Sustainability Report 2024

Dynasol Group

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About the Report

(BP-1)

This report presents information on Dynasol Group for the period from January 1 to December 31, 2024. For the fourth consecutive year, this report is submitted in compliance with Spanish Law 11/2018 on Non-Financial Information and Diversity, which requires companies with more than 250 employees to present a Non-Financial Information Statement (NFIS) related to social, environmental, human rights, and anti-corruption and anti-bribery matters. This report has been prepared in accordance with the GRI Standards and European Sustainability Reporting Standards (ESRS). The Sustainability Statement has been prepared independently of the financial statements.

For any questions regarding its content, please contact buzon.sostenibilidad@dynasol.com
or visit the following address:
https://dynasolgroup.com/en/sustainability

For more information, please visit the website: dynasolgroup.com

Letter from the CEO

Dear colleagues, customers, and partners,

The year 2024 has been marked by a moderate global economic recovery, although significant geopolitical challenges and trade tensions persist. The energy transition continues to accelerate, driven by new environmental regulations and growing societal demand for sustainable solutions. While energy and raw material prices have stabilized compared to previous years, they continue to affect industrial competitiveness in numerous sectors.

In this context, the chemical industry maintains its strategic role in the value chain, adapting to an increasingly demanding environment. Its capacity to develop sustainable materials positions it as a key player in advancing towards a low-carbon economy, making its strengthening essential.

Europe, for its part, faces a turning point, with reindustrialization as a priority to balance growth and sustainability. To achieve this, a stable regulatory framework, increased investment, and flexible regulations that guarantee competitiveness and energy security are necessary.

Meanwhile, the United States has experienced a shift in its industrial policy under the Trump administration, slowing its decarbonization roadmap, prioritizing the revitalization of traditional sectors like coal, and reinstating protectionist measures, such as the imposition of new tariffs on strategic Mexican products.

Throughout the year, geopolitical tensions, the energy transition, and the influx of Asian products have impacted industrial competitiveness. In response, companies have sought alternative markets, such as Latin America, and have strengthened efficiency and sustainability initiatives, investing in technologies and materials with a lower environmental impact.

Given this scenario, Grupo Dynasol has adopted proactive measures, such as increasing inventories in external warehouses in the US and negotiating with clients to absorb tthe impact of tariffs in the sales price. This ensures operational continuity and reduces logistical and economic risks in the face of trade changes in the region.

Dynasol moves forward in 2024, consolidating its commitment to sustainability, responsible innovation, and sustainable growth.

Felipe Varela Henández
CEO, Dynasol Group

At an operational level, 2024 presented significant challenges, but also opportunities. The company managed to maintain the stability of its operations in a demanding market environment and in the face of water scarcity in some of the areas where it operates. This situation highlighted the importance of adapting to the effects of climate change and accelerated Dynasol's efforts to optimize water use in all its production processes.

The year was characterized by management focused on preserving profitability and efficiency, consolidating strategic alliances, and optimizing processes, which allowed the company to maintain competitive margins and improve results compared to the previous year. At the same time, investment in growth, innovation, and sustainability projects was strengthened, laying the foundation for the Group's future positioning.

Our Sustainability Strategy, framed around five pillars, continues to evolve from previous years, consolidating objectives for 2030 and 2050. In 2024, we strengthened its implementation, aligning it with the SDGs and our commitment to emissions reduction, and reinforcing a shared sustainability culture throughout the organization.

The company has renewed its participation in the EcoVadis and Carbon Disclosure Project (CDP) assessments, maintaining its rating and reinforcing its commitment to transparency and climate action. Furthermore, carbon footprint measurement has been intensified, with upcoming ISO 14064 certification at our plants in Mexico, and collaboration with strategic suppliers has been strengthened to drive the reduction of Scope 3 emissions across our value chain.

Simultaneously, Dynasol continues to identify more sustainable energy alternatives to reduce its Scope 2 emissions, maintaining its commitment to achieving net-zero emissions by 2050, in line with the goals of the Paris Agreement and the Science Based Targets initiative (SBTi).

Our close collaboration with strategic suppliers has allowed us to maintain traceability and continuity in our supply chains, ensuring that 85% of our suppliers are local and reducing our exposure to disruptions. Thanks to these partnerships, we continue to move forward in offering our customers more sustainable products, such as those certified under the ISCC+ standard at our Santander plant, strengthening our ability to supply solutions with a lower carbon footprint.

In 2024, we continue to focus on long-term growth with the execution of strategic projects such as the new SSBR manufacturing line at the Santander plant, which we have continued to build throughout the year. This advancement not only optimizes regional production and supply but has also been designed to maximize resource efficiency, demonstrating our commitment to sustainability.

At Dynasol Group, we continue to drive solutions that generate sustainable value for our customers and society. Our rubbers and chemicals improve the durability and recyclability of the products in which they are integrated, extending their lifespan and reducing waste and emissions. This year we have reinforced this commitment by obtaining the Environmental Product Declaration (EPD) for the SBS manufactured at our Santander plant. This recognition certifies the environmental performance of these products throughout their life cycle and strengthens the Life Cycle Assessments (LCAs) already available for all our product lines, reducing impacts and providing our customers with clear and reliable environmental information.

In social matters, Dynasol Group remains firmly committed to social responsibility, developing initiatives that promote the well-being of the communities where it operates and foster an ethical, inclusive, and responsible corporate culture. A highlight of 2024 was the publication of its Human Rights Policy, a milestone that reinforces the principles of respect for and protection of people in all its operations and business relationships. Furthermore, collaboration with local stakeholders and social organizations has been strengthened to promote projects with a positive impact and sustainable development.

We look to the future with determination to continue raising our standards in sustainability and responsible leadership in the rubber and rubber chemicals industry. I would like to take this opportunity to sincerely thank our teams and stakeholders for their commitment and dedication. Thanks to their efforts, we continue to move forward together towards a more sustainable, innovative, and prosperous future for all.

Highlights 2024

242
kt produced

26
hours of training per employee

CDP
DRIVING SUSTAINABLE ECONOMIES
C rating

ISCC CERTIFIED PLUS
Santander Plant

1,116
employees

279
patents*

RecyClass
Recyclability Certificate for H6180S

SILVER | Top 15%
ecovadis
Sustainability Rating
NOV 2024

85%
local suppliers

45
kt of CO2 avoided

GlobalEPD
A VERIFIED ENVIRONMENTAL DECLARATION
for SBS manufactured in Santander

*247 granted and 32 pending.

Dynasol Group

(SBM-1)

Dynasol is a leading provider of innovative elastomer solutions, offering high-quality synthetic rubbers and chemicals. We specialize in creating more sustainable products that reduce energy consumption and extend the lifespan of materials. Dynasol Group is a joint venture between KUO Group and Repsol.

62 countries
232 products
695 customers served
243 kt sold
615 million in sales
17 external warehouses
4 on-site warehouses

Global Company

(SBM-1)

With a presence in more than 60 countries across 5 continents, the Dynasol Group reached $615 million in sales in 2024.

Altamira, México

Capacity:
246,000 tons
1 Pilot Plant
eSBR, sSBR, NBR, SBS

Santander, España

Capacity:
120,000 tons
1 Pilot Plant
SBS, SEBS, sSBR

Álava, España

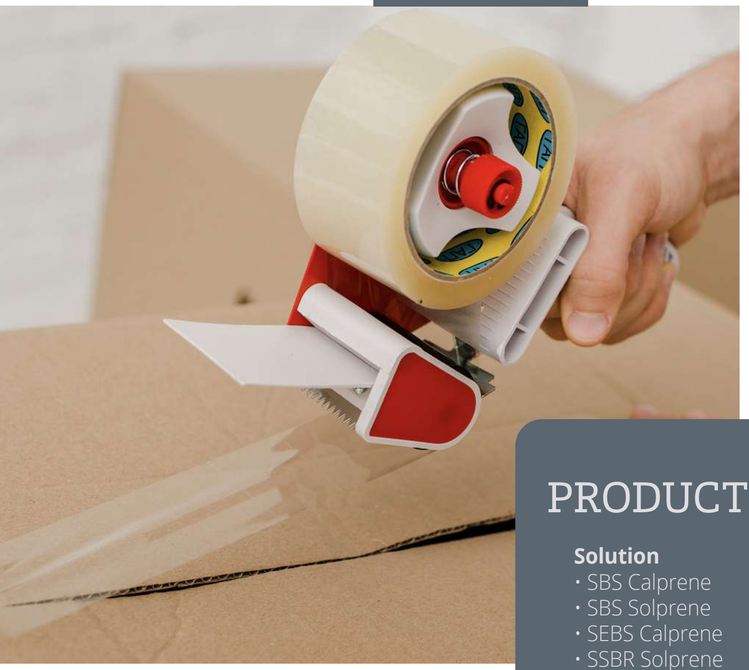
Capacity:
40,000 tons
Accelerators, antioxidants,
plant protection products, biocides,
sodium sulfide and sodium hydrosulfide

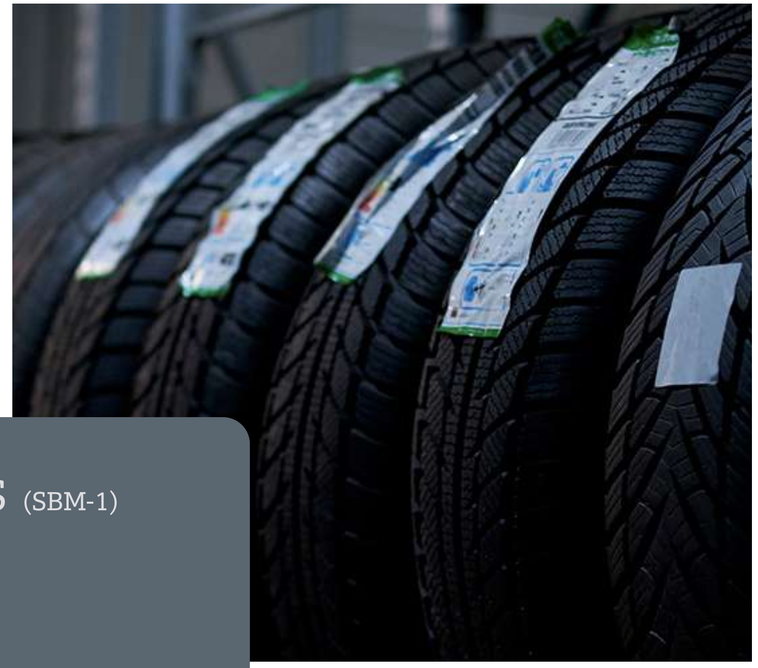
Headquarters
Madrid, Spain

Sales Offices
Altamira, Mexico;
Mexico City, Mexico;
Houston, USA; Madrid, Spain;
Álava, Spain

External Warehouses
Santander, Spain .....(4)
Antwerp, Belgium .....(1)
Leon, Mexico.....(1)
Altamira, Mexico .....(4)
Puebla, Mexico .....(1)
Norfolk, USA.....(1)
South Caroline, USA.....(2)
Brownsville, USA .....(1)
Houston, USA .....(2)

*This information does not include participations in “Joint Ventures”





PRODUCTS (SBM-1)

Solution
- SBS Calprene
- SBS Solprene
- SEBS Calprene
- SSBR Solprene

Emulsion
- SBR Emulsion
- NBR Emulsion

Chemicals
- Accelerators
- Antioxidants
- Specialties

MARKETS (SBM-1)

Adhesives:
We are a global supplier with a broad portfolio of SBS, SEBS, SSBR, and Hot SBR products used in applications such as base and solvent-based hot melt adhesives for building and construction, PSA, non-PSA, packaging, specialty labels, automotive sealants, and FDA-grade food packaging sealants. Our emphasis on purity and quality ensures a high standard of performance with clear benefits for all applications with consumer-level exposure.

Applications: tapes and labels, hygiene, packaging and hot melt, construction.
Brands: Calprene, Solprene, Emulprene, Paracril, Paraclean

Asphalts:
The use of SBS polymer-modified asphalts has a wide range of applications: from urban pavements and highways to airports and racetracks. It is also used in various types of mixtures as well as asphalt emulsions. The highest-performance technology is known as HiMA (Highly Modified Asphalt), which makes it possible to further increase the service life of asphalt mixtures and obtain much more durable pavements.

Applications: roads, sealing treatments, membranes.
Brands: Calprene, Solprene

Chewing Gum:
The INSAGUM® family consists of butadiene-styrene copolymers polymerized in a hot emulsion process and are specially designed for use in chewing gum manufacturing. These elastomers provide elasticity and cohesiveness to all components of the gum. INSAGUM® products provide good volume and body during chewing because the butadiene-styrene polymer swells upon contact with saliva.

Applications: soft to regular chewing gum, firm chewing gum.
Brands: Insagum

Compounds:
Our expertise allows us to provide grades for high-standard compounds that are widely used in footwear, medical applications, wire and cable manufacturing, and plastic modification.

Applications: automotive, footwear, medical equipment, recycled plastics, plastic modification, wire and cable, nonwovens, toys, sporting goods, brakes.
Brands: Calprene, Solprene, Emulprene, Arlatex, Emulblack, Paracril, Paracril OZO, Paraclean, Rubator

Tires:
Our products are widely used in many tire components and various other applications.

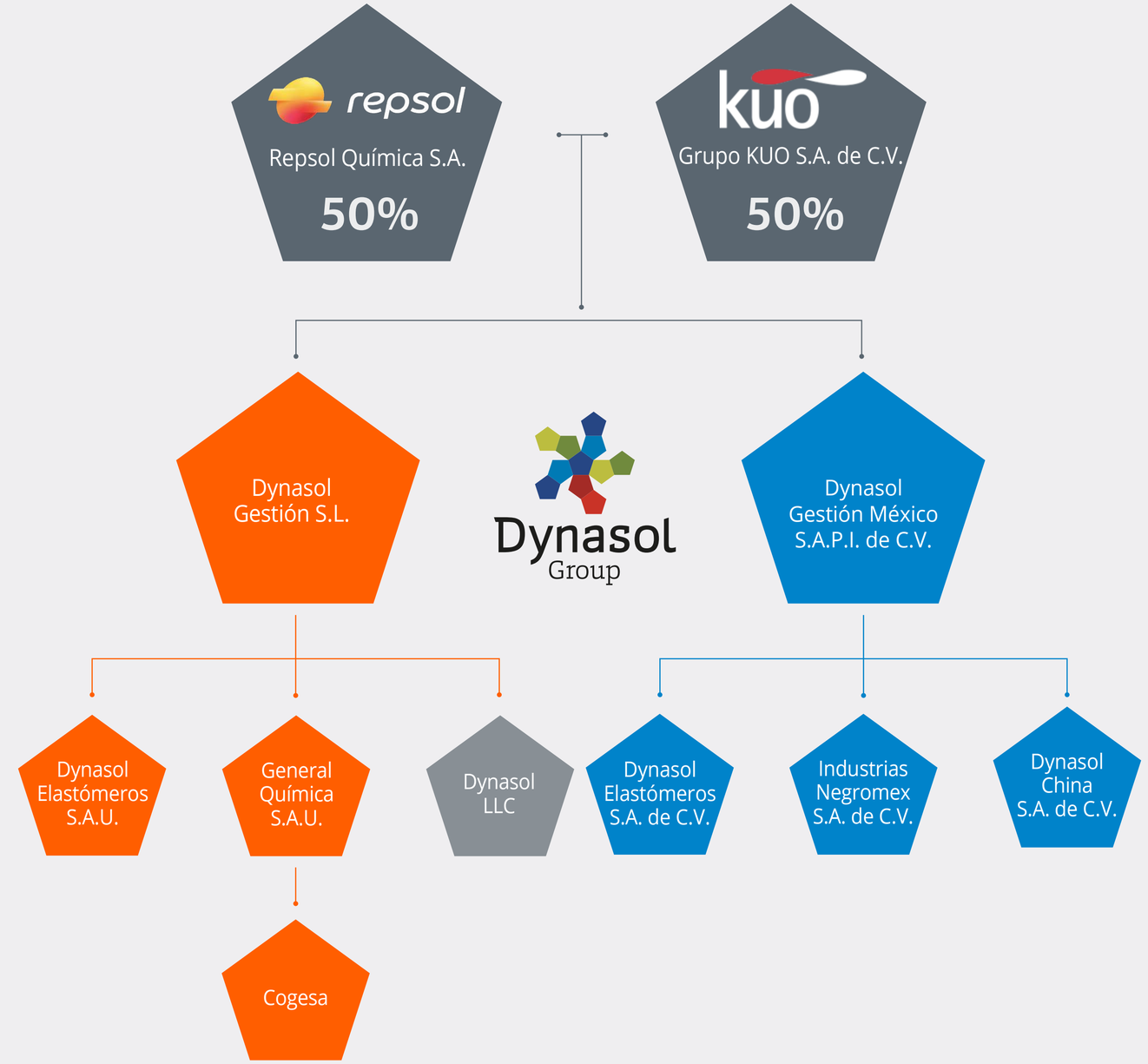
Applications: tires, retreading.
Brands: Emulprene, Emulblack, Paracril, Rubatan, Rubator, Rubenamid

