with the Lourizán Forestry Research Center for knowledge exchange and result validation.

Priority has been given to the management of emerging fungal diseases affecting conifer stands in Galicia, as well as to the mitigation of forest fire risk.

- Precision Monitoring and Phytopathological Surveillance: In collaboration with the Lourizán Forestry Research Center (CIF), a network of spore traps has been designed for forests managed by Finsa . This infrastructure will contribute to modeling the life cycle of foliar pathogens, facilitating the transition toward predictive, data-driven forest management.
- Preventive Management: As a fundamental pillar in addressing fire risk, prevention measures have been carried out through biomass control (clearing) and the upgrading of access tracks and firebreaks.

The main figures derived from mitigation and adaptation activities are detailed below:

Resilience Action	Activity indicator	Executed quantity
Species Adaptation	Trials with alternative conifers	35 hectares
Phytopathological Surveillance	Spore-trapping network	9 units
Fire Protection	Biomass management through preventive clearing	1,109 hectares
Protection Infrastructure	Upgrading of forest roads and firebreaks	69.50 hectares

The Carbon Border Adjustment Mechanism (CBAM), which affects certain raw materials, has been identified as one of the transition risks within climate risk analysis.

For the chemical sector, the most significant risks are those affecting the production process and the transport of essential raw materials. These risks include periods of drought and water scarcity linked to reduced precipitation, as well as maritime storms.

The Carbon Border Adjustment Mechanism (CBAM) will affect raw materials used in the production of fertilizers, steel, cement, hydrogen and energy, among others. These represent the most significant transition risks, although it will be necessary to monitor anticipated legislative developments and their impacts.

As a result of the new rules defined for the Emissions Trading System (ETS), we anticipate a reduction in free carbon allowances for the 2026–2030 period. In this regard, as of the time of writing, the allowances for the period have not yet been published, and we are unable to quantify the net balance of allowances versus emissions—though we continue to anticipate that this balance will be positive.

On the other hand, there are a number of opportunities associated with climate change that the Finsa Group has also analyzed. The goal is to capitalize on the most feasible ones and position the company effectively in the face of the significant disruption caused by climate change. For each opportunity, the level of feasibility (technical and economic) and the current stage of development have been analyzed. The most notable opportunities are as follows:

- Increased demand for certified wood and wood products made from sustainable materials.
- Locally sourced Wood as a foundation for the bioeconomy and for retaining population in rural areas.
- Circular economy, particularly regarding the increased use of wood waste as raw material.
- Improving production process efficiency and increasing the use of renewable energy, leveraging favorable financing conditions to expand generation and self-consumption capacity.
- Valorization of resins and new technologies based on renewable carbon sources derived from various waste materials with biogenic carbon content, for the manufacture of resins or other chemical products with a lower carbon footprint.

The circular economy and locally sourced wood as a foundation for the bioeconomy are two of the opportunities identified in the analysis.

We therefore see that the availability of wood resources, water management and ensuring the independence of production processes from the use of fossil fuels remain the three key areas where the Organization must focus its available resources.

Beyond climate-related risks, there are other environmental risks—such as light pollution or external noise emissions—that have not been deemed significant for this report. Regarding the former, the facilities environmental permits do not stipulate any specific conditions in this regard. As for the latter, external monitoring conducted at the intervals mandated by said permits shows no instances of non-compliance regarding noise emissions at the facility boundaries.

The work carried out in the forest and the services we offer are constantly evolving; for this reason, we have created a new brand, Veta, which will showcase and highlight our commitment to the region.

Sustainable use of resources

Environmental aspects that may be relevant to Finsa's operations are quantified at each work center using indicators that allow for the monitoring of performance.

Raw materials

Finsa continues to use wood sourced from properly managed forestry operations and to request—and manage—the documentation verifying the origin of each purchase.

Since late 2023, Finsa has been working to adapt its purchasing, traceability, and commercialization processes to the new Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation. In this regard, it should be noted that on 18 December 2024, the Council of the European Union agreed to postpone the entry into force of the Regulation.

For this reason, compliance with the requirements associated with Regulation (EU) No 995/2010 of the European Parliament and of the Council—which lays down the obligations of operators who place timber and timber products on the market—remains in effect. Furthermore, the company has voluntarily obtained external certification for its due diligence system in accordance with the aforementioned regulation, serving as a guarantee and an indicator of transparency.

The Group also complies with PEFC (Programme for the Endorsement of Forest Certification) and FSC® (Forest Stewardship Council) requirements, both in the management of its own forestry operations and regarding the chain of custody for the certified wood used in its factories.

In accordance with the controlled wood categories established by FSC®, Finsa avoids any controversial sources of wood and is progressively increasing its purchasing volumes of FSC®/PEFC-certified wood, to the extent that it is available on the market.

The work we carry out in the forest and the services we offer are constantly evolving. To meet this challenge, we have created a new brand, Veta, which will allow us to showcase and highlight our commitment to the community. Through this initiative, Finsa enters into agreements with forest communities to jointly support and develop forestry plantations, primarily aimed at the recovery, silvicultural improvement and value enhancement of conifer forests. Working in harmony with the environment, we address the needs of private individuals and communities by providing tailored advice, as well as detailed monitoring and oversight across all processes and stages.

Furthermore, our local raw material procurement policy prioritizes small, nearby producers. In 2025, we maintained a level of approximately 70% for wood sourced from within a 150 km radius, and nearly 3.3 million cubic meters were mobilized of wood (3.2 million m³ in 2024), mostly from small

In 2025, 587,119 tonnes of recycled wood were reused as raw material.

local suppliers, including sawmills, timber buyers, private landowners, and wood waste recyclers.

As a result of our clear commitment to the circular economy, we manage and recycle wood to manufacture new materials at our plants and we research and develop new recycling technologies. This enables us to replace the use of virgin wood with waste from wood products generated at the end of their useful life, thereby extending their lifecycle. To drive this activity forward, we have created our own brand, Evolta, under which our wood recovery and recycling services will operate.

Regarding our own resources, we operate three wood recovery collection hubs: one in Ovar

(Portugal), another in Morcenx (France), and a third in Chinchilla de Montearagón (Albacete). We also have 750 of our own collection containers and are continuously expanding our collaboration with the network of intermediate waste managers.

