

Grupo Empresarial San José, S.A. and its subsidiaries

Auditor's report

Consolidated financial statements as at 31 December 2025

Consolidated management report



This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent auditor's report on the consolidated financial statements

To the shareholders of Grupo Empresarial San José, S.A.:

Report on the consolidated financial statements

Opinion

We have audited the consolidated financial statements of Grupo Empresarial San José, S.A. (the Parent company) and its subsidiaries (the Group), which comprise the balance sheet as at 31 December 2025, and the profit or loss account, statement of comprehensive income, statement of changes in equity, cash flow statement and related notes, all consolidated, for the year then ended.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the equity and financial position of the Group as at 31 December 2025, as well as its financial performance and cash flows, all consolidated, for the year then ended, in accordance with International Financial Reporting Standards as adopted by the European Union (IFRS-EU) and other provisions of the financial reporting framework applicable in Spain.

Basis of the opinion

We conducted our audit in accordance with legislation governing the audit practice in Spain. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report.

We are independent of the Group in accordance with the ethical requirements, including those relating to independence, that are relevant to our audit of the consolidated financial statements in Spain, in accordance with legislation governing the audit practice. In this regard, we have not rendered services other than those relating to the audit of the accounts, and situations or circumstances have not arisen that, in accordance with the provisions of the aforementioned legislation, have affected our necessary independence such that it has been compromised.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Revenue recognition in construction contracts

A significant part of the Group's revenues come from construction contracts in which the input-based method has been considered as a method for determining the progression in fulfillment of obligations. This method is based on the proportion of the production or execution costs actually incurred over the total amount of estimated costs to complete the contract, giving rise to a portion of the degree of completion.

This method requires estimates of the margin of each of these contracts, the costs pending to be incurred and the probability that income will be received in relation to amounts in the process of modification or claim of said contracts. The information related to the construction activity is broken down in note 4.11.1 of the consolidated financial statements.

Recognition of revenue in these contracts therefore entails the use of relevant judgments by management. These estimates take into account all the costs and income related to the contracts, which are updated, among others, with additional costs to those initially budgeted, as well as estimated from modifications, complementary or claims.

As detailed in notes 6 and 22.1 of the consolidated financial statements, net revenues related to the construction segment amount to 1,454,758 thousand euros in fiscal year 2025.

The relevance of the estimates made in the recognition of these revenues and their quantitative importance, mean that the revenue recognition in construction contracts is considered a key audit matter.

We have made an understanding of the relevant controls established by the Group's management for the revenue recognition in construction contracts.

Our procedures include, but are not limited to, testing the design, implementation and operational effectiveness of certain relevant controls that mitigate the risks associated with the revenue recognition process in this type of contracts.

To carry out substantive tests, we have selected, firstly, a sample of projects applying quantitative and qualitative criteria for the amount of revenue or margins recognised in the year. We have also selected an additional sample for all the remaining projects.

For the selected projects, we have obtained the contracts for reading and understanding of the most relevant clauses and their implications, carrying out, among others, the following procedures:

- We have carried out an analysis of the evolution of margins with respect to variations in both sales prices and total budgeted costs.
- We have recalculated the revenues resulting from the degree of progress on the costs incurred and compared the results with the calculation made by the Group.
- In relation to contract modifications, we have obtained evidence of the technical and economic approvals that support them.
- We have verified, where appropriate, that the main obligations and risks of the selected contracts have been provisioned at the end of the year.

We have also assessed the sufficiency of the information disclosed in the consolidated financial statements on this matter.

The result of the procedures carried out has allowed the audit objectives for which said procedures were designed to be reasonably achieved.

Other Information: Consolidated management report

Other information comprises only the consolidated management report for the 2025 financial year, the formulation of which is the responsibility of the Parent company's directors and does not form an integral part of the consolidated financial statements.