Corporate Structure

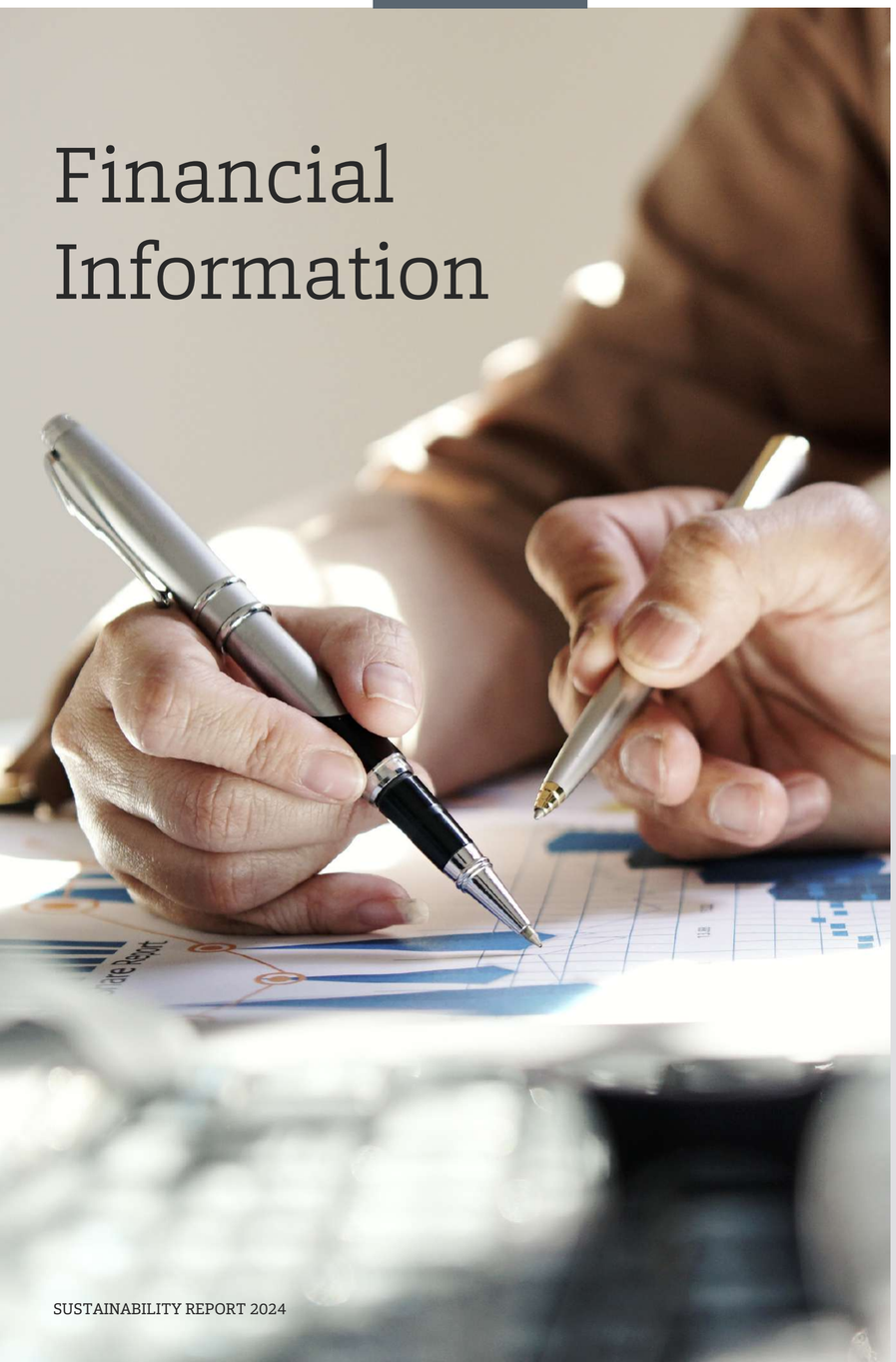
Dynasol Group positions itself as a global entity, built on the collaboration of its two main shareholders: Grupo KUO S.A. de C.V. and Repsol Química S.A., each with a 50% stake. This co-ownership structure drives the company's development and expansion through nine strategically located companies in three key markets: **Mexico, Spain, and the United States**.

This corporate structure allows Dynasol Group to maximize its reach and operational efficiency, facilitating proximity to its markets and leveraging global synergies. The network of companies includes entities dedicated to management and operations in each region, such as Dynasol Gestión México S.A.P.I. de C.V. and Dynasol Gestión S.L., which in turn oversee a portfolio of specialized companies:

- **In Mexico:**
  Dynasol Elastómeros S.A. de C.V., Industrias Negromex S.A. de C.V., and Dynasol China S.A. de C.V.
- **In Spain:**
  General Química S.A.U. (with its subsidiary Cogesa) and Dynasol Elastómeros S.A.U.
- **In the United States:**
  Dynasol LLC



Financial Information



1 FUNDS, ASSETS AND SALES*

	2024	2023	2022
Equity	534	574	578
Total Assets	844	802	848
Net Sales	615	584	857

2 SALES BY REGION*

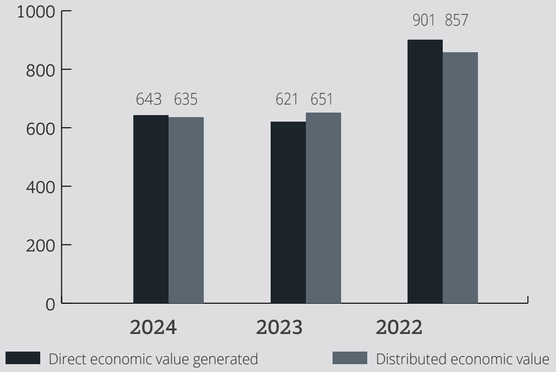
Region	2024	2023	2022
Americas	111	121	144
Asia	6	5	6
Europe	124	108	122
Rest of the world	2	2	1
Total	**243**	**236**	**273**

* MUSD: Million dollars
NOTE: All financial information relating to Grupo Dynasol is pro forma information where the data of the two Holdings that are part of Grupo Dynasol are consolidated (Dynasol Gestión and Dynasol Gestión México).

3 FINANCIAL DATA

MUSD*

	2024	2023	2022
Direct economic value generated (EVG)	643	621	901
Net sales, other income and benefits	635	617	897
Extraordinary income	0	0	0
Financial income	8	3	4
Economic value distributed (EVD)	635	651	857
Operating costs	537	561	725
Personnel costs	51	51	51
Payments to governments	33	33	63
Financial payments	14	6	18
Economic value retained (EVG – EVD)	8	-30	45
Financial aid granted by government entities	0.2	0.4	0.1



Committed to generating shared value in its communities of influence, Dynasol continued its support for charitable initiatives during 2024. The donations made by the company amounted to 43 K USD.

4 PAYMENTS TO GOVERNMENTS 2024

- Amounts in thousands of USD

	Tax burden (1)			Taxes collected (2)				
Country	IS	Others	TOTAL	VAT (3)	Others	TOTAL	TOTAL 2024	TOTAL 2023
Spain	1,578	7,514	9,093	3	8,890	8,893	17,986	-16,970
France	188	26	214	0	0	0	214	290
Italy	2	41	44	0	40	40	83	152
USA	222	452	674	0	262	262	935	2,161
Mexico	1,666	6,129	7,795	1,212	4,867	6,079	13,874	13,347
TOTAL	**3,657**	**14,162**	**17,819**	**1,215**	**14,058**	**15,273**	**33,092**	**32,920**

NOTE: This report includes taxes actually paid during the year, therefore refunds are not included.

(1) Tax Burden: taxes that represent an expense for the group, reducing its profit. (i) Corporate Income Tax: includes payments for corporate income tax and (ii) Other: payments that represent a cost for the group (tariffs, royalties, employer social security contributions, property tax, etc.).

(2) Taxes Collected: taxes that do not reduce the group's profit because they are withheld or passed on to the final taxpayer. (i) VAT: includes all payments for Value Added Tax and (ii) Other: payments that are withheld or passed on to the final taxpayer (withholding tax on employment income, employee social security contributions, etc.).

(3) Spanish VAT: There are only refunds, given that General Química S.A.U. and Dynasol Elastómeros S.A.U. These are net exporting companies, therefore the report does not include any amount for this concept.

Culture and Values

(G1-1)

Dynasol's mission and vision are rooted in a robust set of ethical principles. These principles, which are known and shared by all staff, serve as the central guide for their daily activities. By adhering to them, Dynasol fosters relationships of trust with its stakeholders, stimulates innovation, and makes responsible decisions that drive a more sustainable future. Furthermore, these principles are fundamental to cultivating an inclusive and collaborative work environment where every individual feels valued and committed to the company's goals.

Mission: Our reason for being

To be a provider of differentiated solutions for the elastomers market through technology, innovation, and excellent service, in a safe and environmentally responsible manner, creating sustainable value for society.

Vision: Looking ahead

To be a leading supplier in the elastomers market, recognized for our technology, innovation, competitiveness, and customer focus; relying on the people who make up Grupo Dynasol as our main driving force.

Values: Who we are

At Grupo Dynasol, we are defined by our service culture, our constant pursuit of innovation, and, of course, the quality and excellent performance of our products in a wide range of applications.

Principles of action

RESPONSIBILITY AND COMMITMENT
We fulfill and commit to the roles and functions assigned by the organization, respecting safety, environmental and community processes.

We work under a premise where the information handled is accessible, truthful and verifiable, seeking clarity in the information provided and generating trust.

TRANSPARENCY 1

We promote an attitude of active listening, open to exploring options for creating new products and improving the quality of existing ones. We recognize the value each employee can contribute to generating value.

INNOVATION 2

We understand the size of the business, the impact of each position and its contribution to the integrated results of the Dynasol Group.

GLOBAL VISION 3

We know that there are diverse ways of working, understanding, and managing. This heterogeneity offers a competitive advantage that allows us to contribute creative and differentiated solutions.

RESPECT FOR DIVERSITY 4

We are able to adapt to circumstances in an agile and effective manner.

ADAPTABILITY 5

We are open to change and capable of redesigning ourselves through individual, group, and organizational learning.

CONTINUOUS LEARNING 6

Certifications

To meet the demands of customers in diverse global markets and comply with the highest industry standards, all our locations hold a range of internationally recognized certifications. These accreditations, which include ISO and FSSC standards, as well as sector-specific certifications for industries such as automotive and food, demonstrate the company's commitment to quality, safety, and sustainability in all its operations.

We continue to pursue ISCC PLUS certification, which globally recognizes materials of bio, circular, or bio-circular origin. This certification was obtained in June 2023 by our Solution Plant located in Santander. This initiative allows Dynasol to offer more sustainable products with a smaller carbon footprint and contributes to fostering the circular economy by giving a second life to materials that would otherwise end up as waste.

Certifications	Altamira	Altamira Emulsion Plant	Santander Solution Plant	Alava Solution Plant	Dynasol Chemicals Plant	Management Offices Madrid
Environmental	ISCC Plus			⬟		
	ISO 14001:2015	⬟	⬟	⬟	⬟	
	ISO 14064:2018			⬟	⬟	
Quality	ISO 9001:2015	⬟	⬟	⬟	⬟	⬟
	FSSC 22000:2018	⬟				
	IATF 16949:2016	⬟			⬟	⬟
	FDA	⬟				
	KOSHER	⬟				
Health and safety	ISO 45001:2018	⬟	⬟	⬟	⬟	

In addition to the certifications obtained, Grupo Dynasol actively participates in various platforms dedicated to the evaluation and promotion of sustainability in its value chain, such as EcoVadis, CDP and RecyClass.

EcoVadis: In 2024, the Dynasol Group maintained its Silver Rating from the previous year, placing it in the top 15% of its sector for sustainability and responsible supply chain management. EcoVadis analyzes Corporate Social Responsibility (CSR) performance according to international standards and under the supervision of a specialized scientific committee.

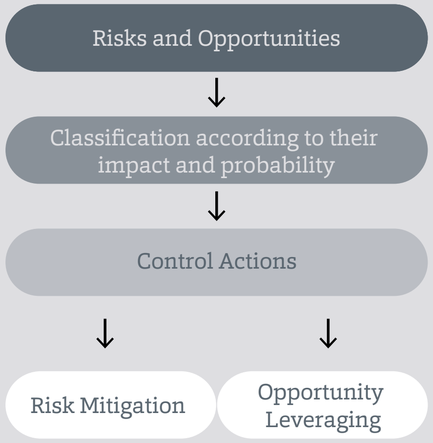
CDP: The results keep Dynasol in the Environmental Awareness (C) band. This result reflects Dynasol's commitment to continue working on identifying, managing, and reducing its impacts associated with climate change

RecyClass: In line with its commitment to the circular economy, the Dynasol Group conducted tests according to the RecyClass protocols, a European initiative that assesses the recyclability of plastic materials.
The results demonstrated that the Calprene H6180S product is compatible with the recycling of flexible polyethylene, thus contributing to improving the recyclability of the products in which it is incorporated and supporting our customers' circularity objectives.

Risks and opportunities

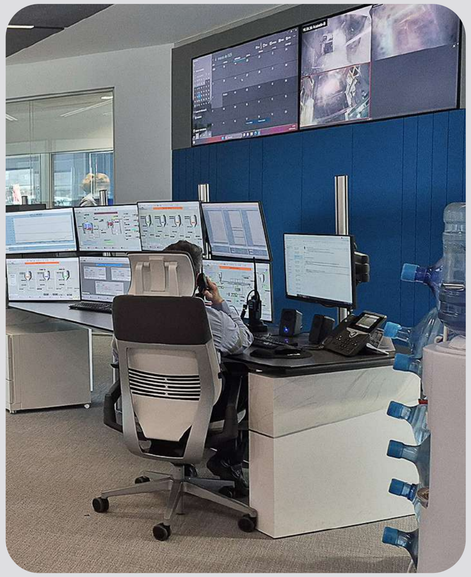
(GOV-5, SBM-3, IRO-1)

Information regarding the risks and opportunities arising from the management of the Dynasol Group's business is consolidated in the organizational context matrix integrated into its management system, which is reviewed periodically by Management. Annually, the execution and effectiveness of the implemented actions are verified, and the levels of risk and opportunity are reassessed to determine whether the established objectives have been achieved or if it is necessary to propose new initiatives.



The process of identifying and managing risks and opportunities is led by the Group's Quality Managers and includes the active participation of the process owners who manage the company's various operations, with the aim of ensuring a comprehensive and cross-functional perspective.