As a result, 587,119 tonnes of recycled material were reused in 2025 as raw material (549,059 tonnes in 2024), representing an increase of approximately 38,000 tonnes compared to 2024 (+7%); see GRI 306.

Regarding industrial investments, we are staying the course on increasing wood waste utilization capacity at our particleboard plants. In Cella, notable investments include improvements to

Raw materials

(GRI 301)

	2024	2025
Wood	3,197,074 tonnes	3,265,085 tonnes
Wood from secure sources	100%	100%
PEFC certified¹	44.23%	47.49%
FSC-certified²	14.70%	14.10%
Resins	262,388 tonnes	270,395 tonnes
Methanol (resin manufacturing)	166,430 tonnes	155,654 tonnes

¹Global group certificate (multisite). The percentage of PEFC-certified forest area in Spain in 2025 is 15.43% (34.56% in Galicia and 10.46% in Aragon).

PEFC is the most widely implemented forest certification system in the world. The goal of PEFC is to ensure that the world's forests be managed responsibly, and that their multitude of functions be protected for present and future generations. To It relies on the collaboration of forest owners and companies in the forestry sector that, by committing to the certification of their forests and... industries, are ensuring the sustainability of the sector.” (Source: <https://www.pefc.es/pefc.html>).

²Global group certificate (multisite), average percentage. Percentage of FSC-certified area in Spain relative to the wooded forest area in 2025: 4.7%.

“The FSC facilitates the development of standards, ensures the monitoring of forestry projects, and protects the FSC trademark for so that consumers can choose products that come from well-managed forests.” (Source: <https://es.fsc.org/es-es/about-fsc>).

We have consolidated energy management systems based on the UNE-EN ISO 50001:2018 standard.

metal separation, while in Santiago, we have increased storage and material screening capacities. As for MDF production, in 2025 we successfully launched the application of "steam explosion" technology at the Fibranor facility, enabling us to incorporate wood waste into the manufacture of MDF boards.

Energy

When processing wood to manufacture wood-based panels, it is necessary to remove virtually all the moisture naturally present in the wood. To achieve this, wood particles or fibre undergo a drying process in which the material comes into direct contact with hot gases generated in boilers and cogeneration plants. In our case, 93% of this thermal energy consumption is already derived from the use of residual biomass (equivalent to avoiding atmospheric emissions of 476,448 tonnes of CO₂ equivalent). If this primary thermal energy had been generated from the combustion of natural gas).

The following table shows how we have increased our renewable energy mix, driven by various investments in waste energy recovery and the operation—throughout 2025—of a second grate in the main biomass boiler at the San Cibrao das Viñas facility. At this same plant, we have commissioned the first biomass belt dryer, providing stability regarding the moisture content of the fuel entering the boiler.

As a result, while board production increased by more than 3%, absolute thermal energy consumption in the combustion facilities rose by just 0.3% compared to 2024.

The thermal energy consumption of chemical plants is negligible, as their design allows for the utilization of the enthalpy generated during chemical processes.

Electricity consumption occurs throughout all production processes, with varying intensity depending on the type of board being manufactured. This primarily involves wood chipping and grinding, chip defibration and the sanding and cutting of the final product.

The table shows that the increase in consumption (in GWh) relative to 2024 is 2%, compared to a larger increase in production, as reflected in the thermal energy section.

We highlight the consolidation of energy management systems based on the UNE-EN ISO 50001:2018 standard. In 2025, we are adding the Bresfor certification to those of the Cella, Lusofinsa, Ourense, Padrón, Santiago and Rábade factories, while the Foresa Caldas plant is in the final stage of certification.

We invest in projects aimed at improving energy efficiency.

Regarding investments, we have implemented improvements across a wide range of areas. Key examples include thermal regulation for impregnation lines, compressed air management control, the installation of variable speed drives on high-flow extraction systems, motor replacements with units offering lower specific energy consumption, LED lighting, and other similar measures.

Energy management¹

(GRI 302)

	2024	2025
Thermal energy consumption in combustion installations²	9,145 TJ	9,175 TJ
Of biogenic origin (biomass)	89%	93%
Of fossil origin	11%	7%
Energy consumption in motor vehicles³	98 TJ	101 TJ
Electricity consumption	618.78 GWh	631.35 GWh
Electrical energy fed into the grid by cogeneration plants	67.10 GWh	38.38 GWh

¹Scope: all factories belonging to the group, including cogeneration plants.
²Source: Calculation factors used in greenhouse gas emission verifications, in accordance with Commission Decision of 18 July 2007 establishing guidelines for the monitoring and reporting of greenhouse gas emissions.
³Internal plant vehicles.

We implement measures to improve and reduce water consumption in our production processes.

Water

We remain focused on optimizing the use of this resource in our production processes, given that water consumption is closely linked to the production of formaldehyde and resins (as these are water-based products) and to steam generation in MDF board manufacturing; in the case of particleboard manufacturing, water is also essential for saturating and cooling the gas stream before it enters the WESP filters used to treat emissions from the drying process.

The consumption data table shows an overall increase of 2%, contrasting with a more significant rise in manufacturing activity. Notable reductions were achieved at facilities such as Bresfor and Lusofinsa, resulting from actions and investments aimed at reusing osmosis reject streams and condensate, as well as the installation of tanks to regulate these reuse processes. Conversely, the commissioning of the electricity self-generation boiler at Cella has led to increased water consumption, as water is required to generate steam and drive the facility's associated turbine.

Recognizing the importance of water to our processes—and given the very positive progress made in reducing greenhouse gas emissions—we have decided as an organization to take the next step and focus our efforts on reducing water consumption at our manufacturing plants. To this end, we are currently designing a water reduction plan covering the 2026–2030 period.

Water management

(GRI 301)

	2024	2025
From the municipal network	519,555 m³	465,128 m³
Derived from groundwater or surface water sources	1,536,727 m³	1,631,888 m³

Direct greenhouse gas (GHG) emissions have been reduced by 28% compared to those verified in the previous year.

Emissions

Direct GHG emissions (Scope 1) have decreased by 28% this year compared to last year. This consolidates the trend observed in previous years (figure reported in 2018: 429,849 tonnes of CO₂, with this year’s reduction of nearly 17,000 tonnes of CO₂ being particularly notable₂ in the center of San Cibrao das Viñas.

