



SUSTAINABILITY REPORT 2024

ALMAR WATER SOLUTIONS
Madrid, February 4, 2026

TABLE OF CONTENTS

1	SUSTAINABILITY WITH TRANSPARENCY	Page 6
----------	----------------------------------	--------

2	MESSAGE FROM OUR CEO	Page 8
----------	----------------------	--------

3	ALMAR WATER SOLUTIONS	Page 11
----------	-----------------------	---------

3.1.	A few drops of ALMAR.....	12
3.2.	Flowing through history.....	14
3.3.	Global presence.....	15
3.4.	Certifications.....	26
3.5.	Our commitment to sustainability.....	28
3.6.	Our contribution to the SDGs.....	30

4	SUSTAINABILITY, GENERAL INFORMATION	Page 32
----------	-------------------------------------	---------

4.1.	General basis for the preparation of the sustainability statement.....	34
4.2.	Governance.....	35
4.3.	Strategy, business model and value chain.....	40
4.4.	Interests and views of stakeholders.....	42
4.5.	Double Materiality Assessment.....	44

5	ENVIRONMENTAL MATTERS	Page 46
----------	-----------------------	---------

5.1.	Climate change.....	48
5.2.	Pollution.....	56
5.3.	Water resources.....	58
5.4.	Biodiversity and ecosystems.....	60
5.5.	Resource use and circular economy.....	62

6	SOCIAL AND EMPLOYEE MATTERS	Page 64
----------	-----------------------------	---------

6.1.	Own workforce.....	66
6.2.	Value chain workers.....	78
6.3.	Affected communities.....	80
6.4.	Consumers and end users.....	82

7	GOVERNANCE MATTERS	Page 84
----------	--------------------	---------

7.1.	Business conduct.....	86
------	-----------------------	----

Annexes	Page 90
---------	---------

CSRD Content Index.....	92
-------------------------	----



Chapter 1

SUSTAINABILITY WITH TRANSPARENCY



1

This document presents the sustainability information of ALMAR WATER SOLUTIONS for fiscal year 2024. The information is presented in accordance with the requirements set out in the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), adopted through the European Commission Delegated Act of July 31, 2023.

ALMAR WATER SOLUTIONS' (hereinafter Almar when referring to the parent company, and ALMAR when also referring to its subsidiaries) commitment to sustainability is reflected in the transparency with which the information included in this report is shared. It describes our management policy, the specific actions aimed at minimizing our impact on society, the environment and our services, as well as the results

obtained through our performance indicators.

The first section of the report provides an overview of the company, its products, markets, certifications and main contributions to the Sustainable Development Goals. The subsequent sections provide detailed general, environmental, social and governance information on policies, actions and objectives associated with material matters, as required by Commission Delegated Regulation (EU) 2023/2772, which supplements Directive 2013/34/EU of the European Parliament and of the Council with regard to sustainability reporting standards (ESRS).



Chapter 2

MESSAGE FROM OUR CEO

The year 2024 represented a key milestone of consolidation and sustainable growth for Almar Water Solutions. In a global context shaped by major environmental, social and economic challenges, we reaffirmed our commitment to delivering innovative, large-scale water solutions that contribute to a more sustainable future.

Since our establishment in 2016, and supported by the extensive experience of our management team—over 25 years in the sector—we have achieved a strong position as a benchmark in the development and management of water infrastructure. These core business lines are complemented by innovative projects that ensure the company's strong posi-

tioning for the years ahead. This journey has always been guided by a clear vision: to ensure access to safe and sustainable water resources, while generating value for the communities in which we operate and for all our stakeholders.

This fiscal year was marked by the achievement of an unprecedented milestone in the water sector: the signing of the Centinela financing and services agreement with a world-class client, Antofagasta Minerals. This achievement reflects the trust that leading corporations place in our technical and management capabilities and strengthens our position as a strategic partner in the development of sustainable water infrastructure worldwide.

At the same time, Almar Water Solutions' business model continues to be consolidated through its local services platforms, strengthening our operational structure and our customer-oriented approach. In parallel, we have progressed in the development of future environmental services adjacent to water, such as mineral recovery, hydrogen production and waste treatment, thereby reaffirming our commitment to sustainability-related technologies and to diversification towards solutions that support the ecological transition.

These achievements crystallize the efforts of the first eight years of Almar Water Solutions' journey, focused on the development and acquisition of projects and companies. Today, we can state that we are a sustainable company, capable of delivering the expected returns to our shareholder and consolidating our relevance in the global water sector.

Throughout the year, we also made significant progress in integrating environmental, social and governance criteria into our decision-making processes, strengthening our internal policies and implementing more robust measurement, monitoring and control mechanisms. We also took firm steps to align these policies with the Corporate Sustainability Reporting Directive (CSRD), with the aim of providing increasingly transparent, useful and rigorous information.

None of this would be possible without the commitment of our employees, the trust of our clients and partners, and the collaboration of the communities in which we work. To all of them, my sincere gratitude.

Looking ahead, our purpose remains firm: to continue driving innovative, high-impact projects, convinced that the responsible, efficient and sustainable management of the planet's most valuable resource is essential for people's well-being and for the preservation of the environment.

At Almar Water Solutions, we work every day to turn these principles into tangible actions. We design technological solutions for non-conventional water, promote blended financing models, encourage efficient water use in our operations, and actively collaborate in alliances that generate positive social and environmental impact.

Because water cannot wait. Because without water there is no development - and because sustainable development starts here.

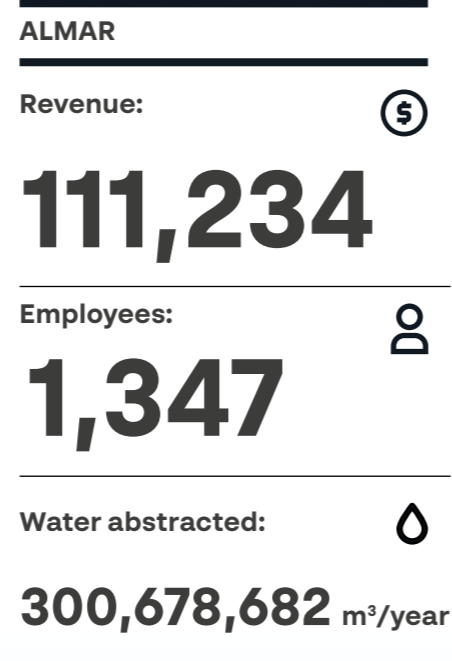
Chapter 3

ALMAR WATER SOLUTIONS

3

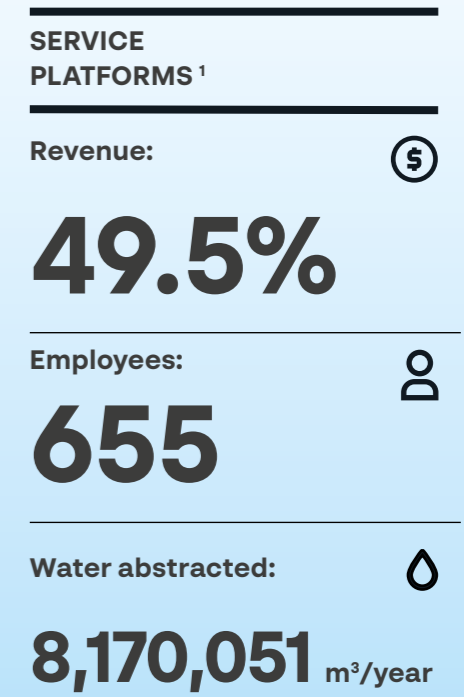
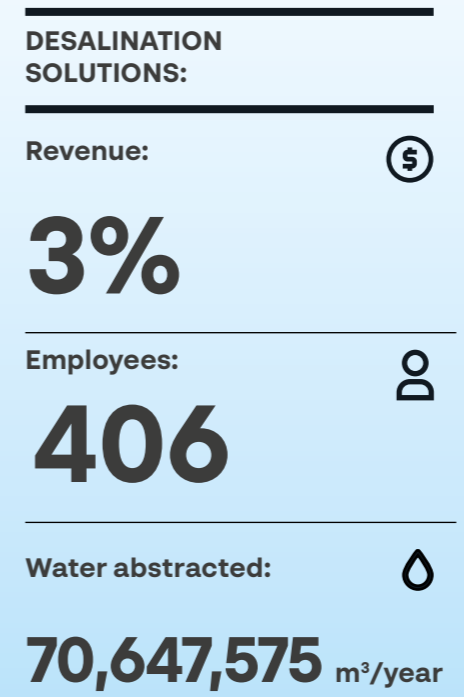
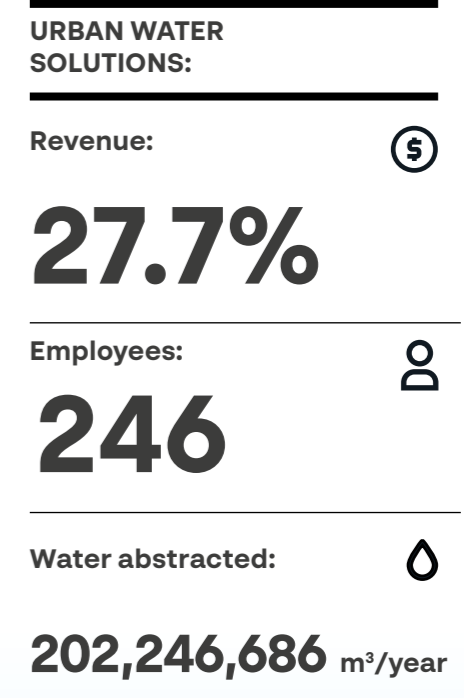
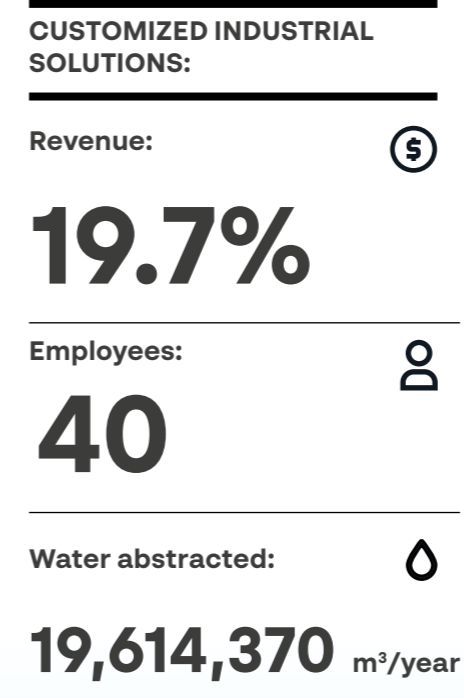
3.1

UNAS GOTAS DE ALMAR



Continents:

4



¹ Almar is considered a services platform that supports the Group's growth by expanding it through projects and subsidiaries.

2016 2019 2020 2021 2022 2023 2024

Founding of Almar Water Solutions, with the vision of becoming a global leader in sustainable water infrastructure.

Acquisition of a 35% stake in the Muharraq wastewater treatment plant in Bahrain.

Acquisition of 100% of Osmoflo SpA (Chile), strengthening industrial water services in the Americas.

Acquisition of Ridgewood (Egypt), a company specialized in the investment, design, construction and operation of desalination and water treatment plants.

Acquisition of a 50% stake in Almar Water Servicios Latam (formerly Aguas y Riles S.A., Chile), a platform specialized in sustainable water solutions in Chile and Peru. As part of the transaction, Osmoflo was contributed in kind by Almar. The company was later renamed Almar Water Servicios Chile SpA.

Almar Water Servicios Latam launched a BOOT project for Anglo American at the Las Tórtolas plant (Colina, Chile), replacing the water transportation system by tanker trucks with a treated-water pipeline pumping system, with the aim of decarbonizing operations, reducing accident risk, and conserving water resources in the Andes mountains.

Expansion in Chile through the acquisition of a 50% stake in Aguas San Pedro S.A., strengthening Almar's position in the urban services market.

Financial close of the Zuluf Project, a USD 400 million water treatment plant for Saudi Aramco (Saudi Arabia) under a 25-year BOOT scheme.

Acquisition of a 50% stake in Obor Infrastructure Pte Ltd, owner of two potable water treatment plants under concession (TKCM and TTC) on the island of Java, Indonesia, consolidating the company's presence in the Asia-Pacific region.

Almar Water Servicios Latam acquired 80% of Asesorías Los Olivos S.A. (Chile), operating under the Ecoprial brand, marking entry into the Waste-to-Energy sector through anaerobic digestion of liquid waste to produce biogas with valorization potential.

Aguas San Pedro acquired 100% of Aguas de Colina, strengthening Almar's urban services in Santiago, Chile.

Launch of development, construction and operation activities for green hydrogen refuelling station projects, providing sustainable energy solutions for industrial applications and sustainable mobility.

Establishment of a strategic collaboration with a technology partner to jointly develop Build-Operate-Transfer (BOT) projects under an Energy Service Company (ESCO) model, focused on producing energy from syngas derived from waste to support the decarbonization of the cement, chemical and meat-processing industries.

Financial close of a strategic project for Antofagasta Minerals to supply water to the Centinela mining project (Chile), with an investment of USD 1.5 billion.

Almar Water Servicios Latam strengthened its operations and maintenance portfolio, with key clients such as Codelco, Antofagasta Minerals, Anglo American, and Antucoya Mining.

Launch of industrial water management projects across Europe, aimed at delivering efficient, sustainable, and resilient water solutions.

3.2

FLOWING THROUGH HISTORY

2016 - 2024:

Eight years of impact.