As a result of the context analysis carried out in 2023, risks with a high probability of occurrence and moderate to significant consequences for the business were identified, as well as relevant opportunities for Dynasol, both due to the potential benefits they offer and the availability of resources for their implementation.



Main Risks

- Physical risks arising from climate change: resource scarcity, poor water quality, extreme temperatures, flooding.
- Legislative/regulatory changes.
- Contraction of demand and the arrival of products from other regions to our natural market.
- Price differentials for energy/raw materials compared to other production sites.
- Global economic crisis, political instability, and armed conflicts.

Main Opportunities:

- Product diversification.
- Flexible and optimized production processes.
- Automation and process optimization.
- Maintaining and strengthening the Group's cybersecurity controls.

Based on the dual-material analysis, the most relevant risks and opportunities related to ESG sustainability issues that could impact the company's financial performance were identified. These aspects are discussed in detail throughout this report, in the corresponding sections.

In 2024, it is important to note that the regions in which Grupo Dynasol operates were affected by the consequences of climate change. In the Americas, the company faced a severe drought that directly impacted its operations, similar to the one that occurred in Europe in 2022. Severe flooding was also recorded in Spain, which, although it did not affect operations, highlights the growing exposure to extreme weather events.

Sustainable Supply Chain Management

(SBM-1, G1-2)

The Dynasol Group considers sustainable supply chain management essential for generating value and contributing to the development of the communities where it operates.

Its responsible supplier management strategy is aligned with the United Nations Sustainable Development Goals (SDGs), contributing to targets related to inclusive economic growth, equal opportunities, responsible production and consumption, and climate action. In this regard, Dynasol prioritizes active collaboration with its stakeholders, consulting them on their sustainability objectives and promoting the integration of ethical, social, and environmental criteria throughout its value chain.

In addition to promoting local procurement, the Group is firmly committed to incorporating sustainability criteria into its purchasing and subcontracting processes. All acquisitions and contracts are carried out in accordance with current supply policies and standards, which define criteria for obtaining materials and services under competitive conditions of price, quality, and timeliness, without neglecting fundamental aspects such as legal compliance, safety, labor rights, and environmental protection.

Suppliers (G1-2)

During 2024, the supplier evaluation process was strengthened, requiring updated information on their environmental management systems, safety policies, chemical management, and sustainability performance. This process is managed through the Dynasol Supplier Portal, a streamlined and secure channel that allows each supplier to register and update their information, ensuring their approval and re-approval in accordance with the organization's requirements.

All Dynasol suppliers and contractors must accept and comply with the Supplier Code of Ethics and Conduct, which includes key commitments such as respect for human rights, the prohibition of child and forced labor, the prevention of corruption, and the implementation of mechanisms to avoid conflicts of interest. This document also establishes ethical and behavioral guidelines that promote responsible and mutually beneficial relationships for all parties involved.

The Dynasol Group encourages its suppliers to implement sustainable practices, promoting the calculation of their carbon footprint and the establishment of targets for its reduction.

Each purchase or contract is formalized through standard purchase orders or contracts, which outline the terms, commercial conditions, and specific safety, environmental, and quality requirements. Whenever possible, specific performance indicators are defined to facilitate service monitoring, complementing the ongoing evaluation carried out by the responsible departments. The procurement department promotes sustainability objectives related to reducing the carbon footprint in the supply chain. This includes actions such as optimizing packaging, selecting the quantity and type of packaging needed for each case, and encouraging reuse. Additionally, suppliers are encouraged to calculate their carbon footprint and establish reduction plans, recognizing that a significant portion of Dynasol's indirect emissions are generated in the pre-manufacturing phases, particularly in the production and transport of raw materials. Throughout 2024, meetings and discussions were held with strategic suppliers to share best practices and advance the implementation of joint sustainability measures. This exchange allows for the identification of areas for improvement and the establishment of collaborative actions, generating a greater positive impact than could be achieved individually.

The Dynasol Group strengthens its relationships with suppliers specializing in certification and process supervision, ensuring compliance with legal, safety, and environmental requirements. This maintains a solid base of collaborators based on objectivity, transparency, equality, and corporate ethics.

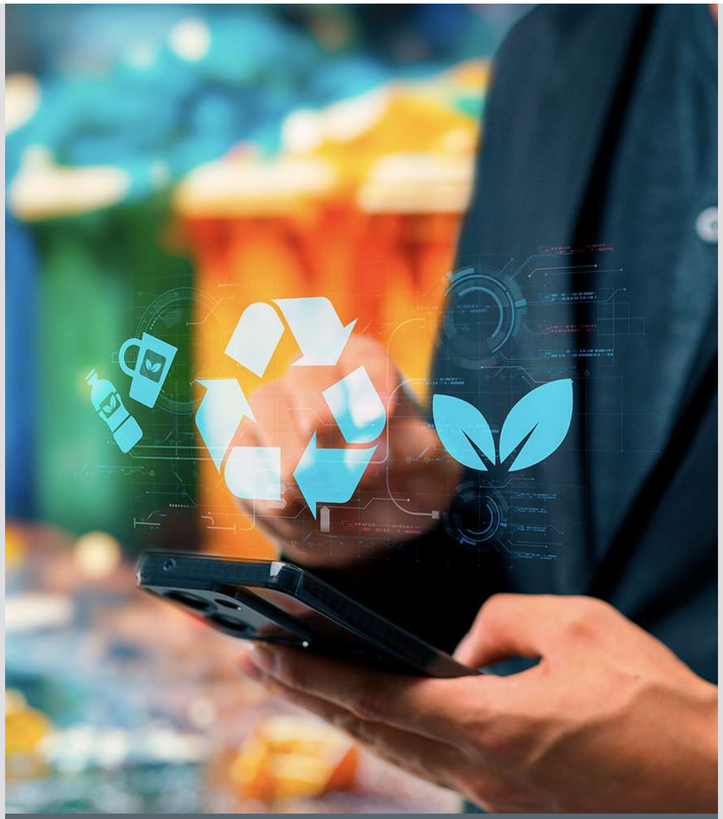
To contribute to the development of the communities where it operates, Dynasol prioritizes collaboration with local suppliers, fostering job creation and economic growth in local areas. In 2024, 85% of all suppliers were local. That year, spending in local communities represented 54% of the Group's total purchases, amounting to more than USD 351 million.

85%

of suppliers are local.

54%

of total spending was directed to local communities, representing USD 351 million.



The goal is to consolidate a strong network of suppliers, contractors, and partners, based on the principles of objectivity, transparency, and equal opportunities, guaranteeing strict compliance with the organization's code of ethics and conduct at all times.

Strengthening Customer Relationships

As part of our commitment to improving the customer experience, we continue to make significant progress in the digitalization of all departments.

Our sales, customer service, and logistics teams have been preparing to expand communication channels, with the aim of improving the speed and efficiency of service to all our customers in the various regions where we operate.

Customer feedback has been the main driver for Dynasol to continue accelerating its digital transformation. Data integration across departments is allowing us to develop a CRM system that offers customers functionalities such as placing new orders, tracking orders, and managing claims.

One of our main objectives is to implement improvements more efficiently when a complaint is registered through our CRM. To achieve a faster response, we have designed a satisfaction survey that evaluates communication, satisfaction levels, efficiency, information quality, and response times each time a complaint is closed.

The data collected through these surveys is analyzed and presented to all departments involved in the production and marketing of our products through bimonthly meetings organized by the quality department for each business unit. Based on this information, each team can establish specific improvement objectives aimed at reducing customer complaints.

Sustainability Strategy

Sustainability Plan

The implementation of Dynasol's Sustainability Plan responds to the need to reduce the social, environmental, and governance impacts associated with the production and use of materials, while reinforcing the company's position as an active agent in mitigating global risks, such as climate change.

This strategic approach to sustainability not only generates long-term value but also allows the company to respond to the growing demands of stakeholders regarding corporate social responsibility, contributing tangibly to social, environmental and governance protection and compliance with international commitments. In doing so, the Group strengthens its organizational resilience and competitiveness in a business context marked by the transition to a low-carbon economy.

E	S	G
ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change Water stewardship Circularity	Safe operations People and community	Innovation and development Ethics and transparency

Double Materiality

(IRO-1) (IRO-2)

At Grupo Dynasol, we maintain various transparent communication channels and mechanisms with all our stakeholders to listen to their expectations and interests regarding our sustainability management and to involve them in our commitment to a sustainable future, while also strengthening our relationships with them.

As in previous years, we continue to analyze the material sustainability objectives and topics that our stakeholders publish in various media. With some of our most important clients, we have held specific meetings and reviewed their sustainability surveys and questionnaires to understand their interests.

In 2024, with the aim of updating our materiality analysis in accordance with the principles of the CSRD and ESRS, Grupo Dynasol adopted the dual materiality approach, initiating a review process focused on identifying and evaluating the most relevant impacts, risks, and opportunities (IROs) related to ESG issues.

This assessment allows us to understand both the company's significant effects on people, the environment, and governance (impact materiality), and the sustainability risks and opportunities that may influence financial performance (financial materiality). This analysis has been informed by a combination of internal sources, strategic and operational information, as well as external sectoral sources and consultations with key stakeholders through surveys.

The methodology consisted of four main steps:

1. Analysis of the internal and external context to identify current and potential IROS (Individual Responsive Issues) associated with the expectations of our stakeholders.
2. Associating IROS with ESRS (Environmental, Social, and Reliable Services) themes and stages of the value chain.
3. Evaluating IROS according to the defined methodology criteria.
4. Determining material issues based on the identified IROS with the participation of key stakeholders:

- **a** Shareholders
- **b** Employees
- **c** Customers
- **d** Suppliers

The result was a dual materiality matrix that will allow us to establish strategic priorities and guide sustainability decision-making throughout the organization. The identified material issues confirm that the Group's sustainability commitments are appropriate.

Topics and Materials

1. Pollution: Microplastics
2. Water and Marine Resources: Water withdrawals
3. Climate Change: Energy
4. Climate Change: Climate protection
5. Pollution: Water Pollution
6. Biodiversity and Ecosystems: Environmental pollution
7. Water and Marine Resources: Water consumption
8. Own Workforce: Training and skills development
9. Water and Marine Resources: Discharge of water
10. Own Workforce: Action against violence and harassment in the workplace
11. Pollution: Soil pollution
12. Own Workforce: Health and safety
13. Pollution: Substances of concern
14. Circular Economy: Resource inflows, including resource use
15. Pollution: Substances of very high concern
16. Pollution: Air pollution
17. Own Workforce: Fair pay
18. Own Workforce: Gender equality and equal pay for equal work
19. Corporate Policy: Protection of whistle-blowers
20. Climate Change: Adaptation to climate change
21. Water and Marine Resources: Discharge of water into the oceans
22. Employees: Working hour
23. Biodiversity and ecosystems: Impacts and dependencies of ecosystem services
24. Corporate Policy: Management of relationships with suppliers, including payment practices
25. Workers in the value chain: Secure employment
26. Corporate Policy: Corporate culture

Double Materiality Analysis (ESG) of Dynasol Group

Integrating sustainable practices allows the organization to contribute directly to achieving the UN Sustainable Development Goals (SDGs), proactively addressing global issues such as climate action and responsible production and consumption. This alignment demonstrates the organization's commitment to making a positive impact in key areas for sustainable development worldwide.

Environment

he Dynasol Group maintains a firm commitment to reducing the environmental impact associated with its operations and projects. Environmental protection is one of the essential pillars of its Sustainability Strategy.

The company has a Health, Safety, and Environment Policy, supported by **ISO 14001:2015 certification** in Environmental Management Systems, along with a **Sustainability Policy** that reinforces this approach.

These guidelines are mandatory for all Group employees and collaborators, reflecting Dynasol's commitment to responsible and sustainable management in all its areas of operation.
As of May 1, 2024, Dynasol acquired energy generation assets at its Dynasol Elastómeros SAU and General Química SAU plants, which have influenced the data related to all environmental factors.

Climate Change
(ESRS 2 SBM-3, ESRS 2 IRO-1, E1-1, E1-3, E1-4, E1-6)

2050 Goal

Net Zero Greenhouse Gas (GHG) Emissions

2030 Goal

Reduce GHG intensity by

30%*

*2019 baseline

Material Issues	Impact materiality	Financial materiality
Climate change: Adaptation	● ○ ○ ○ ○	● ● ● ● ○
Climate change: Mitigation	● ● ● ● ●	● ● ● ● ○

Impacts	Risks	Opportunities
- Greenhouse gas (GHG) emissions. + Programs for reducing GHG emissions.	• Extreme weather events or natural disasters that disrupt operations. • Impact of chronic changes in weather conditions. • Changes in air emissions legislation. • Reduction in greenhouse gas emission allowances.	• Access to sustainable financing sources. • Reduction in emissions allowance expenditure due to energy efficiencies.

\- Negative impacts + Positive impacts

The Dynasol Group implements various measures to prevent, reduce, and mitigate CO2 emissions that negatively impact the environment.

The main sources of emissions include:

- Direct activities at production centers, which generate:
  - Direct CO2 emissions from the use of fossil fuels and refrigerants.
  - Indirect emissions from the consumption of steam, electricity, and hydrogen.
- Raw materials used in manufacturing processes, which contribute significantly to the Group's carbon footprint.

The Dynasol Group conducts Life Cycle Assessments (LCAs) for its main product groups—SBS, SEBS, SSBR, sulfenamides, and TMQ—to identify the source of emissions and establish measures for their reduction.

In 2024, as part of its commitment to transparency and continuous improvement, the Environmental Product Declaration (EPD) was prepared for the SBS manufactured at the Santander plant. This certification not only validates the results obtained in the LCA, but also allows for clear and verifiable communication of the product's environmental performance, facilitates sustainable decision-making by customers and stakeholders, and reinforces Dynasol's position as a responsible supplier in increasingly demanding sustainability markets.

As previously mentioned, the ongoing analysis of CO2 emissions associated with the various inputs in the production process confirms that raw materials and energy are the main contributors to the Dynasol Group's carbon footprint. In line with its climate commitment, the company continues to implement strategies to further reduce its emissions:

- Raw materials: Meetings have been held with key suppliers to foster strategic alliances and learn about their decarbonization plans, which will directly impact the Scope 3 emissions of the Group's products. While some suppliers are already showing progress, others are just beginning their initiatives, reinforcing the need to align their sustainability strategies with those of Dynasol.

- Energy: The process improvement team is encouraged to identify and implement:
  - In the short and medium term: energy efficiency initiatives that reduce CO2 emissions.
  - In the medium and long term: alternative and innovative technologies that enable a transition to more sustainable energy sources.

As part of its commitment to transparency and climate action, the Dynasol Group actively participates in the Carbon Disclosure Project (CDP), which strengthens the company's credibility with investors, customers, and other stakeholders, and facilitates the identification of opportunities for improvement in climate risk management.

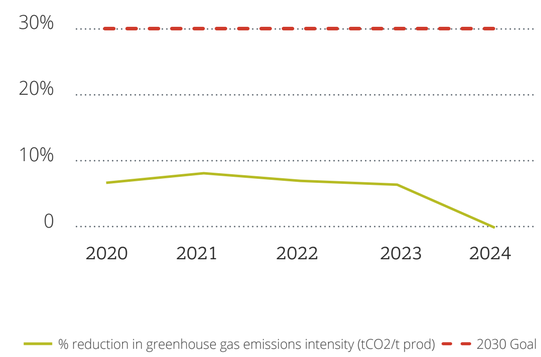
Additionally, an environmental risk analysis is conducted annually, allowing for the identification of specific threats associated with climate change and the development of mitigation actions. The greenhouse gas (GHG) inventories of all operating sites are externally verified and certified to ISO 14064-1. This verification was extended to the sites in the Americas in 2024.