Regarding Scope 2, we also observe a provisional 15% reduction compared to 2024 emissions, driven by the increasing share of self-generated renewable electricity and the purchase of renewable electricity within the electricity consumption mix.

It should be noted that, at the time of writing this document, the emission factors for Spanish energy retailers for the year 2025 have not yet been published; therefore, the 2024 factor is being used for the calculation.

Regarding Scope 3 emissions, we have worked on completing the calculation using 2023 as the base year. The data are provisional and currently undergoing external verification. We plan to finalize the process and calculate the carbon footprint for 2024 and 2025 during the next fiscal year.

Climate change and atmospheric emissions

(GRI 305)

	Base Year	2024	2025
Direct GHG emissions ¹ (scope 1)	429,849 tonnes of CO ₂ eq	82,434 tonnes of CO ₂ eq	60,544 tonnes of CO ₂ eq
Indirect GHG emissions (Scope 2)	213,686 tonnes of CO ₂ eq	151,664 tonnes of CO ₂ eq	129,578 tonnes of CO ₂ eq
Direct VOC emissions ²	4,336 tonnes of C	1,306 tonnes C	1,310 tonnes C
Indirect GHG emissions ³ (Scope 3)	1,241,838 tonnes CO ₂ eq	Not available	Not available

¹Source: Calculation factors used in greenhouse gas emission verifications, in accordance with the Commission Decision of 18 July 2007 establishing guidelines for the monitoring and reporting of greenhouse gas emissions. This includes motor vehicles used within factories, as well as company-owned and leased vehicles used for business travel.

²Source: European E-PRTR Synchronized texture and estimated calculations based on the same emission factors.

³This table does not include emissions resulting from the management of freight transport carried out by external parties, as these are currently being calculated.

We have continued the work initiated in the previous year to measure the Scope 3 carbon footprint across all categories.

Overall conclusions show that, among the 15 categories associated with this scope, the purchase of raw materials is the primary contributor at 60%, with 50% attributable solely to the purchase of chemical raw materials. Emissions associated with our customers' processing of the products we manufacture are also significant (20%). In third place is the contribution of emissions associated with the transport of raw materials and products, at 10%.

To conclude the section on atmospheric emissions, we can observe that the reported VOC (volatile organic compound) emissions track the increase in industrial activity, indicating stable performance of the existing control and treatment systems.



We have laid the groundwork to define our decarbonization plan in accordance with current legislation.

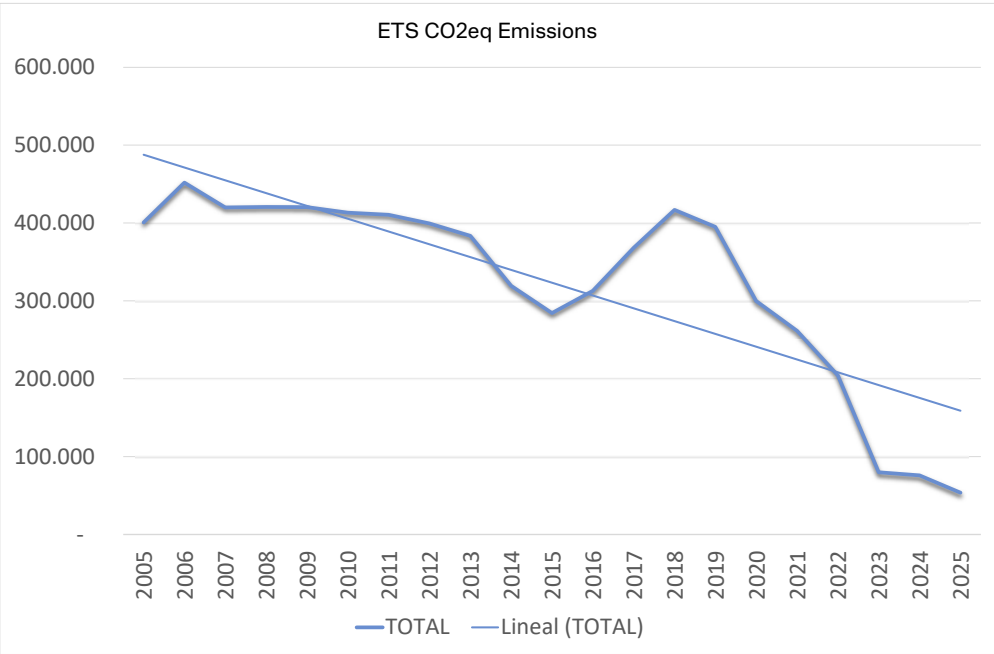
Decarbonization plan (Scope 1 and 2)

All the plants fall within the scope of the Emissions Trading System (ETS), the primary tool designed by the European Union to reduce greenhouse gas emissions in industry and electricity generation. As we have reported since the first edition of the Non-Financial Information Statement (EINF) in 2018, these verified emissions account for 90% of total reported direct emissions.

In our case, the ETS launched in 2005 covering only plants with cogeneration, and all board manufacturing plants were incorporated in 2006. It was in 2013 that chemical plants also came within the scope of the ETS.

When defining our decarbonization plan and its alignment with the Paris Agreement, we consider that the primary reference to be observed is Directive (EU) 2023/959 of the European Parliament and of the Council of 10 May 2023 amending Directive 2003/87/EC, which states in recital (39) that “to achieve the Union’s emission reduction targets for 2030, it will be necessary to reduce emissions from the sectors covered by the EU ETS by 62% compared to 2005.”

Plotting the verified emissions from the 21 years the ETS has been in effect on the following graph reveals that our reduction efforts—particularly since 2018—have been consistent; furthermore, we note that in 2025, our direct emissions verified under the ETS amounted to 53,601 tonnes of CO₂, this represents an 87% reduction compared to 2005.