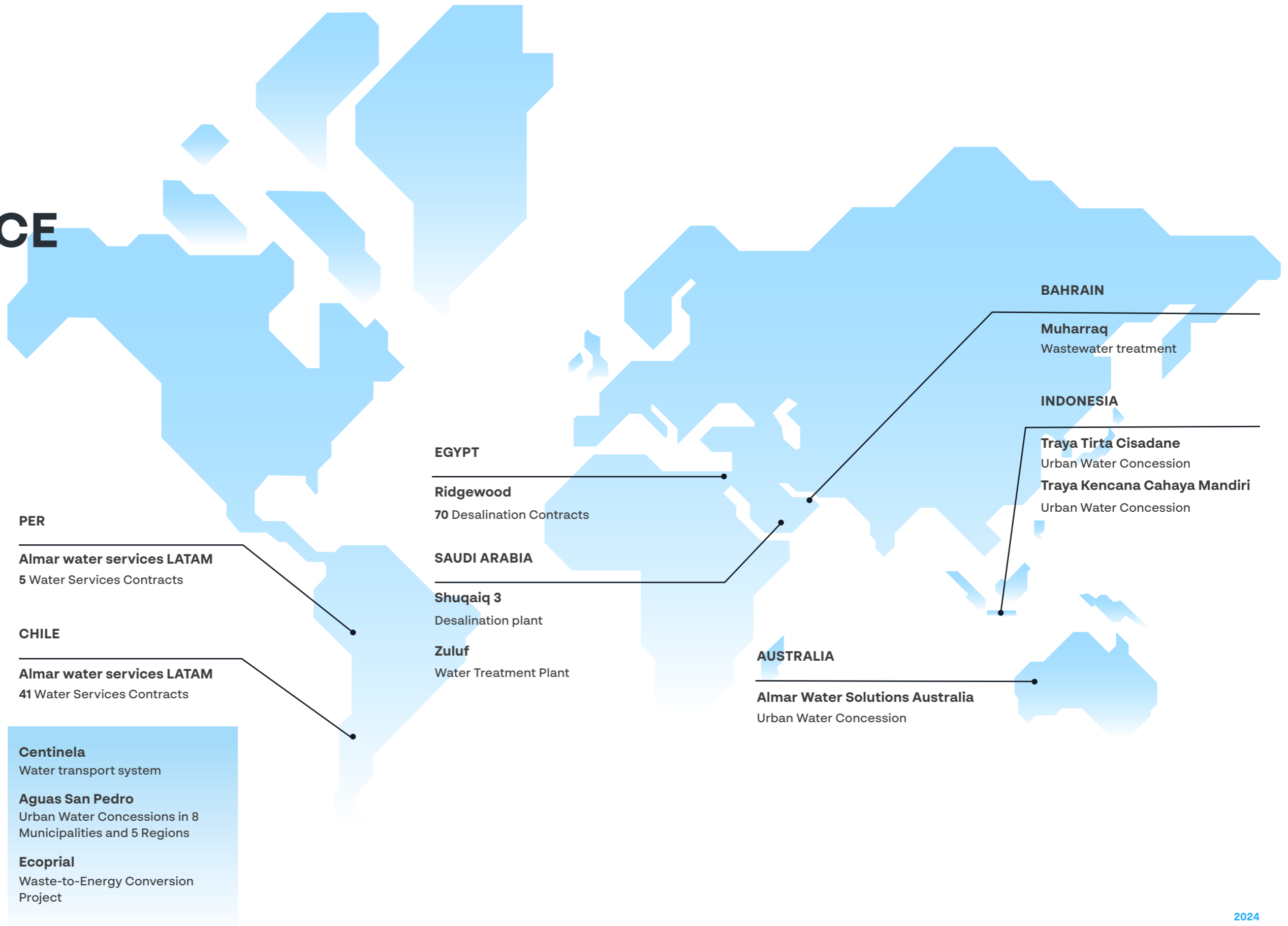
Since its foundation in 2016, Almar Water Solutions has evolved from a bold vision into a global leader in sustainable water infrastructure. Over the past eight years, the company has expanded its footprint across four continents through projects, acquisitions, and strategic partnerships. Its diversified portfolio now spans desalination, wastewater treatment, industrial and urban services, and innovative new ventures within the circular economy.

This journey reflects not only sustainable growth, but also an unwavering commitment to innovation, sustainability, and the creation of long-term value for people, communities, and industries worldwide.

3.2

GLOBAL PRESENCE

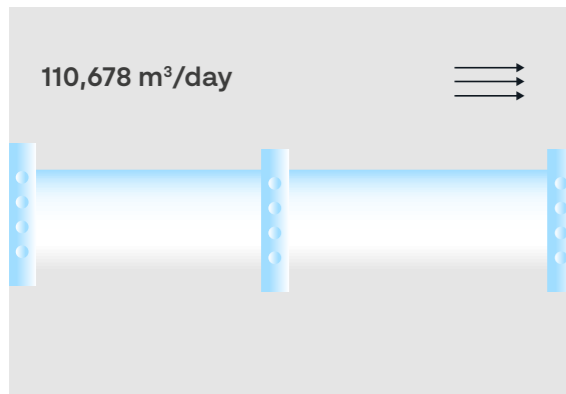
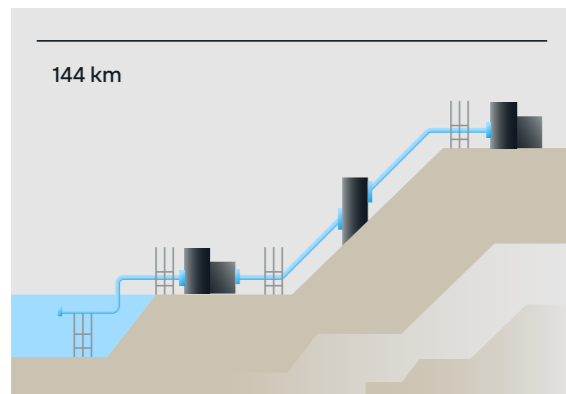
We operate where water challenges are. Our presence from Latin America to the Middle East and Southeast Asia reflects the company's vision as a global operator.



Customized Industrial Solutions

Centinela

Chile



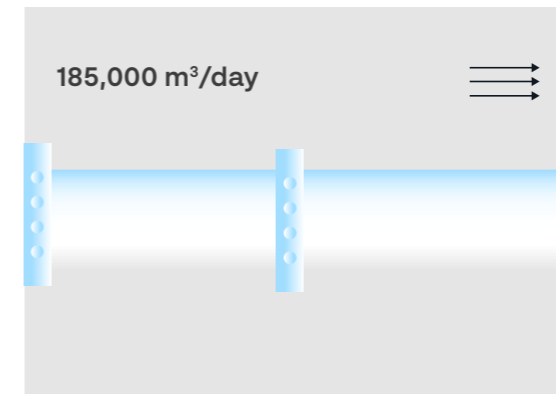
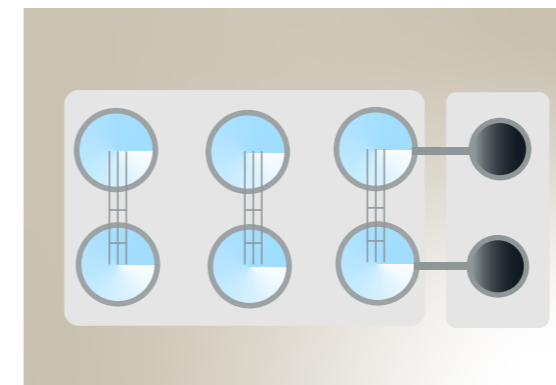
Centinela is the world's largest water project by investment, with an amount of up to USD 1.5 billion. The water transport project includes the acquisition and operation of a 144 km pipeline transporting 1,194 lps (110,678 m³/day), supplying seawater from a point 60 km north of the mining site in Michilla, where the Centinela port is located. It also includes the construction and operation of a new 144 km pipeline with a capacity of 650 lps (56,333 m³/day), running parallel to the existing pipeline, to provide seawater and enable the mine's planned expansion through the second concentrator project, also known as Nueva Centinela, which will add 144,000 tonnes of copper, 3,500 tonnes of molybdenum and an additional 130,000 ounces of gold production per year.

Under a BOOT (Build-Own-Operate-Transfer) project scheme, the concession agreement establishes a "take-or-pay" structure. The project consortium is made up of Almar Water Solutions and Transelec for the development and operation of both pipelines, with Bonatti and Sigdo Koppers acting as EPC contractors.

The first pipeline is already in operation, and the second will begin operating in 2026 after a 20-month construction period, during which approximately 1,500 local people will be employed. The operation and maintenance of the water system is carried out through Aguas Norte y Desarrollo (Nordes), formed by Almar Water Servicios Latam and Transelec.

Zuluf

Saudi Arabia



The Zuluf Project consists of a water treatment plant with a capacity of 185,000 m³/day, supporting water injection for the Zuluf Onshore Oil Facilities project, located in the Arabian Gulf, 240 km north of Dhahran.

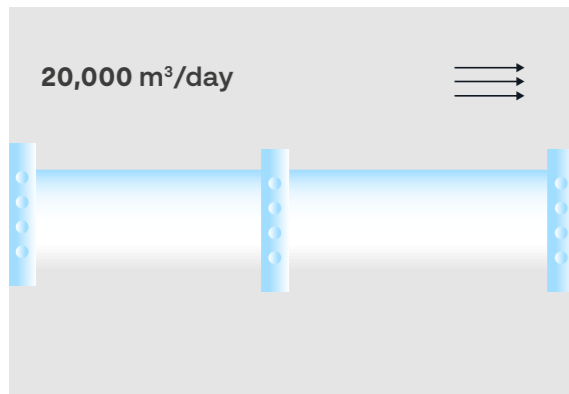
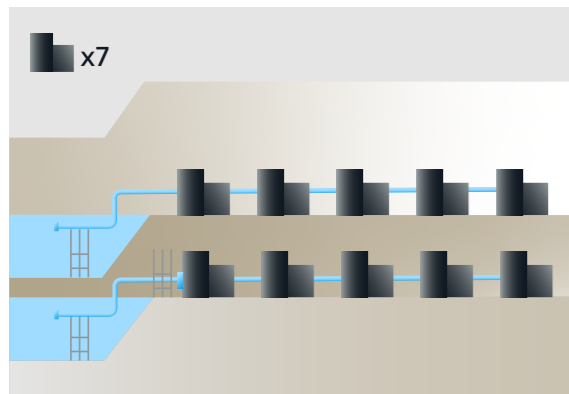
The USD 400 million project, to be developed under a 25-year BOOT scheme, includes the design, development, financing, construction, commissioning, operation and maintenance, and transfer of ownership.

Almar is fully committed to the local communities where it operates and is aligned with IKTVA requirements, employing local workers, procuring local services, and contributing to the region's economic and social development.

Desalination Solutions

Ridgewood

Egypt



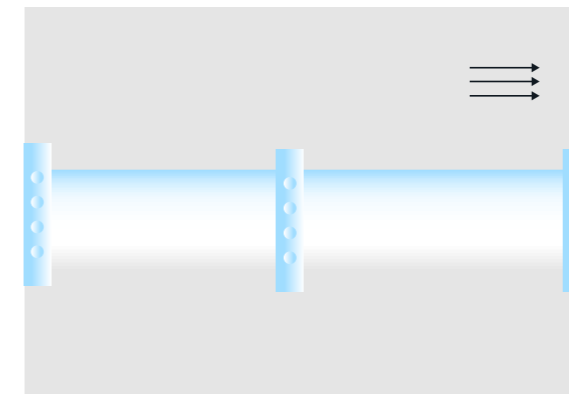
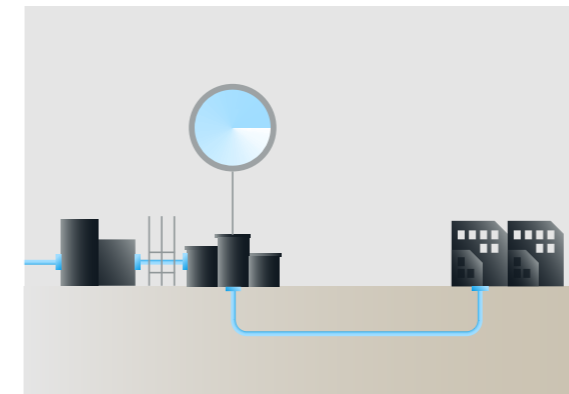
Ridgewood Egypt is a fully integrated solutions provider for the water sector, with over 30 years of experience in the design, construction, operation and maintenance of its own plants. This integrated model ensures full control over project quality, energy efficiency and delivery timelines. The company operates more than 70 desalination plants with capacities ranging from 500 to 20,000 m³/day, and provides water supply services to more than 200 resorts, hotels and industrial facilities across Egypt.

Since its acquisition in November 2020 by Hassan Allam Utilities and Almar Water Solutions, Ridgewood has strengthened its positioning in the sector by adding new financial, technological and strategic capabilities. This alliance has enabled the company to expand its reach and diversify its offering, consolidating its role as a key player in water supply and regional water infrastructure development.

Urban Water Solutions:

Agua San Pedro

Chile

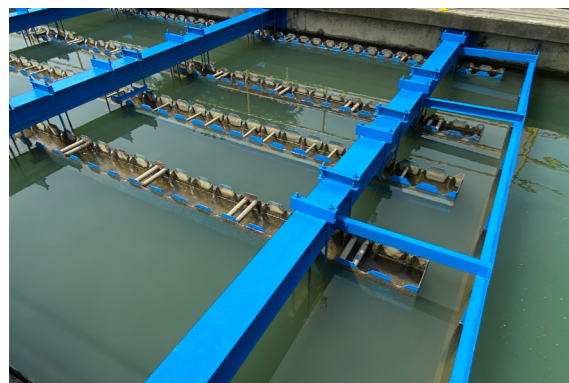
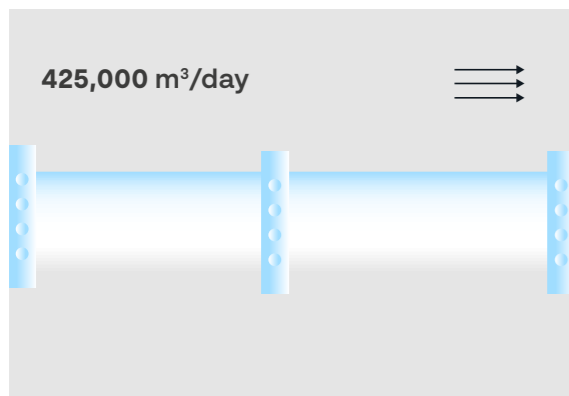
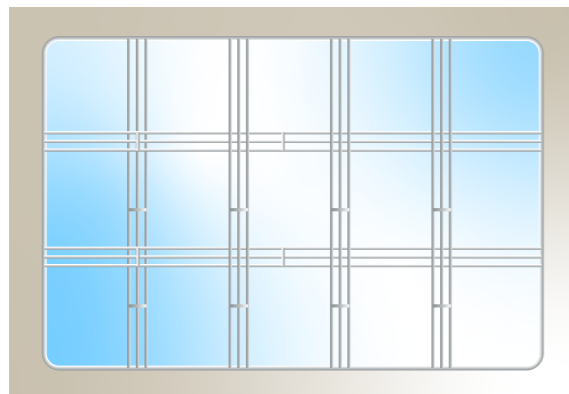


Agua San Pedro S.A. is a Chilean company dedicated to providing urban services for drinking water supply, sewerage and wastewater treatment. It operates in eight municipalities across five regions of the country, including the Metropolitan Region, Biobío, Ñuble, Maule and Los Lagos, with coverage spanning cities such as San Pedro de la Paz, Chillán, Puerto Montt and Curicó.