Our audit opinion on the consolidated financial statements does not cover the consolidated management report. Our responsibility regarding the consolidated management report, in accordance with legislation governing the audit practice, is to:

- a) Verify only that the consolidated statement of non-financial information, certain information included in the Annual Corporate Governance Report and the Annual Report on Directors' Remuneration, as referred to in the Auditing Act, have been provided in the manner required by applicable legislation and, if not, we are obliged to disclose that fact.
- b) Evaluate and report on the consistency between the rest of the information included in the consolidated management report and the consolidated financial statements as a result of our knowledge of the Group obtained during the audit of the aforementioned financial statements, as well as to evaluate and report on whether the content and presentation of this part of the consolidated management report is in accordance with applicable regulations. If, based on the work we have performed, we conclude that material misstatements exist, we are required to report that fact.

On the basis of the work performed, as described above, we have verified that the information mentioned in section a) above has been provided in the manner required by applicable legislation and that the rest of the information contained in the consolidated management report is consistent with that contained in the consolidated financial statements for the 2025 financial year, and its content and presentation are in accordance with applicable regulations.

Responsibility of the directors and the audit committee for the consolidated financial statements

The Parent company's directors are responsible for the preparation of the accompanying consolidated financial statements, such that they fairly present the consolidated equity, financial position and financial performance of the Group, in accordance with IFRS-EU and other provisions of the financial reporting framework applicable to the Group in Spain, and for such internal control as the aforementioned directors determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Parent company's directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the aforementioned directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

The Parent company's audit committee is responsible for overseeing the process of preparation and presentation of the consolidated financial statements.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with legislation governing the audit practice in Spain will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with legislation governing the audit practice in Spain, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Parent company's directors.
- Conclude on the appropriateness of the Parent company's directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Parent company's audit committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Parent company's audit committee with a statement that we have complied with ethical requirements relating to independence and we communicate with the aforementioned those matters that may reasonably be considered to threaten our independence and, where applicable, the safeguards adopted to eliminate or reduce such threat.

From the matters communicated with the Parent company's audit committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters.

We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

Report on other legal and regulatory requirements

European single electronic format

We have examined the digital files of the European single electronic format (ESEF) of Grupo Empresarial San José, S.A. and its subsidiaries for the 2025 financial year that comprise an XHTML file which includes the consolidated financial statements for the financial year and XBRL files with tagging performed by the entity, which will form part of the annual financial report.

The directors of Grupo Empresarial San José, S.A. are responsible for presenting the annual financial report for the 2025 financial year in accordance with the formatting and markup requirements established in the Delegated Regulation (EU) 2019/815 of 17 December 2018 of the European Commission (hereinafter the ESEF Regulation).

Our responsibility is to examine the digital files prepared by the Parent company's directors, in accordance with legislation governing the audit practice in Spain. This legislation requires that we plan and execute our audit procedures in order to verify whether the content of the consolidated financial statements included in the aforementioned digital files completely agrees with that of the consolidated financial statements that we have audited, and whether the format and markup of these accounts and of the aforementioned files has been effected, in all material respects, in accordance with the requirements established in the ESEF Regulation.

In our opinion, the digital files examined completely agree with the audited consolidated financial statements, and these are presented and have been marked up, in all material respects, in accordance with the requirements established in the ESEF Regulation.

Report to the audit committee of the Parent company

The opinion expressed in this report is consistent with the content of our additional report to the audit committee of the Parent company dated 26 February 2026.

Appointment period

The General Ordinary Shareholders' Meeting held on 20 April 2023 appointed us as auditors of the Group for a period of three years, as from the year ended 31 December 2023.

Services provided

Services provided to the Group for services other than the audit of the accounts are disclosed in note 22.12 to the consolidated financial statements.