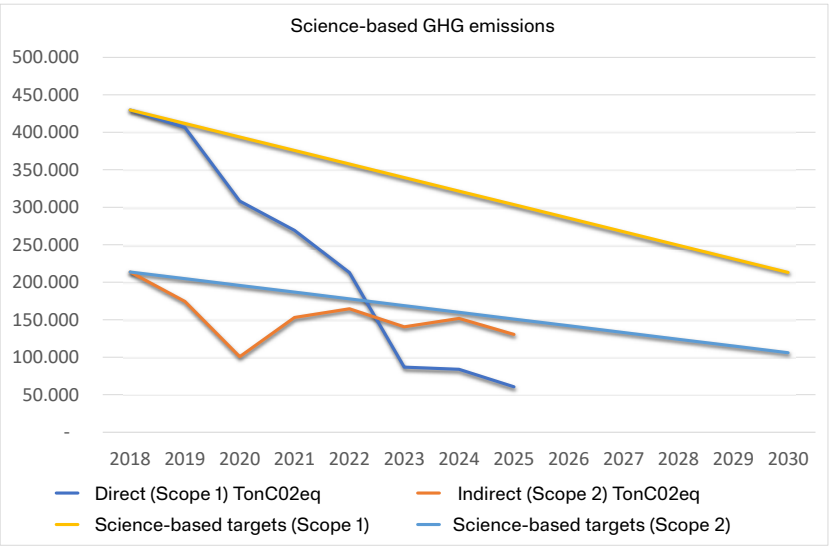


2018 has been considered the most representative and consistent year in terms of activity to serve as the base year for establishing Scope 1 and 2 reduction targets.

Alignment with science-based targets

By incorporating Scope 2 and aligning our decarbonization plan with science-based targets, the scenario for limiting global warming to 1.5°C for Scopes 1 and 2 establishes an emissions reduction pathway consistent with climate science, entailing an average annual decrease of 4.2% relative to the base year through 2030 (a 50.4% absolute reduction).

We selected 2018 as the base year for establishing our Scope 1 and 2 reduction targets, considering it the most complete, representative and consistent year in terms of activity, available data, and the progressive implementation of actions and investments aimed at reducing our emissions. Based on verified emissions data for 2025, we have already achieved a 70% reduction in Scope 1 and 2 emissions.



Recognizing that, for Scope 2, the emission factor of electricity suppliers is beyond our control, this trend of emission reduction must be reinforced and projected toward the year 2040.

The defined lines of action will facilitate our progress in executing the pre-established plan.

Therefore, Finsa proposes the following strategic lines of action:

Scope 1

- Thermal energy: Stabilization of emissions at around 75,000 tCO₂e/year, limiting the use of fossil fuels to a residual and supporting role.
- Continuation of the electrification process for the fleet of trucks used for the internal movement of materials and products (12 new electric trucks in 2025).

Scope 2

- Electricity source: Achieve a 30% share of total electricity from renewable sources (renewable PPAs and/or Guarantees of Origin).
- Self-consumption: increase installed electrical capacity by an additional 70 MW by 2030.

Scope 3

We consider setting quantitative targets to be a highly complex undertaking, particularly when the quantification of emissions for the two main categories relies on database emission factors rather than on verified, primary data from our suppliers. In this regard, we recognize that significant work lies ahead in collaborating with our value chain to facilitate the collection of data that more accurately reflects reality.

In any case, the lines of work we are developing fall within the following broad areas:

- Advance the development of products with a reduced carbon footprint, such as resins with low fossil carbon content or Bio boards, which are already a reality in our portfolio.
- Increase the percentage of recycled wood in particleboard and consistently introduce recycled material into MDF boards.
- Promote the use of mega-trailers and rail transport as modes with a lower carbon footprint, and examine the real potential of alternatives such as electric road transport and the use of HVO diesel by transport companies.
- Develop an employee mobility plan and thereby reduce emissions associated with commuting.



We utilize the wood waste generated at our plants as raw material.

Waste

As an integral part of the production processes, internal residues from wood processing are reintroduced into board manufacturing. Those that cannot feasibly be reused as raw material due to their physical characteristics are recovered for energy in the facility's own boilers.

Other waste incompatible with our production processes must be treated off-site. Of this waste, 98% is recovered, meaning only 2% is sent for disposal. In terms of classification, only 2% is categorized as hazardous waste.

As we anticipated in last year's edition, the commissioning of the Cella and Orember boilers in 2025 has led to an increase in the primary non-hazardous waste generated: combustion ash. This is, therefore, a side effect linked to the necessary reduction of our Scope 1 and 2 greenhouse gas emissions.

In the chemical sector, it is worth noting that Europe's position regarding the production of chemicals from biomass and by-products is limited to a few compounds, even though demand for them is among the fastest-growing in the world. Lignocellulosic residues represent one of the most abundant resources and do not compete with products used in the food supply chain. Foresa manufactures these plant-based products on an industrial scale and is currently working on a project to valorize forestry residues, using them as raw materials for the synthesis of adhesives and other secondary products employed in sectors such as wood processing, construction, and packaging.

Waste

(GRI 306)

	2024	2025
Wood waste valorized as raw material	549,059 tonnes	587,119 tonnes
Waste generated in production processes	105,000 tonnes	107,814 tonnes
% valuation vs. total	98%	98%
% dangerous vs. total	2%	2%



Wood products have a significant role in the maintenance of forests.

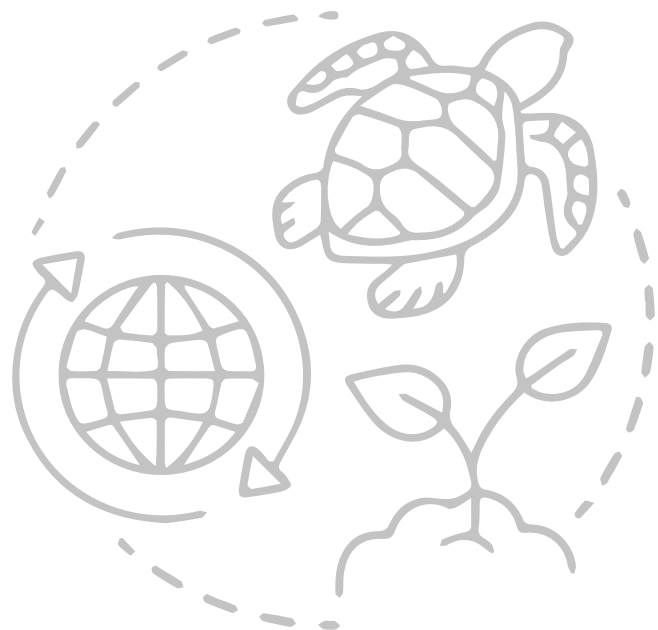
Biodiversity protection

We recognize that protecting biodiversity is a demand shared by society and our industry—one we address by optimizing forest resource utilization—and we therefore consider it an obligation to respect and protect our primary raw material: wood. Accordingly, as part of our commitment to ensuring progress grounded in environmental protection, we actively promote the use of wood from FSC- and PEFC-certified forests, certifications that guarantee sustainable forest management. Timber harvesting operations are subject to authorization and backed by preliminary assessments of the forest stands to ensure biodiversity preservation in every instance. In this way, we not only actively encourage the use of certified wood but also ensure increasingly sustainable forest management, thereby securing a better future for the sector as a whole.