With a vision focused on efficiency, sustainability and community service, Agua San Pedro has established itself as a reliable operator in Chile's urban water sector. The company combines technology, asset management and social responsibility to ensure a safe and continuous supply, meeting regulatory standards and contributing to local development.

Obor Infrastructures

Indonesia



Obor Infrastructures is a holding company based in Singapore that is actively involved in Indonesia's water sector through its companies PT Tirta Kencana Cahaya Mandiri and PT Traya Tirta Cisadane. These entities operate a drinking water treatment system on the island of Java with a total capacity of 425,000 m³/day, positioning it as one of the largest water supply systems in the country.

Its facilities supply drinking water to several districts in Greater Jakarta, including Tangerang City, Tangerang Regency, South Tangerang and West Jakarta. With an ambitious expansion plan underway, Obor Infrastructures reinforces its commitment to developing modern and sustainable water infrastructure, contributing significantly to access to drinking water in one of Southeast Asia's most densely populated regions.

• **Tirta Kencana Cahaya Mandiri**

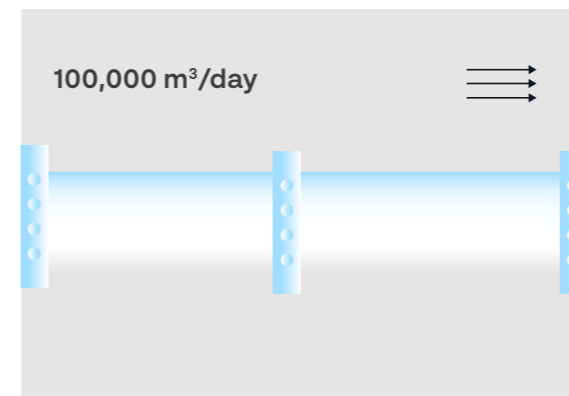
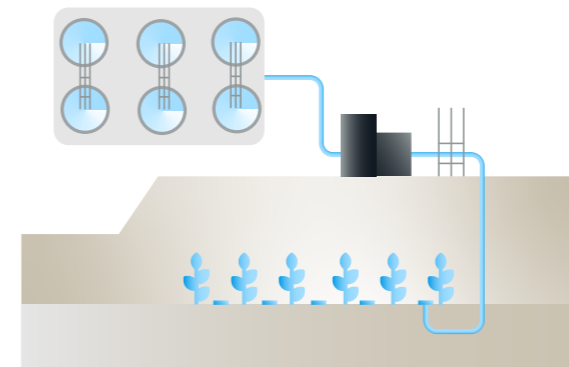
Tirta Kencana Cahaya Mandiri is a water treatment plant with a capacity of 140,000 m³/day under a 20-year concession contract. The water delivered serves domestic, industrial and commercial end users in Tangerang Regency & City (including Jakarta International Airport) and West Jakarta.

• **Traya Tirta Cisadane**

Traya Tirta Cisadane is a water treatment plant with a total capacity of 285,000 m³/day under a 20-year concession contract. The water distributed serves domestic, industrial and commercial end users in South Tangerang and South & West Jakarta. The population served exceeds one million people.

Muharraq

Bahréin



The Muharraq project is a state-of-the-art wastewater treatment plant with a capacity of 100,000 cubic meters per day, supported by a wastewater conveyance system in the Muharraq basin, in the Kingdom of Bahrain. The conveyance system includes the region's first 16.5 km deep gravity main trunk sewer in the Gulf region, as well as a wastewater collection network.

The plant uses tertiary treatment to recycle part of the treated wastewater, converting it into high-quality clean water for industrial and agricultural use.

In 2011, the concession agreement was signed with the Ministry of Public Works, and operations began in 2014. The plant was later acquired by Almar Water Solutions in 2019.

Service platforms

Almar Water Services Latam (Chile y Perú):

Almar Water Servicios Latam is a platform specialized in sustainable water management solutions in Chile and Peru, with coverage across the main industrial and urban hubs in both countries. Its portfolio includes the design, construction, operation and financing of drinking water and wastewater treatment plants—both domestic and industrial—under schemes such as BOT. In addition, it provides mobile plant rental services, waste logistics, water transport, and reuse solutions.

The company works with state-of-the-art technology and a highly qualified team, adapting to the needs of multiple industrial sectors. Thanks to its innovative approach and efficient implementation capabilities, Almar Water Servicios Latam positions itself as a strategic partner for projects requiring flexible, resilient and environmentally responsible solutions.

New Ventures:

Almar devotes significant efforts to the development of new water-related technologies, such as green hydrogen projects aimed at industrial clients in logistics parks in Chile and Spain.

In addition, it actively participates in the treatment of liquid waste through its subsidiary Ecoprial, consolidating its commitment to sustainability and innovation in the environmental sector.

Ecoprial:

Ecoprial is a leading waste management company in southern Chile, based in Osorno, and a pioneer in the implementation of Waste-to-Energy solutions. Through the region's first biogas plant, it transforms organic waste into clean energy, enabling its clients—both current and new-to transition to a circular economy model based on waste valorization and environmental innovation.

Recently incorporated into Almar Water Solutions' portfolio, Ecoprial has become the Group's operational hub in southern Chile, driving sanitation, water supply and waste-to-energy valorization projects. In addition, it will play a key role in managing sludge from municipal treatment plants, transforming it into useful inputs through energy generation processes and sustainable agricultural production.



These certifications and commitments consolidate an organizational culture centered on responsibility, transparency, and commitment to sustainable development.

Current certifications:

**ISO 9001
QUALITY
MANAGEMENT**

It establishes a solid framework for continuous improvement, customer satisfaction, and process efficiency across all our services.

**ISO 14001
ENVIRONMENTAL
MANAGEMENT**

It certifies our system for identifying, controlling, and reducing the environmental impacts of our operations, promoting efficient resource use and improving environmental performance.

**ISO 27001
INFORMATION
SECURITY**

(Effective certification since January 2025)

It strengthens our data protection, confidentiality, and cybersecurity management strategy, which is critical in today's digital environment.

**ISO 45001
OCCUPATIONAL HEALTH
AND SAFETY**

It certifies the implementation of a safe and healthy workplace, based on hazard identification, risk management, and an active prevention culture.

Adopted international standards:

EQUATOR PRINCIPLES

A voluntary framework for assessing and managing social and environmental risks in financed projects. It reflects our commitment to responsibility in the structuring and execution of essential infrastructure and services projects.

SA 8000

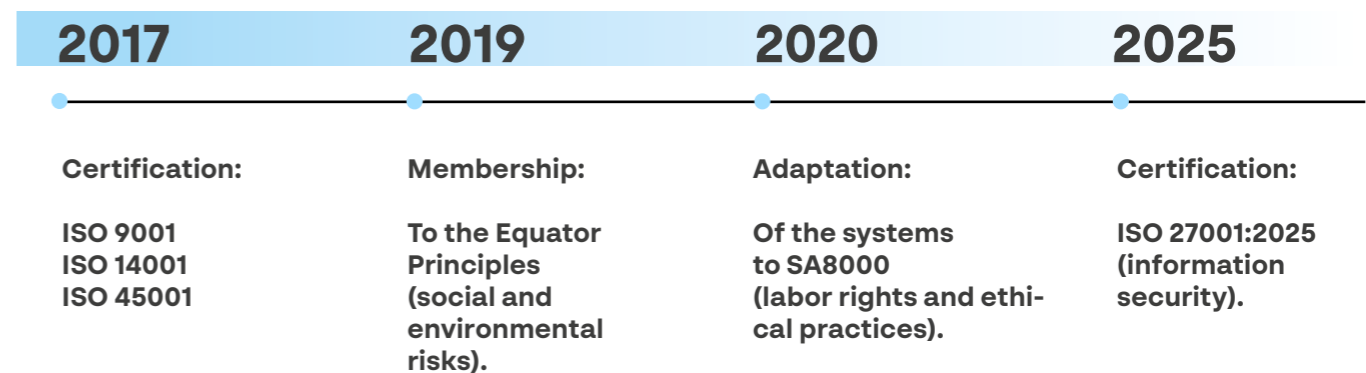
An international standard that guides our ethical practices on labor rights, working conditions, equality and non-discrimination, freedom of association, and the protection of human rights across the entire value chain.

3.4

CERTIFICATIONS

As part of Almar's commitment to sustainability, responsible management and continuous improvement, we have an integrated management system supported by certifications and adherence to internationally recognized frameworks. These standards ensure that our operations are carried out under environmental, social, ethical and governance (ESG) excellence criteria, aligned with the expectations of our stakeholders.

Our Management Systems have been audited and verified annually by the independent entity SGS, ensuring objectivity, technical rigor and regulatory compliance.



3.5

OUR COMMITMENT TO SUSTAINABILITY

Sustainability at Almar is structured around three pillar

ENVIRONMENTAL STEWARDSHIP

- Sustainable desalination, wastewater treatment, and reuse.
- Protection of ecosystems and biodiversity.
- Promotion of the circular economy in water management.

SOCIAL RESPONSIBILITY

- Safe, inclusive and diverse workplaces.
- Strengthening local communities through employment, knowledge transfer and access to water.
- Occupational health and safety as a core value.

GOVERNANCE AND ETHICS

- Integrity, transparency and accountability in every operation.
- Compliance with global standards (CSRD, GRI, UNGC).
- Codes of conduct and strict anti-corruption, anti-modern slavery and sanctions policies.

3.6

OUR CONTRIBUTION TO THE SDGs

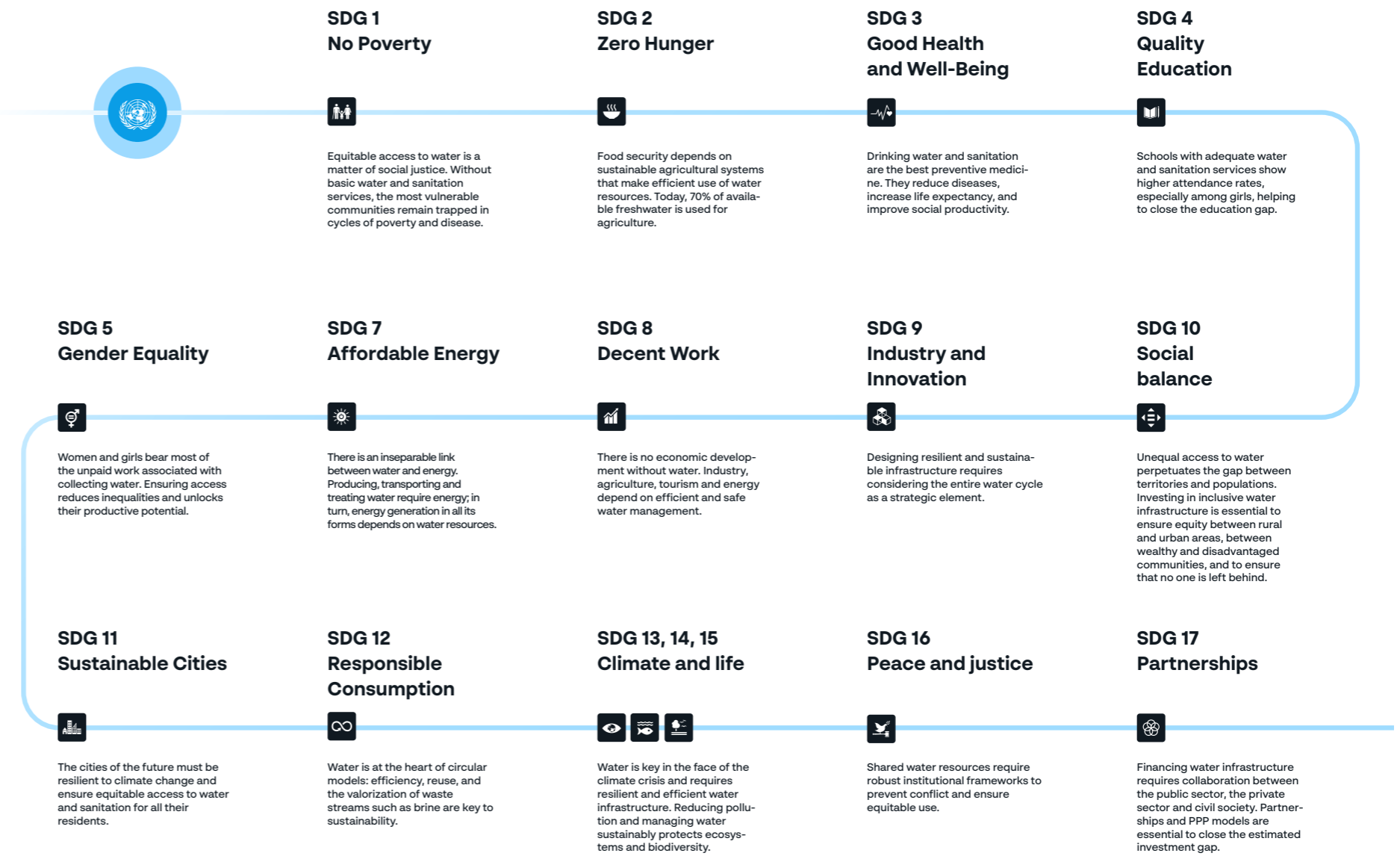
At Almar Water Solutions, we understand that water is much more than a natural resource: it is a driver of human development, a catalyst for social equity, and a structural pillar for global sustainability. Our mission is to design, develop and operate innovative and sustainable water infrastructure that ensures universal access to clean water, while addressing the most urgent challenges of our time, such as climate change, population growth and resource scarcity.

Within this framework, we reaffirm our commitment to the United Nations 2030 Agenda, and particularly to SDG 6 – Clean Water and Sanitation, which lies at the core of our activity. However, we are fully aware that SDG 6 does not operate in isolation: it is an enabling condition for the achievement of all the other Sustainable Development Goals.

Without water, there is no future. Without water, there is nothing.

This principle, which guides our strategic vision, has been widely developed in reflections published by our team in specialized articles on the SDGs. In these, we have highlighted the interdependence between water and each of the 17 goals, emphasizing how effective water management can accelerate progress across the entire 2030 Agenda.

