
SUSTAINABILITY
REPORT 2025
PUREVER

Our ambition is clear: to improve the efficiency of our operations, reduce our environmental impact, provide a safe and engaging workplace for our people, uphold the highest ethical standards, and contribute to promote sustainability throughout our value chain."

Message from the CEO



Luís Coelho Borges,
Founder & Group CEO

Dear Shareholders and Stakeholders,

While sustainability has long been part of our way of doing business, 2025 marked an important milestone for Purever. For the first time, we established ESG leadership at Group level, appointed a Group Head of ESG, and launched the development of a common sustainability strategy across all our businesses.

Our objective is to ensure that environmental responsibility, environmental actions, social impact, ethics, and good governance are fully integrated into the way we operate, progress, and create value. To support this commitment, we have implemented a Group-wide ESG governance structure that enables oversight and accountability at every level of the organisation, while dedicated ESG representatives have been appointed across our companies to help drive progress locally and ensure alignment with Purever objectives.

This report has been prepared on a voluntary basis as part of our commitment to transparency and continuous improvement. It represents the first step in building a consistent approach to sustainability across the Group, aligned with recognised standards and best practices.

Our ambition is clear: to improve the efficiency of our operations, reduce our environmental impact, provide a safe and engaging workplace for our people, uphold the highest ethical standards, and contribute to promote sustainability throughout our value chain.

We recognise that this is a journey, and while much work remains ahead, we are committed to making steady and meaningful progress year after year.

I would like to thank our employees, customers, suppliers, shareholders and partners for their continued trust and support as we build a stronger and more sustainable Purever.

Performance Highlights



ENVIRONMENT

18,870MWh
of total energy consumed across the Group

21%
of total energy consumption sourced from renewable energy

223,948* tCO_2e
of total GHG emissions (Scopes 1, 2 and 3)
*market-based

83%
of waste generated was recovered

4,248t
of waste generated throughout Purever



SOCIAL

1,480
employees

92%
permanent employees

11%
of top management positions were held by women

0
work-related fatalities registered among employees and non-employees

14,244
training hours provided to employees

GOVERNANCE

1st
ESRS-aligned sustainability statement

0
incidents related to corruption and bribery

0
legal proceedings related to late payments

Sustainability has always been integral to our purpose.
Building a more sustainable future through climate-conscious operations, inclusive workplaces, and fair labour practices."

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01 GENERAL INFORMATION

About the report

[ESRS 2 BP-1; ESRS 2 BP-2]

Sustainability Reporting Standards

This report represents the first Purever sustainability reporting exercise. It was prepared in accordance with the **European Sustainability Reporting Standards (ESRS)**, under the **Corporate Sustainability Reporting Directive (CSRD)**. This report follows the guidelines established by the **European Financial Reporting Advisory Group (EFRAG)**.

Report Period and Value Chain

The reporting period spans from **January 1st to December 31st** and covers the entire value chain, including impacts, risks, and opportunities identified across upstream and downstream activities, as well as within Purever's own operations. The information presented reflects Purever's environmental, social, and governance performance throughout this period.

Reporting Perimeter

This report has been prepared on a consolidated basis, covering selected entities within Purever. Given that this is Purever's first reporting exercise, a phased approach was adopted in defining the information perimeter. The reporting boundary therefore differs from the financial consolidation perimeter, which also include holding and other non-operational entities. The entities covered in this report include:

- Ardmac Group Ltd.;
- Dagard Deutschland;
- Dagard Italia, SPA;
- Dagard SAS;
- Dagard USA Corp;
- Misa SRL;
- Paneles Aislantes Purever, S.L. [PAP];
- Purever Industrial Solutions, S.A. [PIS];
- Purever Negócios e Gestão, S.A. (PNG) (holding company);
- Purever Industries Iberia SL (PII) (sub-holding company);
- Taver Coldkit, S.A.

Where any of the aforementioned entities are not included under a specific topic, this will be clearly indicated.

Accurate and Verifiable Data

The preparation of this report prioritises the use of accurate and verifiable data. However, where such data was not available, estimates were applied. Information related to estimated results can be consulted in the **Appendices – Methodological Notes**.

Cross-References

Throughout this report, Purever has provided cross-references to other sections whenever relevant.

Governance Structure and Due Diligence

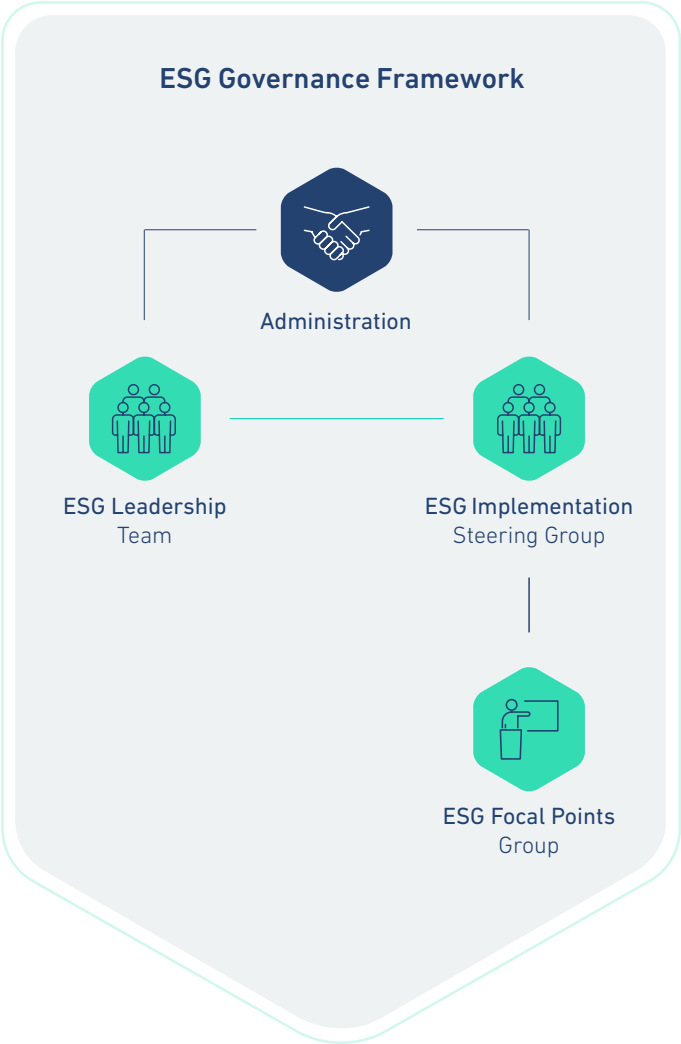
[ESRS 2 GOV-1; ESRS 2 GOV-2; ESRS 2 GOV-3; ESRS 2 GOV-4]

The Board of Directors comprises eight members, including one executive member and seven non-executive members. All members represent shareholders and, consequently, the Board does not currently include any independent members. The Board comprises one woman and seven men, corresponding to a female representation of 13%.

The Group operates under a dual governance structure consisting of a Board of Directors, which serves as the supervisory body, a Group Leadership Team (GLT), and dedicated ESG governance bodies. This framework establishes clear governance and reporting lines, ensuring effective coordination between strategic oversight and the operational implementation of the Group's sustainability strategy across all business areas.
At the management and operational levels, the ESG Leadership Team, the ESG Implementation Steering Group, and the ESG Focal Points Group operate through clearly defined roles, regular information flows, and structured reporting.

> **Purever considers strong management and a robust governance framework to be essential enablers of sustainable value creation."**

This governance framework enables continuous monitoring and coordination across the Group, supports the timely escalation of sustainability-related matters, facilitates the implementation of mitigation measures, and promotes the integration of ESG considerations into business decision-making.



The Board brings together extensive and diverse expertise across the Group's key industries and geographies, including Life Sciences, High-Tech Manufacturing and the Food Industry. Sustainability-related competencies are continuously strengthened through dedicated training programmes, and access to external specialist expertise, when deemed necessary. At subsidiary level, each respective Board is responsible for overseeing the management of sustainability matters relevant to its operations in close coordination with local management teams.

Governance of sustainability-related impacts, risks and opportunities

During the reporting period, the Board of Directors and the GLT were informed of the sustainability impacts, risks and opportunities identified through the double materiality assessment, (for further information please see **ESRS 2 SBM-3**). Based on this information, the Board provides strategic direction, sets priorities and monitors ESG performance, ensuring that sustainability considerations are embedded in the Group's long-term strategy and decision-making process.

To ensure an efficient operation of this governance structure, the Group has implemented dedicated ESG bodies at both the strategic and operational levels, each with clearly assigned responsibilities and established reporting lines. The ESG Leadership Team has in place quarterly meetings and is responsible for strategic oversight and decision-making, ensuring the integration of ESG considerations into business governance, performance management and long-term value creation.

The ESG Implementation Steering Group meets on a bimonthly basis and provides tactical oversight and coordination, supporting the execution of the ESG strategy across operations and ensuring internal alignment between Group functions and subsidiaries. Together, these two bodies monitor the Group's sustainability matters and ensure coordination across the different companies within the Group.

At an operational level, the ESG Focal Points Group supports the implementation of ESG measures across operations and enables accurate, consistent and compliant reporting. This group meets on a monthly basis to monitor progress and coordinate implementation activities.

Currently, Purever does not have formal incentive schemes, whether financial or non-financial, that incorporate specific sustainability performance objectives. Consequently, there is no direct link between the remuneration of members of administrative, management and supervisory bodies, and sustainability matters. The Group plans to introduce such incentive schemes in 2027.

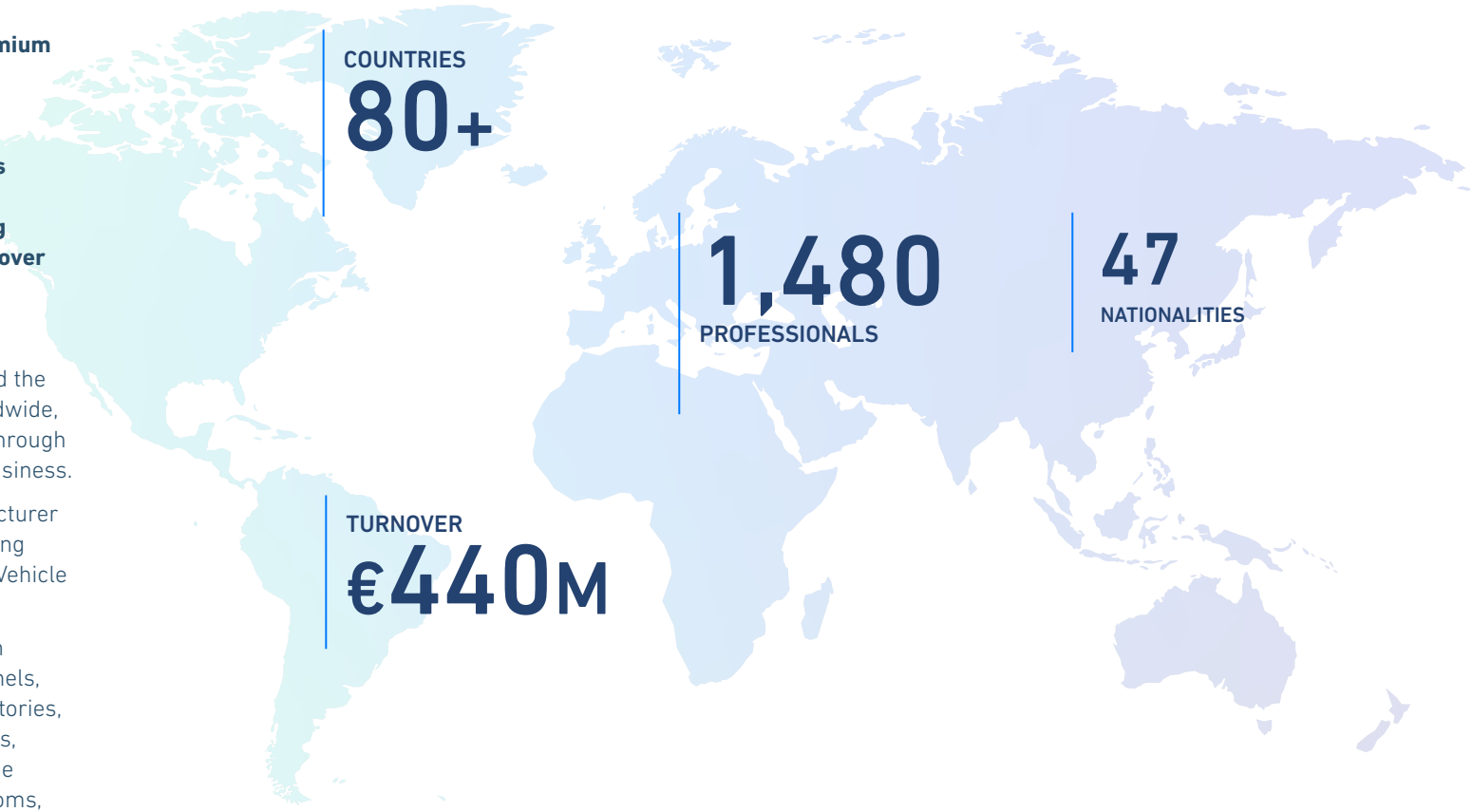
While the Group does not yet have a fully consolidated sustainability due diligence process, it recognises its importance and is actively working to further develop and strengthen its due diligence practices. The identification, assessment, management and monitoring of sustainability-related impacts are embedded in the processes described throughout this Sustainability Statement.



Business Foundations

[ESRS 2 SBM-1]

Purever is a leading global industrial player in premium insulation solutions for controlled environments. It encompasses several companies dedicated to designing, manufacturing and delivering advanced controlled environment solutions. Purever operates in more than 80 countries and brings together a diverse team of 1,480 professionals, representing 47 nationalities. In 2025, the Group recorded a turnover of approximately 440 million euros.



Purever operates within very demanding industries, including Life Sciences, High-Tech Manufacturing, and the Food Sector. With eight manufacturing facilities worldwide, the Group delivers advanced, high-quality solutions through two core business areas: Clean Business and Cold Business.

In its Clean Business, Purever is a key global manufacturer of first-class modular GMP cleanroom systems, serving sectors such as Life Sciences, Data Centres, Electric Vehicle (EV) Battery Facilities, and Microelectronics.

In its Cold Business, Purever is a recognised leader in the supply of insulated solutions, including doors, panels, metallic structures, and refrigeration systems for factories, warehouses, cold storage facilities, logistics platforms, supermarkets, and food processing environments. The company also specialises in walk-in modular cold rooms, fire protection panels, and modular coldroom solutions for the food supply chain and logistics sector.

Purever's ESG operating model is designed to ensure the effective integration of sustainability considerations into strategy, operations, risk management, and reporting. It follows a cyclical and continuous approach structured around four key pillars:

These pillars enable a structured, scalable and resilient ESG operating model that supports responsible business conduct and long-term value creation across Purever.

At the strategic level, Purever defines its ESG ambitions by setting priorities, establishing policies, and determining measurable targets aligned with its business strategy. This includes alignment with relevant regulatory and voluntary frameworks and best practices.

Strategic objectives are translated into operational processes through structured governance, defined responsibilities and day-to-day implementation across the organisation. This pillar focuses on embedding ESG into core operations, departments and risk management processes, supported by systematic data collection, monitoring of progress and ongoing operational initiatives at Group and subsidiary levels.



The ESG operating model is underpinned by a commitment to continuous improvement. Processes, controls and actions are regularly reviewed to enhance effectiveness, address identified gaps, respond to emerging risks and opportunities, and strengthen overall ESG performance across Purever.

Transparency is ensured through consistent and comprehensive ESG reporting. Purever discloses relevant information to auditors, regulators, customers, investors, employees and other stakeholders, making ESG performance, impacts, risks and opportunities visible and verifiable.

Value chain

Purever's value chain encompasses upstream, own operations and downstream activities, reflecting the full lifecycle of its products and services and the interconnected nature of its industrial operations.

Purever operates an integrated model serving sectors including life sciences and health, HORECA and industrial food chain applications. Through this positioning, Purever combines engineering expertise, manufacturing capabilities and technical services to deliver insulated panels, coldrooms, refrigeration solutions and related industrial systems.

Upstream activities focus on the responsible sourcing of raw materials and components and operational inputs required for manufacturing and assembly processes. These include aluminium, steel, foam, rockwool insulation, PVC, chemicals, industrial components and tooling. Purever works closely with suppliers to ensure the availability of high-quality materials that support efficient production and product performance.

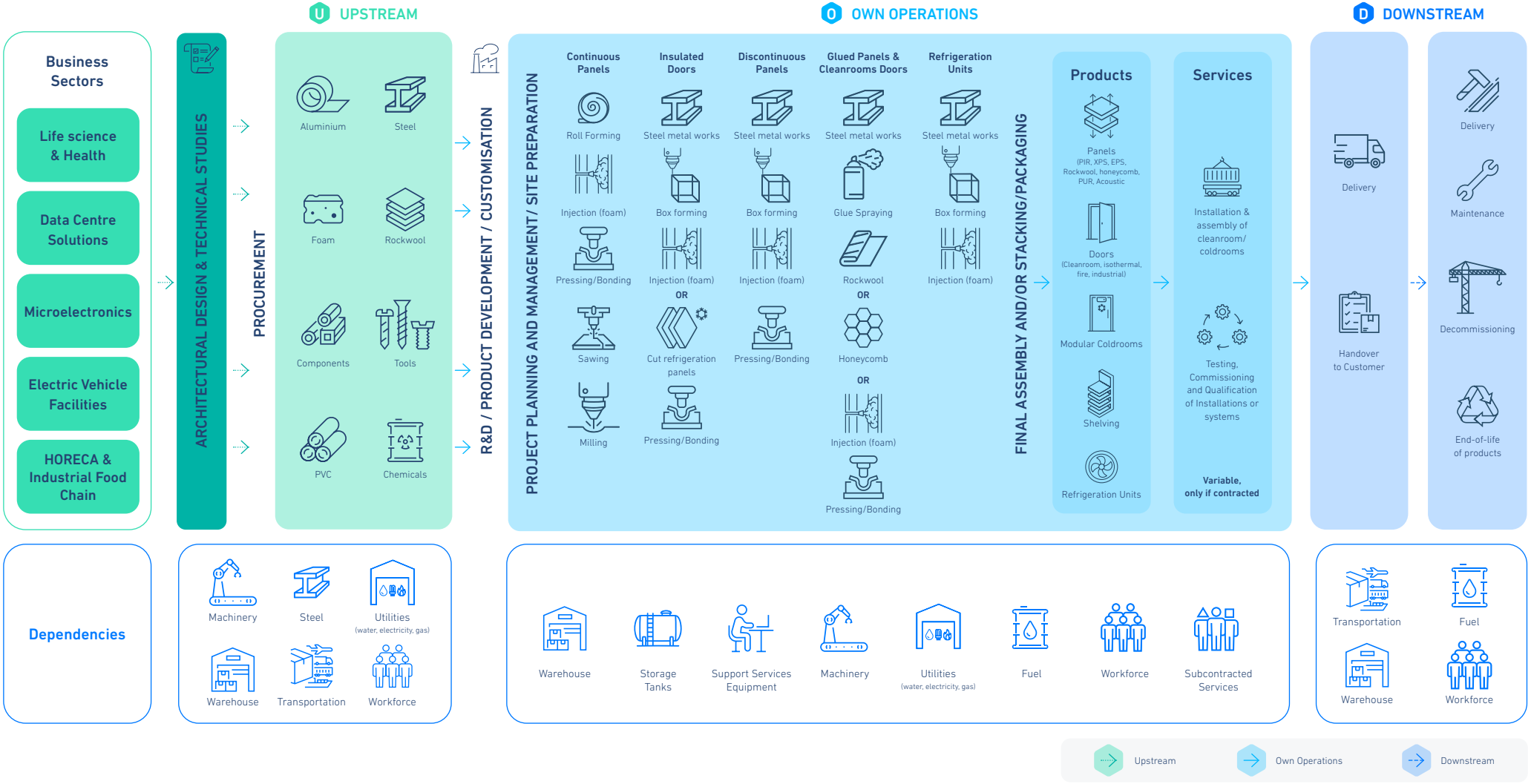
Within its own operations, Purever transforms raw materials into specialised insulated and refrigeration-related products through a combination of industrial manufacturing and assembly processes. Product design, quality control and continuous improvement practices are embedded throughout the production process to ensure operational efficiency, product reliability and compliance with customer and regulatory requirements.

Downstream activities comprise the delivery, installation, and maintenance of products and systems supplied to customers. By maintaining long-term engagement throughout the operational lifetime of its solutions, Purever supports customers in ensuring the performance, durability and safe operation of its products.



> **"Product design, quality control and continuous improvement practices are embedded throughout the production process."**

Purever Value Chain



Strategic Approach

Purever aims to be globally recognised as a leading provider of premium solutions for technology, life sciences and cold-chain applications, contributing to a more sustainable planet.

To achieve this vision, the Group focuses on **four vectors:**

- The development of innovative and certified state-of-the-art products;
- The delivery of value-added, application-driven solutions for professional end users;
- Strong technical expertise and global commercial presence;
- Sustainable, agile and customer-centric operations that ensure quality, safety and trust.

In line with its vision and values, Purever is committed to proactively identifying and addressing its key ESG-related impacts, risks and opportunities (further information in ESRS 2 SBM-3). The Group is currently developing a structured ESG Strategy built around three strategic pillars, that anchor four strategic goals, encompassing Purever's material topics.



Planet responsibility

01

Climate & Energy

Mitigate climate change impacts by reducing greenhouse gas emissions and improving energy efficiency across Purever's operations and products.

02

Resource Efficiency & Circularity

Improve the efficient use of resources and promote circular solutions throughout Purever's operations and product lifecycle.



People care

03

People Culture & Safety

Attract, develop, and retain talent while ensuring a safe, healthy and inclusive work environment across all Purever companies.



Business conduct & culture

04

Business Ethics & Responsible Conduct

Embed ethical conduct, integrity and responsible behaviour throughout Purever's governance, business practices, and value chain.

The Group mapped relevant SDGs to its material topics and ESG strategic pillars, ensuring alignment with global sustainability priorities.



At Purever, sustainability is embedded in the corporate strategy and business model, guiding how it operates, innovates, and creates long-term value across its activities and value chain. ESG principles are integrated throughout Purever to systematically manage its sustainability-related impacts, risks and opportunities, and to strengthen the resilience of the business in the long term. In 2025, Purever continued to reinforce its strategic commitment to sustainable growth, social responsibility, and robust governance, ensuring that its operations, products and partnerships contribute positively to the environment and society while supporting the Group's long-term performance and competitiveness.

Purever has made considerable progress in establishing the foundations of its ESG framework and will continue to build on this work in the coming years. ESG performance measurement is being structured with 2025 defined as the baseline year. Purever plans to develop 2030 targets and a 2050 long-term ambition during 2026, supported by peer benchmarking. In parallel, key performance indicators, actions and ownership are being defined, alongside the development of a Group-wide ESG monitoring and reporting framework. This work will continue through the progressive integration of ESG considerations into operations, business reviews, and future reporting cycles.

Based on the information gathered for the purposes of this report, it has been observed that a number of policies and procedures are currently maintained at the subsidiary level, allowing entities to effectively address local business needs and regulatory requirements. This initiative aims to strengthen overall alignment, enhance governance, and promote the sharing of best practices across the organisation. At the same time, it will ensure that sufficient flexibility is maintained to accommodate the specific characteristics, regulatory environments, and operational realities of each business and geographical context. Ongoing review and refinement will support the continued relevance and effective implementation of group-level frameworks across all entities.

Purever is reviewing its sustainability strategic approach, with the development of medium and long-term targets."

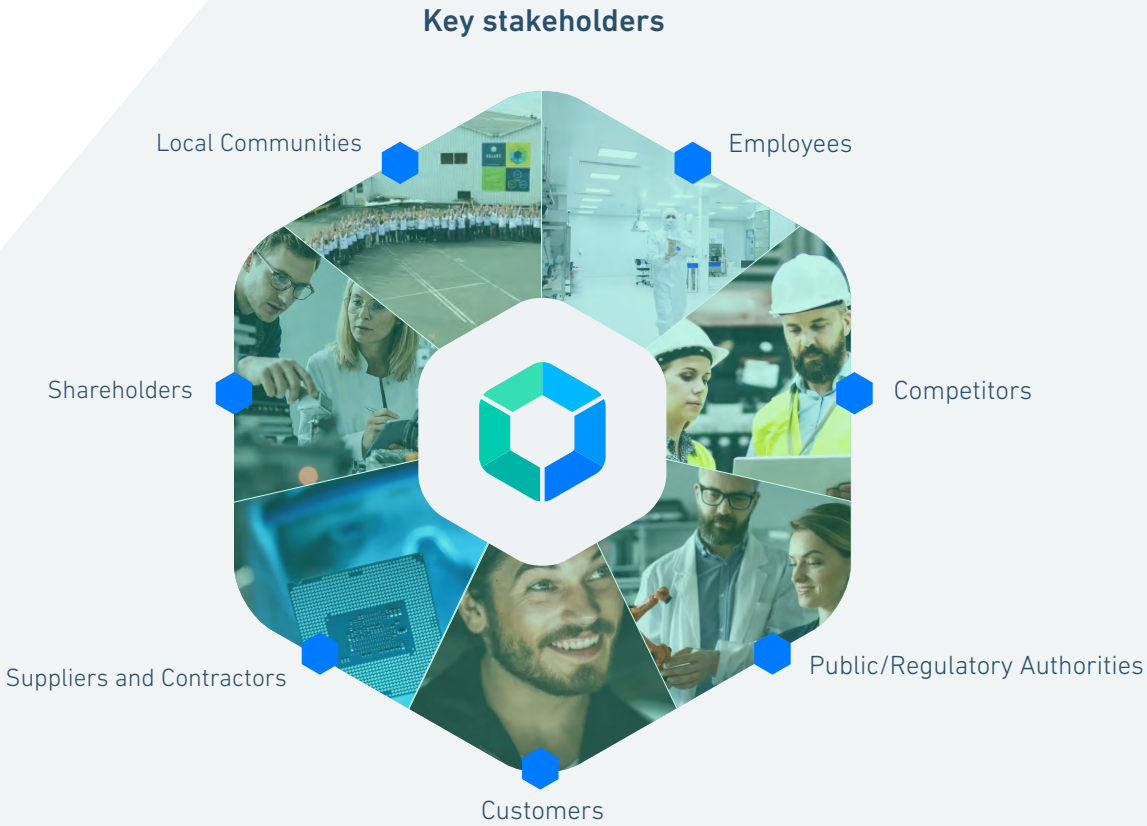
Stakeholder engagement

[ESRS 2 SBM-2]

Purever maintains an active and structured engagement with its key stakeholders, including employees, customers, suppliers and contractors, local communities, shareholders, public and regulatory authorities, and competitors.

This ongoing dialogue enables the systematic identification, review and consideration of stakeholders' perspectives and expectations.

The administrative, management and supervisory bodies are regularly informed about the viewpoints and interests of affected stakeholders on the company's sustainability-related impacts, ensuring that strategic decision-making considers its interests and expectations. In this context, relevant stakeholder views and interests are continuously assessed and, where appropriate, integrated into Purever's strategy.



Stakeholders	Type of engagement	Frequency
Employees	• Satisfaction surveys • Communication with employees and their representatives • Training sessions • Human resources related processes	Ongoing
Customers	• Satisfaction surveys • Continuous communication with customers and their representatives	Annual Ongoing
Suppliers and contractors	• Relationship management • Audits and inspections • Site meetings • Outsourcing of services	Ongoing
Local communities	• Career fairs • Community mentoring programmes • Compliance with local environment regulations	Ongoing
Shareholders	• Company's performance • Leadership • Operational efficiency	Annual
Public/Regulatory Authorities	• Environmental initiatives • Legal compliance and inspections	Annual
Competitors	• Meetings with sector associations • Benchmarking	Periodically, as needed

Double Materiality, IRO Management and Strategic Integration

[ESRS 2 SBM-3; ESRS 2 IRO-1; ESRS 2 IRO-2]

In 2025, Purever conducted its first double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS), identifying Purever's material Impacts, Risks and Opportunities (IROs).

The assessment aimed to identify, evaluate, and monitor Purever's actual and potential impacts on people and the environment, as well as the key risks and opportunities that may affect its financial performance.

The assessment was conducted within the scope of the ESRS framework, covering environmental, social, and governance matters, and was carried out in alignment with EFRAG's guidelines.

The methodology applied followed a four-step approach, as shown below:

01 Understanding

- Analyse internal operations, business model, and available data;
- Value chain mapping;
- Identify relevant topics.

02 Identification

- Conduct research and analysis to identify relevant IROs, using industry benchmarks and internal documents;
- Validate and prioritise the identified IROs for assessment.

03 Assessment

- Stakeholders' consultation;
- Assess impact materiality and financial materiality;
- Define the applicable thresholds for impact materiality and financial materiality.

04 Determination

- Identify the IROs that are above the selected thresholds;
- Validate the final list of IROs; if and when necessary, conduct calibration.

First, the Group's business model, value chain and activities were analysed. Subsequently, impacts, risks and opportunities (IROs) were identified through research, industry benchmarks and internal information. The identified IROs were then assessed by internal subject-matter experts from relevant business functions, drawing on their knowledge of the Group's operations, sustainability context and value chain. In parallel, an online questionnaire was conducted with four stakeholder groups, comprising one internal and three external groups, to capture perceptions of the Group's sustainability-related impacts and identify the topics considered most relevant. The assessment covered Purever's own operations, products and services, as well as upstream and downstream business relationships.

Impact materiality was evaluated based on the product of severity and likelihood. Severity was calculated as the average of scale, scope and, for negative impacts, irremediability. Scale measures the degree of harm or benefit to people or the environment, ranging from very low (1) to very high (5). Scope reflects the geographical extent of the impact, ranging from local (1) to global (5). For negative impacts, irremediability assesses the extent to which the impact can be reversed, ranging from fully remediable (1) to completely irremediable (5). Likelihood was rated on a scale ranging from 0.2 (very unlikely to occur) to 1 (actual occurrence). Stakeholder feedback gathered through the questionnaire informed the scale component of the severity assessment.

Financial materiality was determined based on the product of the magnitude of financial effects and the likelihood of occurrence. Magnitude was evaluated on a scale ranging from 0 (non-existent financial effect) to 5 (very high financial effect), while likelihood was assessed on a scale from 0.2 (rare, <10% probability) to 1 (actual, 100% probability).