All Finsa Group facilities are subject to compliance with Directive 2010/75/EU on industrial emissions, which recasts Directive 96/61/EC concerning integrated pollution prevention and control (IPPC) and six sectoral directives.

Accordingly, all the plants have processed their corresponding integrated environmental authorizations and, where required by applicable regulations, have also submitted the relevant environmental impact assessments to the competent environmental authorities. It should be noted that in no instance have the competent authorities determined a need for specific biodiversity preservation or restoration measures.

The Group's production facilities are located outside protected natural areas, with the exception of Finsa Padrón, which began operations in 1964. Protected natural areas are located near this facility, such as the Ulla-Deza River System SAC (a site included in the Natura 2000 network). The following table details certain characteristics regarding its location and protection status:



The “A Panda da Dá” estate holds the Ecosystem Services Certification for biodiversity protection, awarded by the Forest Stewardship Council® (FSC-C118459).

Ecosystem Services.

Ecosystem services are the benefits that natural ecosystems provide to society. The “A Panda da Dá” estate obtained Ecosystem Services Certification for biodiversity protection, granted by the Forest Stewardship Council® (FSC-C118459) and audited by SCS Global Services, an internationally recognized organization.

This recognition highlights the sustainable forest management practices implemented on the property, ensuring a balance between the utilization of natural resources and the conservation of native habitats. Since its acquisition in 1989, a forest management model has been developed at “A Panda da Dá” based on reforestation with Radiata pine—a species chosen for its adaptability and industrial importance in Galicia. At the same time, the conservation of native broad-leaved forest stands and the natural regeneration of riparian forests were ensured, maintaining a balance between forestry operations and the preservation of natural habitats. In recent years, the estate has also hosted initiatives with a social and outreach focus, promoting cultural and educational activities to encourage local community participation and raise awareness of the value of the rural ecosystem. Ecosystem service certification is part of the planned strategy to further the preservation and enhancement of “A Panda da Dá” as a site for sustainable forest management, research and public outreach.

Natural features of interest

	Address	Distance	Protection
Ulla-Deza River System	It surrounds the facility on the north, east, and south.	3 m (the closest point)	Natura 2000 Network (ZEC) ZEPVN Zone
Arousa Wetland Complex	It surrounds the facility on the north, south, and east.	3 m (the closest point)	-



Commitment to society

During the 2025 fiscal year, we continued our partnerships focused on developing training, driving Industry 4.0, fostering equal opportunities and combating gender-based violence. We also strengthened our initiatives regarding sustainable development and social action. These projects were carried out in close collaboration with the academic community, professional associations, non-profit organizations, and various local and regional government bodies.

Commitment to associationism

We continue to play an active role in the most relevant associations within the sector and the wood value chain—at both European and national levels—as well as in other cross-sector business associations.

Projects

We continue to collaborate on various projects that contribute to the development of the communities of which we are a part.

We collaborate on projects that contribute to the development of the communities of which we are a part.

Collaboration projects in the field of training

- InnovaTech FP Program: Collaboration on this program, promoted by the Department of Education of the Xunta de Galicia, to foster the development of technological projects by students and ensure knowledge transfer to the business sector.
- Arume Foundation: Continued coordination of the training plan aimed at the industry and the forestry sector, initiated in previous years to strengthen the forestry sector.
- Agreement with ESMAD: Collaboration agreement with the School of Media, Arts and Design (ESMAD) of the Polytechnic Institute of Porto for the exchange of knowledge in design.
- Collaboration with the University of Vigo: Participation as a demonstration partner in the Master's programs in Logistics and Industry 4.0, contributing our practical experience in industrial processes.
- Collaboration with the University of Santiago de Compostela: Technical collaboration on the Master's program focused on the Internet of Things (IoT) for process connectivity, the Artificial Intelligence Bachelor's degree, and the 50th-anniversary commemoration and promotion of the Faculty of Philology.
- Teacher training: Technical upskilling project aimed at instructors in the wood, furniture, and bark vocational sector, involving teachers from various vocational training centers.
- Artistic residencies and architecture: Continuation of research projects to explore new construction methods. These residencies facilitate the study of innovative applications of wood and wood-based products in building, carpentry, and performance art.
- “Leira” entrepreneurship program: Execution of the fourth edition of this internal innovation program for company staff.
- Student onboarding: Receiving vocational training students in dual education and internship programs, as well as university students undertaking curricular and extracurricular internships.
- Baseboard for Galicia Skills: Collaboration through the supply of materials for the regional vocational training competitions.
- Collaboration on the Stephen Hawking Awards: these awards are organized by the Rosalía de Santiago de Compostela Secondary School (IES) to recognize young researchers. The initiative aims to foster a spirit of science and research among students, with the participation of various secondary schools from across Galicia.

Among the projects related to Industry 4.0, we highlight the Finvalia project, which will conclude next year.

- Outreach and visits: Hosting visits from university schools and vocational training centers, participating in job fairs, and conducting career guidance workshops and talks for students and unemployed individuals.

Collaboration projects in innovation and Industry 4.0

These are some of the most significant projects we have continued working on in 2025:

- Finvalia Project: Its objective is to transform the value chain of the engineered wood industry through the development of technologies based on Artificial Intelligence. This enables progress in the digitalization, traceability, efficiency and sustainability of manufacturing and commercialization processes. The project is driven by a consortium of companies (Couceiro, Foresa, Puertas Vales, and Finsa) with the participation of technology centers and universities, and it receives a grant from the Galician Innovation Agency (Axencia Galega de Innovación) as well as co-financing from the European Union (ERDF).

- Packtabla Project: Continuation of this project, co-financed by the Ministry of Science and Innovation and the State Research Agency. It addresses the end-to-end traceability of wood products to highlight the value of Galician Pine from sustainable plantations, recording this

traceability on the Xunta de Galicia's FORTRA platform.