Water, as a cross-cutting axis of sustainable development, contributes directly to the achievement of key goals.



Chapter 4

SUSTAINABILITY, GENERAL INFORMATION

A large, bold, black number '4' is positioned in the bottom right corner of the page. The background behind the number consists of overlapping light blue and white curved shapes.

4.1

GENERAL BASIS FOR THE PREPARATION OF THE SUSTAINABILITY STATEMENT

GENERAL BASIS FOR THE PREPARATION OF THE SUSTAINABILITY REPORT (BP-1)

This report reflects Almar’s sustainability performance throughout the 2024 fiscal year.

INFORMATION ON SPECIFIC CIRCUMSTANCES (BP-2)

With regard to the disclosure of specific sustainability information, ALMAR adopts the time horizons established by the ESRS, defined as follows:

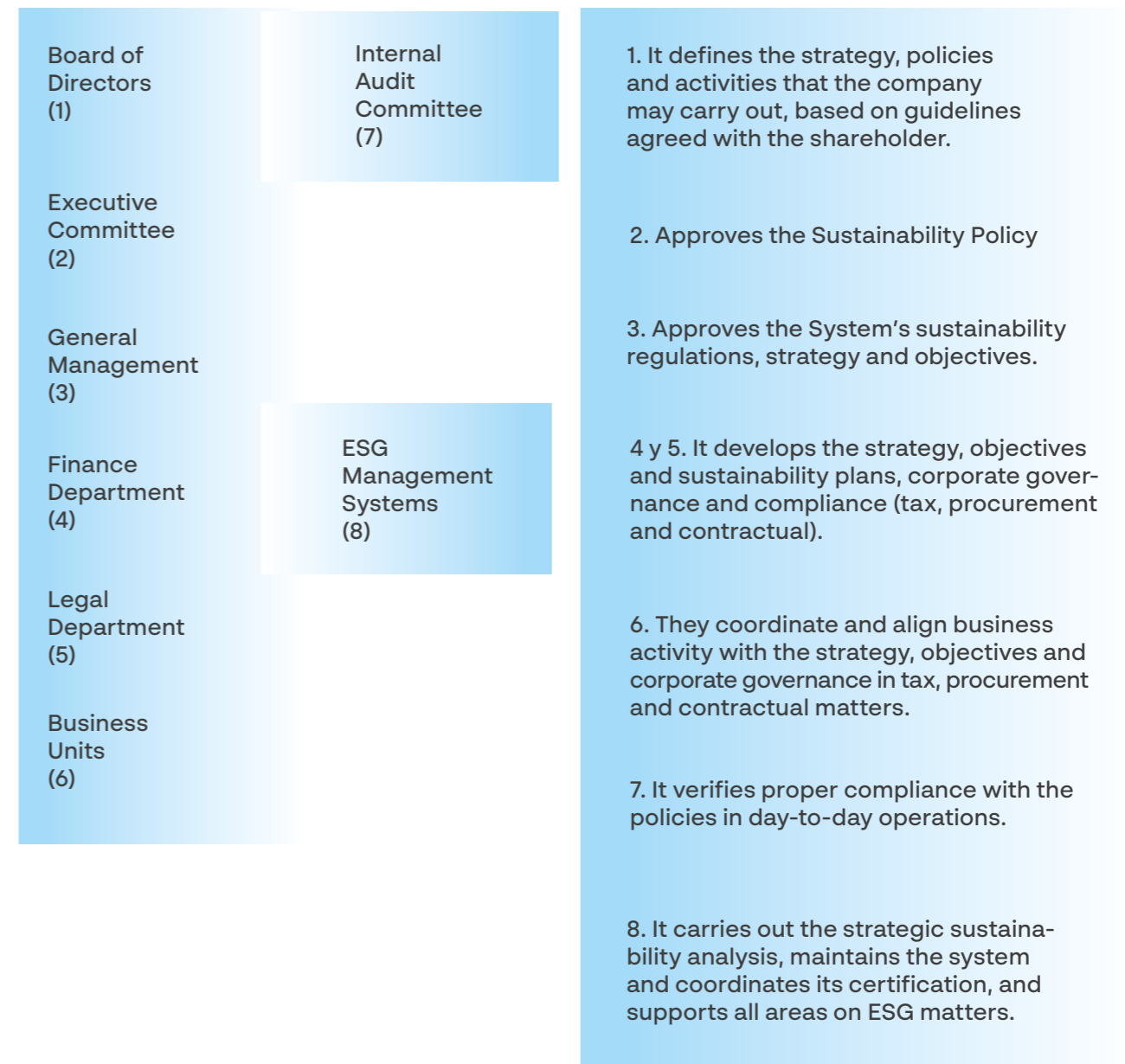
- Short term: less than one year.
- Medium term: between one and five years, based on the reference year.
- Long term: more than five years.

As this is the first year of reporting under the CSRD, ALMAR has decided to phase in certain disclosure requirements, in accordance with Appendix C of ESRS 1 of the Regulation.

4.2

GOVERNANCE

THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES (GOV-1).



Information provided to the administrative, management and supervisory bodies of the company and sustainability matters addressed by them (GOV-2)

At Almar, an annual meeting calendar has been defined to address sustainability-related matters. In addition, there are communication channels and other forums to specifically deal with the most relevant or urgent issues that may arise.

Integration of sustainability-related performance into incentive systems (GOV-3)

Currently, Almar does not include sustainability performance as part of the incentive systems for senior management. However, the organization recognizes the need to move towards greater alignment between sustainability objectives and its business strategy, and is therefore considering the inclusion of these aspects in future incentive structures.

Statement on Due Diligence (GOV-4)

We consider due diligence to be key to managing the potential risks and impacts associated with our activity across the entire value chain. In order to reflect how this approach is incorporated into our Sustainability Report, a table is included linking the key components of the due diligence process with the corresponding sections of the report.

Key elements of Due Diligence		Sections of the Sustainability Report
A. Integration of due diligence into governance, strategy and the business model	NEIS 2	Information provided to the administrative, management and supervisory bodies of the company and the sustainability matters addressed by them.
	GOV-2	
	NEIS 2	Material impacts, risks and opportunities, and their interaction with the strategy and business model.
	SMB-3	
B. Engagement with affected stakeholders at all key stages of due diligence	NEIS 2	Interests and views of stakeholders.
	SMB-2	
	NEIS 2	Description of the process to identify and assess material impacts, risks and opportunities.
	IRO-1	
	S1-2	Processes to engage own workers and workers' representatives on impacts.
	S2-2	Processes to engage value chain workers on impacts.
	S2-3	Procesos para colaborar con los colectivos afectados en materia de incidencias.
	S2-4	Processes to engage affected communities on impacts.
C. Identification and assessment of adverse impacts	NEIS 2	Description of the process to identify and assess material impacts, risks and opportunities.
	IRO-1	
	NEIS 2	Material impacts, risks and opportunities, and their interaction with the strategy and business model.
	SBM-3	

Risk management and internal controls for sustainability reporting (GOV-5)

At the end of fiscal year 2024, and in line with the CSRD implementation timeline, ALMAR is actively engaged in a process of adaptation to this new regulation. Within this context, the company has committed to carrying out an orderly and effective transition to comply with the obligations established by the directive.

As part of this commitment, a comprehensive internal strategy has been developed to conduct an in-depth review of the key elements of the sustainability reporting process. This initiative aims to identify potential risks, define control mechanisms to mitigate them, and establish a robust system for oversight and verification of the reported data.

D. Adoption of measures to address those adverse impacts	NEIS-2	Procesos para reparar las incidencias negativas y canales para que los trabajadores propios expresen sus inquietudes.
	MDR-A	
	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns.
	S1-4	Adoption of measures related to material impacts on the own workforce, approaches to mitigate material risks and leverage material opportunities related to the own workforce, and the effectiveness of such actions.
	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns.
	S2-4	Adoption of measures related to material impacts on value chain workers, approaches to manage material risks and leverage material opportunities related to value chain workers, and the effectiveness of such actions.
	S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns.
	S3-4	Adoption of measures related to material impacts on affected communities, approaches to manage material risks and leverage material opportunities related to affected communities, and the effectiveness of such actions.
	S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns.
	S4-4	Adoption of measures related to material impacts on consumers and end users, approaches to mitigate material risks and leverage material opportunities related to consumers and end users, and the effectiveness of such actions.
E. Monitoring the effectiveness of these efforts and communication	NEIS 2	Metrics related to material sustainability matters.
	MDR-M	
	NEIS 2	Monitoring the effectiveness of key policies and actions through targets.
	MDR-T	

4.3

STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Almar originated as a pure developer of large-scale water infrastructure projects. However, Almar's mission today is to become a global provider of water services.

Almar has expanded its offering to cover the entire water cycle through the development and acquisition of greenfield and brownfield projects.

Almar's competitive advantage in originating and operating these projects lies in its ability to integrate complex technological solutions that understand and meet the needs of clients ranging from municipalities to sophisticated industrial offtakers. All of this is supported by advanced project finance solutions that sustain these long-term projects.

In addition, these synergies are generated through Regional Services Platforms that operate both own assets and third-party assets, as well as through the Urban Water Services business line, committed to supplying water to end users.

**STRATEGY, BUSINESS
MODEL AND VALUE
CHAIN (SBM-1)**

Almar's vision remains to uphold its original mission of developing water infrastructure projects, while aspiring to become an integrated environmental services player in water and wastewater management. This shift expands our company's offering towards adjacent businesses that depend on water: hydrogen generation, waste management and mineral recovery.

Our Strategic Business Objectives are based on the company's growth, business diversification and a high-innovation profile, and apply to Almar's two divisions: Asset Management and Industrial Services & Technology.

These objectives include the development of additional greenfield projects, as well as organic growth through the company's geographic services platforms.

Delivering tailored solutions for our clients requires additional investment in Technology, as well as entry into markets where Almar does not currently have a direct presence, specifically North America and Europe. From an innovation perspective, Almar continues to seek synergies between its Assets and Local Platforms business model, while aiming to expand capabilities to become a benchmark player in environmental services (water, hydrogen, waste and mineral recovery).



4.4

INTERESTS AND VIEWS OF STAKEHOLDERS

INTERESTS AND VIEWS OF STAKEHOLDERS (SBM-2)

Almar carries out an annual review of its stakeholders, assessing and prioritizing each of them based on the degree of their relationship with the company and the impact they may generate. The most recent results of this analysis are presented below.

Prioritization level

Email, phone and meetings.	Shareholders
Email, phone and meetings.	Clients
Email, phone, meetings, direct and ongoing.	Employees
Email, phone and meetings.	Partners
Email, phone and meetings.	Suppliers: advisory services, systems, etc.
Official communication.	Public administration: National
Email and in-house platforms.	Suppliers: other services (travel, cleaning, etc.)
Email.	Suppliers: Office supplies
Official communication.	Public Administration: Local

● High ● Medium ● Low

Once stakeholders have been identified and prioritized, ALMAR actively considers their views, either through direct consultations or through questionnaires. In this way, their perspectives are ensured to be reflected in the determination of the most relevant topics for the organization.

4.5

DOUBLE MATERIALITY ASSESSMENT

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES, AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL (SBM-3)

Throughout fiscal year 2024, Almar carried out a double materiality assessment in order to evaluate, on the one hand, the environmental, social and governance impacts arising from its activity, and on the other, the risks and opportunities that these factors may represent for its financial and strategic performance.

DESCRIPTION OF THE PROCESS TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IRO-1)

In order to identify and assess the most relevant impacts, risks and opportunities (IROs), Almar has carried out a double materiality assessment, evaluating the relevance of each matter for stakeholders and its financial impact.

Initial identification process:

- In a first phase, a team of internal experts conducted a preliminary analysis that resulted in a detailed list of potential IROs.

This identification was based on several elements, including:

- An understanding of ALMAR's business context, business model, corporate strategy and value chain.
- The SWOT analysis and the company's risk map.
- Benchmarking.
- A review of previous results from the Management Systems.
- The topics established in the European Sustainability Reporting Standards (ESRS).

Impact materiality assessment:

In the second phase, the potential IROs were assessed from the perspective of their impacts on the company's stakeholders. Surveys were conducted with stakeholders previously identified and classified as medium or high priority. They rated each topic on a scale from 0 to 5, based on its perceived relevance.

Financial materiality assessment:

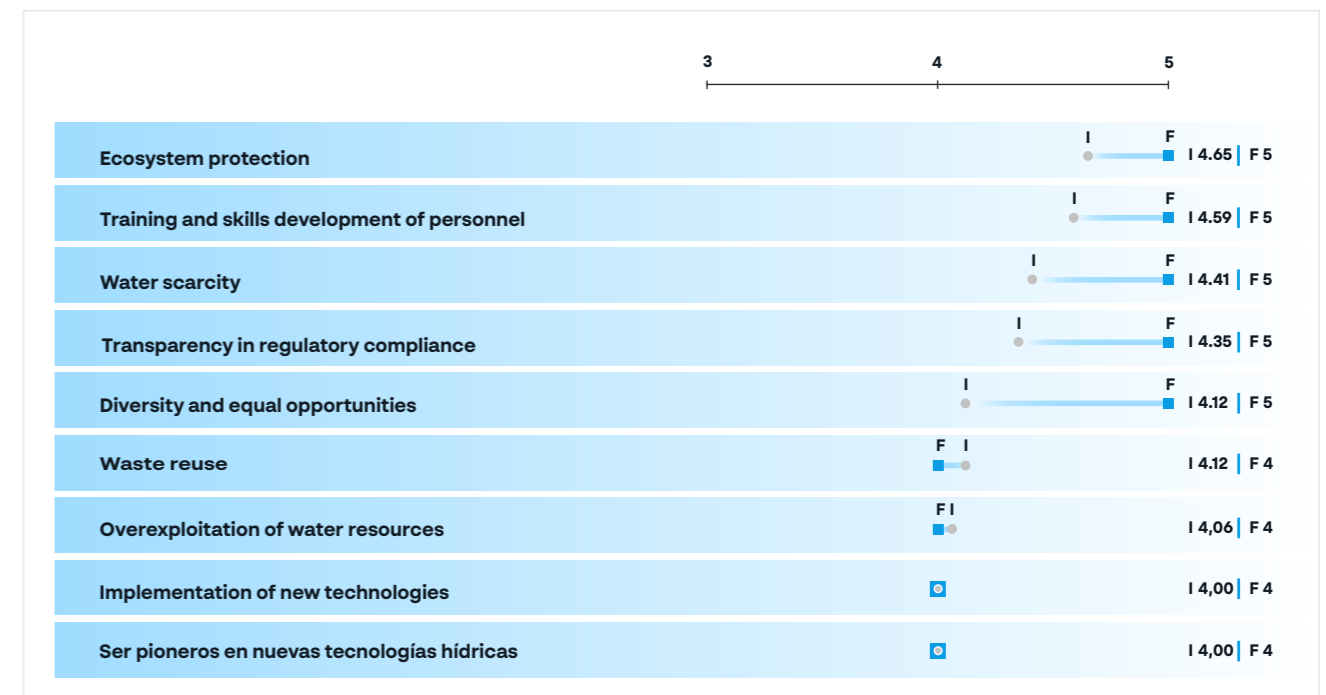
Next, the financial materiality analysis was carried out by assigning each topic a score on a scale from 0 to 5, based on the estimated level of financial impact on the organization.