Based on the results of this assessment, materiality thresholds were established to determine the material topics. This process resulted in the identification of 37 material IROs, comprising 21 impacts and 16 risks and opportunities.

The following material topics were identified:

- **Environment**
- **Climate Change**
- **Pollution**
- **Circular Economy**
- **Social**
- **Own workforce**
- **Workers in the value chain**
- **Affected Communities**
- **Consumers and End-users**
- **Governance**
- **Business Conduct**

Material impacts, Risks and Opportunities

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Climate change				
Climate change adaptation	Failure to act or respond inadequately to emerging environmental issues can damage a company's reputation and affect customers' perceptions of its products.	R	O	
	The consumption of fossil fuels associated with the company's own fleet of vehicles and the distribution of equipment by land and sea increases direct emissions of greenhouse gases (GHG) with a high potential for global warming (resulting in negative external impacts on climate change, the environment and public health).	-RI	O	
Climate change mitigation	Regulatory requirements that provide for the limitation of GHG emissions may require investments (R&D, sourcing, materials, transportation, etc.), which, at an early stage, may be high, force procedural changes, increase the cost of capital and, consequently, impact profitability and require the allocation of significant resources.	R	U O D	
	If the key suppliers fail to decarbonise in line with the latest climate science, there is a risk they will pass through their increased cost to their customers.	R	U	
Energy	The energy used in own operations (e.g. office buildings, production sites, own vehicles, data management activities) leads to the release of greenhouse gas (GHG) emissions that contribute to climate change.	-RI	O	
	Regulations on greenhouse gas (GHG) emissions and incentives for energy efficiency and renewable energy can lead to higher prices for conventional electricity sources, increased volatility in fossil fuel prices, and increased competition from alternative sources, potentially resulting in negative financial impacts for businesses.	R	O	

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Pollution				
Pollution of living organisms and food resources	Changes in environmental compliance requirements related to waste, wastewater treatment obligations and infrastructure decommissioning can result in increased financial costs for the company.	R	O	Medium-term
Circular Economy				
Resource outflows related to products and services	Through product innovation and design that facilitates end-of-life product recovery and the use of less impactful materials, the adoption of product certification programmes, and partnerships with customers, manufacturers of building products can improve lifecycle impacts, reduce regulatory risk, meet growing customer demand and realise cost savings.	O	O	Medium-term
	Failure to dedicate appropriate resources to quality control and testing may lead to product malfunctions, recalls, and increased regulatory and litigation risks, resulting in a negative financial impact on the business.	R	O	Short-term

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Own workforce				
Working Conditions	The effectiveness of the recruitment and onboarding process can result in benefits for new employee integration, performance, and motivation.	+PI	O	Long-term
	Employees may be required to work beyond normal working hours, which can lead to a decrease in quality of life and physical and mental health.	-RI	O	N/A
	If, within the scope of its own operations, the company does not guarantee adequate wages to its employees, they may be exposed to several negative impacts on their physical and/or mental well-being.	-PI	O	Long-term
	Social dialogue between management, workers' representatives and governments can lead to greater worker involvement in common interests related to economic and social policy, which can ultimately have a positive impact on workers' conditions.	+PI	O	N/A
	A lack of work-life balance (including overtime) can negatively impact employee health and well-being.	-RI	O	N/A
	Failures in health and safety can lead to injuries, illnesses, or even fatalities among employees, resulting in significant human and financial consequences.	R	O	Long-term
Equal treatment and opportunities for all	The company offers comprehensive learning and development programmes, which support employee career progression. These programmes foster skill development, develop leaders and facilitate transitions from academia to industry or to more senior positions.	+RI	O	N/A
	Creating a diverse workforce fosters an inclusive work environment, allowing employees to thrive and remain in stable employment.	+RI	O	N/A

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Workers in the value chain				
Working conditions	Workers in the value chain may be required to work beyond normal working hours or at irregular times (i.e. night shifts, etc.), leading to a decrease in quality of life and physical and mental health.	-RI	U D	
	If, throughout the value chain, adequate wages are not guaranteed to workers, they may be exposed to several negative impacts on their physical and/or mental well-being.	-PI	U D	
	Social dialogue between management, workers' representatives and governments can lead to greater worker engagement on common interests related to economic and social policy, which can ultimately have a positive impact on the conditions of workers in the value chain.	+RI	U D	
	Worker injuries, illnesses, and fatalities can lead to regulatory penalties, negative publicity, low worker morale and productivity, increased healthcare and compensation costs, and potential litigation, all of which can have a significant financial impact on the business.	R	U	
Equal treatment and opportunities for all	Workers in the value chain may experience harassment at work, causing physical harm and/or emotional distress.	-PI	U D	
	Reduction of inequalities and discrimination, by establishing business relationships with entities whose activity promotes the integration of all people.	+RI	U D	
Other work-related rights	The company's policies help to prevent human rights violations and ensure ethical labour practices throughout the value chain. Promoting human rights and protection for confidential independent hotlines boosts the company's reputation, enhancing business relationships and stakeholder trust.	O	U	
	The origin of certain products and materials from "high-risk" industries known for forced labour practices and human rights violations may contribute to these practices.	-PI	U D	

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Affected Communities				
Communities' economic, social and cultural rights	Illegal logging, environmental pollution, and adverse impacts on communities can lead to reputational damage, decreased demand for products, and financial losses.	R	U	
Consumers and End-users				
	Improper handling of personal information of end users (customer employees) throughout the data lifecycle may violate the end user's right to privacy.	-PI	O D	
Information-related impacts	Improper handling of personal information of end users (customer employees) throughout the data lifecycle may violate the end user's right to privacy and result in financial losses for compensation and due to reputation consequences.	R	O D	
	Providing accurate product information is crucial for ensuring structural integrity and optimal performance.	+PI	D	
Personal safety	Failure to dedicate appropriate resources to quality control and testing may lead to product malfunctions, recalls, and increased regulatory and litigation risks, resulting in a negative financial impact on the business.	R	D	

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A

U UPSTREAM O OWN OPERATIONS D DOWNSTREAM

Sub-topic	Description	Type	Value chain location	Time horizon
Business Conduct				
Corporate culture	A strong corporate culture increases the sense of belonging of workers and may lead to higher levels of satisfaction and motivation.	+RI	O	
	High injury and fatality rates may indicate a weak governance structure, safety culture, and lead to reputational harm, as well as monetary penalties and corrective action costs.	R	O	
	Improper management of, or insufficient competencies to address, new product regulations or certifications, resulting in market disadvantages or legal/financial penalties.	R	U	
	A strong corporate culture may result in higher productivity rates, as well as an increase in the company's reputation, since workers may feel more motivated and satisfied within the workplace.	O	O	
Protection of whistle blowers	If employees do not have adequate mechanisms to report ethical concerns, unethical behaviour is more likely to go unidentified and fewer cases will be remedied.	-PI	O	
Management of relationships with suppliers including payment practices	Responsible supplier management, establishing sustainable partnerships in which the same values of social and environmental responsibility are shared, promoting fair and sustainable work practices, can improve the company's reputation and contribute positively to the community and the environment.	+PI	O	
Corruption and bribery	Robust corruption prevention practices reinforce company integrity and contribute to a fairer and more transparent business environment.	+RI	O	

+RI – Real Positive Impact; **-RI** – Real Negative Impact; **+PI** – Potential Positive Impact; **-PI** – Potential Negative Impact; **R** – Risk; **O** – Opportunity

Short-term Medium-term Long-term N/A



This report has been prepared in accordance with the disclosure requirements set out in the simplified version of the ESRS standards[1], as indicated in the content index located in the Appendices section.

The Group reviews and updates its strategy with the necessary frequency, informed by stakeholder feedback collected. As of 2025, the outcomes of the double materiality analysis are incorporated into this strategic review process, under the oversight of the Management Committee. Purever has not yet established a process to quantify the current and expected financial effects of material sustainability-related risks and opportunities.

As of 2025, the outcomes of the double materiality analysis are incorporated into this strategic review process, under the oversight of the Management Committee."

[1] See the **simplified version**, November 2025

02

ENVIRONMENT

Climate Change

Pollution

Circular Economy



Climate Change

"Purever intends to develop a comprehensive climate transition plan by 2027, providing a structured framework for decarbonisation, climate risk management, and long-term resilience."

Climate Change Strategy and Resilience

[E1-1; E1-2; E1-3]

Climate change and energy management have become critical global challenges, driving a fundamental shift in how companies operate and create value. Industrial sectors are among the largest contributors to greenhouse gas (GHG) emissions, primarily due to their reliance on energy-intensive processes and fossil fuels. As stakeholder expectations continue to increase, Purever recognises the importance of reducing its carbon footprint and enhancing the resilience of its operations in the transition to a low-carbon economy.

Purever is addressing climate-related challenges through a combination of energy efficiency improvements, investments in lower-carbon technologies, and the gradual integration of renewable energy sources. Across its operations, the Group seeks to optimise production processes, reduce energy consumption, and improve resource efficiency, supporting both emissions reduction and operational performance objectives.

While the Group has not yet established a formal climate change transition plan, it is committed to strengthening its governance and management of climate-related matters. As part of this commitment, Purever intends to develop a comprehensive climate transition plan by 2027, providing a structured framework for decarbonisation, climate risk management, and long-term resilience.

From Climate Policies to Action

[E1-4; E1-5; GDR-P; GDR-A]

Purever acknowledges the importance of tackling the challenges posed by climate change and is committed to developing and implementing robust policies aimed at mitigating its impacts. Purever is in the process of developing group-wide policies and action plans on climate change and energy.

> **Purever is in the process of developing group-wide policies and action plans on climate change and energy."**

Energy Management Policy

Scope: Ardmac Group

Ardmac recognises that the construction sector is a major contributor to global warming and is responsible for a significant share of carbon emissions worldwide. The company developed its Energy Management Policy with the aim of maximising energy performance through the responsible and proactive management of energy consumption, as well as implementing a strategy to reduce environmental impacts, particularly those associated with energy use and business travel.

The policy outlines a range of measures, including the avoidance of unnecessary business travel, the improvement of company fleet efficiency, and the integration of energy-efficient design principles. It also emphasises the continuous improvement of energy performance and energy management practices across all operations.

The policy aligns with ISO 50001 requirements, an international standard for Energy Management Systems, reinforcing the company's commitment to best practices and continuous improvement.

The policy applies to the company's own operations and is available for all employees. Its oversight is managed by Ardmac's Administration.



Environmental Policy Statement
Scope: Ardmac Group

Ardmac has implemented an Environmental Policy Statement, through which it recognises the importance of preserving a healthy environment for future generations and is committed to ensuring that environmental protection and pollution prevention are integral to its business decisions and operational practice. The policy has a description of the company's objectives, including:

- Setting and achieving defined company environmental objectives and targets, and publishing these within the company;
- Implementation of a continual improvement cycle to monitor and improve the environmental performance of all company projects and operations, while taking into consideration relevant technological developments, lessons learned, community expectations and customer feedback;
- Development and implementation of procedures to ensure company operations have minimal environmental impact, including energy efficiency practices;
- Assessment of the environmental impacts of all materials, plant, and operations prior to starting any new activity or project and implementation of suitable mitigation measures;
- Working with suppliers and subcontractors to minimise the environmental impacts of their operations;

To follow the main market standards and best practices the Group aligns this policy with ISO 14001, the international standard for Environmental Management Systems (EMS).

The policy applies to Ardmac's own operations and value chain, and is communicated internally and made available to all interested parties upon request. The supervision of the policy is done by Ardmac's Administration.

Ardmac's SkyBlue Sustainability Policy
Scope: Ardmac Group

Ardmac has implemented a Sustainability Policy as part of its Sky Blue Programme, through which the company recognises the importance of environmental considerations and is committed to promoting sustainable practices. It ensures that environmental protection and awareness are embedded in its business decisions and operational activities. The policy sets out a range of actions, including the promotion of public transport, the use of local subcontractors, suppliers, and materials, and efforts to reduce energy consumption. It also addresses environmental impacts before and during construction activities.

The policy applies to Ardmac's own operations and value chain and is overseen by Ardmac's Administration.

Quality and Environmental Policy
Scope: Paneles Aislantes Purever

PAP is committed to ensuring the quality of its products while minimising its environmental impact through the effective implementation and continuous improvement of its Quality and Environmental Management System.

Through this policy, PAP formalises its commitment to environmental protection in accordance with the requirements of ISO 14001 (Environmental Management Systems). This commitment is reflected in the implementation of measures and actions aimed at reducing environmental impacts and protecting the environment in all areas of its operations.

The policy is communicated to all employees through training and awareness initiatives and is supported by the company's Management.

Integrated Management System Policy
Scope: Misa SRL

Misa SRL has implemented an Integrated Management System Policy through which it formalises its commitment to environmental sustainability, operational reliability, quality, health and safety. The company supports this commitment by investing in advanced technologies, continuous improvement, and responsible business practices.

As part of this commitment, Misa SRL manages its environmental impacts by implementing measures to minimise CO_2 emissions and improve energy efficiency. The company also seeks to implement innovative energy solutions and adopt appropriate measures to reduce energy consumption across its facilities and products.

The Integrated Management System is certified in accordance with ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management).

This Policy is communicated to all employees and is actively monitored and promoted by the management team, ensuring its effective implementation throughout the organisation.

Quality, Environmental, Occupational Health and Safety Policy
Scope: Purever Industrial Solutions

PIS has established a Quality, Environmental, Occupational Health and Safety Policy that outlines its commitments to climate change mitigation and adaptation. These commitments include continuously improving environmental performance, by reducing environmental impacts and, for instance, enhancing energy efficiency.

The company is certified under the ISO 14001 Environmental Management System standard, demonstrating its commitment to systematic environmental management and continuous improvement.

This policy is communicated to all relevant stakeholders and is publicly available on the company's website.



Environmental Policy
Scope: Taver Coldkit

Taver Coldkit has implemented an Environmental Policy that demonstrates its commitment to sustainable development and environmental protection.

Its policy is based on two core principles: compliance with all applicable environmental regulations and continuous improvement of environmental performance across all areas of the company's operations. As part of these commitments, Taver Coldkit works to minimise its environmental impact by using energy in an efficient and responsible manner. The company has established procedures for the periodic review of compliance with this policy, as well as for the implementation of corrective actions in response to any identified non-conformities. These processes support the effective operation of its Environmental Management System and ensure ongoing alignment with the requirements of ISO 14001.

The policy is overseen by its management team and is communicated to all relevant stakeholders.

> **Development of a carbon reduction roadmap aligned with the Paris Agreement's 1.5°C target."**

Recognising the increasing urgency of climate change and the need for a transition to more sustainable energy practices, Purever has taken significant steps to strengthen its approach to decarbonisation and energy efficiency. Over the past period, notable progress has been achieved through initiatives such as the expansion of photovoltaic installations across its factories, the upgrade to low-energy lighting systems, the electrification of equipment, and the implementation of targeted efficiency measures, including improved insulation and industrial process optimisation.

The Group has also initiated the calculation of its full carbon footprint for the first time, establishing a consolidated emissions baseline. This will serve as a foundation for the development of a carbon reduction roadmap aligned with the Paris Agreement's 1.5°C target, to be implemented across all companies within the Group.

Building on these efforts, the following section outlines the key measures already implemented to address climate change and energy management across the organisation.

Measure description	Subsidiary & Status
Energy efficiency and energy management Implemented a broad range of energy-efficiency measures across facilities, including the replacement of conventional lighting with LED technology, upgrades to heating, ventilation and compressed air systems, building insulation and skylight improvements, deployment of energy monitoring solutions, and the replacement of less efficient production equipment.	Ardmac ✓ Dagard SAS (some implemented, some in progress and some scheduled for 2026) Dagard USA ✓ ◌ Misa SRL (some in progress and some scheduled for 2026 and 2027) PAP ✓ Taver Coldkit ◌ PIS ✓
Renewable energy Expanded the use of renewable energy through the installation of photovoltaic systems, increasing on-site electricity generation, reducing reliance on grid electricity and supporting the reduction of Scope 2 GHG emissions.	PAP ✓ PIS ✓
Low-carbon fleet and transportation Advanced the decarbonisation of transport activities through the progressive adoption of hybrid and electric vehicles, the prioritisation of electric forklifts for routine operations, and the use of Sustainable Aviation Fuel (SAF) solutions for freight transport, contributing to the reduction of Scope 1 and Scope 3 GHG emissions.	Ardmac ✓ Dagard SAS ✓ Misa SRL ✓ Taver Coldkit (scheduled for 2028)

✓ IMPLEMENTED ◌ IN PROGRESS



Figure 1
Installation of external insulation in workshop buildings at the Boussac Plant



Figure 2
Upgrade to LED lighting in the Boussac and Lavault-Saint-Anne workshops and offices

Monitoring Climate-Related Performance

[E1-6; E1-7; E1-8; E1-9; GDR-T]

To effectively deliver on its decarbonisation and energy efficiency commitments, Purever is currently developing Group-wide climate change and energy management targets. While consolidated targets have not yet been formally established, several subsidiaries have already defined site- or company-specific objectives and initiatives aimed at reducing energy consumption and greenhouse gas (GHG) emissions. These early efforts provide a valuable foundation for the future development of harmonised Group-level targets and a coordinated approach to climate action across all operations. For instance, Taver Coldkit has defined a target related to the reduction of natural gas consumption per m^2 of manufactured panel.

Building on the Group's recently established GHG emissions baseline, future targets will support the implementation of its decarbonisation roadmap and guide progress towards enhanced energy performance, lower carbon emissions, and alignment with the Paris Agreement goal of limiting global warming to 1.5°C above pre-industrial levels.

As 2025 represents the Group's first reporting cycle, data collection and consolidation processes are still being established and refined for all metrics. Consequently, no historical data is available for comparison with the prior year. The Group will continue to develop its data management framework to enhance data accuracy, completeness, and comparability in future reporting periods.

Energy consumption and mix

Energy consumption is a critical aspect of Purever's operations, reflecting the energy-intensive nature of its manufacturing processes. As a result, energy management is a key priority across the Group, with a strong focus on improving energy efficiency through process optimisation, the adoption of more efficient technologies and equipment, and investments in renewable energy generation. Energy consumption is monitored monthly to track performance, identify opportunities for improvement, and support the reduction of operating costs and environmental impacts. In 2025, the Group's total energy consumption amounted to **18,870 MWh**, with renewable sources accounting for 21.3% of this total. All subsidiaries included within the scope of this report operate in sectors classified as High Climate Impact Sectors (HICS)[1].

Energy consumption – Activities in sectors with high climate impact	2025
Fossil energy consumption (MWh)	**14,854.3**
Coal and Coal Products (MWh)	0.7
Crude oil and petroleum products (MWh)	3,057.3
Natural gas (MWh)	8,442.3
Other fossil fuels (MWh)	227.4
Purchased or acquired electricity, heat, steam and cooling from fossil sources (MWh)	3,126.6
Nuclear energy consumption (MWh)	**0**
Renewable energy consumption (MWh)	**4,015.4**
Total energy consumption (MWh)	**18,869.7**

[1] See the classification for HICS here, and the NACE classification here.

Energy production

Purever continues to invest in renewable energy generation across its facilities. Photovoltaic systems currently supply around 15% of electricity consumption at PIS, 15% at Taver Coldkit, while PAP generates 22% of its energy demand through on-site renewable energy production, thereby reducing dependence on grid electricity and the related GHG emissions. This project was developed under the self-consumption and renewable energy storage incentive programme of the Recovery, Transformation and Resilience Plan (RTRP), funded by the European Union through the NextGenerationEU initiative.

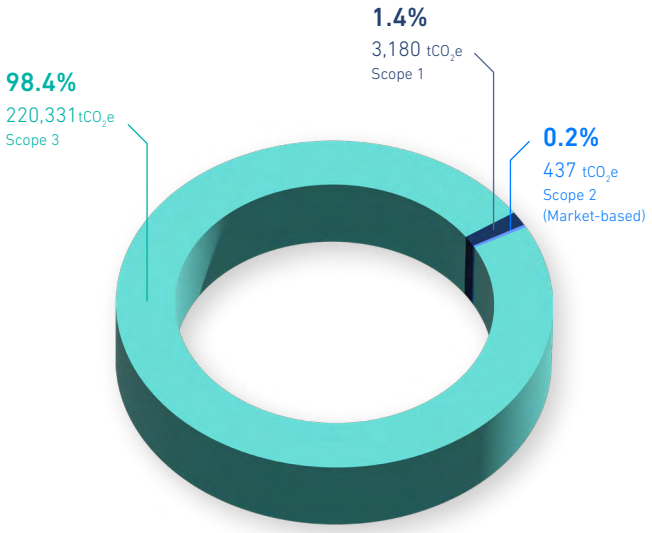
In 2025, the Group generated **885.8 MWh** of renewable energy, through photovoltaic systems installed across the Group's facilities, covering approximately 4.1% of its total energy consumption.

Energy consumption – Activities in sectors with high climate impact	2025
Non-renewable energy production (MWh)	0
Renewable energy production (MWh)	885.8
Total energy produced (MWh)	**885.8**

Gross scope 1, 2, 3 GHG emissions

In 2025, Purever reported total greenhouse gas (GHG) emissions of **223,948 tCO_2e** on a market-based approach, encompassing Scope 1, Scope 2 and Scope 3 emissions.

GHG emissions, by scope (tCO_2e)



Scope 1 emissions amounted to **3,180 tCO_2e**, mainly resulting from fuel combustion in stationary equipment and fleet vehicles, while **Scope 2 emissions** totalled **437 tCO_2e** (market-based), associated with purchased electricity consumption.

Combined, **Scope 1** and **Scope 2** emissions represented only **1.6%** of the Group's total carbon footprint, highlighting the limited contribution of direct operational emissions.

Scope 3 emissions accounted for **220,331 tCO_2e**, representing **98.4%** of total emissions. The largest contributor was **Purchased Goods and Services (Category 1),** accounting for **148,632 tCO_2e** (66% of total emissions), followed by **Use of Sold Products (Category 11)** with **59,463 tCO_2e** (27% of total emissions). Together, these categories represented approximately **93%** of the Group's total emissions, reflecting the significant impact of upstream supply-chain activities and the use phase of products sold.

The Group's emissions profile demonstrates that its carbon footprint is predominantly driven by indirect emissions across the value chain rather than by direct operational activities.

Carbon Footprint - Scopes 1 and 2	2025 (ton CO_2e)
Scope 1 GHG Emissions (Direct Emissions)	**3,180**
Fixed source fuels	2,278
Fuels from mobile sources (fleet)	836
Fugitive Emissions of Refrigerant Gases	53
Process emissions	13
Scope 1 Biogenic emissions	**37.9**
Scope 2 GHG emissions (Indirect Emissions)	**437**
Electricity consumption (Market-based)	433
Electricity consumption (Location-based)	658
Heat consumption	4

Carbon Footprint - Scope 3	2025 (ton CO_2e)
Scope 3 GHG emissions (Value Chain Emissions)	**220,331**
Category 1 - Purchase of goods and services	148,632
Category 2 - Capital Goods	1,254
Category 3 - Other energy activities	1,088
Category 4 - Upstream transportation and distribution	2,970
Category 5 - Waste	310
Category 6 - Business Travel	1,017
Category 7 - Commuting	2,347
Category 8 - Upstream leased assets	355
Category 9 - Downstream transportation and distribution	2,789
Category 11 - Use of sold products	59,463
Category 12 - End of Life of sold products	187
Total emissions (Scope 1, 2 and 3) (Market-based)	**223,948**
Total emissions (Scope 1, 2 and 3) (Location-based)	**224,173**

The methodologies applied for the calculation of GHG emissions are disclosed in the Methodological Notes section.



Pollution

"Requires a proactive and integrated approach."

Pollution Management Framework

[E2-1; GDR-P]

Pollution remains a challenge for Purever and the industrial sector itself, as it faces direct implications for environmental sustainability, regulatory compliance, and long-term business performance. Industrial activities are often associated with water discharges and waste generation, all of which can contribute to environmental degradation if not properly managed.

Addressing pollution requires a proactive and integrated approach that goes beyond regulatory compliance, including adopting cleaner production techniques, improving resource efficiency, establishing procedures regarding the outputs' treatments from the production process, whenever feasible.

The premium insulation solutions for controlled environments industry encounters a range of challenges linked to pollution affecting living organisms and food resources, arising from the use of highly specialised materials, strictly regulated chemical substances, and the complexity of evolving regulatory requirements.

Accordingly, implementing robust measures to monitor environmental impacts, manage pollution risks, and ensure full regulatory compliance continues to be a key priority for Purever.

Purever is developing Group-wide policies to identify, assess, and manage its pollution related IROs.

Nonetheless, all companies ensure compliance with applicable regulatory frameworks related to environmental requirements, including waste management, wastewater treatment obligations, infrastructure decommissioning, and the use of chemicals.

Air Pollution Management Policy
Scope: Ardmac Group

Ardmac is committed to reducing its impact on air quality and actively managing air pollution produced by its operations. The Air Pollution Management Policy sets out how the company identifies, manages, and reduces air pollution arising from its activities. The main objectives of the policy are to ensure compliance with all relevant EU and national air quality regulations, implement best practices to reduce air pollutant emissions, and continuously monitor and improve air quality management measures. The policy applies to both the company's own operations and its subcontractors and outlines measures such as dust control, equipment upgrades, regular maintenance, and fuel management. The policy is implemented and overseen by Purever's Head of ESG.

Materials and Chemicals Management Policy
Scope: Ardmac Group

Ardmac is committed to responsibly managing materials and chemicals used in its construction activities in order to minimise environmental risks, ensure safety, and promote sustainability. This document outlines the company's approach to reducing waste, handling materials, and chemicals responsibly, and ensuring compliance with applicable environmental and safety regulations. It promotes initiatives related to:

- Chemical Storage and Handling, by ensuring chemicals are securely stored in designated areas, clearly labelled, and regularly inspected to maintain safety and compliance;
- Spill Prevention and Control, through the implementation of spill prevention procedures, the availability of spill kits at all sites, employee training, and prompt reporting and remediation to minimise environmental impact;
- Training and Awareness, by providing training and raising employee awareness on best practices for materials and chemicals management, as well as related environmental and safety risks.

The policy applies to Ardmac's own operations and subcontractors and is overseen by Purever's Head of ESG.

Quality and Environmental Policy
Scope: Paneles Aislantes Purever

PAP is committed to ensuring the high quality and environmental performance of its products through the effective implementation of its Quality and Environmental Management System.

Through this policy the company formalises its environmental commitment in accordance with the ISO 14001 standard (Environmental management systems), and its commitment to protecting the environment and its surroundings by implementing actions and measures aimed at preventing any type of pollution that may result from its operations and activities.

The policy is communicated to all employees through training sessions and is monitored and supported by the company's management.

From Policy to Action: Pollution Prevention Measures

[E2-2; GDR-A]

Purever recognises pollution prevention and reduction as a relevant environmental matter associated with its operations. During 2025, Group companies implemented a set of operational measures aimed at preventing and reducing pollution and have established additional actions and initiatives to be progressively implemented in the coming years to further mitigate pollution-related impacts.

Subsidiary	**Ardmac**
Initiative	**Clean Shores Initiative** Organised beach clean-up activities in Ireland and the UK on World Environment Day to support the prevention of plastic pollution, raise environmental awareness among employees, and contribute to cleaner local ecosystems.
Stakeholders involved	Employees

Measure description	Status	Subsidiary
As part of the SHEQ Integrated Management System, procedures are in place to mitigate risks arising from chemical and fuel spills, chemical storage, environmental nuisances (including noise, dust, and silica), and asbestos. These procedures include the use of appropriate personal protective equipment (PPE), vacuum systems and water suppression to control dust, the availability and use of spill kits, and other preventive controls. The management system is certified in accordance with ISO 14001.	Continuous implementation	Ardmac
To ensure compliance with atmospheric emissions requirements, Dagard SAS replaced two burners in the painting cabin at its facilities.	✓	Dagard SAS
Investment in a new electrically driven bending machine, eliminating the use of hydraulic oil and reducing the risk of oil leakage. 	✓	Dagard SAS

✓ IMPLEMENTED ◌ IN PROGRESS

In order to support the implementation of actions related to pollution prevention and control, Purever has allocated the necessary investments.

Action	Actual		Future	
	CapEx	OpEx	CapEx	OpEx
Equipment modernisation	+250,000€	-	-	-



Circular Economy

"Has emerged as a key strategic approach for the Group seeking to enhance sustainability, resilience, and long-term value creation."

Circular Economy and Resource Management Policies

[E5-1; GDR-P]

Purever considers resource efficiency and waste management to be core elements of its day-to-day production and facility management processes.

The circular economy has emerged as a key strategic approach for the Group seeking to enhance sustainability, resilience, and long-term value creation. Unlike the traditional linear model, a circular economy focuses on minimising waste, optimising resource use, and extending the lifecycle of products and materials. This shift is particularly relevant for Purever, which operates with resource-intensive processes and complex supply chains.

To adopt these principles, Purever has been rethinking its product design and production processes. Through product innovation and design that facilitates end-of-life recovery, using less environmentally impactful materials and with product certifications, the Group aims to create a more circular business, respond to increasing customer expectations and at the same time achieve cost efficiencies. The Group continuously works to strengthen its circular economy practices and actively promotes their adoption across its supply chain, including suppliers and partners.

Although Purever has not yet defined group-wide circular economy policies, some of its companies have already adopted internal policies aimed at ensuring responsible resource management and promoting a more aligned strategy towards circular economy through targeted actions.

Waste Management Policy

Scope: Ardmac Group

Ardmac is committed to minimising waste generation, optimising resource use, and promoting sustainable practices across all its operations. The company has implemented a Waste Management Policy that defines its approach to managing waste generated from building projects, including construction debris, packaging, hazardous materials, and organic waste. The policy sets out key actions such as waste segregation, material optimisation, recycling and reuse, hazardous waste management, monitoring and reporting, and employee training, ensuring that effective waste management is embedded across all operational activities. The policy applies to Ardmac's own operations and subcontractors, while suppliers are expected to collaborate with Ardmac by minimising packaging and prioritising recyclable materials. Oversight and monitoring of the policy's implementation are the responsibility of Purever's Head of ESG.