During 2024, the Dynasol Group expanded the verification of emissions generated at its Spanish sites to include its sites in the Americas, thus covering all its operational locations. This encompasses both direct emissions under its control and indirect emissions from external sources. This work reinforces the Group's commitment to rigorous and transparent climate management, aligned with the principles of sustainability and environmental responsibility.

5 Direct and indirect emissions
(Thousands of tons of CO2 equivalent)

GHG protocol	ISO 14064		2019 (Baseline)	2020	2021	2022	2023	2024
Scope 1 (CO_2, CH4 y N2O)	Category 1 (CO_2, CH4 y N2O)	Total GEI (CO_2 eq)	36	31	42	47	47	64
		Americas	34	29	40	43	44	37
		Spain	2	2	3	4	3	27
Scope 2	Category 2	Total GEI (CO_2 eq)	218	171	181	179	165	194
		Americas	100	77	83	73	71	80
		Spain	118	94	99	106	94	114
Scope 3 (Categories 3 and 4)	Category 3,4 y 5	Americas (CO_2 eq)					219	449
		Spain (CO_2 eq)				278	263	392
Alcances 1+2	Category 1+2	Total GEI (CO_2 eq)	254	202	223	226	212	258
		Americas	134	106	123	116	115	117
		Spain	120	96	102	110	97	141

6 Greenhouse gas emissions reduction, %



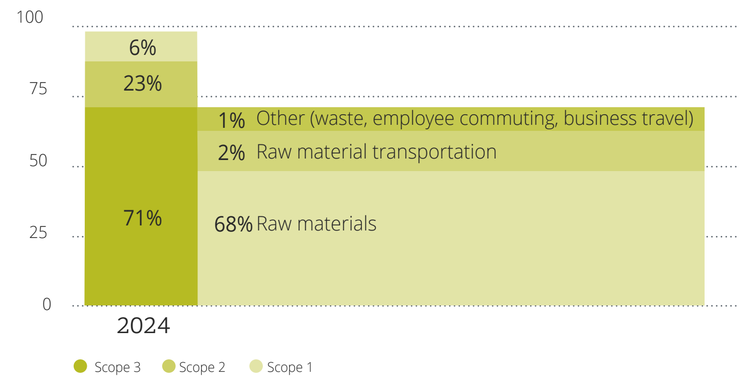
18%
reduction in scope 1 emissions at the Emulsion plant through improved refrigerant gas management

The increase in emissions during 2024 is mainly due to:

- **Scope 1:** Incorporation into direct operation by the Dynasol Group of the two facilities acquired in Spain, as indicated at the beginning of this section..
- **Scope 2:** Increase in Scope 2 emission factors due to the use of waste heat from an adjacent industrial plant, which allows for a reduction in the total emissions of the industrial park where one of our facilities is located.
- **All Scopes:** Increase in emission factors due to changes in reference databases.

Due to these changes and others that have been implemented in 2025 (new SSBR Santander line), the base year will be modified.

7 Distribution of GHG emissions 2024, tCO2eq



Strategies to implement to reduce our emissions

(E1-3)

Scope 1

Refrigerants: Leak repair and preventive maintenance to avoid refrigerant gas losses. Identification of necessary investment and calculation of profitability, also considering CO2 emissions.

Scope 2

Electricity: Acquisition of electricity from renewable sources at production centers and energy optimization.

Steam: Energy optimization and search for alternatives to generate steam or to replace steam consumption with electricity.

Scope 3

Raw Material Acquisition: Involving suppliers in emissions reduction objectives and optimizing raw material consumption.

Transportation of Finished Products and Raw Materials: Prioritizing the most sustainable means of transport, selecting carriers with fleets that use biofuels or low-emission technologies.

8 Avoided emissions (tCO_2eq)

	tCO_2eq
Packaging efficiencies	872
Santander Plant*	4,955
GQ Plant*	201
Altamira Plant*	938
Emulsion Plant*	687
Mechanical recycling of plastics	37,119
TOTAL	44,722

*Verified by AENOR

89 KT CO_2 avoided since 2022 thanks to the use of our products

Based on our internal estimates, since 2022 our rubber products have enabled the mechanical recycling of more than 30,000 tons of post-consumer recycled (PCR) plastic, helping to prevent up to 89,000 tons of CO2 emissions, equivalent to preserving more than 207,000 barrels of oil or the annual consumption of more than 35,000 households.

The rubber products developed by Grupo Dynasol represent a significant initiative to promote circularity within the plastics industry, demonstrating the company's commitment to sustainability and environmental responsibility.

	2022	2023	2024
Tons of CO2 avoided	26,923	24,844	37,119
Tons of plastic recycled (Polyolefins and polystyrene)	9,745	8,804	11,624

Air pollution (other emissions)

(ESRS 2 IRO-1, E2-3)

Material topics	Impact Materiality	Financial Materiality
Pollution: Air pollution	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠

Impacts	Risks	Opportunities
- Atmospheric emissions (non-greenhouse effect). + Investments and programs for emissions reduction (non-greenhouse effect).	• Economic loss due to temporary shutdowns for leak repairs. • Reduction of limits in atmospheric emissions legislation.	• Opportunity to use raw materials from less toxic sources. • Substitution of materials with less polluting alternatives.

- Impactos negativos / + Impactos positivos

In 2024, progress was made on this commitment through:

- Precise measurement of VOC emissions at our Santander plants using the technological solution that will enable us to achieve this goal.
- Globally implementation of the LDAR leak detection and repair program to facilitate the identification of fugitive emissions and the development of initiatives for their effective reduction.

The Dynasol Group carries out the required regulatory controls on atmospheric emissions of gases not considered greenhouse gases, including noise. It applies the necessary measures to correct any deviations from the established limits, as well as complementary measures aimed at preventing and reducing emissions that could have a significant impact on the environment. No deviations from these controls were recorded during 2024.

2030 Goal

Reduction of Volatile Organic Compounds (VOCs) by

50%*

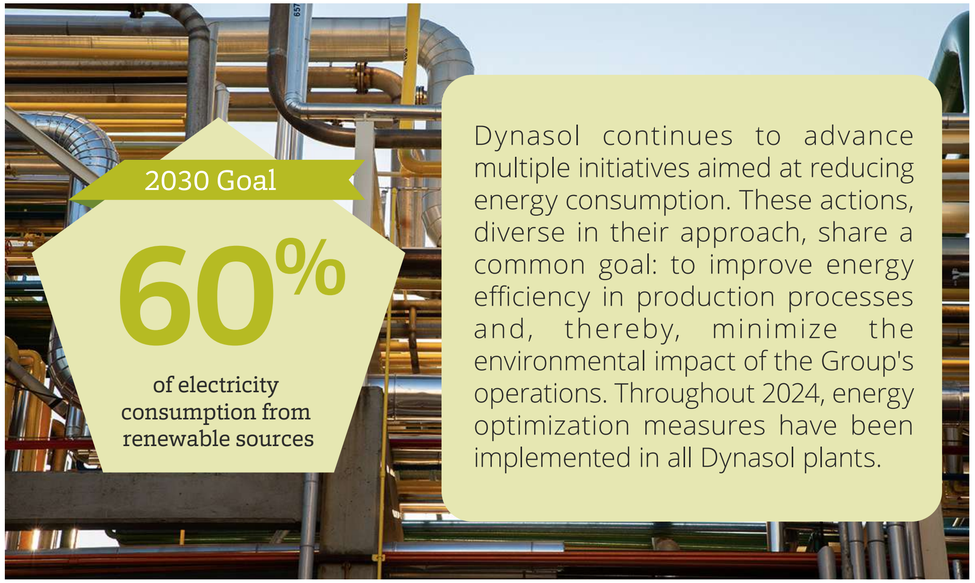
*Baseline 2019

ENERGY
(E1-5)

Material topics	Impact Materiality	Financial Materiality
Climate Change: Energy	⬟⬟⬟⬟⬟	⬟⬟⬟⬟⬟

Impacts	Risks	Opportunities
- Energy consumption from fossil fuel sources + Programs for reducing energy consumption	• Increased energy costs. Legislative changes impacting the type of energy used in processes.	• Cost optimization due to the implementation of energy efficiency measures.

- Negative impacts + Positive impacts



Dynasol continues to advance multiple initiatives aimed at reducing energy consumption. These actions, diverse in their approach, share a common goal: to improve energy efficiency in production processes and, thereby, minimize the environmental impact of the Group's operations. Throughout 2024, energy optimization measures have been implemented in all Dynasol plants.

The most relevant initiatives to reduce the environmental impact related to the company's energy consumption during this period include:

- Adjusting conditions in the steam network to reduce consumption.

  Implementingprocess improvements (new measurements and controls) to reduce steam consumption.
- Optimizing air consumption, with the consequent impact on electricity consumption.
- Upgrading equipment: replacing motors and refrigeration units with more efficient models.
- Upgrading and optimizing lighting systems in buildings and exteriors (LED lighting and automation).

These measures have significantly contributed to preventing and reducing emissions that seriously affect the environment, avoiding the emission of 6,782 tons of CO2 equivalent at the plants.

6,782 tons of CO2 were avoided

As an additional initiative of great relevance for reducing emissions associated with natural gas consumption, the approval of an investment in an electric boiler at the Santander plant stands out.

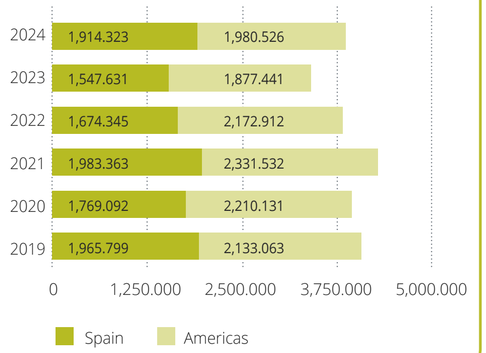
This measure will allow for an estimated reduction in emissions of up to 35,000 tons of CO2 annually starting in 2028.

Furthermore, in 2024, new initiatives were identified that are currently under study to assess their feasibility. These actions aim to contribute to meeting the emissions reduction target set for 2030. The targets were calculated using the SBTi methodology but have not yet been validated.

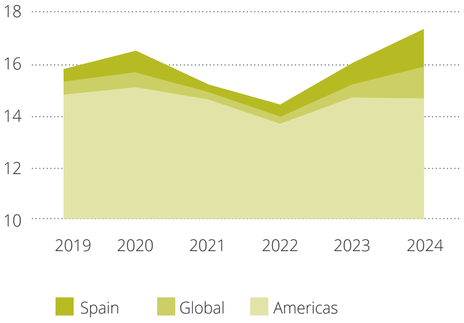
In 2024, total energy consumption per ton produced (fuels, steam, and electricity) increased overall due to the incorporation into direct operation by the Dynasol Group of the two facilities acquired in Spain mentioned at the beginning of this section.

During 2024, as has been the case since 2021, the electricity consumed has not been from renewable sources, although the analysis of opportunities in this market and contacts with different providers of sustainable energy solutions for possible future reuse are maintained.

10 Energy consumption (GJ)



11 Energy consumption per produced tonne (GT/t)



CIRCULAR ECONOMY

(ESRS 2 IRO-1)

Material Topics	Impact Materiality	Financial Materiality
Pollution: Soil pollution	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠
Pollution: Substances of concern	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠
Pollution: Substances of very high concern	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠
Pollution: Microplastics	⬟⬟⬟⬟⬟	⬟⬟⬟⬟⬠
Circular economy: Inputs	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠

Impacts	Risks	Opportunities
- Generation of industrial and hazardous waste, as well as end-of-life product waste, including microplastics. - Environmental impact if products are not managed properly + Treatment, valorization, and recovery of waste. + Ecodesign and optimization in the development of products and packaging. + Increased use of recycled plastics and bio-circular materials.	• Increased costs due to waste management. • Penalties for non-compliance or costs of adapting to stricter legislation • Increased price and availability problems for raw materials. • Loss of sales due to the generation of microplastics or the use of substances of concern.	• Generation of new revenue streams through the sale of sustainable products. • Cost reduction through waste valorization and the use of bio-circular or recycled materials.

- Negative impacts / + Positive impacts

Raw Materials

(E5-1, E5-3, E5-4)

2030 Goal

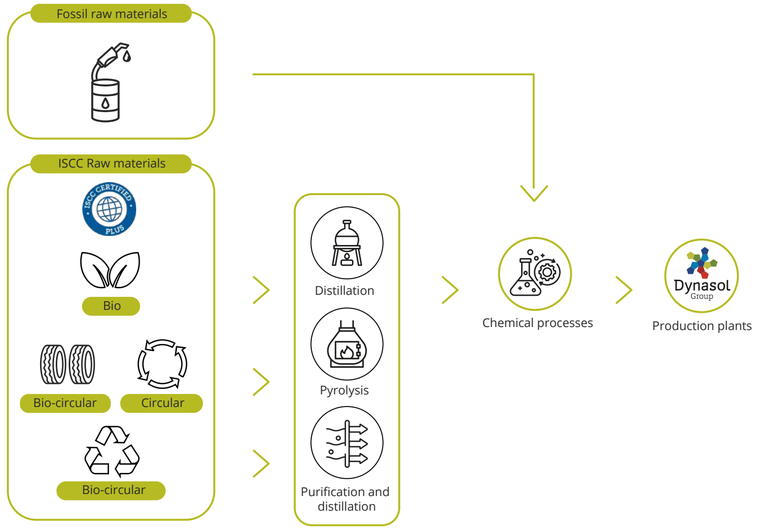
20%

of raw materials from sustainable source*

The demand for sustainability requirements from stakeholders and customers continues to rise. In response to this trend and with the aim of advancing the Group's sustainability commitments, Dynasol maintains the ISCC PLUS certification obtained in 2023 for its Solución plant in Santander. This internationally recognized certification endorses the use of bio-based, circular, and/or bio-circular materials. Thanks to this certification, Dynasol can market sustainable rubber produced using a mass balance approach, anticipating the growing demand for products with a lower environmental impact.

Implementing this standard allows management systems to be adapted to the ISCC model, which enables the issuance of sustainability declarations when sustainable raw materials are used. The success of this initiative requires the commitment and certification of the entire value chain, from raw material suppliers to end customers, who must prioritize the use of sustainable products.

*Butadiene, styrene, acrylonitrile and aniline



The mass balance approach strategy offers several significant advantages from a sustainability perspective:

- Integration of sustainable and fossil raw materials in the same production process.
- Obtaining finished products with chemical and physical properties equivalent to those derived from fossil sources.
- Reduction of the carbon footprint, thanks to the progressive replacement of fossil raw materials.
- Guaranteed traceability through ISCC PLUS certification, which ensures the proportion of sustainable content throughout the entire value chain.

As part of the ongoing commitment to more sustainable production, the extension of ISCC PLUS certification to the rest of the Group's plants is planned for the coming years. However, this expansion will only be viable with a real and active commitment from all stakeholders in the value chain. From raw material suppliers to end customers, it will be essential for everyone to prioritize the use of certified and sustainable products to guarantee the success of this initiative

Packaging

E5-3 y E5-4

In 2024, the implementation and development of various initiatives for the reuse of packaging used in the delivery of the final product continued, thereby extending its life cycle and consequently reducing associated emissions. This was done in compliance with Royal Decree 1055/2022 (SCRAP) as producers of products placed on the market, which required the declaration of packaging placed on the Spanish market for 2024. Furthermore, all necessary steps were taken to initiate, in conjunction with SCRAP Implica, the compliance process for the ecodesign and packaging reduction plan, which will begin implementation in 2025 and be fully implemented by 2030 (with annual reviews).

- **Increased use of returnable packaging:** Progress has continued in the use of returnable packaging as part of the waste reduction strategy. At the plants in Mexico, the use of returnable galvanized crates in the production of SBR and NBR has increased significantly, progressively replacing traditional cardboard and wooden packaging. This measure has allowed for the packaging of a considerable volume of product in more sustainable formats.