- Smartlogistic Project: Focused on achieving intralogistics efficiency and reducing the carbon footprint associated with distribution.

- Gradiant and ITG Business Council: We have been part of Gradiant since 2019 and have joined the ITG (Galician Technology Institute), a leading technology center specializing in advanced digitalization and energy sustainability.

- Hábitat Tech: Participation in the fifth edition of this innovation program, focused on sustainability and the decarbonization of the habitat sector.

- FORTRA Project: Ongoing collaboration on the Xunta de Galicia project for the traceability of Galician timber using blockchain technology.

- Intelligent systems for Industry 4.0: Continued collaboration with CiTIUS (Research Centre in Intelligent Technologies at the University of Santiago de Compostela) and CESGA (Galician Supercomputing Centre) to optimize manufacturing processes using high-performance computing and AI.

- Spanish Makers Camp: Collaboration on this event dedicated to technical innovation.

- CDP (Carbon Disclosure Project): Participation in this global organization that manages the environmental disclosure system for investors and companies. Foresa joined this voluntary initiative in 2023 to accelerate the transition toward a sustainable economy.

As a result of the collaboration with the Ría Foundation, a competition has been launched to rehabilitate various spaces at the A Panda da Dá estate, both architecturally and in terms of landscape.

- Responsible Care: Since 2021, the Foresa and Bresfor plants have been part of this global chemical industry program for the continuous improvement of safety, health and environmental protection, with a socially responsible approach.

- SusChem-Spain: Foresa has been a member of this Sustainable Chemistry platform since 2018, participating in working groups on the bioeconomy, the use of carbon dioxide as a raw material, and waste valorization.

Collaboration project for the prevention of occupational risks in the forestry sector

We continue to work within the sectoral group alongside other companies and the Galician administration to improve safety conditions in forest operations, contributing to the development of tools that promote safe work practices.

Competition for the architectural and landscape restoration of the A Panda da Dá estate

With the support of the Ría Foundation, Finsa organized an architectural competition to rehabilitate the architecture and landscape of this 410-hectare estate and establish it as a hub for training and sustainable land management. The selected project was "O Bosque da Festa". The winning team comprises the studios Atelier Ander Bados, Estudio Copla, Bamba Studio and TO Arquitectura—a group of professionals from diverse backgrounds with a shared track record

focused on sustainability, international cooperation and a commitment to the specific site.

To share and publicize the purpose of the competition and extend the participatory process to all the centers, members of the Ría Foundation, the driving team, and the project's winning team visited centers in Galicia and Portugal with a traveling exhibition about the competition and the A Panda da Dá estate.

Participation in the Galician Business-University Foundation (FEUGA)

As a founding member, Finsa participates in the board of the FEUGA (Galician Business-University Foundation), an entity specializing in the transfer of innovation and technology from the university system to the business world.

Venice Architecture Biennale: Internalities Project

Collaboration on the "Internalities" exhibition, which analyzes how architecture articulates balanced production ecosystems. The exhibition, which addresses materials, energy, and waste, will tour various cities in Spain in 2026.

Collaboration with the Rosalía de Castro



Foundation

Collaboration with the Rosalía de Castro Foundation to promote the figure and work of Rosalía de Castro. Activities carried out include the installation of the “A casa de Rosalía” exhibition at the Finsa Santiago center, the celebration of “Caldo de Gloria” at the Galicia centers, and the contribution to the “Inchadiña Branca Vela” initiative.

Collaboration with IDRA and Harvard University

Development of the practical program for Harvard University's Master's in Sustainability, in collaboration with the Barcelona urban research institute (IDRA).

Connection with the CSCAE 2030 Observatory

We remain connected to the Architecture Observatory promoted by the CSCAE (Superior Council of Architects' Associations of Spain) to advance the Sustainable Development Goals (SDGs).

Inclusion in the Aragonese Network of Healthy Companies

Finsa Cella is part of this network coordinated by the Government of Aragon, carrying out initiatives to improve working conditions through health promotion.

Collaborative projects for equality and the fight against gender-based violence

Various awareness-raising initiatives have been carried out at Finsa and Foresa facilities to promote equal opportunities and support the fight against gender-based violence.

Social action projects

We continue to provide materials to upgrade the facilities of associations serving vulnerable groups and to collaborate on projects with non-profit social organizations.

In 2025, due to the fires in Galicia, resources were mobilized and managed through the Veta team—Finsa's forestry division—to support affected communities and assist in the cleanup and removal of burnt wood from the forests.





Ethics, integrity and transparency

Ethics and regulatory compliance are the pillars upon which the Company's business activities rest. This necessitates acting with the utmost integrity in fulfilling obligations and commitments, as well as in relationships and collaborations with stakeholders. The Group has established corporate conduct standards that set out the values and behavioral guidelines to be adopted by everyone within the organization.

Acting responsibly in management and complying with tax obligations in all jurisdictions where

the company operates—while committing to transparency and collaboration with the relevant tax authorities—constitute one of the lines of action.

A robust, integrated resource planning (ERP) system, combined with the segregation of duties, is fundamental to preventing and mitigating the risk of fraud. Internal audits, internal operational controls, IT controls, and support from the IT department generally round out the framework for action promoted by management.

We continue to work on the training and dissemination of the Crime Prevention Model implemented in previous years, as well as on updating risk assessments.

The communications received have been processed in accordance with the established procedure.

Furthermore, the Group implemented the Crime Prevention Model in 2020, which has been structured as follows:

- Identification of activities within which illicit acts may be committed (Risk Map).
- Appointment of a body responsible for compliance.
- Implementation of a communication channel within the Group, in compliance with Law 2/2023.
- The approval of a Code of Conduct for the Group.

In 2025, work has continued along these lines, with actions primarily focused on training the Group's entire workforce and updating risk assessments.

Tax information

Compliance with current tax legislation and all tax obligations resulting in the payment of taxes in all territories where it operates is a duty assumed and upheld by the company.

In 2025, as in 2024, several companies belonging to Finsa were subject to taxation under the fiscal consolidation regime in Spain, Portugal and France.

1. Profit before tax:

Pre-tax profits of each company, aggregated by country, are included, excluding dividends from Group entities and impairment losses on equity interests between companies within the same country.

2. Income tax paid:

Income tax paid corresponds to the amounts settled in respect of country-by-country corporate income tax for the current financial year.