Sustainable Procurement Policy
Scope: Ardmac Group

The Sustainable Procurement Policy formalises Ardmac's commitment to integrating environmental, social, and ethical considerations into its procurement practices, supporting the delivery of high-quality construction solutions while contributing to a more sustainable future. Under its environmental pillar, the policy sets out Ardmac's aim to minimise the environmental impact of goods and services procured, with key measures such as:

- Sourcing materials with a lower carbon footprint, prioritising renewable, recyclable, or certified sustainable options whenever possible;
- Reducing waste at source, by minimising packaging and prioritising environmentally friendly alternatives;
- Continuously reviewing the design phase, to optimise material selection and enhance overall sustainability and environmental performance.

The policy scope includes Ardmac's own operations and value chain. Suppliers and subcontractors are expected to comply with Ardmac's sustainability requirements and provide regular progress updates.

Sustainable Timber Sourcing Policy
Scope: Ardmac Group

Ardmac implemented a Sustainable Timber Sourcing Policy that reflects its commitment to responsible timber procurement, with the goal of minimising environmental impact, promoting ethical practices, and supporting sustainable forestry. The policy sets out several objectives including ensuring that all timber used in Ardmac projects is sourced from sustainable and legal origins, promoting the use of certified timber products, and minimising environmental impact through responsible sourcing and waste reduction.

The policy applies to Ardmac's own operations and value chain, is endorsed by the Executive Leadership, and is overseen by Purever's Head of ESG.

Integrated Management System Policy
Scope: Misa SRL

Misa SRL has implemented an Integrated Management System Policy under which it adopts innovative energy solutions and applies appropriate measures to reduce energy consumption, both at its headquarters and across its product portfolio. The company is committed to reducing emissions and pollution, promoting energy efficiency and innovation, and placing strong emphasis on the durability, quality, and reliability of its products, as well as on the continuous improvement of its production processes.

Environmental Policy
Scope: Taver Coldkit

Taver Coldkit has established an Environmental Policy that reflects its commitment to sustainable development, environmental protection, and the principles of the circular economy. The company is dedicated to minimising its environmental footprint by reducing waste generation, promoting the reuse and recycling of materials, and optimising the use of natural resources, raw materials, and energy throughout its operations. As part of its commitment to continuous improvement, Taver Coldkit has implemented procedures to regularly monitor and review compliance with its Environmental Management System. Corrective and preventive actions are established and implemented whenever non-conformities are identified, ensuring ongoing alignment with the requirements of ISO 14001 (Environmental management systems).

Managing Circular Economy Through Action

[E5-2; GDR-A]

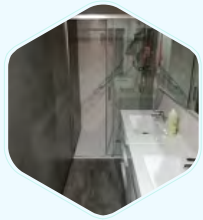
Within the scope of the circular economy, Purever recognises the strategic importance of this topic for the development of its activities. Accordingly, Group companies implemented several initiatives in 2025 and have defined additional actions for the coming years.

Measure description	Status	Subsidiary
Segregate designated steel and aluminium scrap generated in manufacturing operations and direct it to licensed recyclers, reducing the amount of metal entering general waste streams and improving recycling performance within own facilities.	✓	Dagard USA
Design and manufacture products using durable, corrosion-resistant materials in accordance with defined material specifications, in order to achieve a service life of 20–30 years, thereby reducing replacement frequency and lifecycle material consumption.	✓	Dagard USA
Management of packaging waste generated in own operations and downstream distribution through contractor-based recycling systems, ensuring that cardboard and wooden packaging are segregated and directed to recycling streams wherever feasible.	✓	Dagard USA
Improvement of rockwool waste management through the collection of production waste at Dagard SAS sites for recycling. **Taver Coldkit circularity for non-sellable panel.** 	◌	Dagard SAS
Implement a supplier-led packaging recovery process, aiming to recover at least 30% of packaging materials and thereby reduce packaging waste and improve circularity.	◌	Misa SRL

✓ IMPLEMENTED ◌ IN PROGRESS

Measure description	Status	Subsidiary
Recover and reuse Intermediate Bulk Containers (IBCs) within factory operations, reducing single-use packaging waste and improving resource efficiency.	IN PROGRESS	Misa SRL
Use of recycled ABS (Acrylonitrile Butadiene Styrene) as a primary raw material for the production of panels. The objective of the initiative is to reduce the environmental impact associated with the use of virgin plastics by introducing recycled polymer feedstock into the manufacturing process, while maintaining the required mechanical performance and product quality standards. In 2025, Misa SRL conducted testing and validation activities to ensure that recycled ABS met all required quality and performance standards. Following the successful completion of this phase, the new panels were commercially launched in 2026.	IN PROGRESS	Misa SRL
Recover and reuse polyisocyanurate foam waste as packaging material, serving as a protective base for second-category sandwich panel packs.	IN PROGRESS	PAP
Recover polyisocyanurate foam waste for valorisation and reuse as a raw material in other products through the LIFE REPOLYUSE Project, supporting circular material flows and waste reduction.	IN PROGRESS	PAP
Research and development of new product formulations incorporating raw materials with recycled content, particularly recycled polyols, while increasing the use of low-carbon steel grades to reduce the environmental footprint of manufactured products.	Scheduled for 2026	PAP
Reduce metal scrap generation to ≤ 6% of total metal consumption by improving metal sheet manufacturing processes and production planning, including the avoidance of production orders that lead to excessive scrap generation. Where feasible, metal scrap is reused internally for alternative applications, such as the manufacture of cross sections, replacing the use of virgin metal sheets and improving overall resource efficiency. Defective panels are also repurposed for use within the company's own facilities.	IN PROGRESS	Taver Coldkit

IMPLEMENTED IN PROGRESS

Measure description	Status	Subsidiary
For all company projects, including new buildings, offices, and facility upgrades, prioritise the use of internally available materials, such as discarded materials originally intended for clients, in order to reduce waste and promote resource efficiency.   **New women's changing room**  **New logistic building**	IMPLEMENTED	Taver Coldkit
Improvement of the end-of-life handling of old Personal Protective Equipment (PPE) used by factory employees, by working with the PPE supply chain in order to increase recycling rates.	IN PROGRESS	Ardmac
Replacement of traditional wooden windowsills (treated pine) with recycled PVC in the Nelas plant, reducing environmental impact and improving durability.	IMPLEMENTED	PIS
Simplification of the handling and preparation process for industrial and commercial rails, along with the elimination of unnecessary packaging. This enabled a 10% reduction in operating time and a significant decrease in material usage, with 30% less cardboard and 20% less plastic per rail.	IMPLEMENTED	PIS
Replacement of packaging plastic elements (High-density polyethylene) for recycled plastics (Recycled Polypropylene), to reduce the use of virgin materials.	IMPLEMENTED	PIS
The Nelas Plant implemented an initiative called "Circular Ramp" in which leftovers or rejected raw materials are reprocessed for reuse, reducing overall resource consumption.	IMPLEMENTED	PIS

IMPLEMENTED IN PROGRESS

Driving Circularity Through Targets

[E5-3; GDR-T]

Although formal quantitative goals have not yet been defined at Group level, several measures have already been implemented and qualitatively defined and tracked, particularly the reuse of materials that would otherwise be discarded, as well as robust waste management practices. In parallel, some Group companies have begun defining specific targets, as presented.

Target description	Unit	Base year	Baseline value	Target year	Target value	Actual value	Subsidiary
Reduce mixed waste from operations by 20% and enhance recycling rates as a means of mitigating environmental impact.	% of reduction	2024	42 ton	2026	20	15	Misa SRL
Reduce metal scrap waste over total metal consumption through optimisation of own panel manufacturing processes, thereby minimising resource waste and reducing environmental impacts, in line with ISO 14001 objectives.	% scrap (waste)/ % metal manufactured	2025	9	2026	6	5.29	Taver Coldkit
Achieve a 5% reduction in the generation of hazardous waste or, where this is not feasible, maintain hazardous waste levels below the organisation's acceptable threshold of 10,000 kg.	Kg	2025	3,405	2026	3,235	3,405	PAP
Reduce scrap generation by 3% compared to the previous period, measured per m^2 of panel produced, while maintaining scrap levels below 0.25 per m^2 of panel manufactured.	Kg/m^2	2025	0.1879	2026	0.1820	0.1879	PAP

Managing Resources Outflows

[E5-5]

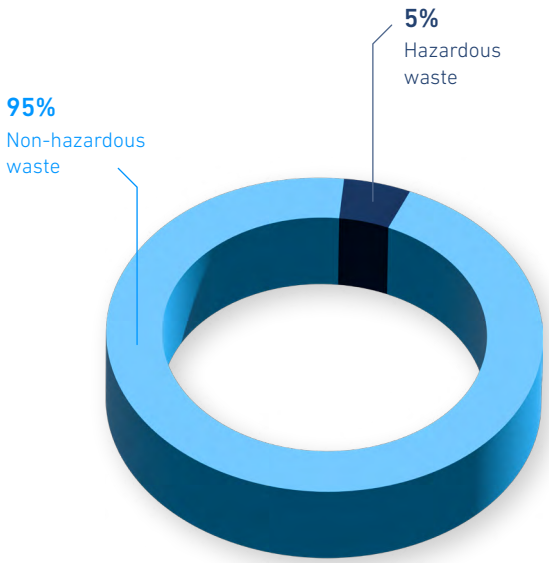
At Purever, resource outflows include not only finished products but also waste generated throughout the production process. The Group's activities rely on a range of materials, including coated steel and steel sheets, aluminium profiles, rockwool, aluminium honeycomb, chemical products, PVC, and rubber. These materials are transformed into products such as sandwich panels, clean room doors, insulated doors, and modular coldrooms.

The products are designed with durability, reparability, and responsible end-of-life considerations in mind. Many of the solutions developed by Purever are engineered for long service lives, with durability of up to 50 years, depending on operating conditions and maintenance. In addition, most products are designed to be repairable, allowing components to be replaced or repaired in order to extend product lifespan and ensure long-term performance at the final installation site.

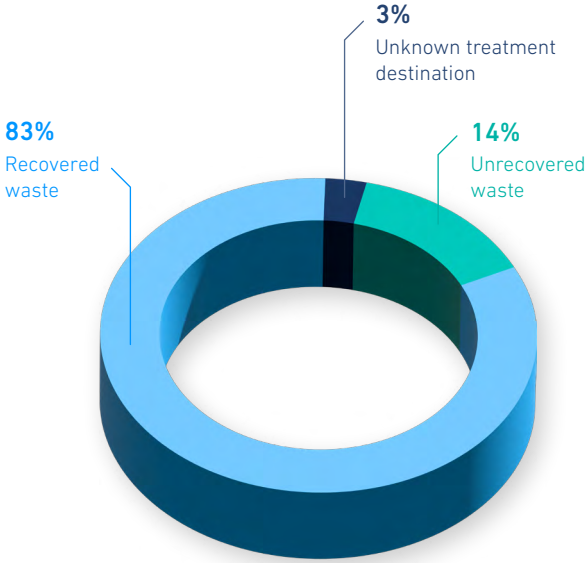
Regarding material circularity, some of the Group's products incorporate a high proportion of built-in recyclable materials, namely sandwich panels and clean room panels. However, for certain products, the composite structure of the finished panels cannot be easily separated into individual materials. As a result, these panels are generally not recyclable through conventional recycling processes.

In parallel, Purever integrates recyclable materials into its packaging solutions and actively promotes packaging reuse whenever operationally feasible, contributing to waste reduction and improved resource efficiency.

Waste generated by type



Waste recovery status



The main waste streams generated by the Group's activities arise primarily from production processes, construction and assembly operations, as well as administrative and maintenance activities. Among the most significant waste types are metal scrap, particularly steel and aluminium from cutting and processing operations, and panel and insulation material waste.

In addition, a considerable amount of packaging waste is produced, including wood (pallets and crates), cardboard, and plastic protective materials used for product packaging and transportation. Mixed waste, generated from offices, common areas, and canteens, also represents a recurring waste stream.

On a smaller scale, hazardous waste is generated in connection with production and maintenance activities, including used oils, cleaning solvents, chemical residues, filters, and contaminated materials. The management of these waste streams is carried out through licensed operators, in compliance with applicable legal requirements.

In 2025, Purever generated a total of 4,248 tonnes of waste, of which 95% was classified as non-hazardous. The Group recovered 3,518 tonnes of waste, primarily through recycling processes. Hazardous waste amounted to a total of 222 tonnes and was managed through recovery and disposal operations in accordance with applicable local legislation. Of the total waste generated, 83% was diverted from disposal, comprising 0% prepared for reuse, 78.3% recycled and 4.5% recovered through other recovery operations. Of the remaining waste, 0.6% was incinerated, 8.2% was sent to landfill and 5.5% was directed to other disposal operations. The treatment destination of 117.434 tonnes was unknown, representing approximately 2.8% of total waste generated.



83%
OF ALL WASTE GENERATED WAS RECOVERED

As 2025 represents the Group's first year of reporting, data collection processes are still being developed and refined, therefore, no historical data is available for year-on-year comparison. The Group will continue to enhance its data collection and consolidation processes, aiming to enhance data quality and comparability in future reporting periods.

The methodologies and assumptions applied for the collection and consolidation of quantitative data are disclosed in the Methodological Notes section.

2025	
Total weight of waste generated (t)	**4,248.009**
Hazardous waste	222.160
Radioactive waste	0
Non-hazardous waste	4,025.849
Total weight of waste recovered (t)	**3,518.278**
Hazardous recovered waste	**155.996**
Preparation for reuse	0
Recycled	155.996
Other recovery operations	0
Non-hazardous recovered waste	**3,362.282**
Preparation for reuse	0
Recycled	3,170.261
Other recovery operations	191.490
Total weight of unrecovered waste (t)	**612.297**
Hazardous unrecovered waste	**66.163**
Incineration	16,329
Landfill	3.351
Other disposal operations	46.303
Non-hazardous unrecovered waste	**546.134**
Incineration	11.044
Landfill	345.908
Other disposal operations	189.182
Share of recovered waste (%)	**83%**
Share of unrecovered waste (%)	**14%**
Unknown treatment destination (%)	**3%**
Unknown treatment destination (t)	**117.434**

03

SOCIETY

Own Workforce

Workers in the Value Chain

Affected Communities

Consumers and End-Users



Commitment to People and Communities

Own Workforce

"A double materiality assessment was conducted to identify the most relevant impacts, risks, and opportunities related to the organisation's workforce."

Purever places people at the centre of its organisational strategy by promoting fair employment practices and cultivating a respectful and supportive workplace. The Group seeks to ensure that employees are provided with opportunities that encourage skills enhancement, career progression, and long-term engagement, while maintaining high standards of health, safety, and inclusion.

As part of its sustainability and risk management framework, a double materiality assessment was conducted to identify the most relevant impacts, risks, and opportunities related to the organisation's workforce. The outcomes of this assessment highlighted key workforce related matters, which are addressed through specific policies, processes, and actions outlined in this section.

Purever's business model relies on a skilled workforce to deliver its core products and services. The undertaking recognises its own workforce as a key driver of value creation and as material to the management of social risks and opportunities, including employee retention, productivity, and service quality across its value chain. Employee engagement mechanisms, such as structured dialogue channels, satisfaction surveys and feedback loops, are integrated into the company's strategic planning processes to ensure that workforce-related impacts and risks are identified and addressed in the development of its business strategy.

Foundations of Workforce Practices

[S1-1; GDR-P]

The Group has established a comprehensive set of policies and management systems to address the material impacts and risks related to its own workforce. These are designed to safeguard workers' rights, ensure safe and healthy working conditions, promote fair and respectful treatment, and support employee development and well-being across the organisation.

Accountability for the approval and implementation of workforce related policies rests with the highest governing or executive bodies of each subsidiary, in line with their respective governance structures. Depending on the entity, this responsibility lies with the Board of Directors, General Management, Chief People Officer, or Executive Management. Operational implementation is delegated to local management, human resources functions, and operational leadership, ensuring effective application of policies and compliance with applicable labour, employment and health and safety guidelines.

At Group level, Purever has established a set of policies that articulate common minimum standards for ethical conduct, respect for human rights, and inclusive workplace practices across all its entities. These standards are implemented through workforce-related policies, practices and processes aligned with the applicable national legislation and regulatory frameworks of the jurisdictions in which the Group operates.

Human Rights Policy

Scope: Purever [Group level]

Purever has implemented a comprehensive, group-wide Human Rights Policy that sets out its commitment to respecting internationally recognised human rights and fostering ethical and responsible business conduct across all operations and throughout its value chain. Aligned with globally recognised standards, including the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Core Conventions, and the UN Guiding Principles on Business and Human Rights, the policy applies globally to all employees, contractors and business partners.

The policy addresses key human rights risks, including child labour, forced labour, discrimination, limitations on freedom of association, unfair remuneration and unsafe working conditions.

It establishes clear expectations regarding voluntary employment, fair pay, non-discrimination, diversity, and the respectful treatment of all workers, while defining responsibilities for managers, employees and business partners in preventing and addressing such risks.

Implementation is supported by embedded human rights due diligence processes designed to identify, prevent and mitigate actual or potential adverse impacts, as well as by supply chain requirements. The policy's scope extends across the Group's operations and wider value chain, reinforcing accountability and ethical governance.

Anti-Slavery Policy

Scope: Purever [Group level]

The Group has developed an Anti-Slavery and Human Trafficking policy that formalises the subsidiaries' commitment to preventing modern slavery, forced or compulsory labour, servitude and human trafficking across its operations and value chain.

This policy establishes clear frameworks for ethical conduct and legal compliance, defining prohibited practices, responsibilities for employees and business partners, and procedures for identifying, reporting and investigating suspected cases. It addresses human rights risks through due diligence processes, supplier expectations, supply chain controls and effective reporting mechanisms, while providing safeguards such as non-retaliation protections and disciplinary consequences for breaches. The policy applies globally across all operations and jurisdictions and covers employees, consultants, contractors, subcontractors, agency staff, business partners and suppliers.

Harassment Protocols and Procedures

Scope: Purever [Group level]

Within Purever, several subsidiaries have established policies, protocols and workplace measures to prevent harassment and to promote a working environment based on dignity, equality and mutual respect. These frameworks, such as the Code of Conduct (further information in G1-1), reflect a zero-tolerance approach to harassment and inappropriate behaviour and are designed to safeguard employee wellbeing while fostering inclusive and respectful workplace relationships.

Within this framework, Ardmac has adopted a Harassment Policy applicable to all employees, contractors and visitors across offices, project sites and work-related events, setting out expected standards of behaviour and procedures for reporting, investigation and resolution. In addition, Ardmac Iberia has implemented a specific Protocol for the Prevention and Management of Sexual and Gender-Based Harassment, which establishes preventive measures, confidential reporting channels and formal investigation processes applicable to all employees within its own operations.

In Spain, PAP has implemented a Protocol for the Prevention and Action against Sexual and Gender-Based Harassment in the Workplace in compliance with applicable national legislation on equality, sexual freedom and LGTBI rights. This protocol covers sexual harassment, gender-based harassment, workplace bullying (mobbing) and discrimination based on sexual orientation, gender identity or expression. It provides a structured complaint procedure, investigation mechanisms supported by a designated Confidential Advisor, a defined sanctioning regime and explicit protections against retaliation. The protocol applies to all employees and to any person providing services at PAP, regardless of the legal nature of their relationship, and is applicable at all work locations and during work-related activities.

At PIS, the Code of Good Conduct for the Prevention and Combating of Workplace Harassment establishes a clear framework to prevent, identify and address harassment, promoting a safe, respectful and inclusive workplace.

The policy reinforces principles of dignity, equality and zero tolerance for abusive or discriminatory conduct, taking into account applicable local legal obligations and recommendations, and applies to all employees.

Across all entities, responsibilities for handling complaints are clearly defined, and reporting mechanisms are designed to ensure confidentiality and protection against retaliation. These measures apply not only to employees but also to interactions with external parties, including suppliers, service providers, subcontractors, clients and other third parties who may engage with employees in the course of their work. Employees who experience or witness harassment, discrimination or other inappropriate conduct by an external party may report the matter through their company's established reporting channels, including management and human resources. Where misconduct is substantiated, proportionate disciplinary or corrective measures may be applied in line with internal procedures and legal requirements.

Equity, Diversity, Inclusion and Belonging

Scope: Purever [Group level]

The Group has established a policy to promote diversity, equity, inclusion and a sense of belonging across its workforce, recognising that an inclusive culture supports employee wellbeing, innovation and sustainable organisational performance. The Equity, Diversity, Inclusion and Belonging (EDIB) Policy sets out a shared approach to promoting equal opportunities, preventing discrimination and fostering inclusive and respectful workplaces across all entities.

At Group level, the EDIB policy sets out clear expectations for fair treatment, non-discrimination, equal opportunities and inclusive behaviours. It applies throughout the employee lifecycle and extends to contractors, suppliers and other business partners, reinforcing a consistent approach across the value chain. The policy defines key EDIB principles and responsibilities for leadership, managers, HR teams and employees, ensuring accountability at all levels of the organisation.

The policy adopts a zero-tolerance approach to discrimination and harassment and requires accessible, culturally sensitive and bias-free practices in recruitment, development and progression processes. It applies globally across all operations and extends beyond employees to include job applicants, agency workers, contractors, suppliers, subcontractors and other business partners.

The policy is supported by training, reporting mechanisms and ongoing monitoring by senior management and the Board, and establishes clear roles and responsibilities across the organisation. It forms an integral part of the Group's people and culture framework, advancing equal participation, ethical conduct and inclusive practices across all operations and relationships.



Occupational Health and Safety Management

Scope: Purever [Group level]

The Group has implemented occupational health and safety frameworks to safeguard employee wellbeing, prevent workplace risks and ensure compliance with applicable health and safety legislation across its operations. These are designed to identify, assess and mitigate occupational hazards, promote safe working practices and provide appropriate training and health surveillance for the workforce.

Within this framework, PAP implements an Occupational Health and Safety (OHS) management programme delivered through an external partner. This programme ensures a comprehensive approach to occupational risk prevention, covering all four legally required preventive disciplines: occupational safety, industrial hygiene, ergonomics and applied psychosociology, and health surveillance. In addition, PAP collaborates with an external partner as its workplace accident mutual insurance provider. As part of this programme, mandatory occupational risk prevention (PRL) training is provided to all employees through accredited providers. These measures apply to all employees at the Montalbo (Cuenca) production facility in Spain.

In the United States, Dagard USA has established workplace health and safety procedures aligned with Occupational Safety and Health Administration (OSHA) requirements. These procedures address occupational risk prevention, hazardous materials handling, safe workplace practices and employee training with the goal of managing health and safety risks affecting the company's own workforce.

At PIS and Dagard SAS, health and safety practices are governed by the Occupational Health and Safety Regulations which establish rules and procedures to protect employees' wellbeing, prevent workplace risks and ensure compliance with applicable health and safety legislation. This regulation applies to all employees and forms the basis for safe working conditions across the organisation.

Equal Opportunity

Scope: Purever [Group level]

The Group promotes equal opportunity and non-discrimination through policies, internal regulations and management practices designed to ensure fair and equitable treatment in employment practices across its operations. These frameworks support merit-based decision-making, prevent discrimination and foster a workplace culture grounded in respect and inclusion.

At Ardmac, the Equal Opportunity policy applies to all employees, job applicants and contractors across all operations and offices. It covers key stages of the employment lifecycle, including recruitment, promotion, training and development, with the objective of providing equal access to opportunities and ensuring that employment decisions are based on qualifications, performance and capability.

Other Group entities have also implemented measures to promote equal opportunities and non-discrimination. For instance, Taver Coldkit, PAP and Ardmac Iberia have adopted policies and measures addressing equal opportunity and non-discrimination within their respective operations.

Recruitment Policy
Scope: Purever [Group level]

The Group seeks to ensure fair, transparent and objective recruitment practices across its operations, with approaches adapted to local legal and operational requirements. Recruitment processes are intended to attract, assess and select suitably qualified candidates based on merit, skills and organisational needs, while minimising the risk of bias, discrimination and non-compliance with applicable employment legislation.

Each geography maintains recruitment policies and procedures that reflect its specific needs, local legal and regulatory framework, while aligning with the Group's overarching recruitment principles. For instance, at Ardmac, a formal Recruitment Policy establishes consistent recruitment procedures and applies to all recruitment and hiring activities across its operations. The policy is relevant to human resources, hiring managers and any external recruitment agencies or partners involved in the recruitment process.

Data Protection
Scope: Purever [Group level]

Across the Group, data protection is managed through a set of entity-specific policies that together ensure a consistent and robust approach to safeguarding personal data.

These frameworks establish clear principles for confidentiality, lawful data processing, information security and accountability, while aligning with applicable regulatory requirements, including the General Data Protection Regulation (GDPR) and relevant national legislation. Each subsidiary implements these requirements through its own policies and procedures, tailored to its operational context but underpinned by common standards for protecting employee and third-party data.



Workforce Engagement and Employee Voice

[S1-2]

In line with its approach to managing human capital, Purever maintains formal processes to engage with its workforce and, where applicable, workers' representatives. The company has established channels through which employees can raise concerns, needs and suggestions. These channels are intended to ensure that relevant issues are captured and assessed, with defined procedures to support follow-up actions and, where necessary, remediation.

Across the Group, subsidiaries foster direct dialogue with their workforce through a combination of structured and informal engagement mechanisms designed to enable active employee participation and the regular collection of feedback. These processes aim to ensure that employees' perspectives are taken into account when managing actual and potential impacts on the workforce, reflecting the scale and organisational context of each entity. Engagement unfolds through a combination of information sharing, consultation and participation mechanisms, encompassing the regular communication of organisational updates, workplace developments and policy-related matters, including changes affecting working conditions, operational priorities and health and safety considerations, as well as employee surveys, individual meetings, performance and development discussions, day-to-day operational check-ins, statutory consultation bodies and ongoing dialogue with workers' representatives where such structures are in place.

In smaller entities, engagement is conducted through direct and continuous interaction between employees, line management and human resources.

Feedback gathered through these processes plays a central role in shaping management decisions across a wide range of workforce-related matters, including working conditions, health and safety practices, training and development priorities, organisational changes, wellbeing initiatives and broader people management approaches. Through this continuous input, employee perspectives become embedded in both day-to-day operations and longer-term improvements to workplace culture and employee support. Considered by local management and human resources, these insights help guide organisational practices, from operational planning to the evolution of people-related initiatives. When significant operational or organisational changes are contemplated, this ongoing dialogue naturally extends into more structured consultation, ensuring that employees have the opportunity to be heard and their views considered. This Group-wide approach reinforces a culture of open communication, active listening and continuous improvement across the Group.

Building on this approach, the Group also seeks to understand the perspectives of workers who may be more vulnerable to potential impacts or situations of marginalisation, such as women, migrant workers, persons with disabilities, employees with health conditions or those requiring workplace adjustments, primarily through the same engagement channels available to the wider workforce. These include individual meetings, employee surveys, direct access to human resources, occupational health surveillance processes, and, where applicable, dialogue through workers' representatives, works councils or trade unions.

At a more structural level, employment conditions and workers' rights across the Group are shaped by a combination of applicable national labour laws, sectoral or regional collective bargaining agreements, and internal policies relating to human rights, ethics and conduct. While collective bargaining frameworks are widely applied across Purever, the extent to which formal worker representation structures are in place varies by entity, depending on factors such as size, organisational set-up and jurisdiction. Where workers' representatives are in place, they act as key counterparts in dialogue on matters affecting the workforce, including internal regulations, organisational changes, working conditions and health and safety. Human rights principles and ethical standards are communicated across the organisation and, in entities where worker representation structures are in place, are further reinforced through engagement with employee representatives, including through consultation or training processes. At present, no Global Framework Agreements are established at Group level.

Across the Group, workers have access to multiple channels to raise concerns or needs directly and have them addressed. These channels include:

01

Direct Channels

- Direct dialogue with the line managers and supervisors.
- Access to Human Resources departments or designated HR contacts.

02

Formal Reporting Channels

- Formal grievance procedures at local level.
- Whistleblowing or ethics reporting channels, including anonymous reporting options in several subsidiaries.

03

Representative Channels

- Workers' representatives works councils or trade union channels where applicable.
- Health and safety reporting mechanisms and occupational health services.

Formal grievance and whistleblowing mechanisms provide structured processes for reporting concerns related to misconduct, discrimination, harassment, ethical breaches, health and safety, or labour rights. These arrangements are consistent with the Group's protected disclosures framework (for further information please see section G1 - Protected Disclosures | Whistleblowing), ensuring alignment in reporting processes, confidentiality safeguards, and non-retaliation principles. Concerns raised through these channels are assessed by appropriate management or HR personnel and addressed in line with internal procedures and local legal requirements, which may include investigation, corrective actions, disciplinary measures, and follow-up with affected employees.

The effectiveness of these channels is assessed through management oversight, monitoring of cases raised and resolved, analysis of recurring issues, feedback from workers' representatives, and periodic reviews of policies and procedures. This monitoring helps ensure accessibility, confidentiality, timely resolution, and continuous improvement of the mechanisms.

Where a subsidiary identifies that it has caused or contributed to a negative material impact on its workforce, remediation is addressed through structured processes led by management and human resources, tailored to the specific nature and context of the issue.



These processes generally begin with an initial assessment of the situation, followed, where necessary, by a more detailed internal review or investigation to establish the underlying circumstances and determine an appropriate course of action. Rather than applying a uniform response, the Group adopts a case-by-case approach in which remediation is designed to reflect the specific characteristics of the impact and the needs of the individuals concerned. This ensures that responses are both proportionate and effective, while supporting a timely resolution of issues. Throughout this process, particular attention is given not only to addressing the immediate situation, but also to identifying opportunities to strengthen practices and reduce the likelihood of recurrence.

In this sense, remediation is embedded within a broader framework of continuous improvement, whereby lessons learned from individual cases inform ongoing enhancements to workforce-related policies, procedures and management practices.

Workforce Commitments in Practice

[S1-3; GDR-A]

Across the Group, workforce-related considerations are not approached as discrete or peripheral initiatives; rather, they are intrinsically embedded within the organisation's day-to-day operating model. Matters such as remuneration, occupational health and safety, employee wellbeing, working time arrangements, inclusion, and employment stability are systematically integrated into established management practices, evidencing a practical and operationally grounded approach to addressing these priorities.

Instead of being advanced through detached sections, these areas are governed through formalised oversight structures, collective bargaining mechanisms, and the sustained engagement of local management and human resources functions. This framework ensures that accountability remains decentralised and firmly situated within the teams and operational units that interact with employees on a continuous basis, rather than being removed or abstracted from day-to-day realities. Accordingly, workforce-related actions are continuously shaped through structured management dialogue and ongoing supervisory processes, enabling the Group to adapt responsively to evolving operational demands and respond to identified risks and impacts while upholding a consistent and disciplined approach to responsible employment practices.