  Likewise, new designs have been developed for products that have not yet been migrated, such as the new SBR line in Spain. In parallel, the conditions for initiating the use of galvanized crates in the production of SBS at the Dynasol Mexico plant are being evaluated, reinforcing the commitment to more sustainable logistics solutions.

- **Big Bag Reuse:** The circular economy strategy has continued to be strengthened through the reuse of Big Bags. Following the successful implementation in previous years of an efficient collection and reuse system at the Altamira plant, progress has also been made in Europe, especially at the Santander plant, where Big Bags are reused internally. During the year, a total of 2,625 Big Bags were recovered, demonstrating the success of this initiative and its contribution to reducing industrial packaging waste.

- **Packaging reduction through weight optimization:** Packaging processes at the Santander and Altamira plants have continued to be optimized, reducing the weight of Big Bags without affecting product quality. This decreases the use of packaging materials and reduces their environmental impact.

Throughout the year, progress has been made in optimizing the packaging weight of SBS produced at the Santander plant, and the number of products to which this improvement has been applied has increased overall, reaching a 34% migration of products packaged in Big Bags to optimized formats.

Reduction in the use of packaging

Objectives associated with the reduction in the use of packaging

- Reduction of material consumption
- Reduction of CO_2 emissions

Lines of action:

- Development of new products
- Reuse of packaging
- Lightening of packaging
- Redesign of packaging
- Change of packaging type
- Optimization of shipments

Reduction in the use of packaging materials:

2,610 tons of wood

91 tons of cardboard

19 tons of PP (polypropylene)

17 tons of plastic

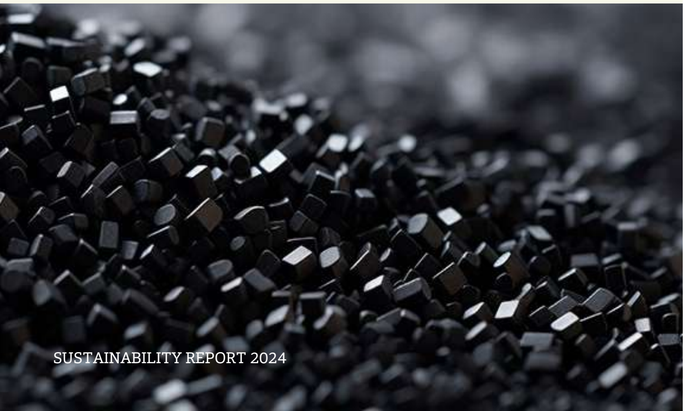
Dynasol Group avoided the emission of 872 **tons of CO_2**

In 2024, all these initiatives have managed to prevent the emission of 872 tons of CO_2 equivalent into the atmosphere.

RecyClass

The Dynasol Group has reinforced its commitment to the circular economy in 2024 by maintaining its Recyclass certification, which validates the recyclability of flexible packaging made with a blend of recycled low-density polyethylene and Calprene H6180S hydrogenated rubber, produced at the Santander plant. This certification reaffirms the suitability of Dynasol rubbers for sustainable packaging applications, promoting the reuse of plastics that would otherwise end up as waste destined for incineration or landfill.

At the same time, the Technology Department continues to drive sustainability through a cross-functional team that leads initiatives focused on the development and incorporation of alternative raw materials—of bio or circular origin—into production processes. The integration of these sustainable materials requires a rigorous development process that guarantees both supply viability and technical performance equal to or better than that of fossil raw materials.

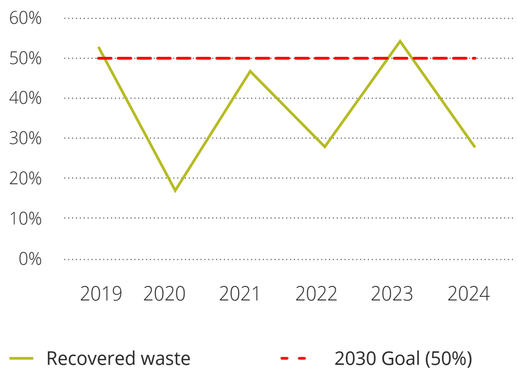


In 2024, sustainable waste management remains a strategic priority for the Dynasol Group. Each operating center establishes specific annual targets aimed at reducing waste generation by optimizing resource use in production processes. As a first step, minimizing waste generation is prioritized, seeking maximum efficiency based on the type of product manufactured.

Furthermore, a comprehensive approach is maintained, focused on maximizing waste recovery through reuse, recycling, and reuse strategies. This management significantly reduces the volume of waste—both hazardous and non-hazardous—sent to landfills. These actions not only contribute to reducing the Group's environmental impact but also strengthen the efficiency of available resource use. The Dynasol Group continues to make firm progress in its commitment to the circular economy, reinforcing waste recovery as a strategic pillar. In 2024, 5% of hazardous waste (396 tons) and 56% of non-hazardous waste (3,417 tons) were allocated to recovery, reuse, and recycling processes. This efficient management not only reduces the volume of waste sent to landfills but also promotes the conservation of natural resources and the development of new products.

By maintaining a downward trend in waste generation and maximizing its recovery, Dynasol is moving in the right direction to significantly reduce its environmental impact. These actions directly contribute to mitigating climate change, protecting ecosystems, and preserving natural resources for future generations.

12 **Recovered waste, , %**



WATER

(ESRS 2 IRO-1, E3-1, E3-2, E3-3, E3-4)

Material Issues	Impact Materiality	Financial Materiality
Pollution: Water pollution	●●●●○	●●●●○
Water and marine resources: Water consumption	●●●●○	●●●●○
Water and marine resources: Water withdrawals	●●●●●	●●●●●
Water and marine resources: Water discharges	●●●●○	●●●●○
Water and marine resources: Water discharges into the oceans	●○○○○	●●●●○

Impacts	Risks	Opportunities
- Reduction in water availability and impact on ecosystems. - Current and potential discharges that pollute water. + Initiatives to reduce consumption and improve effluent treatment.	• Operational costs and financial penalties for non-compliance with water and discharge regulations. • Production shutdowns due to water shortages or extraction limits. • Higher costs for adapting to future legislation on discharges..	• Reduced costs and access to financing through improved water management. • Use of alternative water sources.

- Negative impacts
+ Positive impacts

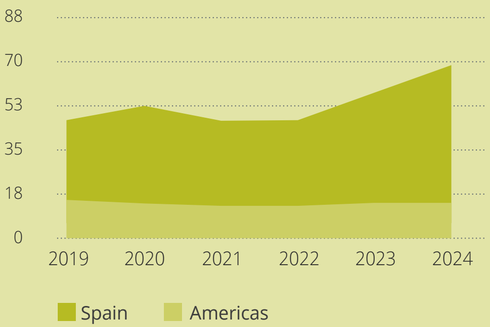
At Dynasol, water is recognized as an essential resource whose availability is increasingly threatened by climate change and the growing frequency of droughts. To address these challenges, water management strategies have been implemented, focusing on optimizing consumption, promoting reuse, and adopting circular economy principles.

The Dynasol Group's objective is to position itself as a leader in sustainable water management, ensuring its efficient and responsible use for future generations.

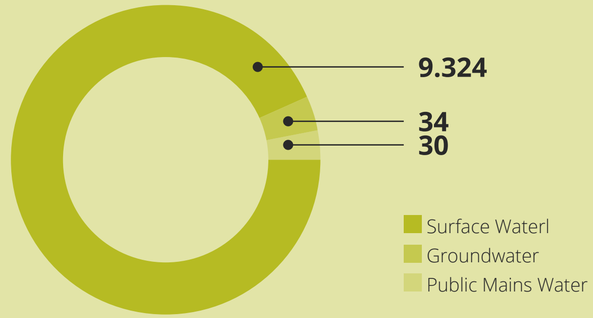
Beyond complying with regulatory requirements in each location, several studies were conducted in 2024 aimed at reducing specific water consumption at the Dynasol Group's Operational Centers. These included the development of water balances and the identification and subsequent implementation of initiatives to decrease water withdrawals and increase reuse, with the goal of preserving this vital resource in the coming years.

It should be noted that, over time, the consumption of groundwater (wells) has been conditioned by the availability of other sources, mainly rivers, which can generate variations not directly attributable to the operation of the plants.

13 Water Extraction per Ton Produced (m^3/t)

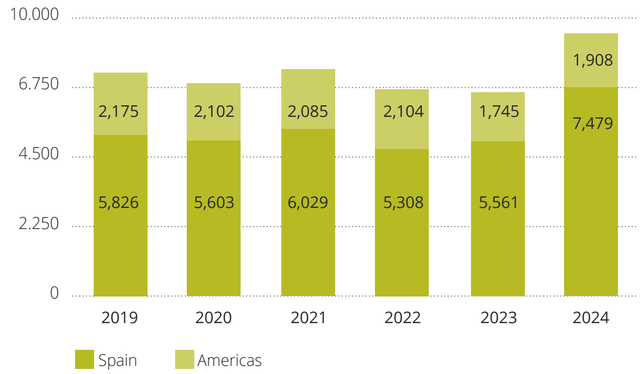


14 Water Extraction by Source Type (Megaliters)

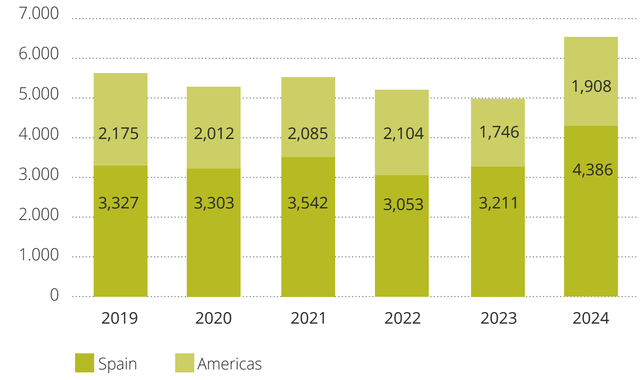


The increase in water consumption in Spain during 2024 is mainly due to the incorporation into direct operation by the Dynasol Group of the two facilities acquired, mentioned at the beginning of this section. However, the plants in the Americas that have operated under normal conditions continue to show a downward trend, with 12% less consumption compared to the reference year of 2019.

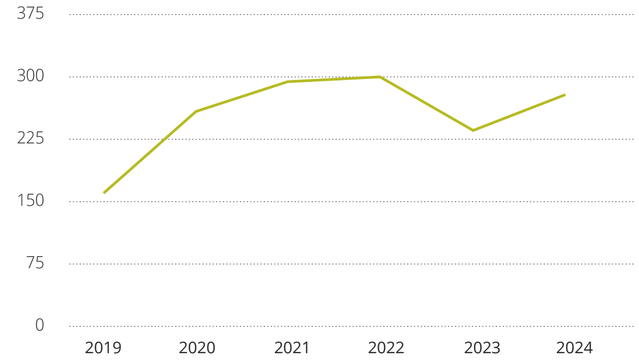
15 Water Extraction by Region (Megaliters)



16 Water Consumption by Region (Megaliters)



17 Water Reuse (Megaliters)



Since 2019, the volume of reused water has increased by 77%, resuming a positive trend thanks to the Dynasol Group's ongoing efforts to promote more sustainable practices. This progress reflects the company's commitment to continuous improvement and lays the foundation for further increasing water reuse in the coming years.

18 Reduction in Water Captured (%)

	2020	2021	2022	2023	2024
Actual Reduction in Water Captured, %	5%	0%	7%	9%	0%

2030 Goal 30%

*baseline 2019

278 megaliters of reused water, **77%** more than in the 2019 baseline year.

Water Discharged (E3-2, E3-4)

In 2024, the Dynasol Group continued working on optimizing water treatment systems with the aim of increasing water reuse at production facilities and improving the quality of wastewater discharges.

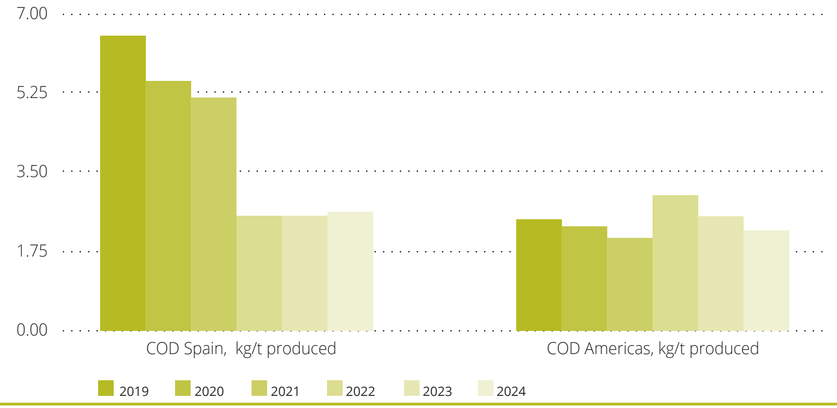
19 Water Discharged (Megaliters)

	2019	2020	2021	2022	2023	2024
Spain	6,851	6,789	7,679	5,482	5,114	6,018
Americas	1,244	1,061	1,142	1,321	1,132	1,388

Chemical Oxygen Demand (COD) Trends of Wastewater per Ton Produced

The quality of Dynasol's wastewater discharges is assessed by monitoring Chemical Oxygen Demand (COD). In 2024, the positive trend continued, achieving a 45% reduction in COD per ton produced. (Based on 2019).

20 COD/ton produced



BIODIVERSITY

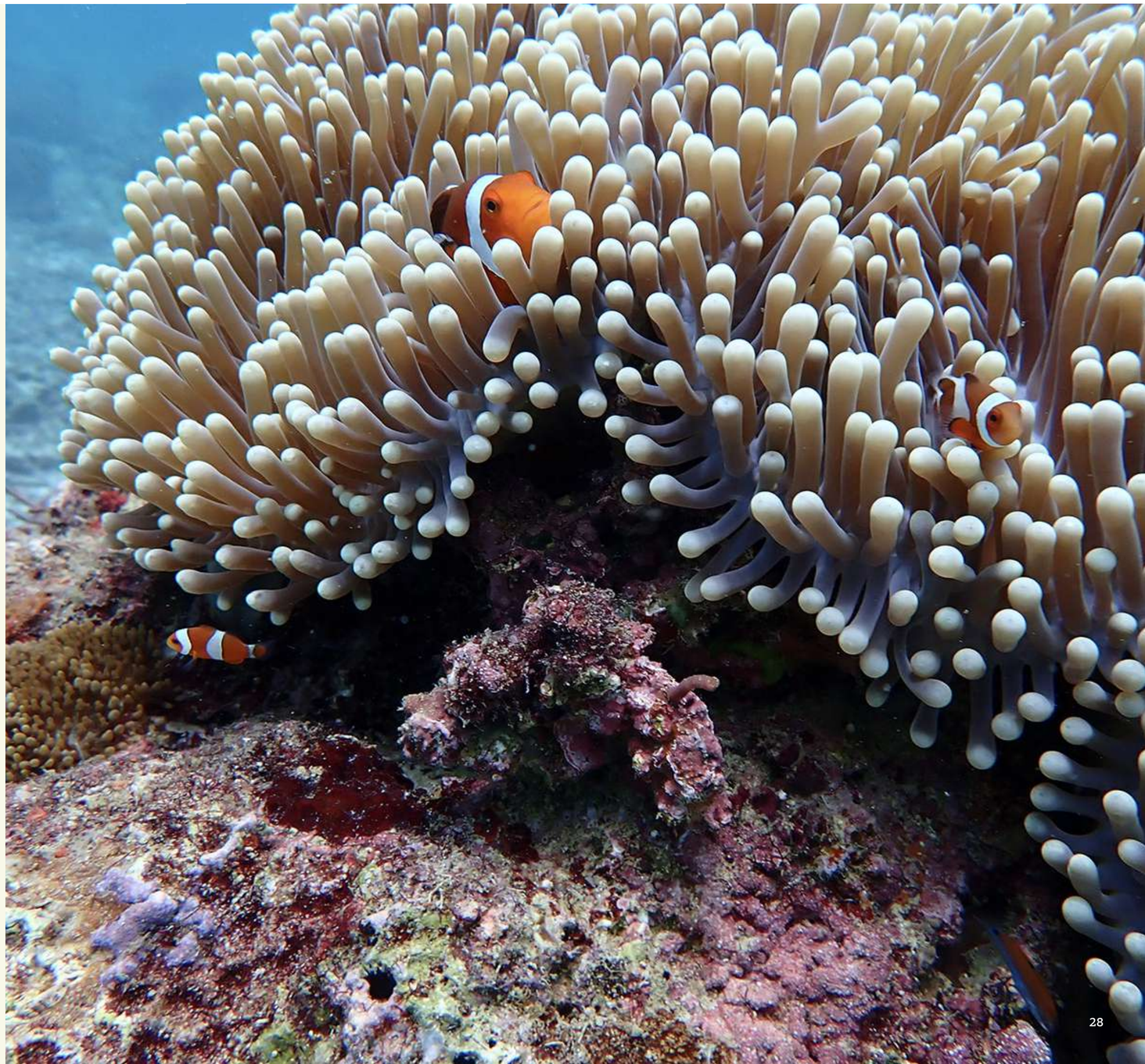
(ESRS 2 SBM-3, ESRS 2 IRO-1, E4-1, E4-3)

Material Issues	Impact Materiality	Financial Materiality
Biodiversity and ecosystems: Pollution	⬟⬟⬟⬟⬠	⬟⬟⬟⬟⬠
Biodiversity and ecosystems: Impacts on ecosystem services and dependencies on these services	⬟⬠⬠⬠⬠	⬟⬟⬟⬟⬠

Impacts	Risks	Opportunities
- Impact on aquatic ecosystems. - Soil and groundwater pollution. + Biodiversity improvement projects. + Soil pollution control plans.	• Economic penalties for impacts on biodiversity. • Remediation costs for soil and water pollution. • Production shutdowns for maintenance.	• Projects for ecosystem and biodiversity recovery. • Soil and water quality control and analysis plans. • Opportunity to use raw materials from less toxic natural sources.