In addition, during the 2025 financial year, corporate tax refunds relating to the 2024 financial year were received, amounting to €8,970,992: €3,409,027 in Spain, €5,548,718 in Portugal and €13,247 in Poland.



In 2025, tax payments corresponding to 2024 were also made, totaling 181,114 euros: 13,453 euros in Spain, 133,850 euros in France, 23,190 euros in the United Kingdom, 1,545 euros in Ireland, and 9,076 euros in Panama.

During the 2025 financial year, payments totaling €265,280 were also made for corporate income tax relating to prior years: €71,581 in Portugal for 2022 and €193,699 in the Netherlands for 2023. Additionally, tax refunds totaling €2,849,925 for the 2023 tax year were received in Spain.

3. Public grants received:

In the 2025 financial year, €29.61 million in grants was received from public bodies (2024: €28.64 million).

- Capital grants of €28.08 million (2024: €26.89 million): €26.75 million relate to emission allowances (2024: €26.80 million), and €1.33 million were awarded for investments made in the expansion and modernization of the Group's industrial facilities (2024: €0.09 million).
- Operating grants: €1.753 million, consisting primarily of official aid for R&D&i activities and aid received as an electro-intensive consumer to offset costs included in the price of electricity paid (in 2024: €1.75 million).

Country

	Profit before tax (1) (Euros)		Corporate income tax paid (2) (Euros)		Government grants received (3) (Euros)	
	2024	2025	2024	2025	2024	2025
Spain	94.434.873	72.547.374	22.437.755	17.464.095	24.244.024	25.207.400
Portugal	29.158.999	26.204.647	10.291.799	6.509.455	4.394.239	4.390.622
France	9.320.610	10.790.787	912.760	1.046.611	2.500	8.500
UK	1.538.561	1.552.745	374.094	298.786	591	1.167
The Netherlands	1.239.680	1.336.882	162.663	162.159	0	0
Ireland	1.329.225	1.276.946	2.788	1.243	0	0
Poland	411.383	408.993	91.553	75.096	0	0
Italy	19.100	78.683	33.527	0	67	0
The United Arab Emirates	86.998	79.386	0	0	0	0
Mexico	9.452	8.492	0	0	0	0
The United States	270.228	646.895	0	0	0	0
Panama	486.294	399.460	9.430	18.240	0	0
Total	138.305.403	115.331.290	34.616.369	25.575.685	28.641.421	29.607.689



ARCHITECTURE
SUPPORTED BY THE RIAI

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TO COM
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We help to build
the perfect
building and
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Annex I

Materiality analysis

Scope	Aspect	Relevance			Stakeholders
		FINSA	GRI Topics	SASB	
Economic	Reduction of emissions from deforestation (REDD)	X	O		Partners, society (reuse and recycling of raw materials, use of wood as a carbon sink, etc.).
	Indirect economic impacts	X	O		
	Product design and life cycle management	X		O	Administrators/Directors, partners (use of wood at the end of its first useful life, use of resources to generate a certain level of waste).
Environment	Material sourcing / procurement	X	O	O	Suppliers, partners, administrators/ directors, society (use of raw materials from responsibly managed holdings, use of local wood, etc.).
	Energy consumption	X	O	O	Administrators/Directors, society (energy consumption in product manufacturing, energy efficiency, reduction of water consumption – reuse of wastewater in steam generation).
	Water consumption	X	O	O	
	Water management / conservation	X	O	O	-
	Species treatment		O		
	Biodiversity protection	X	O	O	Administrators/Directors, society (protection of biodiversity in the forest – wood sourcing – and in factories).
	GHG emissions	X	O	O	Administrators/Directors, partners, society (climate change and atmospheric emissions, use of wood as a method for CO2 reduction, circular economy, and waste management).
	Chemicals / waste management	X	O		
	Waste management	X	O		Suppliers, partners, administrators/ directors (enhancing the value of forest management and the wood value chain).
	Forestry practices (deforestation, fire control, use of pesticides...)	X	O		
	Forest management	X	O		-
	Soil management		O		
	Labor practices	X	O		Employees (workforce well-being, work environment, training, promotion of diversity/equality, work-life balance measures).
	Working conditions	X	O		
	Labor relations	X	O		O
Social	Health and Safety	X	O		
	Corruption	X	O		Employees, suppliers, partners, administrators/directors (fight against corruption, fraud, money laundering, and bribery – compliance with and respect for ethical values).
	Child labor exploitation		O		-
Others	Human Rights	X	O	O	Society (respect for Rights across different regions and related regulations – conventions).
	Production certification		O		-
	Corporate governance		O		-
	Regulatory compliance	X	O	O	Employees, suppliers, partners, administrators/directors (regulatory compliance regarding environmental, personnel, human rights, and corruption matters, and with society at large).
	Sourcing strategy and policies	X	O	O	Partners, administrators/directors, society (establishment of responsible strategies and policies within the organization).
	Crisis management			O	-

O Potentially relevant / material aspect X Relevant / material aspect for Finsa

Annex II

Content index based on the requirements of Law 11/2018 regarding non-financial and diversity information and the GRI standards.

Area	Contents	Material Topic (Yes/No)	Associated GRI indicator	Document section/page	Comments
Business model	Brief description of the group's business model, which will include: 1.) its business environment, 2.) its organization and structure, 3.) the markets in which it operates, 4.) its objectives and strategies, 5.) the main factors and trends that may affect its future evolution.	YES	2-1/ 2-6/ 2-1/ 2-6/ 2-7/	6 to 17	
	A description of the policies applied by the group regarding such matters, which shall include: 1.) the due diligence procedures applied for the identification, assessment, prevention, and mitigation of significant risks and impacts, 2.) the verification and control procedures, including the measures adopted.	YES	3-3	78 to 79	
Short-, medium-, and long-term risks	The principal risks related to those matters linked to the group's activities, including—where relevant and proportionate—its business relationships, products, or services that may have adverse impacts in those areas, and * how the group manages such risks, * explaining the procedures used to detect and evaluate them in accordance with national, European, or international reference frameworks for each subject. * Information on identified impacts must be included, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.	YES	3-3		In each section of the report, the specific points are discussed according to the subject matter.
	Global Environment <i>1.) Detailed information on the actual and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety, as well as on environmental assessment or certification procedures;</i> <i>2.) Resources dedicated to the prevention of environmental risks;</i> <i>3.) The application of the precautionary principle, and the amount of provisions and guarantees for environmental risks (e.g., those arising from environmental liability legislation).</i>	YES	3-3	52 to 71	
Environmental issues	Pollution <i>Measures to prevent, reduce, or remediate carbon emissions that severely affect the environment.</i>	YES	3-3	52 to 71	
	<i>Taking into account any form of atmospheric pollution specific to an activity, including noise and light pollution.</i>	YES	3-3	52 to 71	
	Circular economy and waste prevention and management <i>Circular economy.</i>	YES	3-3	11	
	<i>Waste: Prevention measures, recycling, reuse, other forms of recovery, and waste disposal.</i>	YES	3-3/ 306-3	52 to 71	
	<i>Actions to combat food waste.</i>	NO			
	Sustainable use of resources <i>Water consumption and supply in accordance with local limitations.</i>	YES	303-5	52 to 71	
	<i>Consumption of raw materials and measures taken to improve the efficiency of their use.</i>	YES	301-1	52 to 71	
	<i>Direct and indirect energy consumption, measures taken to improve energy efficiency, and the use of renewable energy.</i>	YES	302-1	52 to 71	