Considerations relating to remuneration and employment stability are addressed through a range of practices aimed at managing inherent risks associated with pay adequacy and the continuity of employment conditions across the workforce. Structured annual remuneration review processes are implemented across all Purever entities providing a systematic framework to assess and, where appropriate, adjust compensation. These reviews take into consideration business performance, prevailing economic conditions, market benchmarks, and gender-based comparisons. Decisions regarding pay adjustments are aligned with applicable Collective Bargaining Agreements or National Wage Agreements for general operatives, while for other team members they are determined on a case-by-case basis.

Within this context, subsidiaries maintain remuneration practices that position employees' pay above applicable collectively agreed benchmarks. For instance, PAP applies remuneration levels exceeding those established in the Convenio Colectivo del Metal de Cuenca, while Ardmac Iberia ensures that all salaries remain above the baseline thresholds defined by the Madrid Metal Industry Agreement. In parallel, Dagard Germany and PAP reinforce income security through workforce structures characterised exclusively by permanent employment contracts.

In situations where economic or operational pressures could limit discretionary pay adjustments, subsidiaries seek to preserve minimum adequacy thresholds. This approach was particularly relevant during the Taver Coldkit merger, formalised in 2025, where all Coldkit employees were transferred with their employment conditions maintained, and collectively agreed wage increases continued to apply despite cost pressures linked to organisational integration. Complementary measures, including flexible remuneration platforms, are also leveraged to enhance employees' income.

In response to operational exposure to occupational hazards, particularly within construction, manufacturing and installation activities, the Group maintains preventive health and safety systems designed to mitigate risks of injury and work-related illness. Taver Coldkit, PAP, PIS, Dagard SAS and Dagard USA rely on structured occupational health and safety management systems supported by external prevention services, accident mutuals and OSHA based frameworks. These systems encompass risk assessments, mandatory training, emergency preparedness exercises, health surveillance and incident investigation processes. The effectiveness of this preventive approach is illustrated by PAP's significant reduction in workplace accidents during 2025 following the reinforcement of training and preventive controls.

Alongside physical safety, psychosocial impacts, including stress and mental wellbeing, are increasingly recognised as relevant workforce considerations. In response, targeted wellbeing initiatives have been implemented across several entities. Ardmac introduced dedicated mental health initiatives in 2025, combining in-person sessions and webinars delivered by external specialists, alongside a structured wellbeing calendar promoted through town hall meetings. PIS and Misa SRL implemented broader health promotion programmes, including stress surveys, internal health services, smoking cessation support and financial literacy workshops. These initiatives aim to mitigate negative impacts on employee wellbeing while strengthening resilience, reducing absenteeism and supporting sustained engagement.

To address risks associated with excessive working hours and work-life imbalance, subsidiaries implement a combination of monitoring mechanisms and flexible working arrangements. Across PAP, Dagard Germany and parts of Taver Coldkit, digital time-tracking systems support a structured approach to monitoring working time, facilitating both ongoing oversight and the timely identification of overtime patterns. Flexible working models, including smart-working arrangements at Misa SRL and Dagard SAS, working time adaptations aligned with applicable labour frameworks at PAP, and extended leave arrangements at Ardmac, contribute to supporting employee wellbeing and retention, while remaining closely aligned with operational requirements.

These practices are complemented by digital disconnection policies introduced at Ardmac Iberia and Taver Coldkit, which further reinforce the protection of rest periods and help preserve clear boundaries between professional and personal time.

To mitigate risks related to discrimination, unequal treatment and workplace harassment, the Group has implemented formal procedures supported by embedded management practices. The prevention of harassment and the promotion of equal treatment are embedded within formal structures and day-to-day management practices. Dedicated harassment prevention protocols, supported by established reporting channels, ensure that concerns can be raised and addressed in a structured and consistent manner, and are implemented across Ardmac, Ardmac Iberia, PAP, PIS and Taver Coldkit. Within Dagard SAS, these matters are addressed through a more integrated governance approach, involving designated referents and employee representative bodies, thereby reinforcing both accountability and employee involvement.

This commitment extends across the employee lifecycle, with recruitment and broader employment practices in entities such as Dagard USA, PAP and Taver Coldkit shaped to promote equal opportunity. These processes are underpinned by transparent frameworks and active management oversight, helping to ensure fairness and consistency in decision-making.

The resources allocated to these actions reflect the Group's prioritisation of identified workforce-related impacts and risks, and include payroll budgets, occupational health and safety service contracts, training providers, human resources and managerial capacity, digital HR and time-management tools, and, in several entities, external consultants and certification bodies.

These processes are underpinned by transparent frameworks and active management oversight, helping to ensure fairness and consistency in decision-making."

While levels of formalisation and data availability vary across subsidiaries, effectiveness is generally monitored through indicators such as remuneration alignment, accident and absenteeism rates, employee turnover, training coverage and feedback collected through management reviews, employee discussions and interaction with workers' representatives. In entities such as Dagard SAS and PIS, monitoring is increasingly supported by dashboards and ISO-aligned systems, while others rely on more qualitative assessments reflecting their scale and operational complexity.

Workforce-related actions across the Group are shaped by a consistent focus on preventing and mitigating adverse impacts, managing associated risks, and supporting positive outcomes for employees, while maintaining a pragmatic balance between harm prevention, legal compliance and operational sustainability.

In contexts where workforce protection and business pressures may intersect, subsidiaries give precedence to fundamental labour standards, safety and employment continuity, drawing on flexible tools and phased implementation approaches to navigate these dynamics in a responsible and sustainable manner.

Actions	Actual		Future	
	CapEx	OpEx	CapEx	OpEx
Health and safety	-	+135,000 €	+3,000 €	+20,000 €
Learning and Development	-	+300,000 €	-	+350,000 €
Work-life balance	+50,000 €	-	-	-

Workforce Goals and Progress

[S1-4; GDR-T]

Target description	Unit	Base year	Baseline value	Target year	Target value	Actual value	Subsidiary
Ensure zero incidents or complaints related to the workforce	Number	2025	0	2026 (yearly target)	0	0	Ardmac
Achieve zero third-party findings by reinforcing workforce standards	Number	2025	0	2026	0	0	Ardmac
Increase participation rate in employee surveys	%	2024	70	2027	80	0 (no survey in 2025)	Ardmac
Maintain absenteeism at or below target levels	%	2024	4.8	2025	3.50	4.7	Dagard SAS
Ensure the reduction of accidents in the workplace	Number	2024	14	2025	0	8	Dagard SAS
Drive reduction in the accident frequency rate	ppm	2024	17.60	2025	10	13.84	Dagard SAS
Drive the accident severity rate to zero	ppm	2024	0.83	2025	0	0.14	Dagard SAS
Increase training hours to enhance employee knowledge and motivation	Hours	2024	248	2025	200	207	Dagard SAS
Increase employee engagement in the company's annual review process	%	2024	81	2025	100	70	Dagard SAS
Improve productivity, efficiency, and organisational performance by increasing the rate of filled job positions	%	2024	81.5	2025	83.5	83.8	Dagard SAS
Promote professional equality between men and women by improving the gender equality index.	%	2024	80	2025	100	88	Dagard SAS
Keep dismissal rates within a defined target range to support organisational stability and company performance	Number	2024	15	2025	<15	12	Dagard SAS
Ensure completion of the structural workforce reorganisation following the Taver Coldkit merger	% of completion	2025	0	2025	20		Taver Coldkit

Across the Group, continuous improvement in workforce-related practices is supported through structured mechanisms that reflect the diversity of activities, risk exposures and organisational maturity across subsidiaries. Within this framework, qualitative and quantitative targets are established at entity level, not as static benchmarks but as evolving reference points that guide progress in areas such as health and safety, employment conditions, employee engagement, equality and skills development, while remaining responsive to workforce-related impacts identified across the organisation.

Targets are reviewed and updated periodically at subsidiary level, typically on an annual basis. In certain entities, performance against targets is also monitored more frequently. For example, Dagard reviews monitored results monthly where relevant and updates objectives on an annual basis.

PIS has established a number of workforce-related qualitative objectives aimed at promoting employee wellbeing, fostering a safe working environment, and supporting organisational effectiveness.

During the reporting period, these objectives included reducing occupational incidents through the continued implementation of SHEQ and Health & Safety management standards, reducing absenteeism through ongoing monitoring and management practices, managing employee turnover to support organisational stability and business continuity, and reducing employee-related complaints. In addition, PIS maintained the objective of minimising union-related complaints, with no union-related complaints recorded during the reporting period.

These objectives are monitored through PIS's workforce management processes.

Ardmac has defined workforce targets centred on respectful workplace conduct and employee engagement. The subsidiary has set a target of zero incidents and zero complaints, whether internal or external, relating to its own workforce. This target is directly linked to clearly defined company policies, training initiatives and communication practices that reinforce shared values and expectations regarding professional behaviour and mutual respect. In addition, Ardmac has set an absolute target of zero workforce related adverse findings or reviews from third parties, reflecting its commitment to transparency, compliance and proactive workforce management. Employee engagement is monitored through regular employee surveys, which serve as a structured tool to assess satisfaction and workplace climate. Engagement is further supported through monitoring participation and feedback from monthly virtual Town Hall meetings, which provide a qualitative indicator of morale and internal communication effectiveness.

Dagard SAS has set targets related to employee development and engagement, including training hours to support skills development and motivation, and full coverage of annual performance interviews to ensure structured dialogue on expectations, working conditions and performance. Sustainable workforce practices are further supported through targets addressing recruitment for open positions, gender equality between women and men, and controlled employee turnover, including limits on dismissals to preserve stability and long-term performance.

Targets are reviewed and updated periodically at subsidiary level, typically on an annual basis. In certain entities, performance against targets is also monitored more frequently."

The subsidiary has also implemented a structured set of quantitative workforce targets reflecting its industrial activities and exposure to occupational health and safety risks, supported by ISO-aligned management systems. These targets collectively aim to strengthen workforce performance and wellbeing by reducing absenteeism and workplace accidents, enhancing employee knowledge and motivation through training, and increasing engagement through regular performance discussions. They also support organisational effectiveness by maintaining appropriate recruitment levels, promoting gender equality, and ensuring workforce stability through the responsible management of dismissals.

Health and safety-related targets include absenteeism, monitored as an indicator of employee health and organisational effectiveness, as well as targets covering the number of occupational accidents, accident frequency rate and accident severity rate. These indicators are directly linked to the application and ongoing improvement of the safety management system and aim to prevent injuries and reduce negative health outcomes. For example, PAP, like the other subsidiaries, identified occupational health and safety as a key workforce priority. A relative target has been set with the objective of reducing occupational incidents and improving employee wellbeing indicators, aligned with the subsidiary's SHEQ policy, health and safety management system and wellbeing initiatives. Rather than focusing solely on fixed numerical thresholds, the target is designed to drive continuous improvement in working conditions and risk prevention.

Progress is assessed through internal safety reporting, management reviews and feedback from operational teams, supporting informed adjustments to preventive measures. Progress against these targets is reviewed either monthly or annually, depending on the indicator, using methodologies established under French labour law and internal Group policies. Where applicable, employee representatives and health and safety committees are involved in monitoring and follow-up.

Taver Coldkit is finalising the workforce integration process following the merger, ensuring employment continuity, harmonised compensation and training frameworks, and consistent working conditions across the merged entities, in line with the Group's integration strategy.

"Progress is assessed through internal safety reporting, management reviews and feedback from operational teams, supporting informed adjustments to preventive measures."



Understanding the Workforce

[S1-5; S1-6; S1-7; S1-8; S1-9; S1-10; S1-12; S1-13; S1-14; S1-16]

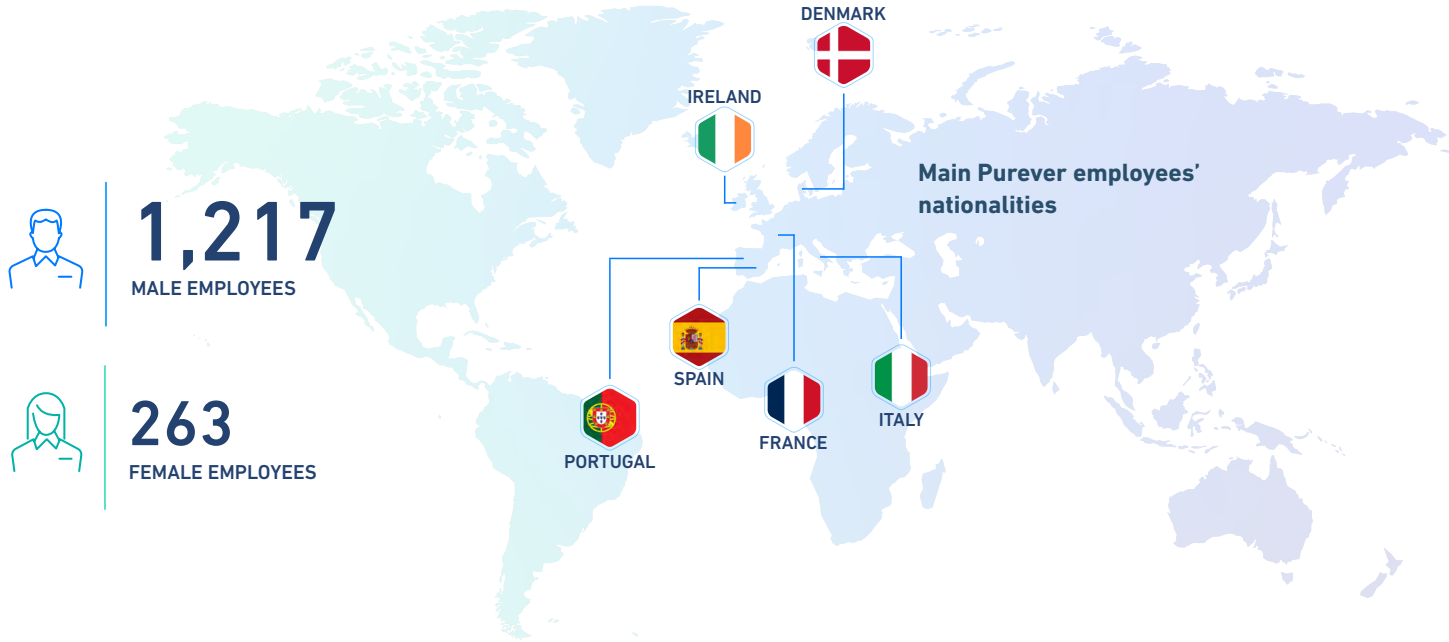
Characteristics of the employees

The Group's activities are underpinned by a workforce whose composition reflects both the scale of its operations and the diversity of its presence across markets. In 2025, Purever employed 1,480 employees across the Group.

The workforce profile in 2025 illustrates a geographically dispersed and multifaceted structure, characterised by diversity in both location and gender composition. In 2025, a substantial share of employees was concentrated in Ireland, France, Portugal and Italy, reflecting the extent of the Group's international reach while emphasising the role of locally embedded teams.

1,217
MALE EMPLOYEES

263
FEMALE EMPLOYEES



2025

Employees by country	France	Ireland	Portugal	Spain	Denmark	Italy	UK	Finland	USA	Austria	Poland	Belgium	Germany	Northern Ireland	The Netherlands	Total
Male	274	240	202	114	110	119	70	31	18	12	11	7	5	1	3	**1,217**
Female	75	56	37	33	9	24	10	2	4	2	2	2	3	3	1	**263**
Total Group	**349**	**296**	**239**	**147**	**119**	**143**	**80**	**33**	**22**	**14**	**13**	**9**	**8**	**4**	**4**	1,480

2025

Employees by contract type	Purever
Male	**1,217**
Permanent employees	1,113
Temporary employees	104
Non-guaranteed hours employees	0
Female	**263**
Permanent employees	243
Temporary employees	20
Non-guaranteed hours employees	0
Total	**1,480**
Permanent employees	1,356
Temporary employees	124
Non-guaranteed hours employees	0

Purever adopts a people-centred approach to talent development and retention, grounded in a clear understanding of both its operational and leadership requirements and the individual aspirations of its employees. Supported by local HR expertise, the Group proactively sources talent across multiple jurisdictions, enabling the creation of a mobile workforce and ensuring close proximity to customers in each market.

Leveraging its global presence, Purever offers flexible career pathways that accommodate different life stages, whether through international relocation, repatriation, or opportunities to gain experience in new regions. This approach supports the long-term retention of key talent while aligning employment journeys with the Group's values and culture. Beyond addressing short-term staffing needs, the talent attraction strategy is designed as a long-term investment in future capabilities and leadership succession.

Monitoring employee turnover helps the company assess workforce dynamics, identify retention trends and support the development of initiatives aimed at fostering employee engagement and long-term talent retention.

In addition to employee turnover, Purever monitors attrition rate as a complementary indicator of workforce retention. While turnover includes all employee departures during the reporting period, attrition excludes departures that are not considered representative of the Group's ability to retain its core workforce, including interim hires, employees on fixed-term or fixed-purpose contracts, weekly operatives, long-term sick employees, employees returning to their employer following the end of a secondment arrangement, and performance-related exits.

Of the 290 employees who left Purever during 2025, 180 departures met these exclusion criteria and were therefore not considered in the attrition calculation. Based on the remaining 110 departures, the attrition rate was 7.4%.



2025
PUREVER
19.6%
TURNOVER RATE

Characteristics of non-employees

The Group's operational structure is supported by a diverse workforce that extends beyond its employee base, including non-employees engaged across its activities. These individuals are primarily sourced through third-party providers, particularly within the temporary employment sector, and contribute to the effective delivery of the Group's operations. The presence of non-employees reflects the nature of the Group's activities, which require flexibility to respond to fluctuations in demand, project-based work and varying production cycles. As such, non-employees represent an important component of the overall workforce, supporting operational continuity and enabling the Group to adapt to changing business requirements. Within this context, the Group maintains oversight of the engagement of non-employees to ensure their effective integration into operations and alignment with applicable labour standards. This approach also considers the extent to which the Group's activities rely on external labour, as well as the related workforce-related impacts, risks and opportunities identified across its operations. At year-end, a total of 910 non-employees were engaged, primarily through third-party companies operating in the temporary employment sector. Their engagement is monitored through management oversight and operational controls to ensure continuity of operations.



Collective bargaining coverage and social dialogue

Collective Bargaining and Social dialogue are key components of Purever's approach to human resources management, supporting constructive engagement with employees and, where applicable, their representatives. The Group recognises that collective bargaining coverage varies across its workforce and remains committed to respecting workers' rights to freedom of association and collective representation.

Across the Group, the proportion of employees covered by collective bargaining agreements varied by entity and jurisdiction. At Ardmac Group, which operates in Ireland, Denmark, the United Kingdom, Spain, France, Germany, Austria, the Netherlands, Finland, Poland, and Belgium, 47% of employees were covered by collective bargaining agreements. Full coverage (100%) was recorded at Dagard IT (Italy), Dagard SAS (France), Misa SRL (Italy), PAP (Spain), and Taver Coldkit (Spain). At PIS, operating in Portugal, 79% of employees were covered, while remaining employees are subject to employment conditions defined in accordance with Portuguese labour law and internal frameworks. In contrast, Dagard Germany and Dagard USA reported no employee coverage (0%) under collective bargaining agreements; therefore, employment conditions are determined through company-level arrangements in line with applicable legislation and prevailing labour market practices.

Regarding social dialogue in the European Economic Area (EEA) countries, employees' access to formal representation mechanisms varies across the Group. Accordingly, 100% of employees are covered by workers' representatives in Dagard SAS (France), Misa SRL (Italy), PAP (Spain) and PIS (Portugal), and 62% in Taver Coldkit (Spain), while the remaining subsidiaries currently operate without formal employee representation structures.

Diversity metrics

Purever remains committed to promoting equal opportunities and strengthening gender parity across all levels of the organisation. In this context, monitoring gender representation at top management level supports the identification of potential inequalities and informs actions to address associated impacts, risks, and opportunities, such as talent attraction and retention, leadership pipeline development, and inclusive organisational culture.

Beyond governance considerations, diversity at senior levels plays an important role in shaping workplace dynamics across the Group. For Purever, strengthening gender balance at senior levels therefore represents both a strategic opportunity to enhance performance and a governance priority to mitigate the risk of underrepresentation in decision-making roles, while contributing positively to the creation of a diverse and inclusive workplace in which employees can thrive. In 2025, women held 11% of top management positions across the Group.

2025

Diversity: Top management (by gender)	Purever
Male	40
Female	5
Male (%)	89%
Female (%)	11%
Total employees in the senior management	**45**

To promote diversity, inclusion and gender equality, Purever organised a live-streamed roundtable in March 2025 to mark International Women's Day. The event featured female leaders from across the Group who shared their professional experiences, challenges and perspectives on leadership. Employees from multiple locations participated through a hybrid format, creating an opportunity for dialogue on representation, inclusion and women's career development. The initiative concluded with local networking sessions across several sites, supporting collaboration and increasing the visibility of female talent within the organisation.

Misa SRL continued to promote diversity and inclusion through its recruitment practices. During the reporting period, 12 of the 22 new hires were women, including nine women recruited into production roles, with 60% of these hires aged over 40. The company also recruited two men aged over 50 and hired four employees belonging to protected categories. In addition, Misa SRL strengthened female representation in leadership through the appointment of a woman as Head of Finance. These actions reflect the company's commitment to fostering an inclusive workforce and promoting equal opportunities regardless of gender, age or personal circumstances.

PIS continued to foster an inclusive and people-centred workplace through a range of initiatives supporting employees and their families. These included the provision of Birth Kits for new parents, events recognising Mother's Day and Father's Day, and a Positive Parenting Workshop designed to support employees in balancing work and family responsibilities. To promote gender equality and inclusion, the company also marked International Women's Day through an awareness event featuring an external speaker and activities aimed at encouraging reflection on gender-related issues.

Adequate wages

Purever considers fair and adequate remuneration to be a cornerstone of responsible employment practices and an essential driver of workforce stability, wellbeing and engagement. Accordingly, the Group endeavours to ensure that all employees receive compensation that upholds a dignified standard of living, with due regard for the distinct legal frameworks, economic conditions, and labour dynamics prevailing in each country of operation.

In assessing wage adequacy, the Group benchmarks its lowest salary levels against legally defined reference points in each country, including statutory minimum wages and applicable collective bargaining agreements. Where sector-specific agreements apply (such as the Spanish Metal Industry agreement), these are also considered, particularly when they set higher wage levels than the legal minimum. This approach allows Purever to apply a consistent methodology across locations, while taking into account local differences in regulation and labour market conditions. These frameworks are expressly designed to safeguard a reasonable income standard within each jurisdiction, reflecting local labour market conditions and socio-economic realities. By adhering to such established benchmarks, the Group fosters transparency and consistency in its remuneration practices, while remaining attuned to the variability inherent in differing regulatory landscapes and workforce environments. On this basis, no employees were identified during the reporting year as earning below a level deemed adequate.

Social protection

Social protection provides employees with coverage against income loss arising from major life events, including illness, disability, unemployment and retirement. Employees across Purever are generally covered by the statutory social security schemes applicable in the countries where the Group operates. In certain jurisdictions, this coverage may be complemented by employer-sponsored benefits, depending on local practices and arrangements. In most jurisdictions where the Group operates, eligibility for statutory social protection benefits begins upon commencement of employment, in accordance with applicable national regulations. This applies to subsidiaries including Ardmac Group, Dagard Germany, Dagard SAS, Dagard Italy, Misa SRL, PAP, PIS and Taver Coldkit, where statutory systems provide coverage for key life events such as illness, unemployment, occupational accidents and acquired disability, parental leave, and retirement.

In several jurisdictions, these public schemes are supplemented by additional employer-funded benefits designed to enhance employee protection. Ardmac, for instance, provides private income protection arrangements in countries such as Ireland and the United Kingdom and offers death-in-service insurance where aligned with market practice. Dagard SAS complements statutory provisions through company-sponsored insurance designed to strengthen protection in cases of illness and occupational risk. Similarly, Taver Coldkit augments public coverage with private medical insurance and enhanced occupational accident protection via its mutual insurance provider.

Notwithstanding these provisions, the extent and nature of coverage vary across jurisdictions. In Dagard SAS, company-supported protection is primarily concentrated on illness, occupational accidents, and acquired disability, while other areas, such as unemployment, parental leave, and retirement, remain predominantly within the remit of public systems. In the United States, employees of Dagard USA benefit from a combination of public provisions and company arrangements covering unemployment (for eligible employees), workers' compensation, parental leave, and retirement. However, income protection in the event of illness is comparatively limited and is mainly supported through company provided sick leave rather than comprehensive wage replacement coverage. Overall, the Group has not identified any country of operation in which employees are entirely without social protection for the major life events considered. Nevertheless, the scope, depth, and delivery mechanisms of such protection differ between jurisdictions, reflecting variations in national social security systems.

Social protection coverage for non-employee workers is not uniformly ensured across the Group. Where social protection for non-employee workers exists, coverage is generally ensured in line with applicable national frameworks. In Ardmac Iberia, Misa SRL and PIS, non-employee workers are covered against loss of income for key life events, including illness, unemployment from the start of engagement, occupational accidents and acquired disability, parental leave, and retirement/pension.

Training and skills development metrics

Purever operates in technical, industrial and manufacturing environments where employee competence, safety, and adaptability are essential to operational performance and long-term competitiveness. In this context, the Group prioritises training and skills development as a key enabler of career progression, workforce resilience, and organisational capability, in line with its objective of supporting employees in developing relevant skills, advancing into more senior roles, and facilitating transitions within and into the industry. Across the Group, training and skills development are supported through a combination of formal training programmes, on-the-job learning and structured performance and career development reviews. These processes are designed to foster skill development, strengthen leadership capabilities, and align individual development pathways with evolving business and operational needs, while enabling employees to receive regular feedback and identify areas for growth.

At Dagard SAS, mandatory cybersecurity training was introduced for all employees, including new recruits, to strengthen awareness of digital risks and reinforce the protection of company data and systems. By equipping employees with the knowledge needed to identify and respond to potential cyber threats, the initiative supports a culture of shared responsibility for information security and enhances the organisation's resilience in an increasingly digital working environment.

PIS also supported employee development through educational initiatives addressing personal financial literacy. During the reporting period, the company organised the "New Year, New Goals" workshop, covering topics such as personal and family budgeting, household savings and introductory investment principles.

Additionally, to promote employee engagement, continuous learning and cultural exchange, Purever organised a simultaneous Reading Club event across its Spanish sites in celebration of World Book Day and Sant Jordi. Employees were invited to share and discuss books of personal significance with colleagues, fostering knowledge sharing, curiosity and interpersonal connection in an informal setting. The initiative also encouraged the exchange of books among participants, supporting a culture of learning and collaboration beyond formal training programmes.
During 2025, a total of 14,244 training hours were delivered to employees across the Group, reflecting a continued focus on building technical expertise and supporting employee development.

Employee performance is monitored through regular appraisal processes implemented at subsidiary level. Differences in coverage across subsidiaries reflect operational and organisational factors, including management availability, workload levels and the timing of appraisal cycles.

Purever's training and skills development
2025

14,244
TOTAL NUMBER OF TRAINING HOURS

9.6
AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

47.1%
EMPLOYEES WHO PARTICIPATED IN PERFORMANCE REVIEWS

Health and safety

The protection of employee health and safety stands as a central priority for Purever, reflecting the risks associated with its industrial, manufacturing, and on-site operations. The effective management of these risks is critical not only to preventing work-related injuries and occupational ill health, but also to ensuring and sustaining safe and secure working environments across all activities. In response, the Group has established structured processes to systematically identify, manage, and monitor occupational health and safety risks. These processes support the proactive prevention of incidents while fostering the continuous enhancement of working conditions throughout its operations.

> **The protection of employee health and safety stands as a central priority for Purever."**

This commitment is anchored in the Group's Safety, Health, Environment and Quality (SHEQ) Policy, which provides a unifying framework across all entities while allowing for adaptation to local operational contexts (for further information please see S1-1 Policies).

In 2025, the Group recorded a total of 5,108,499 person-hours worked, providing important context for the assessment of occupational health and safety performance. Over the course of the year, safety performance improved from the first to the second half, reflecting ongoing efforts to strengthen consistency in safety practices across operations and, in certain cases, exceeding relevant industry benchmarks.

This progress was supported by enhanced governance structures, including the establishment of a Group Safety Committee, which promotes a unified "One Purever" approach to risk management, incident investigation and the sharing of lessons learned across entities.

Preventive actions continued to focus on both physical and mental health. Group-wide initiatives included training and awareness on emergency response (e.g. CPR), as well as programmes addressing nutrition, stress, addiction and suicide prevention. These initiatives were reinforced through toolbox talks and participation in global awareness campaigns.



2025
PUREVER

5,108,499

TOTAL OF PERSON-HOURS WORKED

Global Awareness Campaigns

Initiatives

Vitaly Health App

Purever introduced the Vitaly Health App for employees at its Martorelles (Barcelona) site. The digital platform provides access to telemedicine services across a range of specialities, including cardiology, nutrition, trauma care and psychology, as well as medical records, occupational health documentation, risk prevention training and wellbeing-focused audiovisual resources.



Advancing Employee Well-being and Inclusive Benefits

Misa SRL strengthened employee welfare provisions through the signing of a second-level collective agreement incorporating welfare-related incentive mechanisms linked to attendance and presence. The company also extended healthcare assistance and insurance coverage beyond the requirements established under the applicable national collective bargaining agreement.



Supporting Employee Physical and Mental Well-being

PIS reinforced employee health, safety and wellbeing through preventive health programmes, including medical check-ups, cardiovascular awareness campaigns, wellbeing workshops, on-site consultations and stress-management resources. Healthy lifestyle and engagement initiatives, such as the Dry January campaign and Step Challenge, complemented these efforts, alongside first-aid simulations and the "12 Golden Rules" safety campaign. The company also enhanced workplace safety through the installation of a permanent lifeline system at the Nelas Plant, providing secure fall protection for roof-access activities and reducing work-at-height risks.



Global Awareness Campaigns

Initiatives

Water Safety Talks

At Ardmac, Water Safety Talks were delivered across project sites and virtual platforms to raise awareness of water-related risks, promote safe behaviours, and strengthen employee preparedness through guidance on hazard identification, risk prevention and emergency response procedures.