Determination of materiality:

ALMAR has established a common threshold to define the materiality of the topics assessed, both from the impact and financial perspectives. This threshold has been set at a score of 4, calculated as the average of the ratings from the two materiality assessments described above.

The results are presented below:

F Financial materiality **I** Impact materiality



DISCLOSURE REQUIREMENTS SET OUT IN THE ESRS COVERED BY THE COMPANY'S SUSTAINABILITY STATEMENT (IRO-2)

In order to comply with the disclosure requirements established in the ESRS, Almar carried out a mapping exercise between its internal topics and the topics and subtopics set out in the standard. In this way, full alignment is ensured, allowing all identified IROs to be captured within the ESRS reference framework.

Although topics such as ESRS S2 Value chain workers, ESRS S3 Affected communities and ESRS S4 Consumers and end users, as well as certain subtopics of other ESRS, have not been identified as material, Almar has nevertheless chosen to include information about them.

Chapter 5

ENVIRONMENTAL MATTERS

5

5.1

CLIMATE CHANGE

GOVERNANCE

INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE INTO INCENTIVE SYSTEMS (ESRS 2 GOV-3)

At Almar, climate change-related aspects are not currently part of the criteria considered to determine the remuneration of members of the administrative bodies. The remuneration policy is based on other strategic and operational factors, and climate matters do not have a direct impact on the structure or level of such compensation.

STRATEGY

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION (E1-1)

Almar sets out the foundations of its environmental management through a Management System audited and certified under ISO 14001. This entire system is designed to identify, control and minimize the environmental impacts arising from its operations, promoting efficient use of resources and continuous improvement of the organization's environmental performance. One of the System's objectives is to align ALMAR's companies and projects with its environmental management foundations.

IMATERIAL IMPACTS, RISKS AND OPPORTUNITIES, AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL (ESRS 2 SBM-3)

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES (ESRS 2 IRO-1)

In the double materiality assessment described above, **climate change-related** matters and the most relevant risks, impacts and opportunities for the company's activity have been identified.

The impacts, risks and opportunities identified arise directly from Almar's business model and from recognizing climate urgency as a central element for the organization's sustainability.

	IROs	Description	Policies/Actions
Opportunity	Water scarcity	Climate change may reduce aquifer recharge and river flows, affecting water supply and creating pressure on ecosystems.	Almar monitors the market and develops business plans considering increasing water scarcity.

POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION (E1-2)

Almar continuously monitors market developments and prepares its business plans considering the increasing scarcity of water as one of the main challenges arising from climate change. Aware that the availability of this resource is essential for life, communities and economic development, the company incorporates into its planning a preventive and strategic vision aimed at ensuring water security and providing sustainable solutions that mitigate environmental impacts and strengthen resilience in future scenarios.

In this regard, Almar carries out responsible planning of its human, technical and financial resources, ensuring it has the necessary capacity to respond effectively

to the environmental and social challenges of an increasingly complex environment. Likewise, it maintains active market surveillance, analyzing trends, risks and opportunities in water management, which enables it to adjust its plans and make informed decisions that promote efficient and sustainable use of natural resources.

In this way, the organization not only ensures sustained growth, but also reinforces its commitment to environmental protection, driving innovative solutions that help mitigate the effects of water scarcity, support climate change adaptation, and generate added value both for its clients and for society as a whole.

In line with this vision, Almar Water Solutions has a Quality, Environment and Occupational Risk Prevention Policy, which sets out the principles and commitments that guide the organization's activity in

relation to environmental protection and the fight against climate change. This document, publicly available on Almar's corporate website, includes, among others, the following priority commitments:

- Prevent pollution and protect the environment in the development of all our activities, through the responsible use of resources and the application of the best available technologies in each case.
- Integrate quality, environmental management, occupational risk prevention, and consideration of social impact transversally across all levels of the organization and in every process we carry out.
- Promote continuous improvement in the environmental performance of our operations, establishing sustainable management objectives and actively working towards their achievement.

ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICIES (E1-3)

During fiscal year 2024, Almar carried out a series of actions related to climate change mitigation and adaptation.



CLIMATE CHANGE ADAPTATION ACTIONS:

Climate change adaptation at Almar focuses on responding to increasing water scarcity, one of the main global impacts of climate change. For the company, this situation represents a strategic opportunity, as it increases demand for innovative water management and treatment infrastructure and solutions. Almar incorporates a preventive, long-term approach into its business planning, enabling it to anticipate these scenarios, optimize its resources and strengthen its operational capacity. In this way, the organization contributes to the resilience of communities and productive sectors in the face of climate change.



CLIMATE CHANGE MITIGATION ACTIONS:

Almar contributes to climate change mitigation through the implementation and certification of its Environmental Management System in accordance with ISO 14001. This certification ensures that the organization systematically identifies, controls and reduces the environmental impacts arising from its activity, including efficient resource management, reduced energy consumption, pollution prevention and the reduction of greenhouse gas emissions. In this way, Almar not only reinforces its commitment to sustainability and environmental protection, but also supports the transition towards a low-carbon economy, actively contributing to global climate change mitigation efforts.

METRICS

TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION (E1-4)

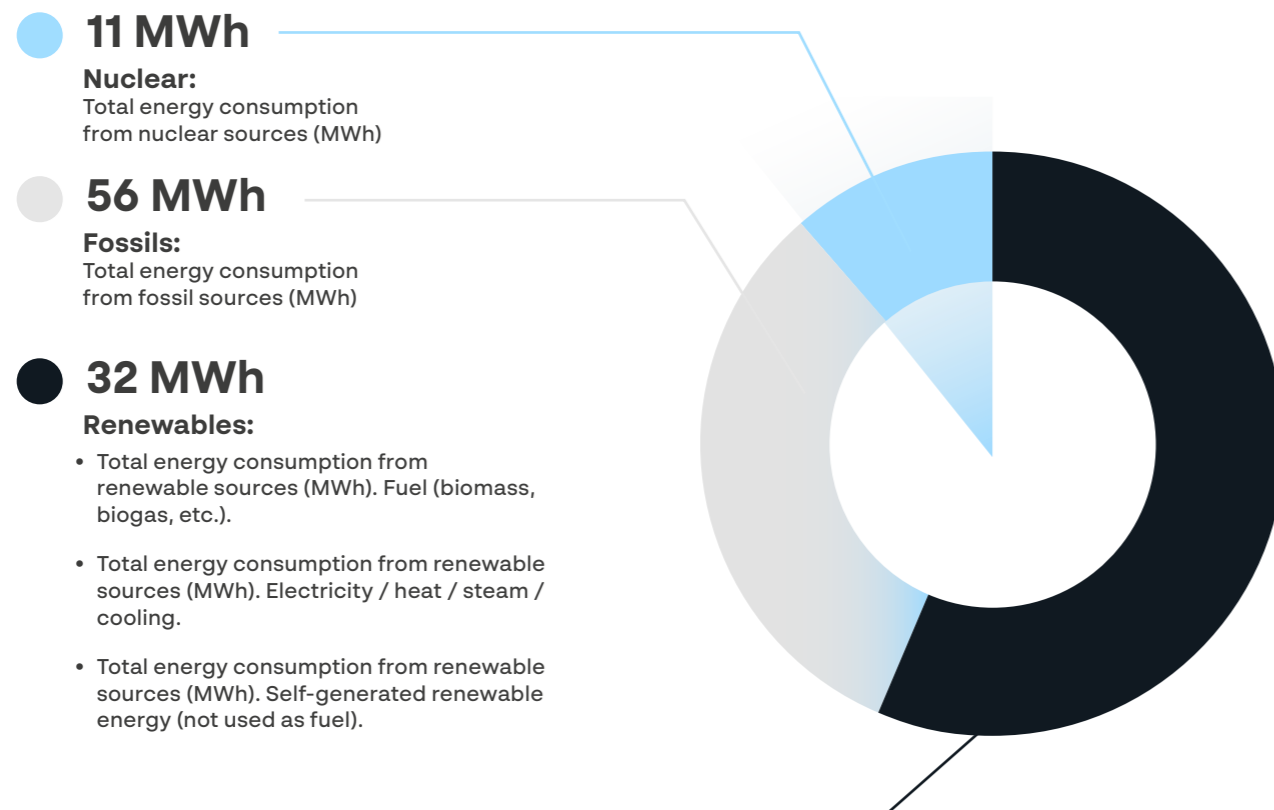
To date, Almar has not established specific targets for climate change mitigation or adaptation using a base year reference. The organization does not yet have formal objectives with quantitative indicators or defined timelines, mainly due to the short duration of its business projects, as well as its minority ownership in some of them. However, it recognizes the importance of making progress in this area. Although an implementation timeline has not yet been determined, Almar states its commitment to develop such targets in the future as part of its sustainability and climate management strategy.

ENERGY CONSUMPTION AND MIX (E1-5)

Below is Almar's total energy consumption, broken down by source, which makes it possible to identify the share of each type of energy used and its contribution to overall consumption.

2024 CONSUMPTION

MWh



GROSS SCOPE 1, 2 AND 3 GHG EMISSIONS AND TOTAL GHG EMISSIONS (E1-6)

Below is the information on Almar's total Scope 1 and Scope 2 greenhouse gas (GHG) emissions, generated directly by the organization's operations. At this time, Scope 3 emissions have not yet been quantified.

2024 GHG EMISSIONS

Tonnes of CO₂ equivalent (tCO₂e)



Scope 1 GHG

0
tCO₂e

Scope 2 GHG

8.53
tCO₂e

TOTAL GHG

8.53
tCO₂e

Emissions from regulated emissions trading schemes:

Scope 1 GHG

Gross emissions

0%
tCO₂e

Scope 2 GHG

Gross emissions

100%
tCO₂e

TOTAL GHG

Gross emissions

424,962.36
tCO₂e

GHG EMISSIONS CALCULATION METHODOLOGY:

Due to the nature of Almar's business, Scope 1 GHG emissions have been considered very low; therefore, in this first report their measurement will not be carried out.

Scope 2 GHG data have been calculated taking into account the energy consumption of the plants and the energy supply sources in each country. Once energy consumption has been obtained, tonnes of CO₂ equivalent are calculated using a conversion factor.

GHG REMOVALS AND GHG MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS (E1-7)

At Almar, GHG emissions are not considered to be significant; for this reason, no gas removal actions or GHG mitigation projects financed through carbon credits have been developed.

INTERNAL CARBON PRICING SYSTEM (E1-8)

Currently, Almar does not have an internal carbon pricing system, and therefore the disclosure of additional information related to this requirement is not applicable.

ANTICIPATED FINANCIAL EFFECTS OF MATERIAL PHYSICAL AND TRANSITION RISKS AND POTENTIAL CLIMATE-RELATED OPPORTUNITIES (E1-9)

This year, Almar will not include figures related to the potential financial impacts of climate change, as this is not mandatory in the first reporting year in accordance with Appendix C of ESRS 1. Likewise, during the first three years, the organization may limit its reporting to qualitative information, without detailing the effects or the calculations used.



5.2

POLLUTION

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES (ESRS 2 IRO-1)

In Almar’s double materiality assessment, material aspects related to pollution were identified, as well as the most relevant impacts, risks and opportunities for the

company’s activity. The methodology used for this identification is set out under ESRS 2 disclosure requirement IRO-1, which details the procedure followed.

The main impacts, risks and opportunities that the organization has identified for each material topic related to pollution are presented below:

	IROs	Description	Policies/Actions
Opportunity	Policies/Actions	Implementation of advanced filtration technologies to prevent pollution.	Almar monitors emerging technologies and assesses their potential incorporation into its solutions portfolio.

POLICIES RELATED TO POLLUTION (E2-1)

With regard to pollution-related actions, Almar continuously monitors the emergence of new technologies and assesses their potential incorporation into its solutions portfolio, with the aim of strengthening pollution prevention and promoting more sustainable practices in its activities and services.

As part of its sustainability commitments, Almar develops various actions aimed at preventing pollution and protecting the environment. One of the most relevant is the implementation of an Environmental Management System certified under ISO 14001, which provides a robust structure to identify, assess and control the environmental impacts arising from its operations. This system enables the organization to establish internal procedures for the efficient use of resources, the reduction of emissions and the continuous improvement of its environmental performance, ensuring compliance with legal requirements and acting in line with internationally recognized environmental standards.

ACTIONS AND RESOURCES RELATED TO POLLUTION PREVENTION (E2-2)

In addition, Almar promotes the implementation of advanced filtration technologies in the development of its projects, conceived as a strategic opportunity to minimize pollution risks associated with water management and treatment. These innovative solutions not only enhance process efficiency, but are also incorporated into the environmental impact studies accompanying each project, ensuring that technical feasibility goes hand in hand with sustainability and the protection of the natural environment.

With this comprehensive approach, the company not only consolidates its leadership in the water sector, but also actively contributes to pollution prevention, reinforcing its commitment to mitigating the effects of climate change and to achieving the Sustainable Development Goals, particularly those related to climate action and sustainable water management.

TARGETS RELATED TO POLLUTION (E2-3)

At present, Almar has not defined specific targets related to pollution. However, the organization remains committed to periodically assessing this matter and reserves the possibility of setting specific goals in the future, depending on the evolution of its operations, the regulatory context and the availability of new technologies that contribute to pollution prevention.

METRICS RELATED TO AIR, WATER AND SOIL POLLUTION (E2-4)

In the double materiality assessment, only one specific subtopic within ESRS E2 has been identified as material, while the remaining aspects were not considered relevant.