- Negative Impacts
+ Positive Impacts

Dynasol has incorporated biodiversity protection into its asset management through its risk management processes. Within this framework, potential impacts stemming from the industrial nature of its operations have been identified. To mitigate these risks, the company promotes plans and projects aimed at improving and conserving biodiversity in the areas where it operates. This approach reflects the company's ongoing commitment to responsible management and minimizing its environmental impact.



Safe Operations

(ESRS 2 SBM-3)

Material Issues	Impact Materiality	Financial Materiality
Own Workforce: Health and safety	●●●●○	●●●●○
Workers in the value chain: Secure employment	●●●●○	●○○○○

Impacts	Risks	Opportunities
- Workplace health and safety incidents. - Personal and industrial accidents. + Resource allocation to occupational and process risk prevention.	Impact on production and costs due to penalties and/or production stoppages or limitations resulting from personal and industrial accidents.	Investment in risk and process prevention.

- Negative impacts / + Positive impacts

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

Safety and Responsible Operation

(S1-14)

The safety and health of people working at our facilities is a strategic priority for the Dynasol Group, in line with its commitment to sustainability and workplace well-being.

A culture of prevention is promoted through programs aimed at minimizing risks and reducing accidents.

Safe operation, for people, facilities, and the environment, is a fundamental pillar of the Dynasol Group's activities.

In this regard, three strategic lines of action are defined in the area of safety:

- Safety of personnel.
- Operational control.
- Integrity (protection) of facilities.

These lines are complemented by a fourth key dimension: environmental management, which integrates circularity principles into the Dynasol Group's operations and reinforces its sustainable approach.

The implementation of these principles is supported by continuous improvement processes, backed by external certifications from independent bodies and reinforced internally through the definition of objectives and rigorous monitoring of their achievement.

During 2024, specific actions were defined and implemented to reverse the results in the coming years and strengthen a preventative culture at all levels of the organization. It is important to note that none of the recorded incidents had consequences outside of Dynasol Group's facilities.

5 Accident rate

	FI (Frequency Index)			TFI (Total Frequency Index)			PSIR (Process Safety Incident Rate) (IF Tier 1+2)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Global	0.96	2.66	3.44	2.17	3.54	5.32	0.24	1.48	0.94
Americas	0.34	2.16	3.01	1.01	2.16	3.01	0	1.30	1.00
Spain	2.56	3.71	4.16	5.12	6.49	9.16	0.85	2.88	0.83

People and Community

(ESRS 2 SBM-3)

Material Issues	Impact Materiality	Financial Materiality
Own Workforce: Working hours	●●●●●	●○○○○
Own Workforce: Fair pay	●●●●●	●○○○○
Own Workforce: Gender equality and equal pay for equal work	●●●●●	●○○○○
Own Workforce: Training and skills development	●●●●●	●●●●●
Own Workforce: Action against violence and harassment in the workplace	●●●●●	●●●○○

Impacts	Risks	Opportunities
⊕ Employee training on equality, non-discrimination, and respect.	• Loss of talent and competitiveness due to lack of commitment or professional development.	• Investing in staff development can generate financial benefits and competitiveness.
⊕ Promotion of teleworking for staff.	• Conflicts, workplace harassment, and employee engagement issues.	• Employee retention.
⊕ Ongoing and specialized training plans.		
⊕ Current gender pay gap below the national average.		

⊖ Negative Impacts ⊕ Positive Impacts

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

11 SUSTAINABLE CITIES AND COMMUNITIES

17 PARTNERSHIPS FOR THE GOALS

Employees (S1-6, S1-7, S1-9)

The Dynasol Group maintains a firm commitment to creating value through its people, promoting a stable, safe, and motivating work environment. The company considers its employees to be one of its main assets and therefore actively works to guarantee decent, inclusive, and competitive working conditions.

For the Dynasol Group, the ambition to be a leader in career development translates into a clear priority: empowering its people. This materializes in a firm commitment to continuous training, strategic performance evaluation, and the early identification of internal talent. In 2024, the company maintained and strengthened these initiatives, introducing more dynamic training programs, more refined evaluation processes, and recognition tools that amplify the professional growth of its teams.

Investing in its human capital is not only a strategy for facing current and future challenges with strength. It is also a fundamental way to nurture a corporate culture rooted in collaboration, mutual respect, and a sense of belonging. Thus, Grupo Dynasol strengthens its highly competent team and consolidates it as a group committed to its values.

People Management System

(S1-1)

The Dynasol Group is committed to providing its employees with ongoing professional challenges and a career path focused on individual and collective learning and development.

Thanks to the People Management System, each employee is supported throughout the different stages of their professional journey within the Group. Achieving optimal development, building a career within Dynasol, and reaching high performance levels are some of the nine essential elements that comprise the system.

The organizational model is based on a global structure characterized by a cross-functional organizational chart, ensuring that both departments and a significant portion of management have global functionality. In some operational aspects, there are regional and local managers whose responsibilities include implementing a vision more closely aligned with the realities of the operating environment.

1,116

employees

Regarding gender distribution, men predominate within the Group, representing 77% of the workforce compared to 23% for women, a ratio very similar to the previous year. However, despite being an industrial company, the incorporation of women into operational positions has grown steadily in recent years.

6

Number of employees by geographic area

(SBM-1) (S1-6, S1-7)

Employees by gender	2024
Women Mexico	75
Men Mexico	565
Women Spain	177
Men Spain	284
Women United States	8
Men United States	7

Throughout 2024, the organization focused its efforts on implementing the actions derived from the culture survey conducted in 2023. In this regard, the "Culture 10" action plan was launched in 2024. This plan included various initiatives aimed at improving internal team communication, ensuring access to relevant business information for all members, and the publication of a new internal selection procedure.

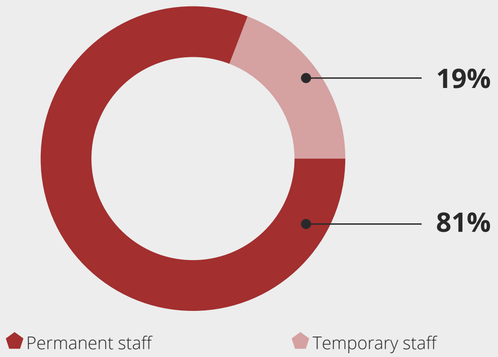
Furthermore, efforts this year focused on talent development, with the objective of implementing the identified actions to boost the growth and retention of human capital.

The company also made significant progress in the construction of a new production line in Santander, a key project that was a priority throughout the year and had a positive impact on the Group's workforce.

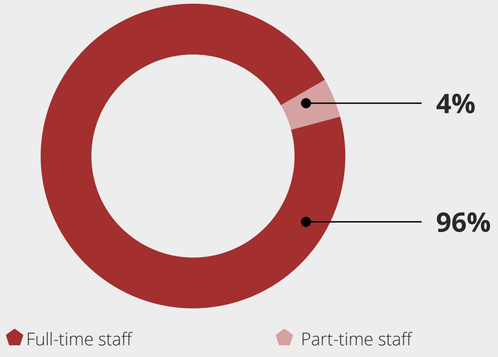
The number of employees in the Group as of December 31, 2024, was 1,116. The teams are made up of people from different generations who exchange knowledge and add value to the company; the average age of the company's employees is 43.53 years, a fact that also demonstrates the ability to retain talent.

(S1-8, S1-10, S1-16)

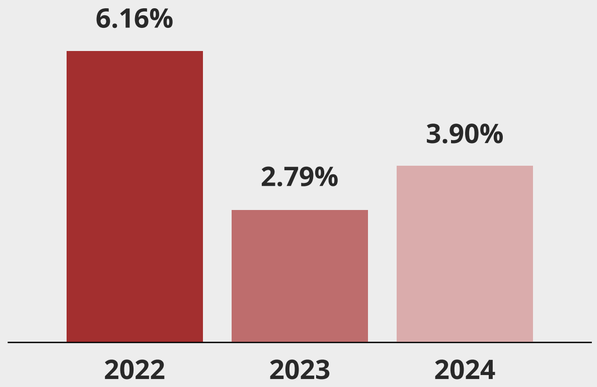
The Dynasol Group is committed to promoting quality employment and values long-term employment relationships. Reflecting this philosophy, the vast majority of its employees (81%) have permanent contracts, while temporary contracts (19%) comply with the various modalities established by current legislation in each case.



Regarding working hours, full-time positions predominate (96%) compared to part-time workers (4%).



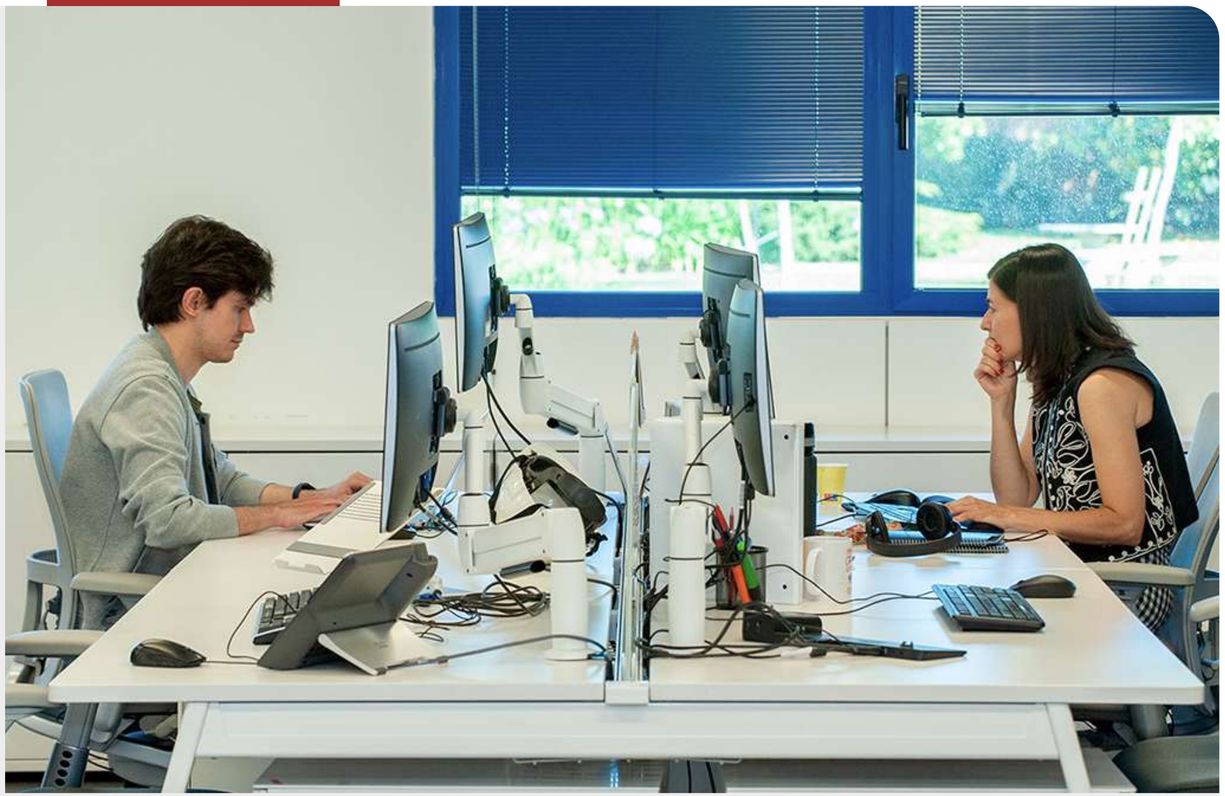
7 Absenteeism



During the 2024 fiscal year, the overall absenteeism rate was 3.90%, compared to 2.79% in 2023. This increase in absenteeism is due to the estimated conversion of calendar days to hours, the extension of paid leave (Royal Decree-Law 5/2023), and the aging of the workforce, which has resulted in more sick leave and other absences.

To mitigate this impact, the Group promotes the implementation of wellness programs, regular medical check-ups, and health plans, with the aim of fostering employee well-being and preventing potential absences due to health issues.

*Note: Absenteeism hours include an estimate of the last ten days of December (640 hours) because the control system was migrated on December 21.



Dynasol Group guarantees all its employees a living wage, with salary levels that significantly exceed the legal minimum wage and surpass the applicable collective bargaining agreements in each of the countries where it operates. This policy reflects the company's commitment to the well-being of its workforce, pay equity, and the principles of decent work, contributing to greater economic stability, recognition of professional effort, and the consolidation of a fair and competitive work environment.

Equality is a fundamental pillar of Dynasol Group's commitment to its employees. Regarding the gender pay gap, the company maintains a high degree of pay equity, registering a salary difference of 4% in 2024. This variation is mainly explained by factors such as seniority and gender distribution within each professional group. In this respect, the average age of men is higher than that of women, which influences the overall salary structure.

Culture 10

Culture 10 Plan: Promoting Culture

Dynasol Group is committed to an organizational culture that not only empowers its employees but also reinforces its core values. Therefore, the 'Dynasol Culture Action Plan 2024-2025' has been designed, a strategic initiative with 10 key challenges aimed at consolidating an exceptional work environment and sustainable growth.

1. Improve perceptions of wage inequality
2. Promote work-life balance
3. Strengthen the work environment
4. Improve top-down communication from leaders
5. Foster awareness of existing career opportunities
6. Improve the perception of investment in employees
7. Ensure access to information
8. Encourage employee recognition
9. Promote digital disconnection
10. Support employee empowerment

Achievements Completed in 2024

Compensation Training: Specialized workshops were delivered to team leaders to understand Dynasol Group's compensation system and effectively resolve any questions.

Intensive Work Schedule in Mexico: Successful implementation of the voluntary intensive work schedule in Mexico, offering greater work flexibility.