Investing in Fire Safety and Risk Prevention

Dagard SAS promoted workplace fire safety through investments in fire prevention and protection measures, including fire-resistant storage cabinets for lithium-ion battery equipment. Across the Group, additional initiatives included upgrades to firewater networks (i.e. PAP), installation of hydrants (i.e. PIS), sprinkler systems, fire detection and firefighting equipment, emergency escape infrastructure, and improvements to fire compartmentation, enhancing emergency response capabilities and reducing fire-related risks.



Improving Workplace Safety and Employee Wellbeing

PAP enhanced operational safety, employee wellbeing and workplace conditions through investments in process safety, thermal comfort and energy efficiency. Key initiatives included upgrades to the pentane detection system, the installation of evaporative cooling units and air-conditioning equipment for forklift operators, and the implementation of low-energy lighting solutions to improve workplace comfort, safety and efficiency.



Looking ahead, the Group has identified key priorities for 2026, including improving near-miss reporting, standardising incident investigation processes, strengthening hand safety practices and enhancing return-to-work management processes, supporting continuous improvement in health and safety performance.

2025

Workforce Health & Safety Performance	Purever
% of own workforce covered by the company's health and safety management system	100
N° of fatalities resulting from recordable work-related accidents or occupational diseases	0
N° of recordable work-related accidents	27[2]
Rate of recordable work-related accidents	5.28
N° of cases of recordable work-related ill health	21
N° of lost days due to recordable work-related accidents and occupational diseases	400

2025

Non-Employees Health and Safety Performance	Purever
N° of fatalities resulting from recordable work related accidents	0
N° of recordable work related accidents	20[2]
Rate of recordable work related accidents	84

Work-life balance

Maintaining a healthy balance between professional, personal, and family responsibilities is essential to supporting employee wellbeing and sustaining effective performance across the Group. Purever recognises that an insufficient balance between these dimensions can have negative implications for employee health and overall wellbeing.

In response, the Group seeks to foster working conditions that support employees in managing competing responsibilities and maintaining a sustainable balance over time.

Work-life balance considerations are embedded in broader people management practices, contributing to employee wellbeing, stability, and productivity across operations.

As such, Purever recognises work–life balance as a key factor in employee wellbeing, engagement, and productivity. Across the Group, employees have access to family-related leave and other forms of time-off, supporting them in addressing personal and family responsibilities at different stages of life. These measures support employees in maintaining a healthier balance between their professional and personal responsibilities, contributing positively to their wellbeing and overall quality of life.



2025
PUREVER
100%
EMPLOYEES ENTITLED TO FAMILY LEAVE

[2] Ardmac's Health & Safety reporting doesn't differentiate between employees and non-employees, therefore the reported accidents reflect the combined total for both categories.



Incidents of discrimination and other human rights incidents

Ensuring a respectful and inclusive working environment requires effective mechanisms to identify, manage, and remedy incidents of discrimination and other human rights-related issues within the workforce. Purever therefore places strong emphasis on the timely identification and appropriate handling of such incidents, supported by structured reporting, investigation, and remediation processes.

During the reporting year, the Group identified two substantiated incidents of discrimination within its own workforce, both recorded at Dagard SAS. These incidents were identified through internal reporting processes and were addressed and resolved in accordance with established procedures, including appropriate investigation and follow-up measures.

Additionally, no instances of forced labour or child labour were identified across the Group's operations during the reporting period.

In addition, one substantiated human rights-related incident, not related to discrimination, was reported at Taver Coldkit during the reporting year. The incident was raised through the company's whistleblowing channel, formally reviewed and investigated in line with internal procedures, and resolved and closed within the reporting period. The handling of this case is aligned with the Group's approach to grievance mechanisms (for further information please see S1-2).

No fines, financial penalties, or compensation for damages related to incidents of discrimination or other human rights incidents were recognised in the financial statements during the reporting year.

Ensuring a respectful and inclusive working environment requires effective mechanisms to identify, manage, and remedy incidents of discrimination."



Commitment to People and Communities

Workers in the Value Chain

"The development of a cohesive approach is being considered as part of the Group's ongoing sustainability journey."

Value Chain Workforce Policies

[S2-1; GDR-P]

Purever recognises that its responsibilities extend beyond its direct workforce to include people working across its value chain, such as those employed by suppliers, subcontractors, and other business partners.

The Group's approach to managing labour-related impacts, risks and opportunities reflects the diversity of its operations, geographies, and stages of organisational maturity. While Purever is guided by a common set of ethical principles and applicable legal requirements, the Group does not currently maintain a formal group-wide supplier code of conduct, and supplier-related labour standards are managed through local practices and contractual arrangements where applicable. The development of a cohesive approach is being considered as part of the Group's ongoing sustainability journey.

At Group level, Purever has established core policies that define acceptable conduct and expectations across all business relationships (for further information please see **G1 – Business Conduct**). A key element of Purever's approach is its Anti Slavery and Human Trafficking Policy (for further information please see **S1-1**), which applies across all entities, jurisdictions, and supply chains. In addition, several subsidiaries have developed more detailed local policies and procedures to address labour standards (for further information please see **S1-1**), human rights, health and safety, and ethical behaviour in a way that reflects their specific regulatory and operational environments. While some entities continue to rely on management oversight and procurement practices, the Group is working towards strengthening and formalising its policy framework across all entities.

PIS has adopted a structured governance approach supported by a Risk Management Plan, which provides a framework for identifying, assessing and managing risks across operations and the value chain, including those related to working conditions and occupational health and safety. This risk based approach is supported by a comprehensive set of policies and internal regulations aligned with Group principles. These measures support compliance, risk management, and the protection of workers across PIS's operations and relationships with suppliers and contractors.

Dagard SAS applies human resource management processes across its plants, subsidiaries and construction sites, including oversight and monitoring of working conditions, site-level supervision, and the management of contractors. These processes are defined within the ISO 9001 management system and cover key areas such as recruitment, career development, training, personnel administration, and quality of life and working conditions, supporting the implementation of labour standards across its operational footprint.

Purever has an ongoing initiative to strengthen and formalise its policy framework, with the objective of establishing more comprehensive and consistent policies across all operations over time. Where standalone policies specifically dedicated to workers in the value chain are not in place, labour-related matters are addressed through senior management oversight, procurement practices, and expectations placed on suppliers and contractors.

Where formal policies exist, they are generally intended to apply to all workers in the value chain, rather than being limited to specific age groups, locations, or facilities.

Group level policies set minimum requirements, while local policies provide additional detail where needed to reflect regulatory obligations or higher risk operating contexts.

Expectations regarding labour standards and ethical conduct are communicated across the Group through a combination of channels, depending on the entity and context. These include onboarding materials, internal platforms, procurement and tender processes, contractual requirements, and direct engagement with suppliers and contractors, as well as, where relevant, recurring communications or training. Communication practices vary across entities, with some making policies available through internal portals and new-hire documentation, while others rely on formal distribution when policies are issued or updated or operate in accordance with national legal requirements. In entities without formal policies specific to workers in the value chain, expectations are primarily communicated through management oversight and procurement-related interactions.

Responsibility for approving and implementing policies affecting workers in the value chain sits with senior leadership within each subsidiary, reflecting local governance structures.

Depending on the entity, this responsibility may lie with boards of directors, general management, managing directors or appointed administrators.

At Group level, the Board of Directors retains overarching oversight of the principal policies and ethical standards that shape Purever's approach to business conduct and labour practices across its value chain.

Responsibility for approving and implementing policies affecting workers in the value chain sits with senior leadership within each subsidiary, reflecting local governance structures."

Responsible Engagement with Workers in the Value Chain

[S2-2]

The Group engages with workers in its value chain through a combination of operational, management and governance processes, reflecting differences in organisational structure and interaction with suppliers, subcontractors and other business partners. Although many subsidiaries have ongoing engagement processes, others are working to formalise them.

These processes aim to enable the identification of concerns, facilitate the raising of grievances through available channels, and support the implementation of appropriate remediation measures where adverse impacts are identified. In assessing the effectiveness of these channels, the Group considers relevant criteria for non-judicial grievance mechanisms, such as accessibility and the ability to address concerns in a timely manner. Protections against retaliation for individuals raising concerns are addressed in the Group's Human Rights policy.

The Group recognises engagement and remediation within its value chain as an area for ongoing development and intends to strengthen its approach through the further formalisation of processes and continued integration of responsible business practices into its operations and supplier relationships. In support of this objective, the Group has established a dedicated People and Culture team to drive employee engagement and foster a positive workplace culture.

The Group is also advancing the implementation of communication channels at Group level, with the objective of strengthening and harmonising engagement across its operations.

A range of channels is available within Ardmac through which concerns relating to value chain workers may be raised, including site-level management, supplier and subcontractor management processes and the company's whistleblowing arrangements. These channels enable concerns to be communicated either directly or indirectly, depending on the nature of the working relationship. Concerns raised through these channels are reviewed by relevant management personnel and, where necessary, addressed through internal assessment, engagement with the relevant supplier or subcontractor, and the implementation of corrective actions. These may relate to working practices, labour standards, health and safety conditions, or broader compliance matters. The effectiveness of these mechanisms is monitored through management oversight, responsiveness to reported issues, and follow-up on the resolution of identified concerns. Ardmac does not currently have Global Framework Agreements in place with value chain worker representatives.

However, it promotes responsible working practices through its policies, contractual requirements, supplier oversight processes, and ongoing engagement with subcontractors and suppliers. Feedback on value chain worker matters is primarily obtained through routine management processes, including contractor meetings, site supervision, operational reviews, audits and compliance checks, and may inform decisions relating to risk management and working conditions.

These processes may also identify issues affecting potentially vulnerable groups, where such matters arise in the course of standard management or welfare procedures. Where Ardmac identifies that it has caused or contributed to a material negative impact on value chain workers, the issue is reviewed through established management and compliance processes. This may involve investigation, engagement with the relevant business partners, implementation of corrective measures, and monitoring to prevent recurrence. Remediation actions are proportionate to the nature and severity of the issue and may include improvements to working conditions, strengthened controls, or required actions within the supply chain.

A more informal approach is observed in certain subsidiaries, such as Dagard Germany, where engagement with value chain workers and their representatives is typically conducted through direct discussions, meetings, or written communication (e.g. emails or letters), and where no formalised dedicated channels or agreements are in place. In such cases, concerns are addressed through dialogue with the relevant parties, with the objective of resolving issues and, where appropriate, providing remediation, including compensation supported by civil insurance arrangements depending on the nature of the issue.

Dagard SAS addresses workforce-related matters, including those affecting its value chain, through close collaboration between management, the human resources function and employee representatives. Input from individual declarations to HR, as well as feedback from trade unions and employee representatives, plays a central role in identifying and assessing concerns. Although no Global Framework Agreements are in place, the company operates in accordance with national legal and regulatory frameworks when addressing workforce-related issues. Individuals experiencing hardship, social exclusion or discrimination are encouraged to raise their circumstances directly with management or the human resources function. These concerns are addressed through dialogue with the individuals concerned, with the aim of identifying appropriate solutions or temporary adjustments where necessary.



Concerns are addressed through discussions with affected parties, including, where appropriate, the provision of compensation for individual or collective harm. At a collective level, matters affecting groups of workers may be raised via employee representatives during formal monthly meetings.

While individual feedback processes are not highly formalised, management relies on close interpersonal engagement and continuous dialogue to identify, address and resolve concerns. The remediation process is carried out in four distinct phases: listening, stakeholder interviews, analysis, and a final survey. The findings from these phases inform the conclusions and subsequent decision-making process.

Dagard USA derives visibility into labour-related risks within its value chain largely through indirect channels, including interactions with suppliers, contractors and service providers, as well as through procurement activities, operational oversight and periodic management reviews. These established pathways enable the identification, communication and escalation of concerns arising within business relationships, including, where applicable, matters impacting potentially vulnerable or marginalised workers. At present, the subsidiary does not operate a dedicated grievance mechanism tailored specifically to value chain workers, nor has it entered into Global Framework Agreements or comparable formal arrangements with their representatives. In instances where Dagard USA determines that it has caused or contributed to a significant adverse impact, the matter is assessed through internal governance and management processes.

Subsequent actions are defined and implemented in coordination with the relevant supplier or third party, which may involve escalating the issue, requiring corrective actions, monitoring remediation efforts, and, where warranted, reassessing the continuation of the business relationship.

At PAP, engagement on workforce-related matters is primarily conducted through direct communication between management and employees or their representatives. As of 2025, this engagement also involves Purever Human Resources function for Spain and Portugal. The Group is in the process of implementing additional communication channels to further support and formalise this engagement. PIS gathers insights into the views and experiences of workers, including potentially vulnerable or marginalised groups, through a range of internal and indirect mechanisms. These include employee satisfaction surveys, engagement with trade unions, HR open-door sessions, direct HR contact via email and a whistleblowing system operated under the RGPC framework. Internal insights are complemented by feedback obtained from suppliers and business partners, ensuring that concerns affecting value chain workers inform relevant policies and operational decisions.

Concerns raised through these mechanisms are investigated and addressed in line with the Code of Conduct and Anti-Harassment Policy. Remedial measures focus on restoring affected workers' rights, implementing corrective actions and preventing recurrence, with the objective of ensuring consistent, fair and accountable treatment across the value chain.

"Concerns affecting value chain workers inform relevant policies and operational decisions."

Taver Coldkit's engagement mechanisms are predominantly oriented towards its direct workforce, with comparatively limited interaction with employees of suppliers or external service providers.

No specific differentiation is made for potentially vulnerable groups, and no targeted initiatives were undertaken in this area during the reporting period. For value chain workers, dedicated channels to raise concerns remain limited. Where applicable, union representation may provide an additional, albeit indirect, avenue for raising issues. In the case issues arise that affect value chain workers, remediation is managed through meetings involving the relevant parties and operational teams. There is no formal remediation protocol, and issues are generally addressed through direct communication as they occur. In situations where impacts affect customer service or product quality, non-conformities are managed in accordance with the ISO Quality Management System.



Putting Commitments into Practice Across Workers in the Value Chain

[S2-3; GDR-A]

Driven by its commitment to provide safe, fair and respectful working conditions across its activities, Purever implements a range of preventive, mitigative and remedial actions aimed at reducing negative impacts on workers in the value chain. These actions focus primarily on occupational health and safety, skills development, legal compliance, and the effective handling of incidents or concerns. While the Group's impacts and priorities are identified at Group level, actions are implemented locally and adapted to operational realities across subsidiaries. In response to these impacts, subsidiaries implement targeted actions to mitigate risks and address identified issues.

Where relevant, certain subsidiaries have allocated operational expenditure to support the implementation of actions related to workers in the value chain. These resources are primarily linked to training, compliance monitoring, and awareness initiatives and are embedded within ordinary business operations rather than structured as standalone investment programmes.

Action	Actual		Future	
	CapEx	OpEx	CapEx	OpEx
Learning and Development	-	+70,000€	-	+50,000€

Safety Culture

A strong safety culture is promoted throughout the Group, supported by continuous training and awareness-raising initiatives for all workers. Training plays a central role in preventing accidents and unsafe practices, particularly in operational roles involving the core activities in Purever's business, such as installation, production, logistics and product handling.

Across several subsidiaries, targeted training programmes are provided to workers performing higher-risk activities, newly recruited personnel and other relevant operational roles. These programmes cover occupational risk prevention, safe product handling, emergency response, hazardous substance management and first aid. Training is delivered through a combination of HR, safety and operational management resources and is reviewed annually and updated to maintain its effectiveness and alignment with operational needs. In addition, specific roles such as safety referents are supported through dedicated training cycles, ensuring the availability of competent personnel to intervene promptly in the event of an incident. These actions contribute to improving day-to-day safety performance and strengthening operational discipline across the value chain.

Where risks cannot be addressed through training alone, the Group implements technical and organisational measures to improve working conditions. These include investments in safer equipment, improvements to personal protective equipment and adaptations to workstations exposed to challenging environmental conditions.

In certain operations, engineering solutions, such as localised climate control, have been introduced to mitigate risks linked to heat exposure, with their effectiveness verified through environmental assessments. In parallel, gradual improvements are being made to protective equipment specifications to reduce handling risks and prevent misuse-related incidents. Together, these measures help reduce residual risks and contribute to safer, more ergonomic working environments.

The Group reinforces a clear expectation that health and safety take precedence over production pressures, delivery deadlines or commercial considerations. This principle is communicated across operations and applied in day-to-day decision-making.

To address risks linked to upstream and outsourced activities, the Group maintains oversight of suppliers and subcontractors through compliance checks, audits and documentation reviews. These processes cover legal, labour, health and safety and, where applicable, environmental requirements.

Supplier and subcontractor assessments are carried out with the involvement of procurement, quality, safety, HR and legal functions, including the review of safety and contractual requirements. Suppliers are required to provide Safety Data Sheets for the products they deliver as part of the safety assessment process. Where gaps or non-conformities are identified, corrective action plans are agreed with the relevant partner, defining specific remediation measures and implementation timelines. Remediation measures may include the elimination of identified safety hazards or the replacement of affected products with compliant alternatives. Progress is monitored through follow-up reviews and, where appropriate, additional verification activities at operational level to ensure effective resolution of identified issues. This process supports continuous improvement and contributes to addressing risks affecting workers in the value chain.

Awareness initiatives and dissemination of codes of conduct further reinforce expected behaviours and clarify workers' rights and responsibilities throughout the value chain. At certain entities, like Dagard SAS, these initiatives include visual and oral communications in production areas, supported by awareness materials addressing workplace risks, the use of personal protective equipment (PPE) and the identification of hazardous situations. These measures are intended to ensure timely remediation where issues arise and to prevent recurrence through learning and process improvement.

The effectiveness of these actions is monitored through a combination of incident tracking, audits, inspections, management reviews and feedback from workers and operational teams. In addition, safety audit systems are implemented at selected production sites to support the identification of improvement opportunities and the verification of compliance with safety requirements. Indicators such as accident frequency, incident recurrence, training outcomes and corrective action closure are used to assess progress and identify areas for improvement. In entities where formal indicators are less developed, effectiveness is assessed through management oversight and observed improvements in safety performance and compliance over time.

During the reporting period, no substantiated human rights incidents affecting workers in the value chain were identified through the Group's internal processes or reporting channels. No judicial or non-judicial proceedings related to value chain workers were recorded.

Targets related to workers in the value chain

[ESRS S2-4; GDR-T]

The Group has defined a set of qualitative and, where appropriate, quantitative targets related to workers in its value chain with the aim of preventing negative impacts, promoting safe and fair working conditions, and reinforcing responsible business conduct across suppliers, subcontractors and other business partners.

Target description	Unit	Base year	Baseline value	Target year	Target value	Actual value	Subsidiary
Achieve a defined rate of compliance with fair wage requirements across audited projects, based on scheduled audit results	% of supply chain audited per year	-	-	2025	80	45	Ardmac
Achieve a defined rate of compliance with working hours requirements across audited projects, based on scheduled audit results	%	-	-	2025	80	40	Ardmac
Control absenteeism within a defined threshold	%	2024	4.8	2025	3.5	4.7	Dagard SAS
Monitor and maintain the number of accidents below a defined threshold	Number	2024	14	2025	0	8	Dagard SAS
Monitor and maintain the accident frequency rate within a defined level	ppm	2024	17.6	2025	10	13.84	Dagard SAS
Monitor and maintain the accident severity rate within a defined level	ppm	2024	0.83	2025	0	0.14	Dagard SAS
Maintain a defined rate of completed annual employee interviews	%	2024	81	2025	100	70	Dagard SAS
Monitor and achieve a predefined level of gender equality index to promote equal opportunities and support professional equality between men and women	%	2024	80	2025	100	88	Dagard SAS

A central target at Ardmac is the completion of three labour compliance audits per quarter on selected projects. The quarterly audit cycle provides a systematic control to identify potential issues related to working conditions, pay practices and legal compliance within the supply chain. Within this audit framework, Ardmac has set specific targets addressing key labour standards. One such target is the verification that wages paid on audited projects are aligned with applicable collective agreements, sectoral rates or contractual wage requirements. Wage compliance is reviewed as part of each scheduled audit, supporting the company's objective to promote fair pay and lawful employment practices and to reduce the risk of underpayment, worker welfare impacts and associated reputational risks. In addition, Ardmac has defined a target to verify the correct payment of taxes, social security contributions, pensions, holiday pay and other statutory or contractual worker entitlements on audited projects. These checks are embedded within the audit scope and apply across operating jurisdictions where such obligations are relevant.

The target aims to promote lawful employment practices and fair treatment of value chain workers and provides a clear basis for follow-up where discrepancies are found. Performance against these targets is tracked through the quarterly audit programme, which remains in place and operational throughout the reporting period. Engagement with contractors, project teams and compliance functions informs the assessment of effectiveness and supports continuous improvement by ensuring that identified issues result in concrete corrective actions.

Through this structured and recurring approach, Ardmac seeks to maintain oversight of labour practices in its value chain and to address potential negative impacts in a timely and proportionate manner.

A key objective for PIS is to strengthen health and safety conditions for value-chain workers. This target is supported by a combination of audits, training activities and corrective or remediation measures. Health and safety training is provided not only to employees, but also to distributors and subcontractors, helping to promote a shared understanding of safety expectations and preventive practices across the value chain. PIS has also set a target to prevent and mitigate harassment and labour rights violations within the value chain, in support of broader objectives relating to ethical conduct, respect and fair treatment. This target is underpinned by the implementation of the Anti-Harassment Policy, the dissemination of the Code of Conduct and the availability of reporting channels applicable to employees, contractors, suppliers and subcontractors. In addition, PIS has defined a target to ensure supplier and subcontractor compliance with labour, health and safety standards, linked to its corporate procurement procedures and responsible sourcing objectives. These procedures establish clear expectations through contractual requirements, audit programmes and follow-up measures.





Commitment to People and Communities

Affected Communities

"The development of a cohesive approach is being considered as part of the Group's ongoing sustainability journey."

The Group acknowledges that its activities as a designer, manufacturer and delivery partner of controlled environment solutions may give rise to both direct and indirect impacts on communities situated in proximity to its operational sites and project locations. These impacts may occur across the entire project lifecycle, encompassing manufacturing processes, logistics operations, and on-site installation and construction activities.

Communities potentially affected include local residents, neighbouring businesses, public authorities, and other stakeholders with a vested interest in the environmental, safety and operational performance of the Group's activities. Potential impacts may stem from industrial operations, transportation flows, or the execution of projects requiring a physical presence at or near community locations.

The Group addresses these potential impacts through a structured policy framework, underpinned by group-level principles and reinforced by locally implemented management systems aligned with internationally recognised standards, ensuring a consistent and disciplined approach to managing community-related risks and responsibilities.

"Potential impacts may stem from industrial operations, transportation flows, or the execution of projects requiring a physical presence at or near community locations."

Framework for Community Relations

[ESRS S3-1; GDR-P]

Safety, Health, Environment and Quality (SHEQ) Statement
Scope: Purever [Group level]

At Group level, the Safety, Health, Environment and Quality (SHEQ) Statement establishes the overarching principles governing responsible conduct towards people, the environment and surrounding communities across all subsidiaries. In this context, Purever seeks to prevent and mitigate potential environmental and social impacts associated with its operations and value chain, including those that may affect land use and the economic, social and cultural rights of local communities.

Through the consistent application of SHEQ principles, Purever aims to mitigate potential adverse impacts on communities and effectively manage related operational and reputational risks. All entities are expected to adhere to these principles and support continuous improvement under the oversight of Purever Leadership Team.

This Group framework is complemented by subsidiary-level management system policies that address environmental and community-related risks in a manner proportionate to local operating contexts. Several subsidiaries across Purever are certified to ISO 14001, demonstrating a systematic approach to identifying, managing and mitigating environmental impacts arising from their operations. The majority of the subsidiaries also hold ISO 9001 certification, further supporting robust management practices and continuous improvement across operations (further information on these policies and the certification status of individual subsidiaries is provided in the Environmental chapter of this report).

Based on available internal monitoring and external verification activities, no environmental complaints, sanctions or community claims were identified for the 2025 reporting period.

Policies relevant to affected communities are communicated through management systems, employee induction and training, contractual requirements for contractors and suppliers, and, where applicable, publicly accessible mechanisms such as whistleblowing channels. Purever's policies are designed to apply broadly to all affected communities and do not include specific provisions addressing particular groups such as indigenous peoples. This reflects the geographic footprint and operational context of Purever's subsidiaries, which predominantly operate in established industrial or commercial areas where no indigenous communities are present or expected to be impacted. Nevertheless, existing policies incorporate general safeguards, such as commitments to environmental protection, legal compliance, stakeholder engagement and risk-based impact assessment, which would apply to all affected communities, should such considerations become relevant.

Creating Lasting Community Relationships

[ESRS S3-2]

The Group considers affected communities to be relevant stakeholders whose interaction with Purever's operations may give rise to actual or potential social and environmental impacts. Purever's approach to engagement is decentralised and reflects the diversity of its activities. Engagement practices therefore vary across subsidiaries depending on operational footprint, geographic context, duration of activities and risk exposure. Overall, engagement is pragmatic and proportionate, focusing on constructive relationships with local authorities, neighbouring residents and other relevant intermediaries, and on the timely identification and resolution of concerns.

In practice, engagement is typically conducted through direct and ongoing interaction with municipal authorities and, where relevant, neighbouring communities. This includes information exchange on operational activities, permit and licence compliance and advance communication regarding exceptional operations that could cause temporary disturbances such as noise or dust. In locations where operations are situated within designated industrial zones without adjacent residential communities, engagement is more limited and indirect, with community-relevant matters generally channelled through municipal authorities, industry associations or general corporate contact points monitored internally. In smaller or rural municipalities, some subsidiaries maintain informal links with their local communities through employment and daily interaction.

Purever recognises the need for more formalised engagement approaches, which may be appropriate over time and intends to address this as part of its broader strategy.

At subsidiary level, engagement approaches reflect business models and local circumstances. Dagard SAS, Taver Coldkit, and Misa SRL maintain regular and structured interaction with municipalities and, where relevant, nearby residents. These interactions are often formalised through environmental licensing processes, ISO-certified management systems and periodic audits. In the case of Taver Coldkit, engagement also includes transparency through publicly available environmental data and participation in regional business associations facilitating institutional dialogue. Operations located in industrial zones with no adjacent residential communities (such as Misa SRL and certain Taver Coldkit sites) rely primarily on indirect engagement mechanisms via municipal authorities, industry associations or general corporate communication channels. In such contexts, potential community impacts are inherently limited and managed through environmental and health & safety systems. Project-based or subcontracting activities (for example at Ardmac) involve shorter-term and lower-intensity interactions with communities. Engagement is typically embedded within project governance structures led by the main contractor.

Where Ardmac acts as main contractor, it may proactively engage with local community groups or charities to foster positive social outcomes, supported by its "Sky Blue" CSR programme, which aims to leave communities in a stronger position following project completion.

Channels for affected communities to raise concerns or needs include direct communication with site or operational management, contact through municipalities acting as formal intermediaries, general corporate contact details, and, in certain cases, complaint-handling embedded within certified management systems. Where such channels are in place, concerns are recorded, investigated and addressed through established internal procedures, with follow-up conducted to confirm satisfactory resolution. Effectiveness is assessed based on accessibility, responsiveness, resolution outcomes and the recurrence of issues, including through periodic management reviews within ISO-certified systems. No community-related complaints, sanctions or claims were identified during the reporting period. Purever adopts a proportionate, rights-respecting and case-specific approach to remediation where it has caused or contributed to a material negative impact on affected communities.



Purever adopts a proportionate, rights-respecting and case-specific approach to remediation."

Although no such impacts were identified during the reporting period, remediation processes are generally integrated into operational and environmental management systems and include incident investigation, identification of root causes, implementation of corrective and preventive measures, and cooperation with local authorities and affected parties where applicable.

None of Purever's operations are located in or near territories of indigenous peoples as defined under applicable international standards. Accordingly, no engagement processes involving free, prior and informed consent were required during the reporting period. Purever nevertheless recognises the importance of respecting indigenous rights in line with international norms should such contexts arise in the future.

Supporting Communities Through Action

[ESRS S3-3; GDR-A]

Purever implements a range of actions aimed at managing actual and potential impacts on affected communities. Preventive and mitigation measures related to potential negative impacts are largely integrated into operational controls, regulatory compliance frameworks and governance processes.

Dagard USA applies a proportionate operational approach centred on routine management oversight to prevent unnecessary disruption to nearby communities. Actions include monitoring of operational activities for potential external effects, review and escalation of community-related concerns where identified, and corrective follow-up where appropriate. These actions are managed using existing resources and do not require dedicated financial allocations.

Taver Coldkit prevents and mitigates environmental impacts on nearby communities through compliance with environmental licence requirements and continuous emissions monitoring. To ensure effective emergency preparedness, it conducts biennial emergency simulation drills to maintain readiness for incidents that could affect communities beyond site boundaries, within its ISO 14001 certified environmental management system.

Actions Driving Impact

Initiatives

Cycle for Hope



Cycle for Hope is an Ardmac initiative that brings together employees, volunteers and cyclists to raise funds and awareness for mental health services. Over the past five years, more than 1,000 volunteers and cyclists have taken part, helping the event raise €350,000 in support of Lighthouse Construction Charity and Pieta House. This reflects Ardmac's commitment to social impact, wellbeing and community engagement, while supporting organisations that provide vital mental health services.

Subsidiary	Stakeholders involved
Ardmac **Ardmac Iberia** **Dagard SAS**	Employees Local community

Lighthouse, The Construction Charity sponsorship



As a company sponsor of The Lighthouse Charity Helpline, Ardmac provides an annual contribution of €5,000 to support the charity's life-changing services for construction workers and their families. The funding helps maintain access to a dedicated helpline and wider wellbeing initiatives, contributing to improved mental health, welfare, and support across the construction sector.

Subsidiary	Stakeholders involved
Ardmac	Local community

Inclusion Matters



Participation in a fundraising initiative that supports The Down Syndrome Centre through Ireland's national deposit return scheme. Deposits generated from returned beverage containers are donated to fund programmes and services for people with Down syndrome and their families.

Subsidiary	Stakeholders involved
Ardmac	Local community Employee

Actions Driving Impact

Initiatives

Charitable Donations



Through support for local associations and community initiatives, Dagard contributes to social wellbeing and community resilience, while encouraging employee engagement in causes that create positive local impact.