At present, Almar does not have consolidated quantitative metrics on air, water and soil

pollution arising from its activities, beyond those related to waste whose collection and disposal are subject to special requirements to prevent infections; sludge from on-site effluent treatment is considered such waste (2,902,173.04 t).

However, the organization is committed to advancing in the design of a monitoring and measurement methodology that will allow it to have verifiable metrics in future reporting periods. In this way, greater traceability and transparency will be ensured regarding potential impacts on the environment.

ANTICIPATED FINANCIAL EFFECTS OF MATERIAL POLLUTION-RELATED RISKS AND OPPORTUNITIES (E2-6)

In accordance with Appendix C of ESRS 1, Almar will not include figures in the current reporting period related to the potential financial impacts of climate change, as their inclusion is not mandatory during the first year of application. Likewise, during the first three reporting periods, the organization may limit its reporting to qualitative information, without detailing the specific effects or the calculations performed.

5.3

WATER RESOURCES

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES RELATED TO WATER MANAGEMENT (ESRS 2 IRO-1). POLICIES RELATED TO WATER MANAGEMENT (E3-1). ACTIONS AND RESOURCES RELATED TO WATER MANAGEMENT (E3-2)

The main impacts, risks and opportunities that the organization has identified for each material topic related to water and marine resources are set out below:

	IROs	Description	Policies/Actions
Risk	Overexploitation of water resources.	The overexploitation of water sources may affect the availability of freshwater.	Almar Water has a broad portfolio of solutions that enables it to continue developing its business activities even if freshwater availability is reduced or disappears, as it can treat wastewater effluents or contaminated water.

WATER MANAGEMENT TARGETS (E3-3)

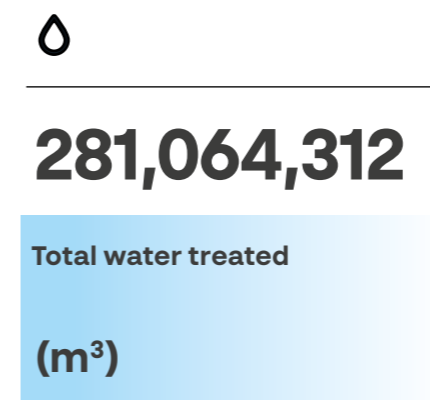
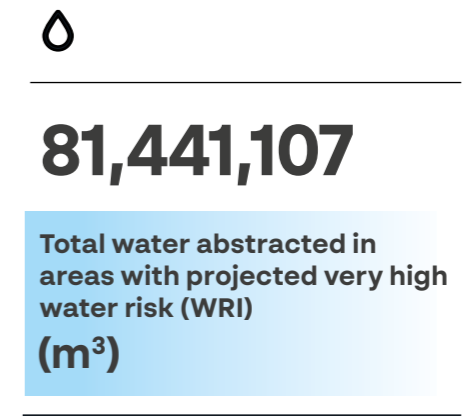
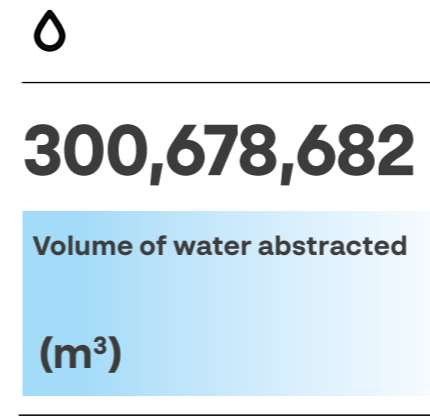
At present, Almar has not established specific targets related to water management. However, the organization remains committed to sustainable water management and is considering incorporating specific targets in future reporting periods, aimed at strengthening efficiency, quality and safety in the management processes it carries out.

METRICS RELATED TO WATER CONSUMPTION AND USE (E3-4)

Almar’s activity does not involve direct water consumption, as its role focuses on managing water resources rather than using water internally. For this reason, the organization does not have its own metrics associated with water consumption.

However, as this aspect has been identified as relevant in the materiality assessment, Almar commits to working

on the development of indicators that appropriately reflect its role in managing and optimizing the resource, prioritizing those that provide information on efficiency, quality and sustainability in water management processes.



ANTICIPATED FINANCIAL EFFECTS OF MATERIAL WATER- AND MARINE RESOURCES-RELATED RISKS AND OPPORTUNITIES (E3-5)

Almar is applying the transitional provision for the phased-in disclosure requirements.

5.4

BIODIVERSITY AND ECOSYSTEMS

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES RELATED TO BIODIVERSITY AND ECOSYSTEMS (ESRS 2 IRO-1)

In Almar’s double materiality assessment, certain aspects related to biodiversity and ecosystems were identified as material, together with the most relevant impacts, risks and opportunities (IROs) for the company’s activity.

The methodology applied in this identification process is described under ESRS 2 disclosure requirement IRO-1, which details the procedure followed.

The main impacts, risks and opportunities that the organization has identified in relation to each material topic associated with biodiversity and ecosystems are presented below:

IROs	Description	Affected companies	Policies/Actions
Risk Protection of ecosystems	The alteration of aquatic ecosystems due to water abstraction and inadequately treated discharges	All subsidiaries	Thanks to Almar’s solutions portfolio, the company has sufficient technologies and know-how to address potential ecosystem alterations

POLICIES RELATED TO BIODIVERSITY AND ECOSYSTEMS (E4-2). ACTIONS AND RESOURCES RELATED TO BIODIVERSITY AND ECOSYSTEMS (E4-3)

Almar maintains a firm commitment to the protection and conservation of biodiversity and ecosystems in the environments where it operates. This commitment is reflected in the integration of environmental criteria into the provision of its services, prioritizing impact prevention and the promotion of solutions that support the preservation of natural resources.

Thanks to its solutions portfolio, Almar has sufficient technologies and know-how to address potential ecosystem alterations. Key actions include the application of impact assessment methodologies and the design of corrective measures tailored to each project. To this end, the organization has specialized technical and human resources, ensuring an appropriate and effective response in each context.

TARGETS RELATED TO BIODIVERSITY AND ECOSYSTEMS (E4-4)

At present, Almar has not established specific targets related to biodiversity and ecosystems; however, it remains committed to periodically assessing this matter and is considering defining specific targets in future reporting periods, especially with regard to the application of technologies and solutions that contribute to the protection and improvement of the ecosystems in which it operates.

IMPACT METRICS RELATED TO CHANGES IN BIODIVERSITY AND ECOSYSTEMS (E4-5)

Currently, Almar does not have a specific system to monitor biodiversity and ecosystem indicators associated with its operations. This limitation is due to the company being in an early stage of implementing its sustainability strategy, and to date it has prioritized compliance with legal requirements regarding discharges and environmental management.

Nevertheless, the organization recognizes the importance of systematically assessing biodiversity impacts and commits to progressing towards monitoring aligned with ESRS E4-5, gradually integrating it into its environmental management system.

ANTICIPATED FINANCIAL EFFECTS OF MATERIAL BIODIVERSITY- AND ECOSYSTEM-RELATED RISKS AND OPPORTUNITIES (E4-6)

Almar is applying the transitional provision for the phased-in disclosure requirements.

5.5

RESOURCE USE AND CIRCULAR ECONOMY

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (ESRS 2 IRO-1)

In Almar’s double materiality assessment, certain aspects related to resource use and the circular economy were identified as material, together with the most relevant impacts, risks and opportunities (IROs) for the company’s activity. The methodology used for this identification is set out under ESRS 2 disclosure requirement IRO-1, which details the procedure followed to ensure a thorough, transparent and reference-standard-aligned analysis.

POLICIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (E5-1). ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (E5-2)

Almar has identified the presence of valuable elements in brines that are not currently being recovered and, in response, is considering including recovery technologies in its portfolio to enable their valorization. This line of action helps transform waste into a resource, supporting more efficient management and progress towards a circular economy model.

TARGETS RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (E5-3)

At present, Almar has not defined specific targets related to resource use or the application of circular economy principles. However, the company remains committed to continuous environmental improvement and will consider incorporating such targets into future management strategies, depending on the evolution of its activities and the development of new technologies that support the transition towards a circular model.

	IROs	Description	Políticas/Acciones
Opportunity	Waste reuse	Valuable elements in brines are currently not being recovered.	Almar considers including technologies in its portfolio to recover valuable elements from brine.



Chapter 6

SOCIAL AND EMPLOYEE MATTERS

6

6.1

OWN WORKFORCE

STRATEGY

INTERESTS AND VIEWS OF STAKEHOLDERS (ESRS 2 SBM-2)

In 2024, Almar Water had 62 employees (1,419 across the Group as a whole), all of whom were salaried workers with a direct employment relationship with the company, either through permanent contracts or, depending on workload, through temporary contracts.

This reflects Almar’s preference for direct hiring rather than relying on non-salaried workers (for example, workers supplied by external temporary employment agencies or under self-employed arrangements). Consequently, all workforce information presented in this section refers exclusively to Almar’s own salaried employees.

The organization ensures that the interests and views of its workforce are considered in business-related decision-making, such as defining improvements in working conditions or designing internal policies for talent management and the working environment.

To this end, various communication and participation mechanisms are in place, including the corporate website, notice boards at the workplace, information circulars, one-to-one interviews and corporate email, among others.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES, AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL (ESRS 2 SBM-3)

Within the framework of Almar’s double materiality assessment, matters related to the own workforce were identified as material, together with the most relevant impacts, risks and opportunities associated with this topic.

All identified IROs arise directly from Almar’s business model and from the explicit recognition that its own workforce constitutes the organization’s main asset.

Almar integrates key elements into its human resources management model, such as:

- Well-being, health and safety at work.
- Diversity, equity and inclusion.
- Protection of human and labour rights.
- Protection of personal data.
- Training and professional development.

and that a responsible, safe and inclusive working environment is maintained.

The impacts, risks and opportunities associated with each material topic related to ALMAR’s own workforce are presented below:

In this way, Almar ensures that its workforce is considered in strategic decision-making

	IROs	Description	Policies/Actions
Risk	Training and skills development of employees	Need for continuous learning for employees in new technologies and regulations.	Training plan tailored to the organization’s workforce.
Opportunity	Diversity and equal opportunities	Strengthen internal cohesion and talent retention through tracking diversity and equality metrics and promoting an inclusive and equitable work environment.	<ul style="list-style-type: none"> • Tracking diversity and equality metrics and promoting an inclusive and equitable work environment. • HR Policy (GMS) • Equality Plan • KAIZEN values trainin

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

POLICIES RELATED TO THE OWN WORKFORCE (S1-1)

The main policies that frame the management of the own workforce are:



HR Policy:

It defines the general guidelines for workforce management, including planning recruitment needs, promoting internal talent and retaining professionals. It establishes the principles of a fair, safe and stable employment relationship, prioritizing direct hiring over other arrangements.



Equality Plan:

With the aim of reinforcing equity and in compliance with applicable equality legislation, Almar is currently developing and implementing an Equality Plan. This plan ensures equal treatment and equal opportunities between women and men across all selection, promotion and professional development processes. It also includes specific measures to prevent discrimination, support work-life balance, and help reduce the gender pay gap.



Training and professional development plan:

Training is understood as a strategic pillar for the organization's growth. The training and professional development plan ensures continuous learning for the entire workforce, with particular focus on adapting to new technologies and regulatory changes affecting the sector. The annual training plan is designed in line with the needs of each business area and with the company's strategic objectives. It also includes corporate values training and continuous improvement methodologies, such as KAIZEN values training, which strengthens employees' commitment to efficiency, innovation and ongoing improvement.

PROCESSES TO ENGAGE OWN WORKERS AND WORKERS' REPRESENTATIVES ON IMPACTS (S1-2)

In order to maintain a close and collaborative relationship with its salaried workforce, Almar has various communication channels that enable the company to gain a broad and in-depth view of employees' needs, expectations and interests. This engagement forms the basis for decision-making and for implementing actions aimed at managing impacts on the own workforce, ensuring that employees' voices are integrated into company management.

The main engagement channels with Almar's salaried workforce include:

- Participatory leadership, fostering a direct relationship between management and employees (reinforced through events such as Strategic Workshops).
- Continuous improvement processes in which the workforce is involved.
- Training and professional development, promoting learning and individual growth.
- The works council, as a representative body for social dialogue and collective bargaining.

PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKERS TO RAISE CONCERNS (S1-3)

Almar has internal communication channels designed to capture employees' interests and perspectives, as well as to facilitate collaboration on positive matters or the resolution of incidents. These mechanisms, used for both purposes, are

designed to ensure that any opinion, suggestion or incident report is addressed appropriately and effectively.



Whistleblowing channel:

Almar's internal reporting system or whistleblowing channel allows reports to be made confidentially, directly and anonymously. Through this channel, both people within the organization and other stakeholders can report potential misconduct or any act contrary to the law, internal policies or the company's ethical values. Reports can be submitted through different means and, in all cases, confidentiality is ensured for the reporting person's identity and any third party mentioned, as well as the protection of personal data. The system is designed to prevent access by unauthorized personnel and to ensure the diligent and secure handling of each report received. In addition, an external provider anonymizes and categorizes reports so that they are never exposed, protecting the identity of the employee submitting them.

ADOPTION OF MEASURES RELATED TO MATERIAL IMPACTS ON THE OWN WORKFORCE, APPROACHES TO MITIGATE MATERIAL RISKS AND LEVERAGE MATERIAL OPPORTUNITIES RELATED TO THE OWN WORKFORCE, AND THE EFFECTIVENESS OF SUCH ACTIONS (S1-4)

During fiscal year 2024, Almar implemented various actions aimed at preventing negative impacts and risks, as well as enhancing positive impacts and seizing opportunities related to its own workforce.

Through these initiatives, the company seeks to comply with applicable labour legislation and, at the same time, generate a positive impact on the people who are part of the organization. Within this framework, access to decent working conditions, fair and equitable remuneration, equal opportunities and non-discrimination is ensured, while also promoting employees' physical and mental health.

In line with this commitment, Almar focuses its management on the following key areas: workers' well-being, training and professional development, health and safety at work, data protection and privacy, and the promotion of inclusive talent and personal development.