New Communication Channels: Vinyl displays with QR codes were placed in strategic locations at work centers in Spain to facilitate access to information.

Improved Team Communication: Valuable tips and strategies were provided to team leaders to improve internal communication.

Internal Selection Procedure: An internal selection procedure for the Dynasol Group has been developed, published, and implemented, promoting growth and mobility within the company.

Information Sessions at Plants: Information sessions at the plants have resumed, allowing all employees to stay informed about the state of the business.

92% overall progress in the implementation of the Culture10 Program. The remaining actions will be completed in 2025.

Talent Development and Enhancement

(S1-13)

At the Dynasol Group, identifying and supporting talent is considered fundamental to addressing business challenges in a highly dynamic environment.

Continuous improvement is a constant in human capital management tools. The talent map is updated annually, as it is a living tool, constantly evolving and being updated. The talent map is the tool that allows the company to identify profiles, skills, and aptitudes that meet the talent needs of the business and therefore contribute to achieving the organization's objectives.

During fiscal year 2024, the talent map was enhanced by identifying development actions for each of the employees identified in the development plan.

The Dynasol Group understands training as an essential element in its People Management System, with the aim of supporting professional development to improve and enrich the team's knowledge and experience. Annual training plans are developed to outline the year's training strategy, focusing on the acquisition of technical knowledge, skills, and other relevant aspects. These training programs, designed for individuals or groups, involve team leaders and employees in identifying training needs and delivering sessions approved in the Annual Training Plan. Training needs are identified at the beginning of the year. The company has a corporate policy that establishes the timeline for submitting these needs, and a communication campaign is conducted to encourage teams to discuss training requirements.

99%
of employees received training in 2024

43,108
hours of training provided

25.95
hours of training per employee

85%
compliance with the Global Annual Training Plan

Strategic Talent Development:

- **Equip Yourself:** To foster the professional growth of its teams, the company continued implementing this global training program. This plan, which includes modules with cutting-edge content endorsed by a leading business school, provides the management tools necessary for success.
- **Knowledge Retention and Transfer:** Grupo Dynasol implemented a global program to ensure the retention and transfer of internal knowledge. This program aims to equip the company with a system for the detection, planning, and execution of knowledge management, with the ultimate goal of improving performance and promoting innovation.
- **Training in Ethical and Regulatory Aspects:** With the aim of raising awareness among all employees, global initiatives were implemented focusing on harassment prevention, the promotion of ethics and good conduct, familiarization with the crime prevention model, best practices in cybersecurity, and corporate criminal liability.

Creating an Inclusive Work Environment

(S1-1, S1-11, S1-12)

At Grupo Dynasol, equal opportunities and an optimal work environment are essential to the Sustainability Plan. The company actively promotes the professional development of each individual in an environment that values inclusive diversity, recognizing it as a fundamental pillar for the organization's competitiveness. This involves integrating diverse backgrounds, ages, genders, and abilities.

Grupo Dynasol's global Equality and Diversity Policy is at the heart of this commitment. It promotes non-discrimination based on sex, age, race, or social status, and seeks to create a productive, motivating, and diverse work environment that also fosters work-life balance. This policy guarantees compliance with legal requirements regarding inclusion, including the minimum percentages established by current regulations. Furthermore, through local Corporate Social Responsibility plans, specific initiatives are implemented to promote the integration and participation of diverse groups.

The Code of Ethics and Conduct complements the Equality and Diversity Policy, establishing guidelines for the behavior of all employees and professional relationships, always in compliance with local laws and ethical principles. The strict application of the People Management System Policies, audited annually, and respect for collective bargaining agreements in the various Group companies, guarantee sound management in this area. As part of this commitment, the Group's Spanish companies, General Química, S.A.U. and Dynasol Elastómeros, S.A.U., have Equality Plan monitoring committees, which ensure compliance and continuous improvement in accordance with Spanish regulations.

Key tools

- Equality Policy
- Code of Ethics and Conduct
- People Management System Policies
- Equality Plans

Promoting Work-Life Balance and Adaptability

(S1-15)

The Dynasol Group supports the work-life balance of its employees through various paid and unpaid leave options.

As the work landscape evolves, so do expectations regarding work-life balance. While the company does not have an explicit digital disconnection policy, it is important to highlight an internal model that promotes balance: the continuous workday with banked hours for employees on regular shifts at General Química, S.A.U. This measure has proven highly effective, generating a significant impact on the balance between the personal and professional lives of the teams.

In line with this pursuit of greater flexibility, teleworking has gained considerable ground. During 2024, an increase of almost 20% was observed in the number of employees who formally requested this modality, reflecting a growing trend and the company's commitment to adapting to new ways of working.

Social Investment and Community Commitment

(S1-13)

During 2024, several actions were undertaken as a commitment to the communities where Grupo Dynasol operates, supporting local Corporate Social Responsibility action plans. These actions reflect the company's ongoing commitment to sustainable development and improving the quality of life in the communities where it operates.

Within the framework of its operations in Mexico, Grupo Dynasol has carried out various community support initiatives, reaffirming its commitment to local well-being and development. The total investment by Mexican companies in 2024 was 9,989 USD in various actions:

Food donations: 4,925 USD to communities located along the banks of the Tamesí River.

Food donations to the municipality of Altamira: 1,420 USD

Participation in the third edition of Clean Beach: In October 2024, we collaborated on a cleanup day at Miramar Beach, Ciudad Madero, with the goal of promoting environmental awareness and the preservation of coastal ecosystems: USD USD.

Donation of piñatas and candy: As in previous years, we continued this initiative to help the surrounding communities: 2,144 USD.

Donation of milk and honey to an orphanage: 805 USD

42,721 USD invested in communities during 2024 (26% more than in 2023).

In 2024, in our operations in Spain, we carried out several actions related to the local environment where the company's facilities are located. The total investment by Spanish companies in 2024 was €30,251 across various initiatives, the most significant being:

SEUR Foundation: collaboration on the "Bottle Caps for a New Life" project, which collects bottle caps to support underprivileged children by facilitating their access to medical treatments for their recovery. This initiative also promotes recycling among employees.

SEA Empresas Alavesas: collaboration with the Alavesa Business Association (SEA Empresas Alavesas) with a contribution of €2,752 to actively participate in community development.

Local festivities in Cantabria: providing support and sponsorship to neighboring towns, with a contribution of €1,600.

Football schools: Dynasol supports grassroots sports in the municipality of Marina de Cudeyo through a collaboration agreement with the local football school. The annual contribution of €1,200 aims to promote sports activity among children aged 4 to 18.

Marina de Cudeyo Flag – Dynasol Grand Prix: sponsorship and collaboration with the Pedreña Rowing Club, thus supporting sports participation. This year also saw the presentation of the first Women's Flag. €15,000

Company Group: financial contribution from the company for the use and enjoyment of its employees, focused on sociocultural and recreational activities: €9,000.

Collaborations in the Educational Sector

The Dynasol Group has established various collaborations with the local educational sector, including universities and institutes, to offer internship opportunities. In addition, the company has actively participated in in-person events to raise awareness of its work and support students' job placement process upon graduation. It has also participated in job fairs, which has allowed it to enhance its corporate image and attract potential candidates for future recruitment processes.

At the same time, the Dynasol Group actively and significantly contributes to the training of local youth, complementing their academic education with business experience. This is achieved through agreements with universities, which include university scholarships, and with institutes, which offer work placement (FP) scholarships. This approach allows young people to apply their knowledge in a real-world setting, learn from professionals, and improve their skills, better preparing them for their future careers. Also noteworthy is the development of the internship program in various company locations, as well as the continuation, for another year, of the Young Talent program, which offers recent graduates comprehensive and cross-cutting training, providing them with a complete view of the company's processes.

Technology and Innovation

(S1.1)

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

The Dynasol Group has established sustainability as one of the pillars for new product innovation. Within the Technology Department, multidisciplinary teams work to develop solutions that meet market demands, taking into account the impact on the environment and society, and contributing to a more circular economy. They always work closely with Dynasol Group customers, helping them achieve their own sustainability goals.

Ecodesign

Innovation projects begin with an ecodesign process aimed at developing solutions with a positive environmental, social, and economic impact. This process incorporates environmental and safety considerations from the product's inception, ensuring that each new development is more sustainable than the last. Ecodesign seeks to contribute to reducing resource consumption (raw materials, energy, and water), minimizing waste and emissions, extending product lifespan, using bio-based or recycled materials, and employing safer and more sustainable chemicals.

Collaborative Work

The Dynasol Group understands that innovation, sustainability, and collaboration must go hand in hand to address the new challenges of decarbonizing the industry, achieving a circular economy, and using safer and more sustainable chemicals. In line with its commitment to collaborative work, the Group has developed joint projects with leading research centers and universities worldwide. Examples include collaborations with the Centre Européen des Textiles Innovants CETI (France), the University of Cantabria (Spain), and the University of Granada (Spain).

Technology Team

Dynasol has a research group located in Cantabria (Spain) and Tamaulipas, Mexico, and customer technical support teams, employing a total of 74 people. These teams are directly aligned with the business units, ensuring that new developments meet the requirements of the company's stakeholders.

Dynasol's Technology Department has a cross-functional working group focused on coordinating initiatives for the development and incorporation of sustainable raw materials into the production process as alternatives to current ones, using bio-based or circular resources. The use of these types of sustainable materials may require a lengthy development process to ensure viable supply sources and a level of performance equivalent to, or even surpassing, that of fossil-based materials.

Sustainability Objectives

Among the Technology Department's sustainability objectives is the commitment to dedicate at least 30% of available resources to the development of new sustainable solutions, as well as to apply ecodesign standards to all active projects.

During 2024, Dynasol's Technology Center in Santander continued its action plan to reduce the use of hazardous organic solvents and waste generation, achieving a 12.5% reduction. This was accomplished through the optimization of existing processes and methodologies, seeking to minimize their environmental impact and implementing more sustainable laboratory analysis technologies.

247 Granted Patents

Patents

As of December 31, 2024, Dynasol held 247 granted patents (compared to 211 in 2023) and had 32 new patents pending approval, compared to 43 in 2023. Multidisciplinary teams work to transform the needs of target markets into high-value products, contributing to a more sustainable economy.

Mechanical Recycling of Plastic Waste with Dynasol Products

Today, despite increased public awareness of climate change and the need to recycle to avoid depleting the planet's resources, most manufacturers continue to opt for virgin materials over recycled ones. This is mainly due to their lower price, the fact that they don't require the recycling process (separation, washing, shredding, and regranulation), their availability as a source of supply, and their consistent quality.

Given this reality, the European Union is promoting the use of recycled materials through various regulations applicable to different sectors. One of the most relevant is the definition of circularity requirements for vehicle design and end-of-life management, proposing that by 2030, 25% of the plastic contained in cars be post-consumer recycled. Currently, the automotive sector uses 10% of all plastic consumed in the EU. Following the announcement, a notable increase in interest in the use of post-consumer materials has been observed in the sector, as well as a focus on improving their quality.

At Grupo Dynasol, work has been done to improve the performance of recycled polypropylene to make it suitable for use in a sector as demanding as the automotive industry. To this end, the performance of the Calprene® H6180X product on its own has been studied, as well as the synergistic effect of its combination with fillers, successfully restoring its original properties. Furthermore, the performance of Dynasol products has been compared with other alternatives, demonstrating that equivalent performance is achieved with the addition of smaller quantities. Therefore, Calprene® H6180X has proven to be an excellent solution for the automotive sector, as it allows the use of recycled materials without compromising quality.

In this way, Dynasol is promoting the circular economy in the automotive sector, contributing to increased recycling and reuse rates, as well as reducing waste generation.

Benefits:

- Contribution to the circular economy in the automotive sector.
- Reuse of recycled polypropylene in high value-added sectors.

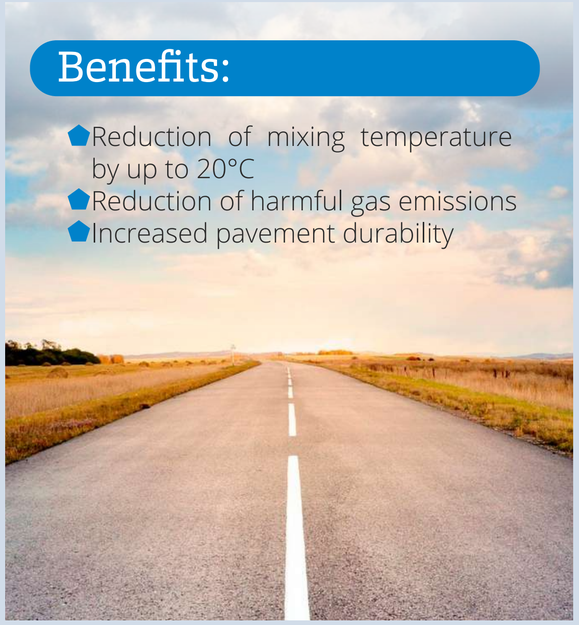
Calprene® 5375X and Calprene® 580 for concentrated warm and modified asphalt mixtures

The road asphalt industry is a major consumer of resources and energy, contributing significantly to greenhouse gas emissions and gases harmful to workers. Dynasol works to provide more environmentally friendly and safer solutions by reducing energy and material consumption, increasing road durability, and improving worker safety in the sector.

The new low-viscosity, high-vinyl SBS grades, Calprene® 5375X and Calprene® 580, optimize the bitumen modification process in warm mix asphalt and concentrated modified mixes (>6% w/w), the latter used in high-performance pavements such as airports and high-performance racing circuits. The unique structure of these products allows their incorporation into asphalt at high concentrations with lower energy consumption, achieving a greater degree of modification, increased asphalt mix durability, and optimized transport. They also promote crosslinking with bitumen, reducing or even eliminating the need for sulfur and, consequently, the resulting emissions of harmful gases, thus improving worker safety.

Furthermore, the ease of dispersion of Calprene® 5375X allows for a reduction in mixing temperature of up to 20°C compared to conventional SBS grades, enabling its use in the production of warm mix asphalt.

In addition, a collaborative project with the University of Granada was completed in 2024, comparing the workability and mechanical behavior of bituminous mixtures made with traditionally modified bitumen (PMB) and highly modified bitumen (HPLA) with the new Calprene® 5375X grade. The study observed that HPLA mixtures provide better resistance to plastic deformation, structural capacity, and resistance to cracking due to thermal shrinkage. All of this translates into greater pavement durability, positively impacting its life cycle from the product stage to the end of its service life (cradle to cradle), with a quantified carbon footprint that is 10% lower in the case of HPLA compared to PMB. PMB in an AC22 asphalt mix.



Reducing Water Consumption in the Emulsion Polymerization Process

Synthetic rubber production technologies require water consumption, especially during the polymerization, coagulation, and washing stages to remove impurities or unwanted residues from the finished product. This generates effluents that require rigorous treatment to comply with discharge regulations.

During 2024, the southern region of Tamaulipas and much of Mexico experienced a water crisis with significant impacts on citizens and industry, particularly those with high water consumption, such as synthetic rubber production plants using emulsion technology. This situation has led Grupo Dynasol to accelerate efforts to optimize water use in all production processes.

The Grupo Dynasol Technology team has implemented various initiatives with this objective, seeking to reduce water consumption in the polymerization stage, reduce and reuse water in rubber coagulation and washing, and optimize and improve wastewater treatment plants (WWTPs). Of the initiatives evaluated at the laboratory level, one of the most important has been the elimination of certain additives in the coagulation stage of specialty products such as Emulprene 1012 and Emulprene 1006. This has resulted in cleaner products and, consequently, a significant reduction in water consumption during the washing stage, estimated at 11,000 m³ annually.