Subsidiary	Stakeholders involved
Dagard SAS	Local community

Lumière sur l'Industrie



Support for local employment through active participation in recruitment and career outreach initiatives, fostering access to job opportunities and contributing to community development.

Subsidiary	Stakeholders involved
Dagard SAS	Local community

Involvement with local Higher Education Institutions (HEIs)



Collaboration with local technical institutes through curricular internships, open company events and guest lectures delivered by employees. By creating opportunities for interaction between students and industry professionals, these initiatives support skills development, facilitate knowledge sharing and contribute to stronger links between education and industry within the local community.

Subsidiary	Stakeholders involved
Misa SRL	Students within the local community

Actions Driving Impact

Initiatives

Fundación Quiero Trabajo



As part of the Mes Solidario initiative in November 2025, employees participated in a corporate volunteering programme with Fundación Quiero Trabajo, supporting the labour market integration of vulnerable women through professional mentoring. Participants dedicated one hour of working time per week to provide guidance, share professional experience, and help women prepare for upcoming job interviews, contributing to employability, confidence-building, and social inclusion.

Subsidiary	Stakeholders involved
Taver Coldkit	Women in the local community

Most actions related to affected communities are delivered using existing operational, management and personnel resources. The effectiveness of actions related to affected communities is assessed through a combination of regulatory oversight outcomes, operational feedback, participation and outcome data from social initiatives, and oversight within certified management systems. Indicators used include the absence of community complaints or regulatory sanctions, feedback from public authorities, participation rates and outcomes in volunteering programmes, and the successful completion of emergency preparedness exercises.

> **The effectiveness of actions related to affected communities is assessed through regulatory oversight outcomes, operational feedback, and social initiative results.”**

Monitoring Community Impact

[ESRS S3-4; GDR-T]

Purever has not yet defined group-wide qualitative or quantitative targets specifically related to affected communities. At present, no formal Group-wide targets are in place, and subsidiaries have adopted varying approaches to identifying and monitoring stakeholder-related impacts. The development of measurable objectives and indicators is being considered as part of the Group’s broader sustainability strategy, which is expected to be formalised in 2027. This strategy will provide a common framework for the management, monitoring and evaluation of impacts on affected communities across the Group.

In the interim, subsidiaries track the effectiveness of their interactions with affected communities through structured monitoring practices, including management oversight, operational reviews, stakeholder engagement feedback, and, where applicable, certified management system processes.

See, for instance, Dagard SAS, which conducts an annual stakeholder expectations analysis within the framework of its ISO 9001 quality management system, through which priority stakeholder expectations are identified, monitored and reviewed. At Dagard Germany, monitoring is conducted on an ongoing basis. Where interactions with municipal authorities or neighbouring stakeholders indicate the need for action, discussions are initiated promptly and appropriate measures are implemented without delay, enabling continuous assessment of policy effectiveness. Misa SRL, which operates within a designated industrial zone without adjacent residential communities, focuses on indirect monitoring through municipal interfaces, industry associations and general contact channels. Emphasis is placed on early identification of emerging affected parties, integration of environmental and social obligations into supplier management, and the maintenance of effective remediation capability.

At Taver Coldkit, effectiveness is monitored through a structured set of mechanisms, including ISO 14001 and ISO 9001 certified management systems with annual review of external complaints and claims, ongoing documented dialogue with the Ajuntamento de Martorelles, monitoring of social initiative outcomes through the partnership with Fundación Quiero Trabajo, and oversight of the whistleblowing channel. No community complaints or environmental sanctions were recorded during the reporting period.

Collectively, these monitoring practices provide the Group with a practical basis for evaluating the effectiveness of its approach to affected communities. They support learning, responsiveness and continuous improvement, and will inform the progressive development of qualitative and quantitative targets as the Group's sustainability strategy is further formalised.

Collectively, these monitoring practices provide the Group with a practical basis for evaluating the effectiveness of its approach to affected communities."





Commitment to People and Communities

Consumers and End-users

"The development of a cohesive approach is being considered as part of the Group's ongoing sustainability journey."

Consumer and End-user Policy Framework

[S4-1; GDR-P]

Consumers are a fundamental part of the value chain of Purever. Responsible conduct throughout the entire value chain is essential to identify, prevent, mitigate and address actual and potential impacts on consumers and end-users. This includes safeguarding end-users' rights, in particular their right to privacy, ensuring access to accurate and reliable product information, and protecting their health and safety. By embedding these principles across its operations and relationships, the Group seeks to maintain trust in the solutions provided and to support the creation of long-term sustainable value.

The material topics identified for consumers and end-users highlight the importance of robust information management, product quality and safety as key pillars of the relationship with consumers and end-users. Accordingly, the Group and its operating companies have implemented policies and procedures aimed at end consumers to ensure strict quality criteria and delivery standards.

Safety, Health, Environment and Quality Policy Statement
Scope: Purever [Group level]

Purever's Safety, Health, Environment, and Quality (SHEQ) Policy establishes a unified commitment across all Group entities, providing a common framework that promotes consistency while respecting the specific operational contexts of each subsidiary. The policy reflects the Group's dedication to operational excellence, sustainability and stakeholder trust, while ensuring full compliance with applicable SHEQ legislation and industry standards.
The SHEQ policy is founded on delivering high standards of quality and operational excellence, exceeding customer expectations through transparent and client-centric collaboration and driving innovation and continuous improvement by learning from audits, incidents and feedback.

This policy applies to all entities within Purever. Subsidiaries are expected to align with Group principles while operating management systems appropriate to their activities and risks. Oversight of implementation, monitoring and periodic review is ensured by the Global Leadership Team (GLT), supported by consistent guidance, performance reporting and knowledge-sharing across the Group.



Customer Engagement Policy
Scope: Purever [Group level]

Purever's Customer Engagement Policy defines an ethical, transparent and compliance-driven framework for interactions with customers throughout the relationship lifecycle. It ensures accurate communication, data protection and compliance with applicable legal, industry and SHEQ requirements, while integrating responsible business practices into customer engagements.

Customer feedback and complaints are managed through structured and timely processes, and engagements in sensitive or dual-use sectors are subject to enhanced screening, including the option to decline non-ethical opportunities. This approach mitigates legal and reputational risks and strengthens customer trust and service quality.

The policy complements the Group's other core policies and is overseen by the Board of Directors, which holds ultimate responsibility for its implementation, monitoring and review across the Group.

Integrated Management System
Scope: Ardmac Group

Ardmac Group has established, implemented, and maintains a documented Integrated Management System certified in accordance with the requirements of the ISO 9001, ISO 14001, and ISO 45001 standards.

This management system is designed to ensure that customer requirements, as well as applicable statutory and regulatory obligations, are clearly identified, understood, and consistently fulfilled. A strong focus on continuous improvement and the enhancement of customer satisfaction is embedded across all operations.

The senior management team demonstrates full commitment to the Integrated Management System and is accountable for ensuring its ongoing effectiveness.

Quality Policy

Scope: Dagard SAS and Dagard Deutschland

The Quality Policy at Dagard is designed to meet the expectations of customers and stakeholders in a sustainable and responsible manner, in full compliance with applicable regulatory requirements and the ISO 9001 standard. Customer satisfaction and loyalty are treated as strategic priorities, achieved through active listening, a thorough understanding of needs, and the delivery of customised solutions tailored to controlled environments.

Risks associated with activities, operations and the operating environment are systematically identified, assessed and managed. Dagard is committed to anticipating potential issues and effectively preventing incidents and undesirable events that could impact quality, safety or performance.

Corrective and preventive actions are implemented across products, processes and procedures to support continuous improvement, where the proactive identification of root causes and improvement opportunities are included.

The policy applies to Dagard and is overseen by its General Management, which ensures its implementation, effectiveness and ongoing alignment with strategic objectives.



Quality and Environmental Policy
Scope: Paneles Aislantes Purever

PAP is committed to delivering high-quality products and services that meet customer expectations through the implementation of a Quality and Environmental Management System certified in accordance with ISO 9001 and ISO 14001. Customer satisfaction is the central objective of this system, supporting the production and marketing of insulating sandwich panels and related accessories.

The company ensures that products comply with applicable regulations, customer specifications and good practices, while continuously improving quality, environmental performance and service reliability. Adequate human and material resources are provided, and employees are actively involved through training and engagement to support consistent, customer-focused outcomes.

General Management oversees the policy and ensures its effective implementation and strategic alignment.

Quality, Environment, Occupational Safety and Health Policy
Scope: Purever Industrial Solutions

The Quality, Environment, Health and Safety Policy of PIS places customer satisfaction at its core, through excellence in the development, manufacturing, installation and assembly of its products. The company operates in strict compliance with all applicable legal and regulatory requirements, promoting continuous improvement, innovation and reliability across its products and services.

Active involvement of customers in performance evaluation and continuous improvement processes, supported by performance indicators, enables the company to effectively address customer needs and expectations.

The policy is made available for consultation on the company's website and at the factory premises. Its implementation and ongoing oversight are ensured by the Plant Manager.

SHEQ Policy
Scope: Taver Coldkit

Taver Coldkit further reinforces the Group's end-user focus through an integrated SHEQ policy covering its operational activities. This policy ensures that products are designed to protect highly critical environments and comply with rigorous risk management and safety requirements. Emphasis is placed on advanced product engineering for thermal performance, as well as compliance with demanding safety and performance certifications, including fire behaviour, indoor air quality and international approval schemes. Health and safety requirements are adapted to the specific risks and operational contexts of the industry, activities and job profiles concerned.



Consumer and End-user Input and Engagement

[S4-2]

Across the Group, engagement with consumers and end-users is embedded in day-to-day operations and quality management practices. Open and continuous dialogue with customers, end-users, and their legitimate representatives is considered essential to understanding expectations, identifying actual or potential impacts, and ensuring that products and services are delivered responsibly, safely, and in line with applicable regulatory and contractual requirements.

Engagement is primarily undertaken through direct and ongoing interaction throughout the project or service lifecycle. This includes regular meetings, customer service interactions, business and commercial meetings, site visits where relevant, and communication via email and telephone. These channels allow the Group to gather information on consumer and end-user needs, expectations, and concerns, including feedback from previous engagements, and to integrate this input into operational decision-making and continuous improvement activities.

Engagement practices are adapted to the operational context of each subsidiary. In activities, such as those conducted by Ardmac and various Dagard entities, clients and end-users are involved from early design and planning stages through delivery and handover. This engagement typically includes regular project meetings, progress reviews, technical coordination sessions, and on-site interactions, enabling continuous dialogue and close monitoring of client and end-user needs. In other contexts, engagement is led by sales teams, project managers, and senior management, who maintain ongoing and direct relationships with customers through regular follow-ups, commercial reviews, and performance discussions, ensuring that expectations are continuously assessed and addressed.

Consumers and end-users across the Group have access to clear channels to raise questions, needs, or complaints. These commonly include direct contact with sales representatives, project managers, customer service functions, quality or technical departments, and designated front-office contacts. Communication may be made via email, telephone, or written correspondence. In several subsidiaries, complaints and grievances are managed through formalised procedures embedded in certified management systems; where standalone grievance mechanisms are not present, concerns are addressed through established operational and management escalation channels. The effectiveness of engagement and grievance mechanisms is monitored through the review of complaints and feedback, response times, customer satisfaction indicators where applicable, and management review processes, where required. Feedback received is systematically analysed and used to inform the identification and management of material impacts, risks, and opportunities, in particular those related to privacy, access to quality information, and the health and safety of end-users. This includes assessing recurring issues, identifying potential risks related to product use or information accuracy, and evaluating whether customer expectations regarding confidentiality and safety are met. The insights gathered support corrective actions, risk mitigation measures, and continuous improvements to products, services, and internal processes.

Where the Group or an individual subsidiary identifies that it has caused or contributed to a material negative impact on consumers or end-users, remediation is addressed through proportionate and structured processes. Issues are documented, analysed to identify root causes, and escalated in line with their significance. Appropriate corrective measures are implemented, which may include service corrections, product repair or replacement, financial remedies, or other suitable actions. Preventive measures are introduced where relevant to reduce the risk of recurrence, with senior management oversight in more significant cases.

Consumer and end-user feedback drives continuous improvement, risk management, and responsible service delivery."

Translating Commitments into Action for Consumers and End-users

[S4-3; GDR-A]

Across the Group, the primary levers for managing impacts on consumers and end-users are certified management systems, reinforced quality controls, and targeted investment in product performance, safety, and transparency. The nature and scale of actions vary by subsidiary, reflecting operational maturity, risk profile, and market exposure.

In entities with long-established project delivery models, such as Ardmac, ISO-certified Quality, Environmental, and Health & Safety management systems provide the foundation for protecting clients and end-users. These systems are supported by dedicated budgets, internal audit functions, and on-site advisory resources, embedding quality, safety, and environmental considerations into daily operations and project execution. Their effectiveness is regularly validated through external surveillance audits and continued certification.

Elsewhere, actions have focused on strengthening and formalising quality-driven processes. At Dagard SAS, the certification of its ISO 9001 Quality Management System in April 2025 marked a significant step in aligning internal governance with customer quality expectations. This has been complemented by investments in enhanced product inspection, including digital controls to improve early detection of non-conformities, as well as capital expenditure on certified product development supported by independent laboratory testing. Management review of customer satisfaction surveys ensures that consumer and end-user feedback directly informs continuous improvement.

In contrast, Dagard USA applies a more proportionate approach, relying on management oversight and routine operational controls to address consumer and end-user impacts. Customer feedback and complaints are handled through established processes, with corrective measures implemented as required using existing resources. Governance arrangements are periodically reviewed to ensure they remain appropriate to operational scale and risk.

Actions at Misa SRL are anchored in the consistent application of SHEQ standards, supported by dedicated teams, targeted training programmes, formalised procedures, and monitoring tools. Alongside product and service quality, systematic monitoring of environmental performance aims to limit indirect impacts on consumers arising from emissions, waste generation, and resource consumption.

Product-centred actions are most prominent at PAP and Taver Coldkit, where consumer and end-user outcomes are closely linked to performance, safety, and transparency. At PAP, sustained investment in research and development has delivered insulation panels with improved thermal efficiency, enabling energy savings and reduced operational emissions over product lifecycles. These gains are reinforced by third-party certifications, including Environmental Product Declarations, VOC disclosures, and FM approvals, alongside ongoing development of products meeting stringent fire safety standards.

Similarly, Taver Coldkit focuses on innovation, safety, and independently verified transparency. Investments in advanced manufacturing technologies and low-impact materials underpin the development of ultra-low thermal conductivity panels with extended lifespans, while certifications and declarations support responsible use in high-risk environments such as healthcare and industrial facilities.

Across all entities, resource allocation and operational decision-making are guided by governance structures and SHEQ frameworks that prioritise safety, regulatory compliance, and certified performance over short-term commercial considerations

Action	Actual		Future	
	CapEx	OpEx	CapEx	OpEx
Product testing and certification expenses	+750,000€	-		-
Product and service quality improvements	-	-	+2,000,000 €	-

Throughout the reporting period, no human rights incidents relating to consumers or end-users were identified across the Group. The combination of certified management systems, proactive product development, independent assurance, and structured customer feedback mechanisms provides a robust foundation for preventing adverse impacts and fostering long-term trust with consumers and end-users.

Tracking Progress for Consumers and End-users

[S4-4; GDR-T]

Target description	Unit	Base year	Baseline value	Target year	Target value	Actual value	Subsidiary
Enhance product and service conformity through continuous improvement to decrease customer complaints.	Number of complaints per month	2024	19	2025	10	23.3	Dagard SAS
Ensure conformity of delivered products and services by reducing the rate of customer complaints relative to sales orders shipped.	%	2024	4	2025	3	4.14	Dagard SAS
Enhance responsiveness to customer requests through continuous improvement to shorten average order processing time.	days	2024	0.7	2025	1	0.62	Dagard SAS

Delivering reliable, high-quality products and services is a central element of the Group's relationship with its customers and end-users. While customer interactions occur across several business activities, only one subsidiary, Dagard SAS, has, at this stage, formalised quantitative targets specifically addressing consumer and end-user-related performance.

The targets established by Dagard SAS focus on key dimensions of the customer experience: product and service conformity, reliability of commercial and delivery commitments, responsiveness to customer requests, and the quality of information exchanged during project execution. Together, they provide a structured framework for monitoring performance and identifying areas for continuous improvement.

The targets currently in place were developed based on internal performance benchmarks and operational experience rather than scientific evidence, and no interim milestones have been defined.

04 GOVERNANCE

Business Conduct



Business Conduct

"Business conduct is treated not only as a matter of regulatory compliance, but as a fundamental element of how Purever manages risk."

Purever's business performance is built on a foundation of ethical practices, transparent decision-making, and responsible stakeholder engagement. Operating across multiple jurisdictions and through ten subsidiary entities, Purever is exposed to a diverse set of regulatory requirements and business practices, which reinforces the need for a consistent and well-defined approach to business conduct.

Within this context, business conduct is treated not only as a matter of regulatory compliance, but as a fundamental element of how the Group manages risk, ensures operational consistency, enhances stakeholder trust and supports sustainable performance over time.

To support this, Purever has established a set of policies that define expected standards and address key areas of risk, including integrity in ethics and business conduct, protection of whistleblowers, and interactions with third parties. These are applicable across the Group and are implemented through structured processes that promote consistency, while allowing alignment with local regulatory and operational requirements.

Business Conduct Policy Framework

[G1-1; GDR-P]

Purever has established a Group-level framework of policies governing business conduct, designed to promote integrity, transparency, accountability, and compliance across all entities and jurisdictions in which Purever operates. These policies define expected standards of behaviour, set out responsibilities for ethical conduct, and support the prevention, detection, and response to bribery, corruption, fraud, and other forms of misconduct.

The governance structures supporting business conduct are implemented across the entire Group. Subsidiaries retain discretion to adapt implementation approaches to local regulatory requirements and cultural contexts, while consistently upholding the core principles. Senior leadership at both Purever and subsidiary levels is responsible for the approval, oversight, and execution of business conduct frameworks.

At the Group level, all organisation-wide policies are reviewed by the Board of Directors, while at the operational level, oversight is handled by General Management, Managing Directors, and senior management teams, with Board-level oversight applied where necessary.

These governance bodies are responsible for evaluating how effective business conduct policies are, monitoring emerging ethical and compliance risks, and identifying ways to strengthen them in line with operational needs.



Business conduct policies are formally communicated and systematically embedded across the organisation through structured communications and ongoing engagement initiatives.

Across Purever, these policies are shared during onboarding and through internal channels such as intranet platforms, town hall sessions, management communications, and direct employee engagement. Several subsidiaries disseminate policies through a combination of email communications, physical postings, structured meetings, internal documentation systems, and, where appropriate, make them publicly accessible via corporate websites or through tender and procurement processes. Certain policies, including data protection and harassment protocols, are formally acknowledged and signed by employees upon hiring.

All updates to business conduct frameworks are monitored and communicated on an ongoing and event-driven basis, including at the time of initial policy dissemination, following formal approval of updates, and whenever revisions are validated. Day-to-day implementation is carried out through local management, supported by operational, finance, and leadership oversight, with expectations reinforced through routine management processes, approval controls, and direct communication. This structured yet flexible approach promotes consistency across subsidiaries while enabling integration into local governance, operational, and certification frameworks.

Policies for management of Business Conduct related IROs

- **Code of Ethics & Business**
- **Anti Bribery & Corruption**
- **Anti Fraud**
- **Protected Disclosures**

Code of Ethics & Business Conduct
Scope: Purever [Group level]

This Code applies to all Group employees, consultants, subcontractors, trainees, agency staff, business partners, and other individuals working with or on behalf of Purever, in all jurisdictions where Purever operates.

The Code sets out clear expectations regarding ethical behaviour, professionalism, and responsible decision-making in all business activities.

Ethics and business conduct are defined within the Code as a framework governing expected behaviour across Purever, supporting transparent and professional decision-making and reinforcing Purever's commitment to act with integrity at all times. The Code addresses key areas of business conduct, including health and safety obligations, environmental responsibility, compliance with employment legislation and fair labour practices, equality, diversity and inclusion, and the reporting and investigation of potential breaches. Purever applies a zero-tolerance approach to harassment and discrimination and supports reporting through formal mechanisms underpinned by non-retaliation commitments.

The Code is reviewed regularly to ensure that it remains effective, up-to-date, and aligned with evolving legal, regulatory, and ethical standards.

Anti-Bribery and Anti-Corruption Policy
Scope: Purever [Group level]

Purever has implemented a Group-level Anti-Bribery and Corruption policy, reinforcing a zero-tolerance approach to all forms of bribery and corruption. This policy applies globally to all employees and to any individuals acting on behalf of Purever.

The policy prohibits bribery in all its forms, including facilitation payments, inappropriate gifts or hospitality, and any behaviour that could be construed as corrupt. It defines clear parameters for gifts, hospitality, donations, sponsorships, and conflicts of interest, and mandates appropriate due diligence alongside ongoing oversight of third-party relationships. It further requires accurate record-keeping and strong internal controls to ensure transparency in payments and expenses and establishes reporting obligations supported by protections against retaliation. The policy applies a common Group definition of bribery and corruption and is consistent with the principles of the United Nations Convention against Corruption, ensuring a harmonised approach across jurisdictions.

Anti-Fraud Policy
Scope: Purever [Group level]

Purever also maintains a Group-level Anti-Fraud Policy, under which it adopts a zero-tolerance stance towards fraud in all its forms. This policy applies globally to all employees and individuals acting with or on behalf of Purever.

The policy clearly defines fraud and prohibits a broad range of fraudulent activities, including theft, falsification of records, forgery, concealment of material facts, and abuse of position. It sets out responsibilities for fraud prevention, detection, investigation, and reporting, and establishes consequences including disciplinary action, recovery of losses, and referral to law enforcement where appropriate. The policy also includes protections for employees who report suspected fraud or participate in investigations.

Protected Disclosures (Whistleblowing)
Scope: Purever [Group level]

Purever's business conduct policies include formal reporting and non-retaliation provisions designed to encourage employees and associated persons to raise concerns regarding suspected misconduct, bribery, corruption, fraud, or other breaches of business conduct requirements at the earliest opportunity.

Particular emphasis is placed on individuals occupying roles with heightened exposure to corruption or bribery risks, namely those with decision-making authority over the procurement of materials or services, significant budgetary responsibility, or frequent interaction with suppliers, contractors, or public authorities.

Purever is committed to fostering an open and ethical culture in which employees feel confident to raise concerns about serious wrongdoing without fear of retaliation. Whistle-blowing arrangements across Purever are designed to support early risk identification, protect confidentiality, and ensure that concerns are investigated fairly and independently. Psychological safety is regarded as a foundational element of effective governance and a critical enabler of organisational integrity.

At Group level, formal reporting channels are available to employees for the disclosure of misconduct, fraud, harassment, or ethical breaches.

These channels are supported by defined escalation and oversight mechanisms to ensure that concerns are addressed rigorously, documented appropriately, and handled strictly in accordance with established procedures. Leadership at all levels of the organisation is accountable for reinforcing correct use of these mechanisms and for ensuring that whistleblowing matters are never dealt with informally or outside the approved process. Within this framework, subsidiaries implement whistleblowing arrangements that are adapted to their operational contexts while maintaining alignment with Group-level principles.

Embedding Business Conduct Across Operations

[G1-2; GDR-A]

Purever has implemented, and continues to develop, measures to promote ethical business conduct across its operations. These measures are proportionate to the nature and scale of its activities and focus on ensuring integrity, compliance with applicable laws and regulations, and the prevention of corruption and bribery. The actions promoted by Purever are designed not only to define clear expectations of conduct, but also to support their consistent application across the organisation. They establish a structured basis for promoting responsible behaviour and guiding decision-making, while enabling a coherent approach to business conduct across all entities. This approach supports a consistent standard of conduct throughout Purever, while allowing for appropriate adaptation to local regulatory and organisational contexts.

Prevention, Detection and Response to Corruption and Bribery

To address corruption and bribery risks, Purever has established procedures to prevent, detect, investigate, and respond to related allegations or incidents, tailored to local operational contexts while aligned with overarching Group standards.

These procedures are complemented by disciplinary frameworks applicable across each business unit, aligned with relevant employment legislation in their respective jurisdictions, which define the consequences in cases of non-compliance.

In line with its business conduct framework, the Group maintains a whistleblowing channel accessible to employees and relevant third parties to report potential misconduct, fraud, bribery, and other ethical breaches. This mechanism provides a confidential and secure reporting avenue and supports the identification and remediation of potential integrity-related concerns. No incidents were reported through this channel during the reporting period.

Where allegations or incidents arise, they are assessed, investigated, and addressed in accordance with applicable local disciplinary procedures and employment legislation. Established practices ensure that corrective actions are implemented where necessary to remediate identified weaknesses and prevent recurrence. Depending on the nature and severity of the matter, actions may include formal warnings or sanctions, disciplinary measures up to and including dismissal, or the removal of decision-making authority. During the reporting period, no material corruption or bribery-related incidents were identified and, consequently, no corrective or disciplinary actions were pursued in relation to such matters.

“Where allegations or incidents arise, they are assessed, investigated, and addressed in accordance with applicable local disciplinary procedures and employment legislation.”



Training and Culture-Building Actions

Training and awareness initiatives support the Group's business conduct objectives. Ethical conduct expectations are reinforced through management communication, operational oversight, policy implementation, and onboarding processes, with further formalisation of training planned as Group governance frameworks continue to mature.

Complementing these procedural measures, Ardmac places strong emphasis on transparency and two-way engagement, supported by clearly structured communication mechanisms. Employee feedback is actively encouraged through a bi-annual Constructive Conversations process that is formally documented within the HR system, complemented by monthly open forums that allow employees to raise questions publicly and engage directly with leadership. This approach is reinforced by its Group-wide values, which are consistently applied across all business units, notably Integrity & Trust Always. The effectiveness of these arrangements is reflected in the absence of third-party employment referrals in any jurisdiction over the past three years and in the employee survey results. In 2025 no survey was conducted, since a single set of Group Values was implemented, replacing Ardmac's former Guiding Principles mechanism.

Across the Group, approaches to anti-corruption and anti-bribery training continue to evolve, with a combination of structured delivery in some entities and more informal reinforcement mechanisms in others.

During the reporting period, Dagard SAS provided ethics and compliance training to all employees (100% coverage), supported by individuals with expertise in relevant legal and regulatory requirements. Furthermore, Dagard SAS has introduced training for newly recruited employees reaching 23 individuals during the reporting period. At PIS, anti-corruption and ethics-related topics are incorporated into employee onboarding processes through dedicated sessions covering ethical expectations and the Code of Conduct. Ardmac provides formal learning through its Talent LMS. At Ardmac Iberia, formal anti-corruption and anti-bribery training is available through the corporate learning management system, including the International Fraud, Bribery and Corruption training programme. Training is currently delivered through Talent LMS and forms part of the broader compliance training framework. In several entities, including Taver Coldkit and Dagard Germany, no dedicated training was delivered in 2025, although plans are in place to incorporate this into future training frameworks as governance structures mature.

Elsewhere, expectations are currently conveyed through management communication, operational oversight, and the practical handling of conduct-related matters.

At Purever level, initiatives are being prepared to further develop and standardise training and awareness, supporting a more consistent approach across the organisation over time. To this effect the Group is undertaking a project to roll out the Talent LMS platform more widely across the Group, which will support the monitoring of completion rates and the progressive implementation of mandatory training requirements.



Targets and Performance Monitoring

[G1-3; GDR-T]

During the reporting period, Purever did not set formal, quantitative, or time-bound targets specifically relating to business conduct at consolidated level. Accordingly, no Group-wide business conduct targets are disclosed for the period.

However, at entity level, Ardmac has established specific targets aimed at reinforcing expected standards of business conduct. These include a target of zero incidents or complaints, whether raised internally or externally, in relation to the conduct of any employee or representative, as well as a target of zero adverse findings arising from third-party reviews. Both targets are defined as absolute measures, monitored through the number of reported cases and external findings respectively, and apply across Ardmac's own operations. For 2025, Ardmac reported zero incidents and zero third-party findings, consistent with these targets.

Purever's approach to business conduct is currently driven by policies, procedures, and governance measures described under **ESRS G1-1** and **ESRS G1-2**.

The establishment of formal targets is to be considered in the future as governance frameworks, data availability, and monitoring capabilities continue to evolve.

Integrity and Compliance Metrics

[G1-4; GDR-M]

As part of Purever's ethics and compliance monitoring for the 2025 reporting period, all subsidiaries were reviewed for incidents of corruption and bribery. No convictions or sanctions were identified, and no fines were imposed. Consequently, the total amount of corruption or bribery-related fines for the period was 0€.

Responsible Supplier Management

[G1-2; G1-6; GDR-A; GDR-M]

The Group manages supplier relationships through a combination of contractual governance requirements, legal compliance expectations, operational oversight, and long-standing relationship management practices. While approaches are not fully standardised across all subsidiaries, there is a consistent emphasis on reliability, quality, lawful conduct, and responsible supplier engagement.

At Group level, a Code of Conduct and Business Ethics establishes a common framework of ethical standards applicable across all entities. This Code applies not only to employees but also extends to subcontractors, consultants, trainees, agency workers, and other individuals engaged by Purever in all jurisdictions, thereby embedding ethical expectations into supplier relationships and across the wider value chain.

Within Ardmac, governance expectations are embedded directly into commercial contracts with supply chain partners. These contracts establish clear standards of conduct, and compliance is monitored through regular audits of supply chain partners across all jurisdictions in which Ardmac operates to ensure alignment with the standards and processes set out in contractual agreements. Ardmac also engages proactively with suppliers by building collaborative relationships and supporting them in meeting the required governance and conduct standards, particularly where smaller organisations may have more limited internal compliance resources. This approach combines effective oversight with strong supplier engagement across the supply chain.



Ardmac Iberia works primarily with subcontractors and specialised service providers in the context of cleanroom installation projects. While a formalised ESG supplier evaluation procedure is not yet in place, supplier selection and ongoing relationships are governed by strict compliance with applicable legal requirements, including health and safety regulations and coordination of business activities documentation. Quality, reliability, and legal compliance are key selection criteria. In addition, all third-party service providers processing personal data are required to enter into data processing agreements in accordance with Article 28 of the GDPR, reinforcing responsible business conduct and data protection throughout the supply chain.

Within the Dagard entities in Germany and France (Dagard SAS), supplier selection is primarily driven by the ability to deliver products or services at appropriate levels of quality, reliability, price, and logistical performance. While a fully formalised supplier ESG selection procedure does not currently exist, audits may be conducted in certain cases to assess organisational robustness and delivery capability, particularly where performance or operational risk considerations arise.