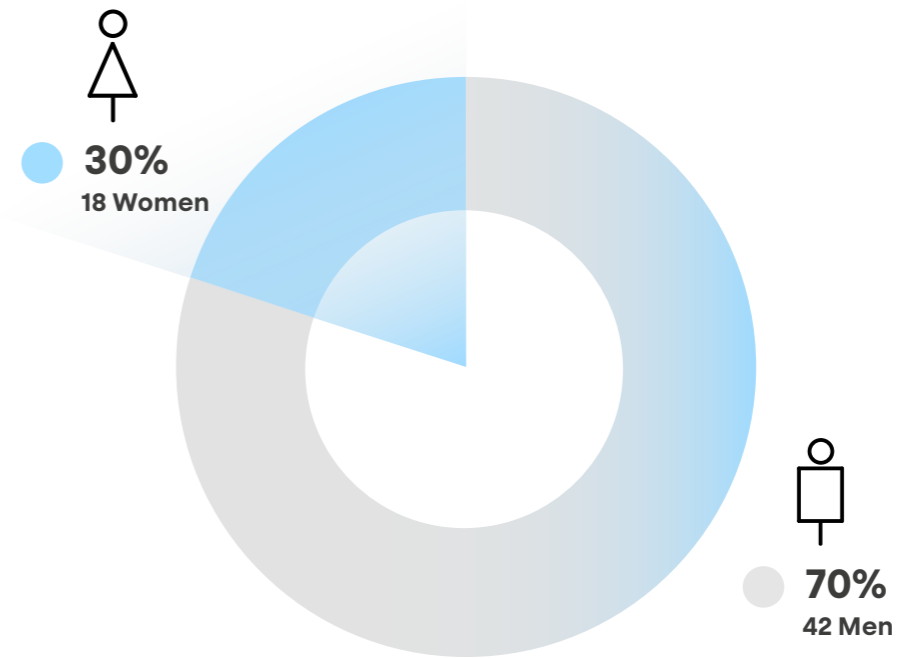
TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ENHANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES (S1-5)

Almar has not yet defined targets associated with the objectives of its policies in relation to a base year, nor does it have quantitative performance indicators or a specific timeframe for their achievement. Likewise, no specific timeline has yet been established for their definition; however, the organization states its intention to set such targets and metrics in the future, in line with the consolidation of its sustainability strategy.

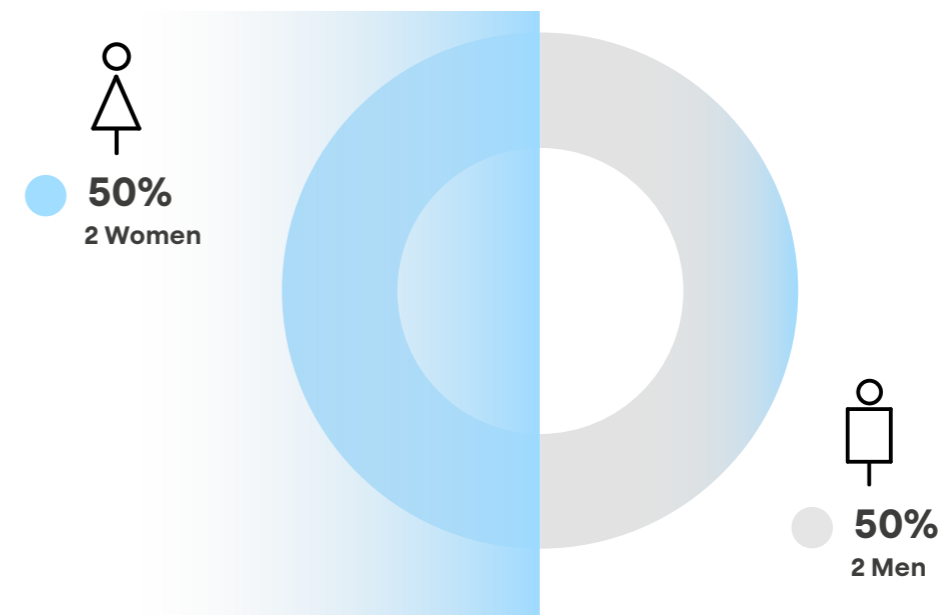
CHARACTERISTICS OF THE COMPANY'S EMPLOYEES (S1-6)

Key characteristics of ALMAR WATER SOLUTIONS' own salaried workforce:

SALARIED EMPLOYEES 2024



DEPARTURES 2024



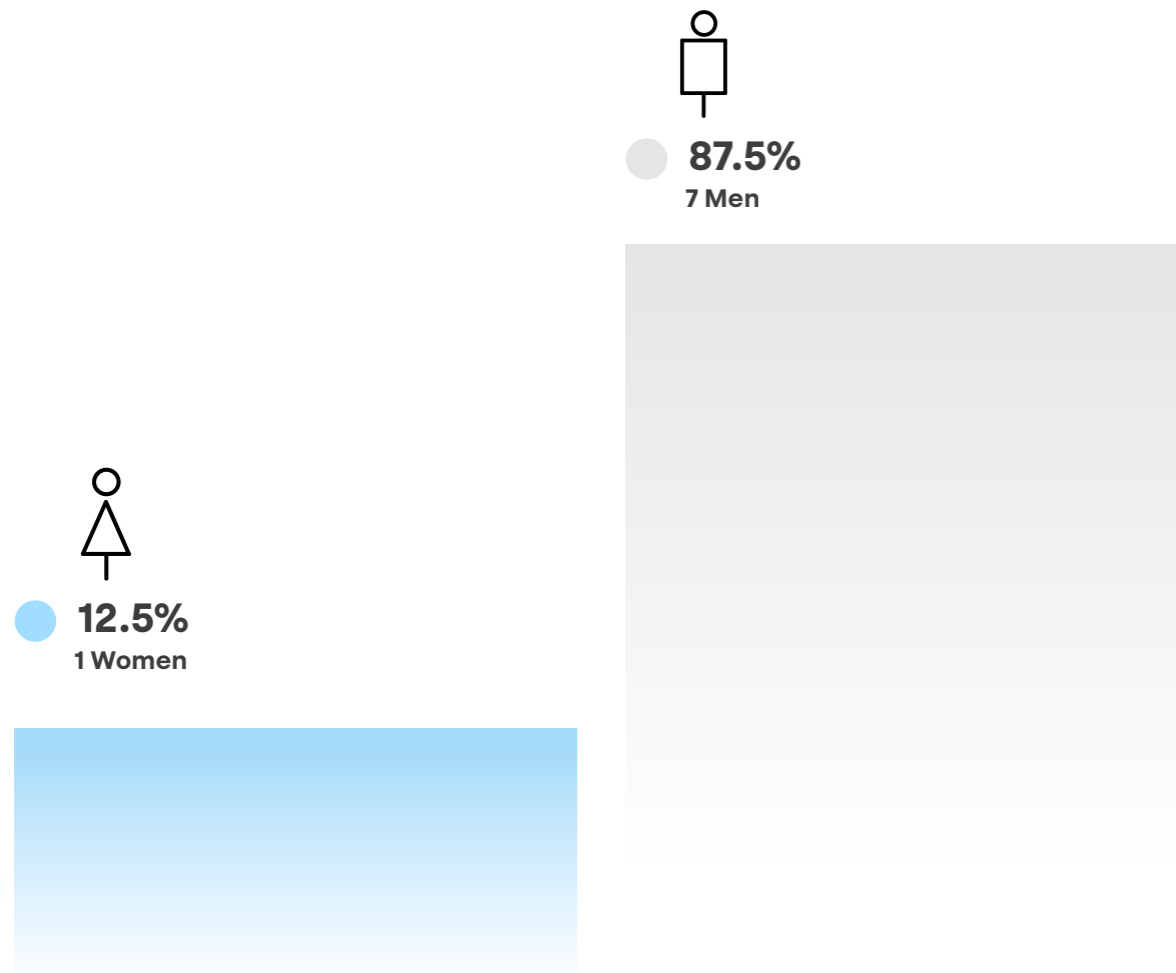
CHARACTERISTICS OF NON-SALARIED WORKERS IN THE COMPANY'S OWN WORKFORCE (S1-7)

At Almar, the entire own workforce has a salaried employment relationship. There are no non-salaried workers within the company's direct workforce.

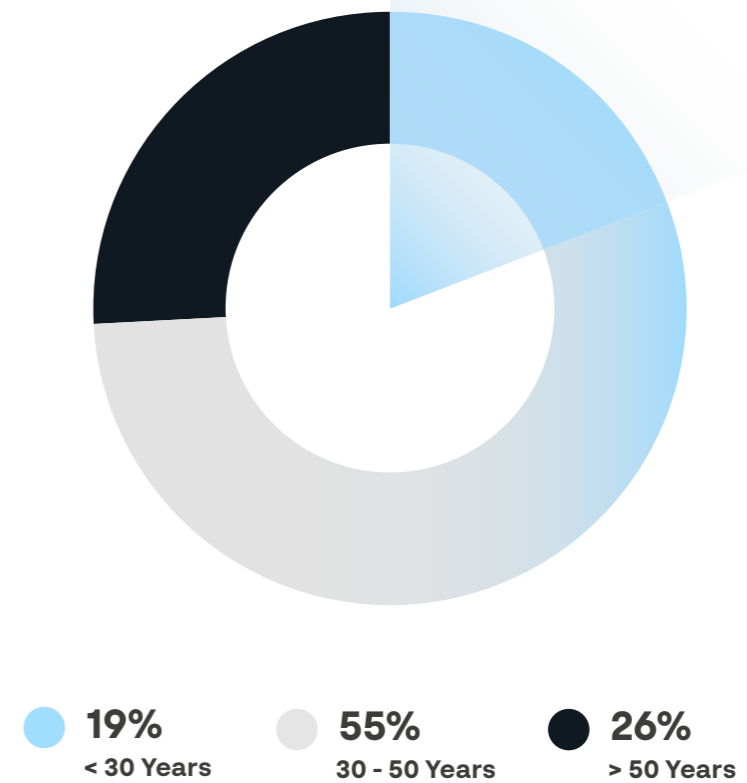
COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE (S1-8)

00% of ALMAR's workers are covered by the Collective Agreement for Offices and Desks of the Autonomous Community of Madrid, which constitutes the collective bargaining agreement.

**DIVERSITY METRICS (S1-9)
DIVERSITY METRICS IN SENIOR MANAGEMENT**



DIVERSITY METRICS BY AGE GROUP



ADEQUATE WAGES (S1-10)

Almar is committed to ensuring that its employees receive adequate remuneration, safeguarding the quality of life of workers and their families, as well as the company's external competitiveness.

In this regard, all of Almar's permanent employees receive a salary above the level established in the applicable collective agreement. In addition, there were no temporary workers during 2024.

SOCIAL PROTECTION (S1-11)

00% of ALMAR's employees are covered by public social protection systems, which provide income security in the event of significant life circumstances, such as illness, unemployment, workplace accidents, acquired disability, parental leave or retirement. This coverage applies from the start of the employment relationship, fully in line with applicable Spanish legislation.

PERSONS WITH DISABILITIES (S1-12)

	Total	Men	Women
% of employees with disabilities out of total employees	1.67%	0	1
In percentage			100%

TRAINING AND CAPACITY-BUILDING PARAMETERS (S1-13)

In line with its commitment to the development of its own workforce, Almar provides ongoing training to its employees, with the aim of strengthening their professional skills and competencies. This training is a strategic pillar to ensure the workforce adapts to business needs and to support

employees' personal and professional growth.

Below is the information on the training programmes and professional performance initiatives implemented by Almar for its own workforce:

	Total	Men	Women
Average number of training hours	21.60	20.09	20.09

HEALTH PARAMETERS (S1-14)

% of employees covered by the occupational health and safety management system:



100%

Work-related fatalities due to injuries and ill health:



0

Nº of occupational accidents:



0

Cases of work-related ill health:



0

Days lost by employees due to work-related injuries resulting from occupational accidents:



0

**PAY PARAMETERS: GENDER PAY GAP AND
TOTAL REMUNERATION
(S1-16)**



This value indicates that the organisation maintains a moderate pay differential between the highest salary and the workforce as a whole.

A value of 2.63 suggests a relatively balanced and controlled remuneration structure and is viewed positively in terms of internal equity, as the remuneration of the highest-paid individual does not show an excessive distance from the majority of the workforce.

INCIDENTS, COMPLAINTS AND SEVERE IMPACTS RELATED TO HUMAN RIGHTS (S1-17)

Total number of discrimination cases (including harassment):	0	Number of complaints:	0
Total amount of fines and penalties:	0€		

6.2

VALUE CHAIN WORKERS

INTERESES Y OPINIONES DE LAS PARTES INTERESADAS (NEIS 2 SBM-2)

As part of the double materiality assessment process, Almar also considered the perspective of value chain workers in order to identify the interests and concerns that may influence the company's activity.

Through engagement with different external stakeholders, a broader view was obtained of the potential impacts, risks and opportunities linked to this topic, ensuring that the value chain perspective is integrated into the sustainability strategy and into business decision-making.

IMATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL (NEIS 2 SBM-3)

POLICIES RELATED TO VALUE CHAIN WORKERS (S2-1)

The double materiality assessment carried out by Almar included a review of potential impacts, risks and opportunities related

to value chain workers. Following this process, it was concluded that this aspect is not currently considered material, as no significant impacts or risks or opportunities have been identified that materially influence the organisation's corporate strategy or business model.

PROCESSES TO ENGAGE WITH VALUE CHAIN WORKERS ON INCIDENTS (S2-2)

PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS (S2-3)

Almar maintains an active willingness to engage in dialogue with its value chain workers and makes a whistleblowing channel available to them as a communication mechanism. This channel allows incidents, concerns or potential impacts related to the performance of the activity to be reported.

Through this system, the company ensures that communications received are addressed and that, where appropriate, measures are adopted to remedy the identified impacts and to promote continuous

improvement in the relationship with the value chain.

ADOPTION OF MEASURES RELATED TO MATERIAL IMPACTS ON VALUE CHAIN WORKERS, APPROACHES TO MANAGE MATERIAL RISKS AND TO SEIZE MATERIAL OPPORTUNITIES RELATED TO VALUE CHAIN WORKERS, AND THE EFFECTIVENESS OF THOSE ACTIONS (S2-4)

With the aim of preventing and facilitating the detection of potential negative impacts on value chain workers, Almar promotes among its suppliers knowledge of and compliance with its Code of Conduct. Likewise, the company makes available to both its own workforce and value chain workers a Whistleblowing Channel, designed as a confidential mechanism that allows communications to be made anonymously and without traceability, ensuring at all times users' privacy and the appropriate management of reported incidents.