Furthermore, within the comprehensive wastewater treatment plant improvement plan, the Technology team has supported a pretreatment study using an advanced oxidation process (OHP) to enhance the biodegradability of wastewater. This will allow existing biological reactors to improve their efficiency in reducing COD (Chemical Oxygen Demand). The results obtained in laboratory-scale biological microreactors showed a significant improvement in wastewater biodegradability, achieving a soluble COD reduction of up to 93%. This confirms that, under these conditions, there would be a potential benefit in reusing the water in the rubber coagulation process. In parallel, a study is underway to reduce or replace the chemical substances that contribute most to COD in the effluent, thereby maximizing the efficiency of the wastewater treatment plant's biological reactors.

Benefits:

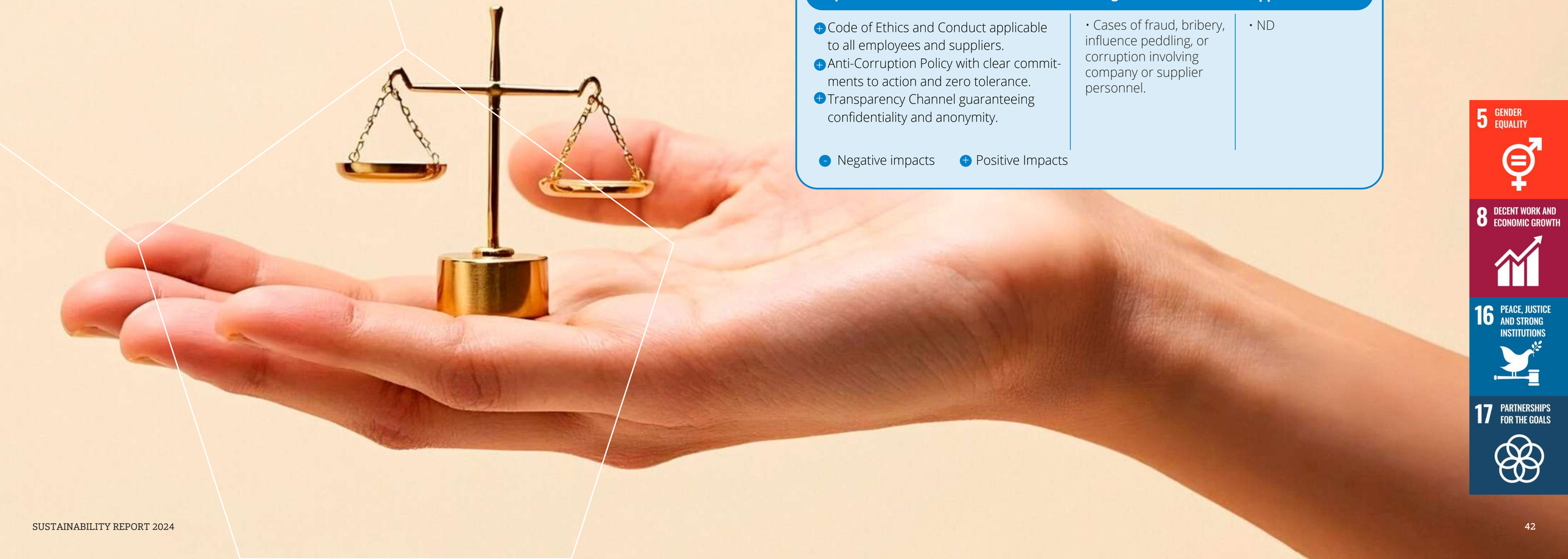
- Reduction of 11,000 m³ of water per year

Ethics and Transparency

Material Topics	Impact materiality	Financial materiality
Corporate Policy: Corporate culture	⬟⬟⬟⬟⬟	⬟⬟⬟⬟⬟
Corporate Policy: Protection of whistle-blowers	⬟⬟⬟⬟⬟	⬟⬟⬟⬟⬟
Corporate Policy: Management of relationships with suppliers, including payment practices	⬟⬟⬟⬟⬟	⬟⬟⬟⬟⬟

Impacts	Riesgos	Opportunities
⊕ Code of Ethics and Conduct applicable to all employees and suppliers. ⊕ Anti-Corruption Policy with clear commitments to action and zero tolerance. ⊕ Transparency Channel guaranteeing confidentiality and anonymity.	• Cases of fraud, bribery, influence peddling, or corruption involving company or supplier personnel.	• ND

⊖ Negative impacts ⊕ Positive Impacts



5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Code of Ethics and Conduct

(G1-1, G1-3, NEIS 2 IRO-1)

For Grupo Dynasol, its Code of Ethics and Conduct represents much more than just regulations; it is the fundamental pillar upon which the organization is built. This document reflects the company's corporate values and also establishes clear guidelines that govern the behavior of its professionals in every area, from business ethics and social commitment to respect for the environment.

The company's Code addresses aspects such as the prevention of corruption and bribery, respect for human rights, health and safety in the workplace, and environmental protection. These principles are embodied in the following guidelines for conduct:

- Strict compliance with the law.
- Respect for human rights.
- Safeguarding the dignity and equality of all people.
- Active protection of health, safety, and the environment.
- Combating corruption in all its forms.

The supervision and promotion of this ethical culture falls to the Dynasol Group's Compliance Committee, which, by delegation of the Board of Directors, has the mission of fostering a corporate culture aligned with the values and principles set forth in the Code.

As a result of this proactive approach, during 2024, the company implemented significant actions regarding ethics and transparency:

- Development of a training program on the criminal liability of legal entities.
- Information campaign on the commitments undertaken by Dynasol as outlined in the Code of Ethics and Conduct.
- Approval of the Human Rights Policy.
- Updating of the procedure for preventing and addressing harassment.

Transparency Channel

(S1-2, S1-3)

The Dynasol Group has its own communication channel, the Transparency Channel, and a procedure for managing communications received through it. This procedure is key to handling reports of suspicions or events that could constitute risks of crimes attributable to the company, or possible breaches of legislation and internal regulations.

This solution guarantees the fundamental principles to ensure a reliable and respectful process:

- **Confidentiality:** All information related to a report is kept strictly confidential by all those involved in the communication, investigation, and resolution process.
- **Security:** The Dynasol Group categorically prohibits any act of retaliation against employees who, in good faith, report ethically questionable situations or irregularities.
- **Respect:** Those involved in a complaint will never be directly confronted. All reports are treated seriously, analyzed, and thoroughly investigated. The Dynasol Group's Transparency Channel is designed to be accessible to any interested party and is hosted on the Group's corporate website.

Promoting Human Rights

(S1-17)

Dynasol is firmly committed to respecting internationally recognized human rights, encompassing the rights set forth in the International Bill of Human Rights and the principles relating to rights established in the International Labour Organization's Declaration and the eight Fundamental Conventions that elaborate on them. With the aim of identifying, preventing, mitigating, and responding to potential negative human rights impacts, Dynasol initiated a plan to develop its commitment in this area, approving its Human Rights Policy in 2024.

This Policy includes a development plan and the implementation of a continuous due diligence process in its own activities and those directly related to its operations.

Furthermore, the Group included, as an essential element of the Human Rights Policy development plan, the creation of a training and communication plan for its employees on this matter to ensure their protection.

Zero Tolerance for Corruption

(G1-3, G1-4, G1-5)

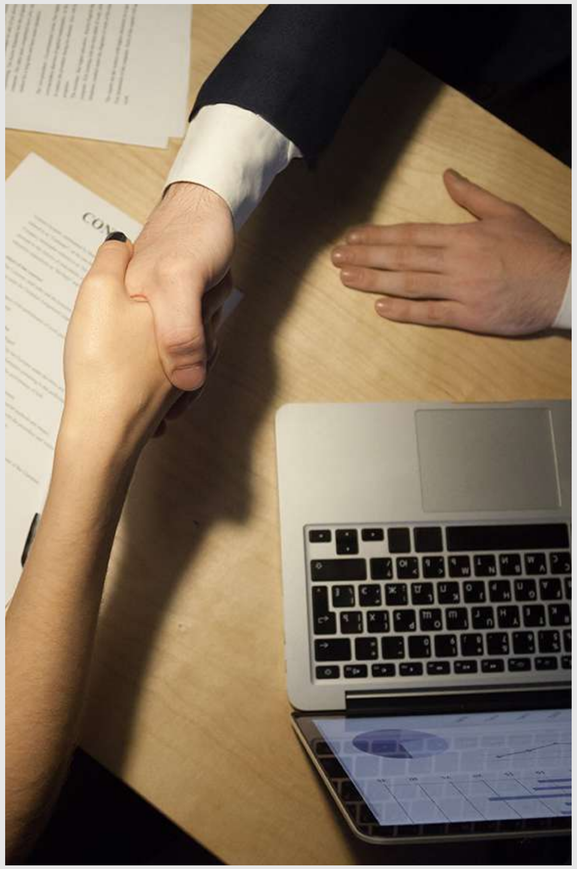
At Grupo Dynasol, we have an Anti-Corruption Policy whose objective is to reinforce our commitment to strict compliance with the relevant legislation, rejecting all forms of corruption and applying a zero-tolerance policy for any breach of this policy.

With this fundamental objective, Grupo Dynasol has established the following guidelines for conduct:

- Avoid influencing the objectivity or will of third parties outside the Group in order to obtain undue benefits or advantages by resorting to unethical or illicit practices.
- Prohibit any delivery or promise of value, directly or indirectly, to individuals or legal entities for the purpose of obtaining improper advantages for the organization.
- Do not make facilitation payments under any circumstances.
- Refrain from financing or supporting, in any way, directly or indirectly, political parties, their representatives, or candidates.
- Never solicit or improperly receive commissions, payments, or benefits from third parties.
- Promote ongoing internal training in strategies for preventing and combating corruption.

In addition to its main policy, Grupo Dynasol has a Gift and Hospitality Management Standard that defines the criteria and principles that should guide employee behavior when offering or receiving gifts and hospitality from third parties in the context of their professional activities.

- No complaints related to potential acts of corruption were registered during 2024.



GRI Content Index

Statement of use — **Dynasol Group has reported the information cited in this GRI content index for the period January 1st, 2024 to December 31st, 2024 with reference to the GRI Standards.**

GRI 1 used — **GRI 1: Foundation 2021**

GRI Standard	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 5, 6
	2-2 Entities included in the Organization's sustainability reporting	Page 8
	2-3 Reporting period, frequency and contact point	Page 1
	2-4 Restatements of information	
	2-5 External assurance	This report has not been subject to external verification.
	2-6 Activities, value chain and other business relationships	Page 5-7, 13, 14
	2-7 Employees	Page 32-33
	2-8 Workers who are not employees	Page 33
	2-22 Statement on sustainable development strategy	Page 15
	2-23 Policy commitments	
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	Page 16, 17
	2-26 Mechanisms for seeking advice and raising concerns	Page 43
	2-27 Compliance with laws and regulations	Page 43, 44
	2-29 Approach to stakeholder engagement	Page 16

GRI Standard	Disclosure	Location
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 16
	3-2 List of material topics	Page 17
GHG Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19-22
GRI 302: Energy 2016	302-2 Energy consumption inside the organization	Page 22
	302-3 Energy consumption inside the organization	Page 22
	302-3 Energy intensity	Page 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 20
	305-2 Energy indirect (Scope 2) GHG Emissions	Page 20
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24, 25
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 23-25
	306-4 Waste diverted from disposal	Page 24, 25
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26, 27
	303-2 Management of water discharge-related impacts	Page 26, 27
	303-3 Water withdrawal	Page 26, 27
	303-4 Water discharge	Page 27
	303-5 Water consumption	Page 26, 27
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 29, 30
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and safety management system	Page 29, 30
	403-9 Work-related injuries	Page 29, 30

GRI Standard	Disclosure	Location
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31-36
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and providing transition assistance	Page 31-36
Non-discrimination and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page36
GRI 404: Training and education 2016	404-1 Average hours per year per employee	Page 35
Economic impact		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 9
	201-4 Financial assistance received from the government	Page 9
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 9
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 37
GRI 413: Local communities 2016	413-1 Operations with local Community engagement, Impact assessments, and development programs	Page 37
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topic	Page 43, 44
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 43, 44

ESRS Index

Requirement	Description	Page / Comment / Omission
ESRS 2- General disclosures		
BP-1	General basis for preparation of sustainability statements	1
BP-2	Disclosures in relation to specific circumstances	NR*
GOV-1	The role of the administrative, management and supervisory bodies	NR*
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	NR*
GOV-3	Integration of sustainability-related performance in incentive schemes	NR*
GOV-4	Statement on due diligence	NR*
GOV-5	Risk management and internal controls over sustainability	12
SBM-1	Strategy, business model and value chain	5-7,13, 14
SBM-2	Interests and views of stakeholders	16, 17
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	12
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	47
ESRS E1- Climate change		
ESRS 2 Gov-3	Integration of sustainability related performance in incentive schemes	NR*
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	19
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	12, 17, 19
E1-1	Transition plan for climate change mitigation	19
E1-2	Policies related to climate change mitigation and adaptation	18
E1-3	Actions and resources in relation to climate change policies	19, 21

Requirement	Description	Page / Comment / Omission
E1-4	Targets related to climate change mitigation and adaptation	19
E1-5	Energy consumption and mix	22
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	20
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	NR*
E1-8	Internal carbon pricing	NR*
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	NR*
ESRS E2 - Pollution		
ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	12,16, 17,19, 28
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E2-2	Actions and resources related to pollution	19, 28
E2-3	Targets related to pollution	19, 21
E2-4	Pollution of air, water and soil	21, 27
E2-5	Substances of concern and substances of very high concern	NR*
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities relacionados con la contaminación	NR*
ESRS E3 - Water and marine resources		
ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	12, 16, 17, 26
E3-1	Policies related to water and marine resources	18, 26
E3-2	Actions and resources related to water and marine resources	26, 27
E3-3	Targets related to water and marine resources	26
E3-4	Water consumption	26, 27
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	NR*

Requirement	Description	Page / Comment / Omission
ESRS E4 - Biodiversity and ecosystems		
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	21, 28
ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	12, 16, 17, 28
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	NR*
E4-2	Policies related to biodiversity and ecosystems	18
E4-3	Actions and resources related to biodiversity and ecosystems	28
E4-4	Targets related to biodiversity and ecosystems	NR*
E4-5	Impact metrics related to biodiversity and ecosystems change	NR*
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	NR*
ESRS E5 - Resource use and circular economy		
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	12, 16, 17, 23-25
E5-1	Policies related to resource use and circular economy	18, 23
E5-2	Actions and resources related to resource use and circular economy	25
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E5-4	Resource inflows	23, 24
E5-5	Resource outflows	25
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	NR*
ESRS S1 - Own workforce		
ESRS 2 SBM-2	Interests and views of stakeholders	16, 17
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	31
S1-1	Policies related to own workforce	32, 36
S1-2	Processes for engaging with own workers and workers' representatives about impacts	43

Requirement	Description	Page / Comment / Omission
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	43
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	NR*
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	NR*
S1-6	Characteristics of the undertaking's employees	32, 33
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	32, 33
S1-8	Collective bargaining coverage and social dialogue	33
S1-9	Diversity metrics	32, 33
S1-10	Adequate wages	33
S1-11	Social protection	36
S1-12	Persons with disabilities	36
S1-13	Training and skills development metrics	35
S1-14	Health and safety metrics	30
S1-15	Work-life balance metrics	36
S1-16	Compensation metrics (pay gap and total compensation)	33
S1-17	Incidents, complaints and severe human rights impacts	44
ESRS G1 -Business conduct		
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	NR*
ESRS 2 IRO - 1	Description of the processes to identify and assess material impacts, risks and opportunities	43
G1-1	Corporate culture and business conduct policies and corporate culture	10, 43
G1-2	Management of relationships with suppliers	13, 14
G1-3	Prevention and detection of corruption and bribery	43, 44
G1-4	Confirmed incidents of corruption or bribery	44
G1-5	Political influence and lobbying activities	44
G1-6	Payment practices	NR*

*NR - Not reported. The information is not included in this report.

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