Dagard USA manages supplier relationships primarily through practical procurement processes and management oversight rather than through a highly formalised supplier governance framework. Supplier relationships are reviewed through ordinary purchasing, payment, and operational processes.

Social and environmental criteria may be considered where relevant to the nature of the goods or services provided or where risks are identified through management review; however, no formal ESG scoring system is in place at the reporting date.

PAP and Taver Coldkit both place strong emphasis on supplier proximity, service quality, and performance rather than price alone. PAP prioritises sourcing from local or nearby suppliers where possible and relies on large, internationally recognised suppliers for essential raw materials that cannot be sourced locally. These suppliers typically hold recognised certifications such as ISO 9001 and ISO 14001. Purchasing decisions are guided by product quality, safety, and production performance, which has supported PAP's positioning as a leading company in its sector. Similarly, Taver Coldkit has historically prioritised local sourcing, service quality, and supplier performance and has long considered social criteria and carbon footprint in procurement decisions. For on-site assembly activities throughout Spain, Taver Coldkit works with a mix of long-standing national suppliers and local providers near project sites to ensure operational efficiency and service quality.

Across the Group, supplier management practices therefore combine legal compliance, contractual governance, quality and performance considerations, while formal ESG evaluation frameworks are to be developed.

Payment practices

Purever's payment practices are designed to balance sound cash-flow management with fair and responsible treatment of suppliers, including small and medium-sized enterprises (SMEs). Payment terms and practices vary across subsidiaries, reflecting differences in legal frameworks, operating models, supplier categories, and local market conditions.

Across Purever, supplier payment terms are contractually agreed and are typically defined at the outset of the supplier relationship. Payments are processed in accordance with those contractual terms, with regular payment runs and established finance controls in place. For example, Dagard SAS applies different terms to installers and transport providers, general suppliers, and foreign suppliers; Taver differentiates between main material suppliers and service providers; Dagard USA applies category-based terms; and Ardmac applies specific terms to its main supplier category while supporting alternative contractual arrangements.

Payment terms vary across Purever, ranging from immediate settlement to extended periods of up to 120 days, depending on the applicable legal and regulatory frameworks, contractual arrangements, commercial practices, and operational considerations in each market. Where relevant, local legal requirements are observed, such as the French Loi de Modernisation de l'Économie, which establishes maximum payment periods and is applied within Dagard SAS. In other entities, supplier-specific terms are primarily determined through contractual negotiations, prevailing commercial practices, and operational needs.

At the reporting date, no legal proceedings related to late payment from suppliers were ongoing across Purever, including in relation to SMEs.



05

APPENDICES

Taxonomy

Tables

Methodological Notes



Report on the EU Taxonomy FY2024

Introduction

The European Union Taxonomy (Regulation (EU) 2020/852) defines the framework for identifying economic activities considered "green" or sustainable, aiming to direct public and private investments toward these activities. For an economic activity to be considered aligned with the EU Taxonomy, and therefore environmentally sustainable, it must:

01 Contribute substantially to one or more of the six climate and environmental objectives defined by the European Commission (Climate Change Mitigation, Climate Change Adaptation, Sustainable Use and Protection of Water and Marine Resources, Transition to a Circular Economy, Pollution Prevention and Control and Protection and Restoration of Biodiversity and Ecosystems).

02 Do no significant harm to any of the remaining climate and environmental objectives.

03 Comply with Minimum Safeguards related to Human Rights, Corruption, Taxation, and Fair Competition.

The Delegated Acts under the EU Taxonomy Regulation establish the technical screening criteria for the six environmental objectives. Economic activities that meet these criteria are considered Taxonomy-aligned and, therefore, environmentally sustainable. Activities that are covered by the Regulation but do not yet satisfy all applicable technical screening criteria are considered Taxonomy-eligible. Companies are required to disclose the proportion of their turnover, capital expenditure (CapEx), and operating expenditure (OpEx) associated with Taxonomy-eligible and/or Taxonomy-aligned economic activities carried out during the reporting period.

Following the publication of the Omnibus package proposals, Delegated Regulation (EU) 2026/73 introduced several simplification measures for reporting under the EU Taxonomy framework. Purever has prepared its EU Taxonomy disclosures in accordance with the requirements set out in this new Delegated Regulation.

Eligibility Assessment

The EU Taxonomy eligibility assessment evaluates whether the economic activities carried out by the company fall within the scope of the EU Taxonomy Regulation's Delegated Acts, namely the Climate Delegated Act, the Environmental Delegated Act, and the Complementary Climate Delegated Act. To perform this assessment, the Group reviewed its activities and identified those carried out during the reporting period that are covered by the EU Taxonomy framework. Based on this analysis, the following Taxonomy-eligible activities were identified:

> **To perform this assessment, the Group reviewed its activities and identified those carried out during the reporting period that are covered by the EU Taxonomy framework."**

Eligible activities	Activity description for Purever
CCM* 3.5 Manufacture of energy efficiency equipment for buildings	The Group manufactures, delivers and installs foamed sandwich panels and insulated doors for coldroom projects.
CCM* 6.5. Transport by motorbikes, passenger cars and light commercial vehicles	The Group leases vehicles (category M1) for its fleet.
CCM* 6.6 Freight transport services by road	The Group contracts freight services to transport its products to their final locations.
CCM* 7.3. Installation, maintenance and repair of energy efficiency equipment	The Group maintains HVAC systems installed in its buildings.
CCM* 7.6. Installation, maintenance and repair of renewable energy technologies	The Group has photovoltaic production units installed on buildings.

***CCM** – Climate Change Mitigation objective

Although Taxonomy-eligible activities have been identified, Purever does not currently disclose any Taxonomy-aligned activities, as the assessment of compliance with the applicable technical screening criteria is still in progress.

Building on this initial eligibility assessment, the Group intends to further develop its Taxonomy analysis over the coming years, enabling a more comprehensive evaluation and future disclosure of the alignment of its activities with the environmental objectives established under the EU Taxonomy framework.

Minimum Safeguards

As part of the implementation of the EU Taxonomy, companies must comply not only with technical environmental criteria but also with a set of social standards known as Minimum Safeguards. These safeguards ensure that economic activities classified as sustainable do not cause adverse impacts on social issues, such as Human Rights, Corruption, Taxation and Fair Competition.

The Minimum Safeguards encompass a series of responsible business conduct practices and procedures, grounded in four key international frameworks:

- the OECD Guidelines for Multinational Enterprises;
- the United Nations Guiding Principles on Business and Human Rights;
- the eight core conventions of the International Labour Organization (ILO);
- the International Bill of Human Rights.

In 2022, the Sustainable Finance Platform released the "Final Report on Minimum Safeguards", providing companies with practical guidance on how to assess and demonstrate compliance with these social criteria.

Human Rights



Purever is firmly committed to upholding the highest standards of ethical business conduct and to respecting internationally recognised human rights, as outlined in the Universal Declaration of Human Rights and the International Labour Organization's Core Conventions. To demonstrate this commitment, the Group has implemented a range of policies designed to ensure alignment across its employees and business partners, including a Human Rights Policy, an Anti-Slavery and Human Trafficking Policy, a Code of Ethics & Business Conduct and an Equity, Diversity, Inclusion & Belonging Policy. These policies aim to promote awareness and alignment with Purever's human rights principles among employees, business partners, and current and prospective customers.

Purever rejects all forms of discrimination and is dedicated to fostering an inclusive environment where every individual can contribute, feel a sense of belonging, and thrive. The Group conducts its business in a manner that respects the dignity and rights of all individuals, in full compliance with applicable laws and regulations. To combat modern slavery, the Group has implemented several protective measures, including regular audits and reviews across all areas of its operations, covering subcontractors and other trade partners. The Group is committed to continuously improving its human rights practices and, as a result, is developing a formal due diligence process to identify, prevent, and address potential human rights impacts throughout its value chain.

The Group's Supply Chain Management System requires all suppliers, vendors, contractors, consultants, and agents to adhere to its labour standards and Code of Conduct. Any breach is investigated, and corrective actions are taken to address identified issues. Furthermore, all suppliers are expected to engage in human rights due diligence to proactively identify and address any risks of rights violations within their operations.

Corruption, Taxation and Fair Competition



Purever is committed to conducting its business in an honest and ethical manner. The Group maintains a zero-tolerance approach to bribery and all forms of corruption, supported by the implementation of an Anti-Bribery and Corruption Policy and an Anti-Fraud Policy. These policies are designed to prevent, detect, and report any potential incidents, ensuring that all employees understand their responsibilities and are empowered to act accordingly. To reinforce compliance, Purever has established internal controls and conducts internal audits across the Group. Regarding Taxation, Purever respects national fiscal legislation in all jurisdictions where it operates and is currently implementing enhanced measures to strengthen its tax governance framework.

In the area of Fair Competition, the Group has adopted measures to ensure full compliance with competition laws and to prevent anti-competitive practices. The Group promotes awareness among all employees through dedicated training sessions. The Group also makes grievance mechanisms available and encourages employees and business partners to voice any concerns they may have and guarantees that no retaliation will occur as a result. In 2024, no material convictions or violations were identified in any of the four social topics covered above.

Key Performance Indicators (KPIs)

The Article 8 Delegated Act defines a set of key performance indicators (KPIs) that non-financial undertakings are required to disclose in relation to economic activities that are Taxonomy-eligible and/or Taxonomy-aligned. These KPIs include the proportion of the company's turnover, capital expenditure (CapEx) and operating expenditure (OpEx) associated with activities covered by the EU Taxonomy. The Group's KPIs relating to Taxonomy-eligible activities were calculated based on its consolidated financial statements and in accordance with the accounting policies and methodologies described below.

Accounting Policies

Turnover

The turnover ratio is calculated as the part of the net turnover resulting from products or services, namely intangibles, associated with economic activities aligned with the taxonomy (numerator), divided by the net turnover (denominator), which results from the amount of sales and services provided minus returns, discounts and other rebates.

The Group's revenue corresponds to the sale of goods and services. Revenue from the sale of goods is recognised at fair value, net of taxes and discounts, when the risks and rewards associated with ownership of the assets are transferred to the buyer.

Revenue from services is recognised by reference to percentage of completion of the services provided at the balance sheet date.

Revenue from construction contracts (works in progress) is measured at the fair value of the return received or receivable and includes the initial amount of revenue agreed in the contract and variations in contract work, claims and incentive payments of the contract (to the extent that it is probable that they will result in revenue and can be reliably measured).

In 2024, the denominator of the turnover ratio amounted to 320,901,997 Eur and corresponds to the total sales and services provided which are presented in the consolidated income statement. The details of sales and services provided can be found in note 19 of the annex to the consolidated financial statements.

The numerator corresponds to the amount of the denominator associated with eligible Taxonomy activities (aligned or not aligned). In 2024, the activities designated as eligible are detailed in table Template 2, Turnover.

CapEx

The Capex ratio is defined as Taxonomy-aligned Capex (numerator) divided by Total Capex (denominator).

The denominator comprises additions to property, plant and equipment, intangible assets and assets under right of use during the period considered before depreciation, amortisation and any remeasurements, resulting from revaluations and impairments, for the period in question and excluding changes in fair value. Additions to tangible and intangible assets resulting from business combinations are also likely to be considered in the denominator.

In 2024, the denominator of the Capex proportion totalled the amount of **20,719,191 Eur,** as presented in notes 6, 7 and 8 of the annex to the consolidated financial statements.

In the case of Property, Plant and Equipment, **12,928,451 Eur** were considered.

In the case of Intangible Assets, **1,818,487 Eur** were considered.

In the case of Assets under the Right of Use, **5,972,253 Eur** were considered.

The numerator, detailed in table Template 2, Capex, corresponds to the portion of capital expenditure included in the denominator that:

- is related to assets or processes associated with economic activities aligned by the taxonomy;
- is part of a plan to expand taxonomy-aligned economic activities or to enable taxonomy-eligible economic activities to become taxonomy-aligned;
- is related to the acquisition of the output of economic activities aligned with the taxonomy and to individual measures that enable the transformation of the activities in question into low-carbon activities, or that allow reductions in greenhouse gas emissions, if these measures are applied and are operational within 18 months.

OpEx

The Opex ratio is defined as the Taxonomy-aligned Opex (numerator) divided by the Total Opex (denominator).

The denominator should cover the non-capitalised direct costs related to research and development, building renovation measures, short-term leasing, maintenance and repair, as well as any other direct expenses related to the day-to-day maintenance of tangible fixed assets, by the company or by third parties to whom activities are outsourced and which are necessary to ensure the continued and effective operation of these assets.

In 2024, the denominator of the Opex ratio amounted to **6,434,443 Eur.**

The numerator, detailed in table Template 2, Opex, corresponds to the portion of operating expenses included in the denominator that:

- are related to assets or processes associated with economic activities aligned with the taxonomy, including training needs and other human resource adaptation needs, and non-capitalised direct costs representing research and development;
- are part of the Capex plan to expand taxonomy-aligned economic activities or to enable taxonomy-eligible economic activities to become taxonomy-aligned on a pre-defined schedule;
- are related to the acquisition of the output of economic activities aligned with the taxonomy and to individual measures that enable the transformation of the activities in question into low-carbon activities or that allow reductions in greenhouse gas emissions, as well as to individual building renovation measures, if these measures are implemented and operational within 18 months.

KPI Tables

Template 1

Proportion of turnover, CapEx, OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year (2024) (summary KPIs)

Financial year 2024					Breakdown by environmental objective of Taxonomy-aligned activities										
KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (2023)	Proportion of Taxonomy aligned activities in previous financial year (2023)
Text	€	%	€	%	%	%	%	%	%	%	%	%	%	€	%
Turnover	**320,901,997 €**	0.02%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0 €	0.0%
CapEx	**20,719,191 €**	3.48%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0 €	0.0%
OpEx	**6,434,443 €**	85.40%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0 €	0.0%

Template 2

Proportion of Turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year (2024) (activity breakdown)

Turnover													
Financial year 2024					Environmental objective of Taxonomy-aligned activities								
Economic Activities	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible Turnover)	Taxonomy-aligned KPI (monetary value of Turnover)	Taxonomy aligned KPI (Proportion of Taxonomy-aligned Turnover)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
Text		%	€	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.02%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Sum of alignment per objective					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (Turnover)		0.02%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Template 2

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year (2024) (activity breakdown)

CapEx

Financial year 2024

					Environmental objective of Taxonomy-aligned activities								
Economic Activities	**Code**	**Taxonomy-eligible KPI (Proportion of Taxonomy-eligible CapEx)**	**Taxonomy-aligned KPI (monetary value of CapEx)**	**Taxonomy aligned KPI (Proportion of Taxonomy-aligned CapEx)**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activity**	**Transitional activity**	**Proportion of Taxonomy-aligned in Taxonomy-eligible**
Text		%	€	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of energy efficiency equipment for buildings	CCM 3.5	0.05%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0.17%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	3.27%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Sum of alignment per objective					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (CapEx)		**3.43%**	**0.00 €**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**

Template 2

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year (2024) (activity breakdown)

OpEx

Financial year 2024

					Environmental objective of Taxonomy-aligned activities								
Economic Activities	**Code**	**Taxonomy-eligible KPI (Proportion of Taxonomy-eligible OpEx)**	**Taxonomy-aligned KPI (monetary value of OpEx)**	**Taxonomy aligned KPI (Proportion of Taxonomy-aligned OpEx)**	**Climate Change Mitigation**	**Climate Change Adaptation**	**Water**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activity**	**Transitional activity**	**Proportion of Taxonomy-aligned in Taxonomy-eligible**
Text		%	€	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	18.25%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Freight transport services by road	CCM 6.6	65.17%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1.94%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.04%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%
Sum of alignment per objective					0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (OpEx)		85.40%	0.00 €	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



Next Steps

In line with its commitment to transparency and future reporting requirements, Purever conducted its first EU Taxonomy assessment in 2025, covering the 2024 reporting period. As this was the Group's initial assessment, only Taxonomy-eligible activities have been disclosed, while the evaluation of Taxonomy alignment remains ongoing.

Going forward, the Group aims to strengthen its EU Taxonomy analysis and reporting focusing mainly on assessing compliance with the applicable technical screening criteria, developing a physical climate risk assessment in line with Appendix A and enhancing human rights due diligence processes to meet the Minimum Safeguards requirements.

The Group will continue to monitor, assess and report on the eligibility and alignment of its economic activities, while adapting its approach to evolving regulatory requirements, including the simplification measures introduced under the EU Omnibus package.

> **The Group aims to strengthen its EU Taxonomy analysis and reporting focusing mainly on assessing compliance with the applicable technical screening criteria."**

Tables

Table 1. ESRS Cross-Reference Table

Disclosure Requirement		Location in the report
ESRS 2	**General Disclosure**	
BP-1	Basis for preparation of the sustainability statements	About the report
BP-2	Specific information if the undertaking uses phasing-in options	About the report
GOV-1	The role of the administrative, management and supervisory bodies in relation to sustainability	Governance Structure and Due Diligence
GOV-2	Integration of sustainability-related performance in incentive schemes	Governance Structure and Due Diligence
GOV-3	Statement on due diligence	Governance Structure and Due Diligence
GOV-4	Risk management and internal controls over sustainability reporting	Governance Structure and Due Diligence
SBM-1	Strategy, business model and value chain	Business Foundations
SBM-2	Interests and views of stakeholders	Stakeholder engagement
SBM-3	Interaction of material impacts risks and opportunities with strategy and business model, and financial effects	Double Materiality, IRO Management and Strategic Integration
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	Double Materiality, IRO Management and Strategic Integration
IRO-2	Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement	Double Materiality, IRO Management and Strategic Integration
ESRS E1	**Climate Change**	
E1-1	Transition plan for climate change mitigation	Climate Change Strategy and Resilience
E1-2	Identification of climate-related risks and scenario analysis	Climate Change Strategy and Resilience
E1-3	Resilience in relation to climate change	Climate Change Strategy and Resilience

Disclosure Requirement		Location in the report
E1-4 | ESRS 2 GDR-P	Policies related to climate change mitigation and adaptation | General Disclosure Requirement for policies	From Climate Policies to Actions
E1-5 | ESRS 2 GDR-A	Actions and resources in relation to climate change mitigation and adaptation | General Disclosure Requirement for actions and resources	From Climate Policies to Actions
E1-6 | ESRS 2 GDR-T	Targets related to climate change adaptation and mitigation | General Disclosure Requirement for targets	Monitoring Climate-Related Performance
E1-7	Energy consumption and mix	Monitoring Climate-Related Performance
E1-8	Gross scope 1, 2, 3 GHG emissions	Monitoring Climate-Related Performance
E1-9	GHG removals and GHG mitigation projects financed through carbon credits	Purever did not undertake any GHG removal activities, nor did it use carbon credits or finance external carbon offsetting projects to mitigate its GHG emissions.
E1-10	Internal carbon pricing	Purever does not have an internal carbon pricing set.
E1-11	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Purever has not quantified the anticipated financial effects of climate-related risks and opportunities under this disclosure requirement. At this stage, such quantification would require significant effort and additional methodological development, and therefore no quantitative disclosure is provided.
ESRS E2	**Pollution**	
E2-1 | ESRS 2 GDR-P	Policies related to pollution | General Disclosure Requirement for policies	Pollution Management Framework
E2-2 | ESRS 2 GDR-A	Actions and resources related to pollution | General Disclosure Requirement for actions and resources	From Policy to Action: Pollution Prevention Measures

Disclosure Requirement		Location in the report
E2-3 | ESRS 2 GDR-T	Targets related to pollution | General Disclosure Requirement for targets	Purever has not yet defined specific targets applicable to all subsidiaries, however, its subsidiaries have established operational control and compliance processes, which are regularly monitored through oversight activities, compliance reviews, incident tracking, and periodic reviews of procedures and documentation.
E2-4	Pollution of air, water and soil	This disclosure requirement was determined as not material based on Purever's double materiality assessment.
E2-5	Substances of concern and substances of very high concern	This disclosure requirement was determined as not material based on Purever's double materiality assessment.
ESRS E3	Water	This topic was determined as not material based on Purever's double materiality assessment.
ESRS E4	Biodiversity and Ecosystems	This topic was determined as not material based on Purever's double materiality assessment.
ESRS E5	**Resource Use and Circular Economy**	
E5-1 | ESRS 2 GDR-P	Policies related to resource use and circular economy | General Disclosure Requirement for policies	Circular Economy and Resource Management Policies
E5-2 | ESRS 2 GDR-A	Actions and resources related to resource use and circular economy | General Disclosure Requirement for actions and resources	Managing Circular Economy Through Action To successfully implement the actions described, Purever allocates financial resources to each initiative. While the Group does not yet systematically monitor all related expenditures, it is actively working to improve data collection and tracking in this area.
E5-3 | ESRS 2 GDR-T	Targets related to resource use and circular economy | General Disclosure Requirement for targets	Driving Circularity Through Targets
E5-4	Resource inflows	This disclosure requirement was determined as not material based on Purever's double materiality assessment.
E5-5	Resource outflows	Managing Resources Outflows

Disclosure Requirement		Location in the report
ESRS S1	**Own Workforce**	
S1-1 | ESRS 2 GDR-P	Policies related to own workforce | General Disclosure Requirement for policies	Foundations of Workforce Practices
S1-2	Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy	Workforce Engagement and Employee Voice
S1-3 | ESRS 2 GDR-A	Actions and resources related to own workforce | General Disclosure Requirement for actions and resources	Workforce Commitments in Practice
S1-4 | ESRS 2 GDR-T	Targets related to own workforce | General Disclosure Requirement for targets	Workforce Goals and Progress
S1-5	Characteristics of the undertaking's employees	Understanding the Workforce: Characteristics of the employees
S1-6	Characteristics of non-employees in the undertaking's own workforce	Understanding the Workforce: Characteristics of non-employees
S1-7	Collective bargaining coverage and social dialogue	Understanding the Workforce: Collective bargaining coverage and social dialogue
S1-8	Diversity metrics	Understanding the Workforce: Diversity metrics
S1-9	Adequate Wages	Understanding the Workforce: Adequate wages
S1-10	Social Protection	Understanding the Workforce: Social protection
S1-11	Persons with disabilities	This disclosure requirement was determined as not material based on Purever's double materiality assessment.
S1-12	Training and skills development metrics	Understanding the Workforce: Training and skills development metrics
S1-13	Health and safety metrics	Understanding the Workforce: Health and safety
S1-14	Work-life balance metrics	Understanding the Workforce: Work-life balance
S1-15	Remuneration metrics	This disclosure requirement was determined as not material based on Purever's double materiality assessment.

Disclosure Requirement		Location in the report
S1-16	Incidents of discrimination and other human rights incidents	Understanding the Workforce: Incidents of discrimination and other human rights incidents
ESRS S2	**Workers in the Value Chain**	
S2-1 | ESRS 2 GDR-P	Policies related to workers in the value chain | General Disclosure Requirement for policies	Value Chain Workforce Policies
S2-2	Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs and approaches to remedy	Responsible Engagement with Workers in the Value Chain
S2-3 | ESRS 2 GDR-A	Actions and resources related to workers in the value chain | General Disclosure Requirement for actions and resources	Putting Commitments into Practice Across Workers in the Value Chain
S2-4 | ESRS 2 GDR-T	Targets related to workers in the value chain | General Disclosure Requirement for targets	Targets related to workers in the value chain
ESRS S3	**Affected Communities**	
S3-1 | ESRS 2 GDR-P	Policies related to affected communities | General Disclosure Requirement for policies	Framework for Community Relations
S3-2	Engagement with affected communities, existence of channels for affected communities to raise concerns or needs and approaches to remedy	Creating Lasting Community Relationships
S3-3 | ESRS 2 GDR-A	Actions and resources related to affected communities | General Disclosure Requirement for actions and resources	Supporting Communities Through Action No human rights incidents connected to affected communities, including legal disputes related to land rights or community related grievances, were identified across the Group during the reporting period.
S3-4 | ESRS 2 GDR-T	Targets related to affected communities | General Disclosure Requirement for targets	Monitoring Community Impact

Disclosure Requirement		Location in the report
ESRS S4	**Consumers and End-users**	
S4-1 | ESRS 2 GDR-P	Policies related to consumers and end-users | General Disclosure Requirement for policies	Consumer and End-user Policy Framework
S4-2	Engagement with consumers and end-users, existence of channels for consumers and end-users to raise concerns or needs and approaches to remedy	Consumer and End-user Input and Engagement
S4-3 | ESRS 2 GDR-A	Actions and resources related to consumers and end-users | General Disclosure Requirement for actions and resources	Translating Commitments into Action for Consumers and End-users
S4-4 | ESRS 2 GDR-T	Targets related to consumers and end-users | General Disclosure Requirement for targets	Tracking Progress for Consumers and End-users
ESRS G1	**Business Conduct**	
G1-1 | ESRS 2 GDR-P	Policies related to business conduct | General Disclosure Requirement for policies	Business Conduct Policy Framework
G1-2 | ESRS 2 GDR-A	Actions related to business conduct | General Disclosure Requirement for actions and resources	Embedding Business Conduct Across Operations Responsible Supplier Management
G1-3 | ESRS 2 GDR-T	Targets related to business conduct | General Disclosure Requirement for targets	Targets and Performance Monitoring
G1-4 | ESRS 2 GDR-M	Metrics related to Corruption and Bribery | General Disclosure Requirement for metrics	Integrity and Compliance Metrics
G1-5	Metrics related to political influence, including lobbying activities	This disclosure requirement was determined as not material based on Purever's double materiality assessment.
G1-6 | ESRS 2 GDR-M	Metrics related to payment practices | General Disclosure Requirement for metrics	Responsible Supplier Management

List of datapoints in cross-cutting and topical standards that derive from other EU legislation

[IRO-2]

Table 2. Datapoints in the main body of the Standard

Disclosure Requirement and related datapoint in ESRS	SFDR[1] reference	Pillar 3[2] reference	Benchmark Regulation[3] reference	EU Climate Law[4] reference	Location in the report
ESRS 2 GOV-1 Percentage of board members who are independent			Delegated Regulation (EU) 2020/1816, Annex II		Governance Structure and Due Diligence
ESRS 2 GOV-4 Statement on due diligence	Indicator number 10 Table #3 of Annex 1		Delegated Regulation (EU) 2022/1288, Annex I		Governance Structure and Due Diligence

[1] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

[2] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation 'CRR').

[3] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

[4] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013 read in conjunction with Article 435 of that Regulation; Commission Implementing Regulation (EU) 2024/3172[5] Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk; Template 1: Banking book - Indicators of potential climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable to Purever, due to its core business.
ESRS 2 SBM-1 Involvement in activities related to chemical production	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable to Purever, due to its core business.
ESRS 2 SBM-1 Involvement in activities related to controversial weapons	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818[6], Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable to Purever, due to its core business.
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable to Purever, due to its core business.

[5] Commission Implementing Regulation (EU) 2024/3172, of 29 November 2024, laying down implementing technical standards for the application of Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to public disclosures by institutions of the information referred to in Part Eight, Titles II and III, of that Regulation, and repealing Commission Implementing Regulation (EU) 2021/637.

[6] Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS E1-1 Transition plan for climate change mitigation				Regulation (EU) 2021/1119, Article 2(1)	Climate Change Strategy and Resilience
ESRS E1-6 GHG emission reduction targets	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Monitoring Climate-Related Performance
ESRS E1-7 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Monitoring Climate-Related Performance
ESRS E1-7 Energy consumption and mix	Indicator number 5 Table #1 of Annex 1				Monitoring Climate-Related Performance
ESRS E1-8 Gross Scope 1, 2, 3 GHG emissions	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Monitoring Climate-Related Performance
ESRS E1-9 GHG removals and carbon credits				Regulation (EU) 2021/1119, Article 2(1)	Purever did not undertake any GHG removal activities, nor did it use carbon credits or finance external carbon offsetting projects to mitigate its GHG emissions.

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS E1-11 Exposure of the benchmark portfolio to climate-related physical risks			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Purever has not quantified the anticipated financial effects of climate-related risks and opportunities under this disclosure requirement. At this stage, such quantification would require significant effort and additional methodological development, and therefore no quantitative disclosure is provided.
ESRS E1-11 Location of significant assets at material physical risk		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Purever has not quantified the anticipated financial effects of climate-related risks and opportunities under this disclosure requirement. At this stage, such quantification would require significant effort and additional methodological development, and therefore no quantitative disclosure is provided.
ESRS E1-11 Breakdown of the carrying value of its real estate assets by energy-efficiency classes		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172; Template 2: Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Purever has not quantified the anticipated financial effects of climate-related risks and opportunities under this disclosure requirement. At this stage, such quantification would require significant effort and additional methodological development, and therefore no quantitative disclosure is provided.
ESRS E1-11 Degree of exposure of the portfolio to climate-related opportunities			Delegated Regulation (EU) 2020/1818		Purever has not quantified the anticipated financial effects of climate-related risks and opportunities under this disclosure requirement. At this stage, such quantification would require significant effort and additional methodological development, and therefore no quantitative disclosure is provided.