METRICS AND TARGETS

TARGETS RELATED TO THE MANAGEMENT OF MATERIAL NEGATIVE IMPACTS, THE PROMOTION OF POSITIVE IMPACTS, AND THE MANAGEMENT OF MATERIAL RISKS AND OPPORTUNITIES (S2-5)

At present, Almar does not have measurable targets associated with material impacts and risks related to value chain workers. However, the company expresses its commitment to progressively advance in defining quantitative targets that make it possible to assess the degree of compliance with its policies and the effectiveness of the actions implemented in this area.

6.3

AFFECTED GROUPS

Within the framework of Almar's double materiality assessment, the potential relevance of affected groups was evaluated, including local communities, residents living in the vicinity of its facilities and other social groups that could be influenced, directly or indirectly, by the company's operations.

The result of this assessment concluded that this aspect is not material in the current reporting period, as the organisation does not generate significant impacts on these groups. No relevant social risks have been identified, nor business opportunities associated with this matter that would require it to be treated as a priority within the sustainability strategy. This is largely because Almar's operations are carried out within a robust legal compliance framework, supported by internal environmental, social and safety management procedures that help prevent incidents that could negatively affect the environment or society in general.

Nevertheless, Almar maintains an active commitment to society and the groups in its surrounding environment. The organisation understands that its responsibility goes beyond regulatory compliance and

focuses on consolidating a relationship of trust, transparency and closeness with external communities and stakeholder groups.

In this regard, Almar commits to:

- Periodically reviewing the relevance of this aspect, taking into account regulatory, sectoral or contextual changes that may affect its consideration in future reporting periods.
- Promoting open dialogue with society through accessible communication channels such as the Whistleblowing Channel (outsourced and anonymised), the website, email or meetings with institutional and community representatives.
- Monitoring the evolution of its activity and any associated potential impacts, with the aim of anticipating social risks and responding promptly to any incident that may arise.
- Promoting social contribution and local development initiatives aimed at strengthening community cohesion, supporting the creation of quality employment and fostering the sustainable development of the areas in which it operates.

In this way, although the aspect of affected groups has not been deemed material in the current reporting period, ALMAR reinforces its commitment to society as a whole, working to prevent negative impacts and, where possible, to identify opportunities that generate shared and sustainable long-term value.

6.4

CONSUMERS AND END USERS

STRATEGY

STAKEHOLDERS' INTERESTS AND VIEWS (NEIS 2 SBM-2)

The relationship between Almar and consumers and end users is indirect, as the company provides water management and treatment services to customers such as industrial companies and integrated water cycle operators, who, only in some cases, supply the resource to end consumers. Nevertheless, Almar's activity may have a significant impact on the quality, availability and safety of the water that reaches users.

In the identification and prioritisation of stakeholders, as well as in the double materiality assessment process, dialogue was established and input was gathered from customers. Although no direct consultation process was conducted with end consumers, the views of the intermediary between customers and Almar were taken into account.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL (NEIS 2 SBM-3)

Within the framework of Almar's double materiality assessment, the potential relevance of impacts, risks and opportunities related to consumers and end users was evaluated. The result of this assessment determined that this aspect is not currently considered material, given that the company's relationship with consumers is indirect.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

POLICIES RELATED TO CONSUMERS AND END USERS (S4-1). PROCESSES TO ENGAGE WITH CONSUMERS AND END USERS (S4-2)

Although Almar's relationship with consumers and end users is indirect, the company maintains a firm commitment to the quality, safety and sustainability of the water abstracted and treated in its projects.

In this regard, Almar applies policies that ensure the technical suitability of the solutions implemented, adapting them to each customer's requirements and ensuring

compliance with applicable regulations and relevant international standards.

The proposed technical solutions are designed taking into account the end use of the water resource, with the aim of ensuring that the water delivered meets the established quality, safety and availability parameters.

In this way, Almar contributes indirectly to protecting the interests of consumers and end users, ensuring that the water they receive through their providers meets the necessary conditions for safe and sustainable use.

PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END USERS TO RAISE CONCERNS (S4-3).

ADOPTION OF MEASURES RELATED TO MATERIAL IMPACTS ON CONSUMERS AND END USERS, APPROACHES TO MANAGE MATERIAL RISKS AND TO SEIZE MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END USERS, AND THE EFFECTIVENESS OF THOSE ACTIONS (S4-4)

In order to prevent negative impacts and manage potential incidents, Almar establishes communication and coordination mechanisms with its customers that enable end users' concerns to be captured indirectly and addressed appropriately. These processes include incident reporting, root-cause analysis and the implementation of corrective and preventive actions, ensuring that any identified situation is resolved promptly, transparently and effectively.

In addition, the company adopts preventive and control measures that ensure the reliability

of its operations and reduce the risk of impacts on end consumers.

The effectiveness of these actions is periodically assessed through performance indicators that verify the quality, flow rate and safety of the water delivered and ensure continuous improvement in management. In this way, Almar ensures that, even without direct channels with end consumers, their concerns are effectively addressed, reinforcing its commitment to protecting end users and to providing a sustainable and trustworthy service.

METRICS AND TARGETS

TARGETS RELATED TO THE MANAGEMENT OF MATERIAL NEGATIVE IMPACTS, THE PROMOTION OF POSITIVE IMPACTS AND THE MANAGEMENT OF MATERIAL RISKS AND OPPORTUNITIES (S4-5)

At present, Almar has not established specific targets related to the management of material negative impacts, the promotion of positive impacts or the management of risks and opportunities linked to consumers and end users.

Nevertheless, the company remains committed to periodically reviewing this aspect and to progressing towards the definition of specific objectives insofar as significant material impacts are identified in this area, or relevant improvement opportunities are generated for end users.

Chapter 7

GOVERNANCE MATTERS

7

7.1

CONSUMERS AND END USERS

GOVERNANCE

THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES (NEIS 2 GOV-1)

Almar considers ethical conduct and responsible practices to be essential elements for ensuring the sustainability of its activity and the generation of long-term value. To this end, the company has a corporate governance framework through which its commitment to transparency, integrity, respect and excellence is established, developed and assessed across all its actions.

In this context, Almar's Board of Directors plays a key role in driving and overseeing the company's sustainability strategy, as well as in promoting a corporate culture aligned with the values and ethical principles set out in its Code of Conduct.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

DESCRIPTION OF THE PROCESS TO DETERMINE AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (NEIS 2 IRO-1)

Almar has developed a double materiality assessment in which matters linked to business conduct have been identified, as

well as the most relevant risks, impacts and opportunities for its activity.

With regard to the process applied by Almar to determine material impacts, risks and opportunities related to business conduct, reference may be made to the IRO-1 disclosure requirement of NEIS 2, which describes the methodology used.

Below are the main impacts, risks and opportunities that the organisation has identified in relation to each material topic linked to business conduct:

	IROs	Description	Policies/Actions
Negative impact	Regulatory compliance	Non-compliance with environmental regulations and desalinated water quality standards.	<ul style="list-style-type: none"> Tender specifications and project designs are aligned to ensure compliance with applicable regulations. Environmental Policy.

BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE (G1-1)

The company ensures regulatory compliance across all its operations, particularly in environmental matters and water quality, and has measures in place to prevent corruption and fraud, including contractual clauses, a confidential whistleblowing channel and ethics and compliance training.

The Board of Directors oversees the implementation of these policies and promotes a corporate culture aligned with sustainability and corporate responsibility, ensuring stakeholder trust.

MANAGEMENT OF SUPPLIER RELATIONSHIPS (G1-2)

Almar manages its supplier relationships under criteria of responsibility, transparency and regulatory compliance, ensuring that all contracted goods and services align with the company's ethical and sustainability principles.

Supplier selection and evaluation are carried out considering not only technical and economic criteria but also social, environmental and legal compliance aspects. Within this framework, Almar promotes suppliers' awareness of and adherence to its Code of Conduct, ensuring respect for labour rights, environmental regulations and responsible business practices.

In addition, the company fosters long-term collaborative relationships based on mutual trust and continuous improvement, establishing dialogue and monitoring mechanisms to ensure proper contract execution and incident prevention.

In this way, Almar integrates supply chain management into its sustainability model, helping to strengthen transparency, integrity and the creation of shared value with its strategic partners.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY (G1-3)

Almar maintains a firm commitment to integrity and transparency in all its operations and business relationships, ensuring zero tolerance for any practice of corruption, bribery or conflict of interest.

To this end, the company has a Code of Conduct that sets out the principles and rules of conduct that are mandatory for employees, executives and business partners. In addition, it provides training on this matter through mandatory annual courses delivered by the shareholder, which delve into detection and prevention.

METRICS AND TARGETS

Cases of corruption or bribery during the reporting period

0

Number of convictions and the amount of fines for breaches of anti-corruption and anti-bribery laws

0

Total number and nature of confirmed cases of corruption or bribery

0

Number of confirmed cases related to contracts with business partners that were terminated or not renewed due to corruption - or bribery - related breaches

0

Number of confirmed cases related to contracts with business partners that were terminated or not renewed due to corruption - or bribery - related breaches

0

Details of public legal proceedings related to corruption or bribery brought against the company and its personnel

0

POLITICAL INFLUENCE AND LOBBYING ACTIVITIES (G1-5)

Financial or in-kind political contributions

0€

PAYMENT PRACTICES (G1-6)

Average supplier payment period (days)

77

As of the closing date of this report (2024), ALMAR WATER SOLUTIONS has no ongoing legal proceedings related to delays in payments.

ANNEXES

CSRD TABLE OF CONTENTS

NEIS	Content	Compliance/Reference in the Report
NEIS 2		GENERAL INFORMATION
BP-1	General basis for the preparation of the sustainability statement	Report p. XXXX. Section 4 Sustainability, General information.
BP-2	Information on specific circumstances	
GOV-1	The role of the administrative, management and supervisory bodies	Report p. XXXX.
GOV-2	Information provided to the undertaking's administrative, management and supervisory bodies and sustainability matters addressed by them	Report p. XXXX.
GOV-3	Integration of sustainability-related performance into incentive schemes	
GOV-4	Statement on due diligence	
GOV-5	Risk management and internal controls over sustainability reporting	
SBM-1	Strategy, business model and value chain	Report p. XXXX.
SBM-2	Stakeholders' interests and views	Report p. XXXX.
SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Report p. XXXX.
IRO-2	Disclosure requirements set out in the ESRS covered by the undertaking's sustainability statement	Report p. XXXX. ANNEX CSRD Content Index
MDR-P	Policies adopted to manage material sustainability	
MDR-A	Actions and resources in relation to material sustainability	
MDR-M	Metrics in relation to material sustainability matters	
MDR-T	Monitoring the effectiveness of policies and actions through targets	

NEIS	Content	Compliance/Reference in the Report
E	ENVIRONMENTAL INFORMATION	
E1-1	Transition plan for climate change mitigation	
E1-2	Policies related to climate change mitigation and adaptation	
E1-3	Actions and resources related to climate change policies	
E1-4	Targets related to climate change mitigation and adaptation	
E1-5	Energy consumption and mix	
E1-6	Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	
E1-8	Internal carbon pricing system	
E1-9	Anticipated financial effects of material physical and transition risks and potential climate-related opportunities	
E2-1	Policies related to pollution	
E2-2	Actions and resources related to pollution	
E2-3	Targets related to pollution	
E2-4	Air, water and soil pollution	
E2-5	Substances of concern and substances of very high concern	
E2-6	Anticipated financial effects of material pollution-related risks and opportunities	
E3-1	Policies related to water and marine resources	
E3-2	Actions and resources related to water and marine resources	
E3-3	Targets related to water and marine resources	
E3-4	Water consumption	
E3-5	Anticipated financial effects of material risks and opportunities related to water and marine resources	

E4-1	Transition plan and assessment of biodiversity and ecosystems in the strategy and business model
E4-2	Policies related to biodiversity and ecosystems
E4-3	Actions and resources related to biodiversity and ecosystems
E4-4	Targets related to biodiversity and ecosystems
E4-5	Impact metrics related to biodiversity and ecosystem changes
E4-6	Anticipated financial effects of material risks and opportunities related to biodiversity and ecosystems
E5-1	Policies related to resource use and the circular economy
E5-2	Actions and resources related to resource use and the circular economy
E5-3	Targets related to resource use and the circular economy
E5-4	Resource inflows
E5-5	Resource outflows
E5-6	Anticipated financial effects of material risks and opportunities related to resource use and the circular economy

NEIS	Content	Compliance/Reference in the Report
S	INFORMATION ON SOCIAL AND WORKFORCE-RELATED MATTERS	
S1-1	Policies related to own workforce	
S1-2	Processes for engaging with own workforce and workers' representatives on impacts	
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	
S1-4	Taking action on material impacts on own workforce, approaches to managing material risks and pursuing material opportunities	

S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
S1-6	Characteristics of the company's employees	
S1-7	Characteristics of non-employee workers in the company's own workforce	
S1-8	Collective bargaining coverage and social dialogue	
S1-9	Diversity metrics	
S1-10	Adequate wages	
S1-11	Social protection	
S1-12	Persons with disabilities	
S1-13	Training and skills development metrics	
S1-14	Health and safety metrics	
S1-15	Work-life balance metrics	
S1-16	Remuneration metrics (pay gap and total remuneration)	
S1-17	Incidents, complaints and severe human rights impacts	
S2-1	Policies related to value chain workers	
S2-2	Processes for engaging with value chain workers on impacts	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	
S2-4	Taking action on material impacts on value chain workers, approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
S3-1	Policies related to affected communities	Report p. XXXX. Affected communities.
S3-2	Processes for engaging with affected communities on impacts	Not of material importance
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Not of material importance

S3-4	Taking action on material impacts on affected communities, approaches to managing material risks and pursuing material opportunities	Not of material importance
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Not of material importance
S4-1	Processes for engaging with consumers and end-users on impacts	
S4-2	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	
S4-3	Procesos para reparar las incidencias negativas y canales para que los consumidores y usuarios finales expresen sus inquietudes	
S4-4	Taking action on material impacts on consumers and end-users, approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities y la gestión de riesgos y oportunidades de importancia relativa	

NEIS	Content	Compliance/Reference in the Report
G	INFORMATION ON GOVERNANCE ISSUES	
G1-1	Business conduct policies and corporate culture	
G1-2	Management of relationships with suppliers	
G1-3	Prevention and detection of corruption and bribery	
G1-4	Corruption or bribery cases	
G1-5	Political influence and lobbying activities	
G1-6	Payment practices	



ALMAR WATER SOLUTIONS S.L.

Address

C/ María de Molina, nº 39
6ª planta – 28006 Madrid

www.almarwater.com/es/