Annex II

Area	Content	Material Topic (Yes/No)	Indicador GRI asociado	Section of the document / page	Comments
Environmental matters	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 it produces.	Yes	305-1/ 305-2	52 to 71	
	Measures adopted to adapt to the consequences of climate change.	Yes	3-3	52 to 71	
	Voluntarily established medium and long-term reduction targets to reduce greenhouse gas emissions and the means implemented to achieve them.	Yes	3-3	52 to 71	
	Biodiversity protection				
	Measures taken to preserve or restore biodiversity.	Yes	3-3	70 to 71	
Social and employee-related matters	Impacts caused by activities or operations in protected areas.	Yes	304-2	52 to 71	
	Employment				
	Total number and distribution of employees by gender, age, country, and professional classification.	Yes	405-1	21	
	Total number and distribution of employment contract types.	Yes	2-7	22	
	Annual average of permanent contracts, temporary contracts, and part-time contracts by gender, age, and professional classification.	Yes	405-1	23	
	Number of dismissals by gender, age, and professional classification.	Yes	401-1	28	
	Average remuneration and its evolution, broken down by gender, age, and professional classification or equal value.	Yes	405-2	27	
	Gender pay gap, remuneration for equal or average jobs within the company.	Yes	405-2	29	
	Average remuneration of board members and executives, including variable compensation, allowances, indemnities, payments to long-term savings provision systems, and any other perception broken down by gender.	Yes	3-3	27	
	Employees with disabilities.	Yes	405-1	33	
	Implementation of right-to-disconnect policies.	Yes	3-3	34	
	Work organization				
	Organization of working time.	Yes	3-3	29	
	Number of absenteeism hours.	Yes	403-9	30	
	Measures designed to facilitate work-life balance and promote the co-responsible exercise of these rights by both parents.	Yes	3-3	31	
	Health and safety				
	Health and safety conditions at work.	Yes	3-3	38 to 40	
	Work-related accidents, particularly their frequency and severity, and occupational diseases, broken down by gender.	Yes	403-9/ 403-10	38 to 40	
	Social relations				
	Organization of social dialogue, including procedures for informing and consulting staff and negotiating with them.	Yes	3-3	18	
	Percentage of employees covered by collective bargaining agreements by country.	Yes	2-30	18	
	Mechanisms and procedures used by the company to promote employee involvement in terms of integration, consultation, and participation.	Yes	3-3	18	
	The balance of collective bargaining agreements, particularly in the field of occupational health and safety.	Yes	403-4	40	

Annex II

Area	Content	Material Topic (Yes/No)	Indicador GRI asociado	Section of the document / page	Comments
Social and employee-related matters	Training				
	Policies implemented in the field of training.	Yes	3-3	35	
	Total number of training hours by professional category.	Yes	404-1	35	
	Universal accessibility for people with disabilities.	Yes	3-3	32	
	Measures adopted to promote equal treatment and opportunities between women and men.	Yes	3-3	31	
	Equality plans (Chapter III of Organic Law 3/2007, of March 22, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual harassment and harassment based on sex, integration, and universal accessibility for people with disabilities.	Yes	3-3	31	
Human rights	Anti-discrimination policy of all types and, where applicable, diversity management.	Yes	3-3	31	
	Application of due diligence procedures regarding human rights.	Yes	3-3	19	
	Prevention of the risks of human rights violations and, where applicable, measures to mitigate, manage, and redress possible abuses committed.	Yes	2-23/ 2-26	19	
	Complaints regarding cases of human rights violations.	Yes	406-1	19	
	Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization related to respect for freedom of association and the right to collective bargaining.	Yes	407-1	19	
	The elimination of discrimination in respect of employment and occupation.	Yes	3-3	19	
	The elimination of all forms of forced or compulsory labor.	Yes	409-1	19	
	The effective abolition of child labor.	Yes	408-1	19	
Corruption and bribery	Measures adopted to prevent corruption and bribery.	Yes	2-23/ 2-26	78 to 81	
	Measures to fight against money laundering.	Yes	3-3	78 to 81	
	Contributions to foundations and non-profit entities.	Yes	413-1	72 to 77	
Society	Company commitments to sustainable development				
	The impact of the company's activity on employment and local development.	Yes	203-1/ 413-1	72 to 77	
	The impact of the company's activity on local populations and the territory.	Yes	203-1/ 413-1	72 to 77	
	Relations maintained with local community stakeholders and the channels for dialogue with them.	Yes	2-29	72 to 77	
	Partnership or sponsorship actions.	Yes	2-28	72 to 77	
	Subcontracting and suppliers				
	* The inclusion of social, gender equality, and environmental matters in the procurement policy. * Consideration of social and environmental responsibility in relations with suppliers and subcontractors.	Yes	2-6	42 to 43	
	Oversight and audit systems and their results.	Yes	3-3	42 to 43	
	Consumers				
	Measures for consumer health and safety.	Yes	3-3	44 to 50	
	Complaint systems, complaints received, and their resolution.	Yes	3-3	48	
	Tax information				
	Profits obtained country by country. Taxes paid on profits.	Yes	3-3	78 to 81	
	Public subsidies received.	Yes	201-4	78 to 81	



Finsa