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS E2-4 Amount of material pollutants emitted to air, water and soil	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				This disclosure requirement was determined as not material based on Purever's double materiality assessment
ESRS E3-1 Water-related policies	Indicator number 7 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment
ESRS E3-1 Policy covering areas with-water stress	Indicator number 8 Table 2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment
ESRS E3-4 Total water recycled and reused	Indicator number 6.2 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment
ESRS E4-2 Policy covering sites in or near biodiversity-sensitive areas	Indicator number 14.2 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment
ESRS E4-5 Activities negatively affecting biodiversity-sensitive areas	Indicator number 13 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment
ESRS E5-5 Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex 1				Managing Resources Outflows

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS 2 IRO-2 Risk of incidents of forced labour	Indicator number 13 Table #3 of Annex I				Double Materiality, IRO Management and Strategic Integration Commitment to People and Communities
ESRS 2 IRO-2 Risk of incidents of child labour	Indicator number 12 Table #3 of Annex I				Double Materiality, IRO Management and Strategic Integration Commitment to People and Communities
ESRS 2 GDR-P Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Commitment to People and Communities
ESRS S1-1 Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				Foundations of Workforce Practices
ESRS S1-1 Occupational risk prevention policy or management system	Indicator number 1 Table #3 of Annex I				Foundations of Workforce Practices
ESRS S1-2 Grievance mechanism, including employee-related matters	Indicator number 5 Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				Workforce Engagement and Employee Voice
ESRS S1-13 Rate of work-related accidents	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		Understanding the Workforce: Health and safety
ESRS S1-13 Number of days lost to injuries, accidents, illness	Indicator number 3 Table #3 of Annex I				Understanding the Workforce: Health and safety

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS S1-15 Unadjusted gender pay gap	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		This disclosure requirement was determined as not material based on Purever's double materiality assessment
ESRS S1-15 Annual total remuneration ratio	Indicator number 8 Table #3 of Annex I				This disclosure requirement was determined as not material based on Purever's double materiality assessment
ESRS S1-16 Incidents of discrimination	Indicator number 7 Table #3 of Annex I				Understanding the Workforce: Incidents of discrimination and other human rights incidents
ESRS S1-16 Human rights incidents	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		Understanding the Workforce: Incidents of discrimination and other human rights incidents
ESRS S2-1 Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				Value Chain Workforce Policies
ESRS S2-1 Code of conduct	Indicator number 4 Table #3 of Annex 1				Value Chain Workforce Policies
ESRS S2-2 Grievance mechanism	Indicator number 11 Table #1 of Annex I				Responsible Engagement with Workers in the Value Chain
ESRS S2-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		Putting Commitments into Practice Across Workers in the Value Chain

Disclosure Requirement and related datapoint in ESRS	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location in the report
ESRS S3-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		Supporting Communities Through Action
ESRS S4-2 Grievance mechanism	Indicator number 11 Table #1 of Annex I				Consumer and End-user Input and Engagement
ESRS S4-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Section 1 and 2 on Social in Annex II		Translating Commitments into Action for Consumers and End-users
ESRS G1-1 Policies consistent with United Nations Convention against Corruption	Indicator number 15 Table #3 of Annex 1				Business Conduct Policy Framework
ESRS G1-1 Protection of whistle-blowers	Indicator number 6 Table #3 of Annex 1				Business Conduct Policy Framework
ESRS G1-2 Actions to address breaches of standards of anti-corruption and anti-bribery	Indicator number 16 Table #3 of Annex 1				Embedding Business Conduct Across Operations
ESRS G1-4 Convictions and Fines for violation of anti-corruption and anti-bribery laws	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Integrity and Compliance Metrics

Table 3. Methodological specifications in AR corresponding to EU legislation

Application Requirement in Amended ESRS	SFDR[7] reference	Pillar 3[8] reference	Benchmark Regulation[9] reference	EU Climate Law[10] reference	Location in the report
ESRS 2 GOV-1 Board's gender diversity	Indicator number 13 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Governance Structure and Due Diligence
ESRS E4-2 Sustainable land / agriculture practices or policies	Indicator number 11 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment.
ESRS E4-2 Sustainable oceans / seas practices or policies	Indicator number 12 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment.
ESRS E4-2 Policies to address deforestation	Indicator number 15 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment.
ESRS E4-5 Land degradation, desertification, soil sealing	Indicator number 10 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment.
ESRS E4-5 Natural species and protected areas	Indicator number 14.1 Table #2 of Annex 1				This topic was determined as not material based on Purever's double materiality assessment.

[7] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

[8] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation 'CRR') (OJ L 176, 27.6.2013, p. 1).

[9] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

[10] Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021 p. 1).

Table 4. GRI-ESRS Interoperability

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 2: General Disclosures 2021		
2-1 Organizational details	General Information	-
2-2 Entities included in the organization's sustainability reporting	General Information: About the report	ESRS 1 ESRS 2 BP-1
2-3 Reporting period, frequency and contact point	General Information: About the report	ESRS 1
2-4 Restatements of information	Since this is Purever's first reporting exercise, there are no restatements to disclose.	ESRS 2 BP-2
2-5 External assurance	The information disclosed in this report has not been subject to external assurance.	-
2-6 Activities, value chain and other business relationships	Business Foundations	ESRS 2 SBM-1
2-7 Employees	Understanding the Workforce: Characteristics of the employees	ESRS S1-5
2-8 Workers who are not employees	Understanding the Workforce: Characteristics of non-employees	ESRS S1-6
2-9 Governance structure and composition	Governance Structure and Due Diligence	ESRS 2 GOV-1
2-10 Nomination and selection of the highest governance body	-	This topic is not covered by the list of sustainability matters in ESRS
2-11 Chair of the highest governance body	-	This topic is not covered by the list of sustainability matters in ESRS
2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure and Due Diligence	ESRS 2 GOV-1 ESRS 2 GOV-2

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
2-13 Delegation of responsibility for managing impacts	Governance Structure and Due Diligence	ESRS 2 GOV-1 ESRS 2 GOV-2
2-14 Role of the highest governance body in sustainability reporting	Governance Structure and Due Diligence	ESRS 2 GOV-1 ESRS 2 GOV-4
2-15 Conflicts of interest	-	This topic is not covered by the list of sustainability matters in ESRS.
2-16 Communication of critical concerns	Workforce Engagement and Employee Voice	ESRS S1-2
	Responsible Engagement with Workers in the Value Chain	ESRS S2-2
	Creating Lasting Community Relationships	ESRS S3-2
	Consumer and End-user Input and Engagement	ESRS S4-2
2-17 Collective knowledge of the highest governance body	Governance Structure and Due Diligence	ESRS 2 GOV-1
2-18 Evaluation of the performance of the highest governance body	-	This topic is not covered by the list of sustainability matters in ESRS.
2-19 Remuneration policies	Governance Structure and Due Diligence	ESRS 2 GOV-2
2-20 Process to determine remuneration	Governance Structure and Due Diligence	ESRS 2 GOV-2
2-21 Annual total compensation ratio	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	ESRS S1-15
2-22 Statement on sustainable development strategy	Business Foundations	ESRS 2 SBM-1

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
2-23 Policy commitments	Business Foundations From Climate Policies to Actions Pollution Management Framework Circular Economy and Resource Management Policies Foundations of Workforce Practices Value Chain Workforce Policies Framework for Community Relations Consumer and End-user Policy Framework Business Conduct Policy Framework	ESRS 2 GOV-1 ESRS 2 GDR-P ESRS E1-4 ESRS E2-1 ESRS E5-1 ESRS S1-1 ESRS S2-1 ESRS S3-1 ESRS S4-1 ESRS G1-1
2-24 Embedding policy commitments	Business Foundations From Climate Policies to Actions Pollution Management Framework Circular Economy and Resource Management Policies Workforce Commitments in Practice Putting Commitments into Practice Across Workers in the Value Chain Supporting Communities Through Action Translating Commitments into Action for Consumers and End-users Embedding Business Conduct Across Operations Responsible Supplier Management	ESRS 2 GOV-1 ESRS 2 GDR-A | ESRS E1-4 ESRS S2-1 ESRS E5-1 ESRS S1-3 ESRS S2-3 ESRS S3-3 ESRS S4-3 ESRS G1-2 ESRS G1-2

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
2-25 Processes to remediate negative impacts	Double Materiality, IRO Management and Strategic Integration	ESRS 2 IRO-1 | ESRS 2 IRO-2 | ESRS GDR-P
	From Climate Policies to Actions	ESRS E1-4
	Pollution Management Framework	ESRS E2-1
	Circular Economy and Resource Management Policies	ESRS E5-1
	Foundations of Workforce Practices	ESRS S1-1
	Value Chain Workforce Policies	ESRS S2-1
	Framework for Community Relations	ESRS S3-1
	Consumer and End-user Policy Framework	ESRS S4-1
	Business Conduct Policy Framework	ESRS G1-1
2-26 Mechanisms for seeking advice and raising concerns	Workforce Engagement and Employee Voice	ESRS S1-2
	Responsible Engagement with Workers in the Value Chain	ESRS S2-2
	Creating Lasting Community Relationships	ESRS S3-2
	Consumer and End-user Input and Engagement	ESRS S4-2
2-27 Compliance with laws and regulations	Double Materiality, IRO Management and Strategic Integration	ESRS 2 IRO-2 | ESRS 2 SBM-3
	Understanding the Workforce: Incidents of discrimination and other human rights incidents	ESRS S1-16 | ESRS 2 GDR-M
	Integrity and Compliance Metrics	ESRS G1-4
2-28 Membership associations	-	This topic is not covered by the list of sustainability matters in ESRS.
2-29 Approach to stakeholder engagement	Stakeholder engagement	ESRS 2 SBM-2
2-30 Collective bargaining agreements	Understanding the Workforce: Collective bargaining coverage and social dialogue	ESRS S1-7

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Double Materiality, IRO Management and Strategic Integration	ESRS 2 IRO-1 ESRS 2 IRO-2 ESRS 2 SBM-3
3-2 List of material topics	Double Materiality, IRO Management and Strategic Integration	ESRS 2 IRO-1 ESRS 2 IRO-2 ESRS 2 SBM-3
3-3 Management of material topics	Double Materiality, IRO Management and Strategic Integration Environment Commitment to People and Communities Business Conduct	ESRS 2 SBM-3 ESRS 2 GDR-P ESRS 2 GDR-A ESRS 2 GDR-T ESRS 2 GDR-M
GRI 101: Biodiversity 2024		
101-1 Policies to halt and reverse biodiversity loss	This topic was determined as not material based on Purever's double materiality assessment.	-
101-2 Management of biodiversity impacts	This topic was determined as not material based on Purever's double materiality assessment.	-
101-3 Access and benefit-sharing	This topic was determined as not material based on Purever's double materiality assessment.	-
101-4 Identification of biodiversity impact	This topic was determined as not material based on Purever's double materiality assessment.	-
101-5 Locations with biodiversity impacts	This topic was determined as not material based on Purever's double materiality assessment.	-

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
101-6 Direct drivers of biodiversity loss	This topic was determined as not material based on Purever's double materiality assessment.	-
101-7 Changes to the state of biodiversity	This topic was determined as not material based on Purever's double materiality assessment.	-
101-8 Ecosystem services	This topic was determined as not material based on Purever's double materiality assessment.	-
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Business Foundations	ESRS 2 SBM-1
201-2 Financial implications and other risks and opportunities due to climate change	Double Materiality, IRO Management and Strategic Integration	ESRS SBM-3
201-3 Defined benefit plan obligations and other retirement plans	-	This topic is not covered by the list of sustainability matters in ESRS.
201-4 Financial assistance received from government	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Understanding the Workforce: Adequate wages	ESRS S1-9
202-2 Proportion of senior management hired from the local community	-	This topic is not covered by the list of sustainability matters in ESRS.

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Supporting Communities Through Action	ESRS 2 GDR-A ESRS S3-3
203-2 Significant indirect economic impact	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 205: Anticorruption 2016		
205-1 Operations assessed for risks related to corruption	Integrity and Compliance Metrics	ESRS 2 GDR-M ESRS G1-4
205-2 Communication and training about anti-corruption policies and procedures	Integrity and Compliance Metrics	ESRS 2 GDR-M ESRS G1-4
205-3 Confirmed incidents of corruption and actions taken	Integrity and Compliance Metrics	ESRS 2 GDR-M ESRS G1-4
GRI 206: Anti-competitive Behavior 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	-	This topic is not covered by the list of sustainability matters in ESRS.

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 207: Tax 2019		
207-1 Approach to tax	-	This topic is not covered by the list of sustainability matters in ESRS.
207-2 Tax governance, control, and risk management	-	This topic is not covered by the list of sustainability matters in ESRS.
207-3 Stakeholder engagement and management of concerns related to tax	-	This topic is not covered by the list of sustainability matters in ESRS.
207-4 Country-by-country reporting	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 301: Materials 2016		
301-1 Materials used by weight or volume	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
301-2 Recycled input materials used	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
301-3 Reclaimed products and their packaging materials	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Monitoring Climate-Related Performance	ESRS E1-7
302-2 Energy consumption outside of the organization	-	This topic is not covered by the list of sustainability matters in ESRS.
302-3 Energy intensity	-	This topic is not covered by the list of sustainability matters in ESRS.

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
302-4 Reduction of energy consumption	-	This topic is not covered by the list of sustainability matters in ESRS.
302-5 Reductions in energy requirements of products and services	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
303-2 Management of water discharge related impacts	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
303-3 Water withdrawal	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
303-4 Water discharge	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
303-5 Water consumption	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Monitoring Climate-Related Performance	ESRS E1-8
305-2 Energy indirect (Scope 2) GHG emissions	Monitoring Climate-Related Performance	ESRS E1-8
305-3 Other indirect (Scope 3) GHG emissions	Monitoring Climate-Related Performance	ESRS E1-8
305-4 GHG emissions intensity	-	This topic is not covered by the list of sustainability matters in ESRS.

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
305-5 Reduction of GHG emissions	From Climate Policies to Actions Monitoring Climate-Related Performance	ESRS 2 GDR-A ESRS E1-5 ESRS 2 GDR-T ESRS E1-6
305-6 Emissions of ozone-depleting substances (ODS)	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Double Materiality, IRO Management and Strategic Integration	ESRS 2 SBM-3 ESRS 2 IRO-1 ESRS 2 IRO-2
306-2 Management of significant waste related impacts	Managing Circular Economy Through Action	ESRS 2 GDR-A ESRS E5-2
306-3 Waste generated	Managing Resources Outflows	ESRS E5-5
306-4 Waste diverted from disposal	Managing Resources Outflows	ESRS E5-5
306-5 Waste directed to disposal	Managing Resources Outflows	ESRS E5-5
GRI 306: Effluents and Waste 2016		
306-3 Significant spills	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Responsible Supplier Management	ESRS 2 GDR-A ESRS G1-2 ESRS G1-6
308-2 Negative environmental impacts in the supply chain and actions taken	Double Materiality, IRO Management and Strategic Integration	ESRS 2 SBM-3
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Understanding the Workforce: Characteristics of the employees	ESRS S1-5
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Understanding the Workforce: Social protection	ESRS S1-10
401-3 Parental leave	Understanding the Workforce: Work-life balance	ESRS S1-14
GRI 402: Labor/Management Relations 2016		
402-1 Minimum notice periods regarding operational changes	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Foundations of Workforce Practices	ESRS 2 GDR-P ESRS S1-1
403-2 Hazard identification, risk assessment, and incident investigation	Understanding the Workforce: Health and safety	ESRS S1-13

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
403-3 Occupational health services	Understanding the Workforce: Health and safety	ESRS S1-13
403-4 Worker participation, consultation, and communication on occupational health and safety	Understanding the Workforce: Health and safety	ESRS S1-13
403-5 Worker training on occupational health and safety	Understanding the Workforce: Health and safety	ESRS S1-13
403-6 Promotion of worker health	Understanding the Workforce: Health and safety	ESRS S1-13
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Understanding the Workforce: Health and safety	ESRS S1-13
403-8 Workers covered by an occupational health and safety management system	Understanding the Workforce: Health and safety	ESRS S1-13
403-9 Work-related injuries	Understanding the Workforce: Health and safety	ESRS S1-13
403-10 Work-related ill health	Understanding the Workforce: Health and safety	ESRS S1-13
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Understanding the Workforce: Training and skills development metrics	ESRS S1-12
404-2 Programs for upgrading employee skills and transition assistance programs	Foundations of Workforce Practices Understanding the Workforce: Training and skills development metrics	ESRS 2 GDR-P ESRS S1-1 ESRS S1-12
404-3 Percentage of employees receiving regular performance and career development reviews	Understanding the Workforce: Training and skills development metrics	ESRS S1-12
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Understanding the Workforce: Diversity metrics	ESRS S1-8
405-2 Ratio of basic salary and remuneration of women to men	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Understanding the Workforce: Incidents of discrimination and other human rights incidents	ESRS S1-16
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 410: Security Practices 2016		
410-1 Security personnel trained in human rights policies or procedures	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 411: Rights of Indigenous Peoples 2016		
411-1 Incidents of violations involving rights of indigenous peoples	Affected Communities	ESRS S3

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Affected Communities	ESRS S3
413-2 Operations with significant actual and potential negative impacts on local communities	Double Materiality, IRO Management and Strategic Integration Affected Communities	ESRS 2 SBM-3 ESRS S3
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	-	This topic is not covered by the list of sustainability matters in ESRS.
414-2 Negative social impacts in the supply chain and actions taken	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 415: Public Policy 2016		
415-1 Political contributions	This disclosure requirement was determined as not material based on Purever's double materiality assessment.	-
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Consumers and End-Users	ESRS S4
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumers and End-Users	ESRS S4

GRI Disclosures and Requirements	Report Location	ESRS Interoperability
GRI 417: Marketing and Labeling 2016		
417-1 Requirements for product and service information and labeling	-	This topic is not covered by the list of sustainability matters in ESRS.
417-2 Incidents of non-compliance concerning product and service information and labeling	-	This topic is not covered by the list of sustainability matters in ESRS.
417-3 Incidents of non-compliance concerning marketing communications	-	This topic is not covered by the list of sustainability matters in ESRS.
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumer and End-user Input and Engagement	ESRS S4-2



Methodological Notes

Disclaimer applicable to all reported data:

As this is Purever's first reporting cycle under the ESRS framework, every reasonable effort has been made to ensure that the reported data is accurate, complete and representative. However, data collection processes continue to evolve and mature across the Group. Where complete information was not available, reasonable assumptions, estimates and proxies were applied based on the best information available on the reporting date.

Purever is actively enhancing and harmonising its data collection and reporting processes across all subsidiaries to improve the completeness, consistency and quality of disclosures in future reporting periods.

General Information

Purever Negócios e Gestão, S.A. (PNG) is the Group's holding company, headquartered in Lisbon, and Purever Industries Iberia SL (PII) is a sub-holding company headquartered in Madrid. While PNG shares office space with PIS, a subsidiary located in Portugal, employees of both entities, PNG and PII, may, where appropriate, be based at offices of other Group companies located closer to their area of residence. Both entities operate exclusively as holding companies and do not carry out any operational activities.

E1-7 Energy consumption and mix

Ardmac Iberia, a subsidiary of the Ardmac Group, shares office facilities with Taver Coldkit. Consequently, the energy consumption reported for Taver Coldkit includes the energy consumption attributable to Ardmac Iberia. However, data relating to Ardmac Iberia's fleet energy consumption was collected and reported separately on a standalone basis.

For certain Group subsidiaries, such as PAP, Dagard Italy and Misa SRL, data relating to fleet activity was only available in terms of distance travelled (km). As information on actual fuel consumption was not available, it was not possible to accurately calculate fleet energy consumption.

The Group is working to improve data collection processes to enable more complete reporting in future reporting periods.

For the current reporting period, Purever was unable to quantify the share of nuclear energy within its purchased electricity consumption. As this information was not consistently available from energy suppliers and would have required significant additional data collection efforts, it has not been included in the reported energy mix. The Group will continue to enhance its data collection processes in future reporting cycles.

The Group's reported renewable energy consumption comprises both self-generated renewable electricity produced through photovoltaic installations and consumed on-site, and renewable electricity purchased from energy suppliers whose electricity supply is sourced entirely from renewable energy sources.

Purever does not generate energy from non-renewable sources and, therefore, no non-renewable energy production is disclosed for the reporting period.

E1-8 Gross scope 1, 2, 3 GHG emissions

The analysis and calculation of GHG emissions for the inventory were conducted in accordance with the framework established by the GHG Protocol, developed by the World Resources Institute and the World Business Council for Sustainable Development, and aligned with the disclosure requirements of ESRS E1.

Purever UK and Coldkit Portiso were included solely for the purpose of calculating the Group's carbon footprint.

As detailed company-specific activity data was not available, emissions were estimated using an alternative methodology based on proxy data and reasonable assumptions.

The carbon footprint was calculated using a methodology based on the application of emission factors to activity data (EF × AD). Activity data were provided by Purever and refer to annual data for the 2025 reporting year (1 January–31 December 2025). Where relevant, the greenhouse gases identified under the Kyoto Protocol were considered, namely CO_2, CH_4, N_2O, hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF_6). Emissions were converted to a common unit, carbon dioxide equivalent (CO_2e), using Global Warming Potential (GWP) factors.

GWP values from the IPCC Fifth Assessment Report (AR5) were applied, in line with the GHG Protocol and the Portuguese National Inventory Document (NID). The GWP values used were CO_2 = 1, CH_4 = 28, and N_2O = 265.

Emission factors were selected based on the best available and most up-to-date information, with preference given to factors corresponding as closely as possible to the 2025 reporting year. Whenever available, emission factors specific to the national context of each geography were used or otherwise based on the corresponding geographical region.

A comprehensive, activity-based methodology was prioritised wherever feasible, relying on primary data to estimate emissions. However, where such information was unavailable, secondary data and proxy approaches were used. As a result, a mixed methodology combining primary and secondary data was applied for certain emission sources.

Scope 1

The Group is not subject to the European Union Emissions Trading System (EU ETS), as it does not operate facilities covered by the scheme. Accordingly, no greenhouse gas emissions regulated under the EU ETS are reported for the reporting period.

For Scope 1 the following sources of GHG emissions were considered:

- Fuel consumption in fixed equipment;
- Fuel consumption in mobile equipment, such as the company's own fleet;
- Fluorinated Gases Leaks;
- Process Emissions (WWTP).

For fleet, emissions were calculated using fuel consumption data combined with fuel-specific and vehicle-specific emission factors for passenger vehicles, light commercial vehicles and heavy commercial vehicles. Where fuel consumption was not available, distance travelled (km) was used as a proxy.

Dagard USA Corp, Dagard Germany, Taver Coldkit, Misa SRL, Dagard Italy, Ardmac Group Limited and Ardmac Iberia SL did not report any fluorinated gas leaks during the 2025 reporting period.

Process emissions from Misa's wastewater treatment plant (WWTP) relate exclusively to the treatment of sanitary wastewater, as no industrial wastewater enters the system due to the use of a closed-loop recycling process in production activities. Treated effluent is discharged directly into a freshwater watercourse. CH_4 and N_2O emissions were estimated in accordance with the 2019 Refinement to the 2006 IPCC Guidelines and supported by country-specific parameters from the Italy National Inventory Document. Emissions were calculated for both on-site wastewater treatment and the discharge of treated effluent. The calculations were based on an estimated population of 140 people served by the WWTP. Due to the unavailability of sludge removal data, the organic component removed as sludge was assumed to be zero, which may result in a slight overestimation of CH_4 emissions.

Scope 2

Scope 2 emissions were calculated using two different methodologies, in accordance with the GHG Protocol:

Location-based: reflects the average emissions intensity of the network in which the energy consumption occurs (according to the latest information available for each supplier). For this approach, country-specific grid emission factors were applied.

Market-based: reflects the electricity emissions that the company has chosen that derives emission factors from contractual instruments (according to the most recent available information, for each supplier). For the market-based approach, supplier-specific emission factors were used where available. When no information on the electricity supplier was available, the location-based emission factor was applied for both approaches.

Heat related emissions were calculated separately from electricity.

Emission factors for Scope 2 were sourced from EEA, REE, SEAI, APREN, EPA, and DEFRA, using the 2025 dataset or the closest available year.

Specific assumptions and treatments

- Electricity generated on-site from photovoltaic panels does not result in the combustion of fossil fuels, therefore the associated scope 2 emissions were considered zero.
- Where only financial data were available, electricity consumption was estimated based on geography-specific energy prices, using Eurostat reference data.
- For Dagard Italy, electricity consumption associated with air-conditioning systems is invoiced through the building condominium. As supplier-specific information was not available and only expenditure data could be obtained, the electricity supplier used for the entity's main facilities was assumed as a proxy for the reporting period.
- Natural gas consumption for office heating that is not owned or controlled by the reporting organisation was reclassified to Scope 2. In this case, for the estimation of emissions related to heat, the DEFRA (2025 dataset) emission factor for natural gas was used.

Scope 3

The reported Scope 3 categories were determined based on an applicability assessment conducted for each company within Purever. This assessment considered the nature of each entity's activities and enabled the identification of the emission sources to be included in the inventory, with only those not applicable to the characteristics of each entity being excluded.

GHG emissions for purchased goods and services were calculated using a hierarchy of data sources. Product-specific emission factors from Environmental Product Declarations (EPDs) were applied where detailed product information was available. Where only material weight data was available, generic material emission factors were used. For purchases lacking physical data, spend-based emission factors were applied.

Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2), emissions were calculated by applying well-to-tank (WTT) emission factors to the fuel consumption reported under Scope 1. Where only distance travelled data was available, fuel consumption was estimated using an average fuel efficiency of 6 litres per 100 kilometres. Transmission and distribution (T&D) losses were calculated using country-specific loss factors, and the associated upstream and combustion emissions were estimated using the corresponding emission factors.

Upstream Transportation and Distribution emissions were calculated considering only internal transportation at the upstream stage to avoid double counting. Where the transportation mode was unknown, road transport was assumed. For multimodal shipments, each transport segment was estimated separately. Where transportation data was unavailable, emissions were estimated using a spend-based approach, generally assuming that 5% of the value of purchased goods related to transportation costs.

Entity-specific assumptions and available transport data were applied where more detailed information was available. Products covered by Environmental Product Declarations (EPDs) used transport-related emissions from the corresponding EPD modules.

Waste emissions were calculated using waste quantities and treatment-specific emission factors. Where treatment routes were unknown or could not be determined, conservative assumptions were applied. For entities lacking physical waste data, waste generation was estimated using employee-based proxies. Additional assumptions were applied where data limitations existed, including the conversion of wastewater quantities and the selection of appropriate emission factors for industrial waste streams with unspecified treatment methods.

Business travel emissions were calculated primarily using activity data and, where unavailable, using spend-based emission factors. Several assumptions were applied to address data gaps, including the estimation of travel distances, transport modes, round trips and accommodation-related emissions.

Employee commuting emissions were calculated using employee survey data on commuting patterns, including distance travelled, transport mode and commuting frequency. Where survey data was unavailable, emission factors from comparable Group entities were used as proxies.

Employees with company cars were excluded to avoid double counting with Scope 1 emissions.

Where actual consumption data for leased assets was unavailable, emissions were estimated using asset area or equipment-specific usage assumptions. Location-based electricity emission factors were applied when supplier information was not available. For leased equipment, including electric lifting equipment and diesel-powered vehicles, consumption was estimated based on assumed operating hours, charging frequency and fuel consumption rates.

Emissions from downstream transportation and distribution were calculated using available transportation data and, where necessary, estimated using spend-based emission factors. Assumptions were applied when transport mode, distance or shipment allocation data were unavailable, including for multimodal shipments and aggregated transportation records.

End-of-life emissions for sold products were calculated using available material and disposal data, applying product-specific EPDs where available. Where information was incomplete, conservative assumptions, proxy emission factors and weight estimates were used.

Throughout the footprint calculation, intra-group transactions were excluded to avoid double counting.

E5-5 Resource outflows

Waste data was collected by each subsidiary and subsequently consolidated at a Group level.

The Group's operations do not generate radioactive waste.

Waste data for Dagard IT was estimated through the conversion of waste volumes from litres to tonnes, using the Scottish Environment Protection Agency (SEPA) conversion factors for common waste streams.

S1-5 Characteristics of the undertaking's employees

The employee-related metrics disclosed are based on the workforce position as of the reporting period end date, unless otherwise stated. Purever currently does not have the data required to calculate employee turnover in accordance with ESRS S1-5 Application Requirement 11 (AR 11), which requires the use of the average employee headcount during the reporting period. Consequently, the employee turnover rate was calculated using as denominator the total number of employees as of 31 December 2025. This approach was adopted due to data availability limitations and differs from the methodology stipulated by AR 11.

S1-7 Collective bargaining coverage and social dialogue

Due to availability limitations, collective bargaining coverage data was assessed and reported at the legal entity level rather than by country, as required by the ESRS. For entities operating in multiple jurisdictions, the disclosed coverage rates reflect the aggregated workforce of the entity and may not be representative of individual country-level coverage rates. Due to these data collection limitations, the Group is not currently able to present collective bargaining coverage in the country-level bands stipulated by ESRS S1 AR 15 for all jurisdictions. The Group intends to enhance its data collection processes in future reporting periods to enable more granular country-level reporting where feasible.

S1-12 Training and skills development metrics

During the reporting period, Dagard IT and Dagard USA were unable to provide data on the total number of training hours completed by employees. As a result, training hours for these entities were assumed to be zero, while their employees remain included in the total headcount used to calculate the average number of training hours per employee.

Similarly, during the reporting period, data on participation in performance reviews was not available for Dagard IT, Dagard USA, Misa SRL, PAP and Taver Coldkit. Consequently, participation for these entities was recorded as zero, while their employees remained included in the total employee headcount used to calculate the percentage of employees who participated in formalised performance reviews.

S1-13 Health and safety metrics

Ardmac's Health & Safety data does not currently differentiate employees from non-employees. As a result, the reported accident figures reflect the combined total for both categories. For the remaining subsidiaries within the reporting scope, this distinction was available and the relevant indicators have been reported separately in accordance with ESRS requirements.

The recordable work-related injury rate was calculated as the number of recordable work-related injuries per one million hours worked, in accordance with ESRS S1-13. This metric is obtained by dividing the number of recordable injuries by the total hours worked and multiplying the result by 1,000,000.

G1-6 Metrics related to payment practices

The disclosure of §17 is currently incomplete due to limitations in the existing data collection methodology. The Group is implementing improvements to its processes to enhance the completeness of this information in future reporting periods.

Impact materiality assessment factors

To assess impacts, a scoring approach was applied based on the product of severity, considering scale, scope, and the degree of irremediability in the case of negative impacts, and likelihood, applicable to potential impacts.

	Scale	Scope	Irremediable character	Likelihood
05	Very high harm or benefits to people or the environment	Impact on a global scale	Completely irremediable	1 = Actual
04	High harm or benefits to people or the environment	Impact on a continental scale	Slightly remediable and/ or difficult to remediate	0.8 = Almost certain
03	Medium harm or benefits to people or the environment	Impact on a national scale	Partially remediable and/or moderate difficulty in remediation	0.6 = Likely
02	Low harm or benefits to people or the environment	Impact on a regional scale	Almost completely remediable and/or low difficulty in remediation	0.4 = Unlikely
01	Very low harm or benefits to people or the environment	Impact on a local scale	Completely remediable and/ or no difficulty in remediation	0.2 = Very unlikely to occur

For negative human rights impacts, severity prevails over likelihood in the determination of the overall score.

The assessment covered Purever's own operations, products and services, as well as upstream and downstream commercial relationships.

Risks and opportunities assessment factors

To assess risks and opportunities, a scoring approach was applied based on the product of the magnitude of the potential financial effects and the likelihood of occurrence.



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