PricewaterhouseCoopers Auditores, S.L. (S0242)

Original in Spanish signed by

Alfredo Arias Paradelo (23745)

26 February 2026

Grupo Empresarial San José, S.A. and Subsidiaries

Consolidated Financial Statements
for the financial year 2025
and Consolidated Management Report

*Translation of a document originally issued in Spanish. In the
event of a discrepancy, the Spanish-language version prevails,*

Translation into English of a document originally issued in Spanish. In the event of discrepancy, the Spanish language version prevails.

GRUPO EMPRESARIAL SAN JOSÉ, S.A. and Subsidiaries

Consolidated balance sheet at 31 December 2025 and 2024

(Thousand of Euros)

ASSETS	Note	31-12-2025	31-12-2024	EQUITY AND LIABILITIES	Note	31-12-2025	31-12-2024
NON-CURRENT ASSETS:				EQUITY:			
Intangible assets	7	13,443	13,608	Share capital		1,951	1,951
Goodwill on consolidation	8	9,984	9,984	Reserves		31,254	34,890
Property, plant and equipment	9	94,886	89,187	Legal and statutory		390	390
Land and buildings		65,642	65,239	Other reserves		30,864	34,500
Plant and other equipment		29,244	23,948	Reserves in consolidated companies		207,008	182,081
Investment property	10	14,941	18,054	Translation differences		(32,166)	(34,280)
Investments in associates and joint ventures	11	54,905	49,652	Equity-Valuation adjustments		22	551
Long-term investments	13.4	34,816	24,889	Profit for the year attributable to the parent company		39,851	33,023
Equity instruments		14,637	14,075	Equity attributable to Parent shareholders		247,920	218,216
Loans to third parties		19,258	10,306	Minority interests	14	39,903	34,485
Other financial assets		921	508	TOTAL EQUITY		287,823	252,701
Deferred tax assets	20	17,050	18,943				
TOTAL NON-CURRENT ASSETS		240,025	224,317	NON-CURRENT LIABILITIES:			
				Long-term provisions	15	48,654	45,054
				Long-term debt	16	116,623	102,837
				Bank loans and overdrafts		9,733	3,241
				Other financial liabilities		106,890	99,596
				Deferred tax liabilities	20	14,412	17,083
				Long-term advances		654	775
				TOTAL NON-CURRENT LIABILITIES		180,343	165,749
				CURRENT LIABILITIES:			
				Short-term provisions	15	37,594	31,195
CURRENT ASSETS:				Current bank borrowings	16 & 17	16,290	13,325
Inventories	12	91,578	87,790	Bank loans and overdrafts		6,979	7,371
Trade and other receivables		459,565	498,743	Other financial liabilities		9,311	5,954
Trade receivables for sales and services	13.1	397,610	462,072	Payable to related companies	23	1,591	1,200
Related companies receivables	23	19,102	1,037	Trade and other payables		902,032	833,863
Sundry accounts receivable		8,990	7,504	Trade payables	18	628,192	621,745
Public administrations	20	33,863	28,130	Sundry creditors	18	1,611	3,049
Investments in associates and joint ventures	23	2,333	3,519	Staff, remuneration payable		13,816	12,708
Short-term investments	13.3 & 17	14,626	6,079	Tax payables	20	27,873	26,460
Short-term accruals		2,571	2,540	Advances from customers	13.1 & 18.2	230,540	169,901
Cash and cash equivalents	13.2	621,588	481,106	Short-term accruals		6,613	6,061
TOTAL CURRENT ASSETS		1,192,261	1,079,777	TOTAL CURRENT LIABILITIES		964,120	885,644
TOTAL ASSETS		1,432,286	1,304,094	TOTAL EQUITY AND LIABILITIES		1,432,286	1,304,094

Accompanying notes 1 to 26, as well as the Appendix I, II and III, are part of the Consolidated Balance Sheet as 31 December 2025.

GRUPO EMPRESARIAL SAN JOSÉ, S.A. and Subsidiaries

Consolidated income statement for years 2025 and 2024

(Thousand of Euros)

	Note	Year 2025	Year 2024
Revenue	22.1	1.588.131	1.557.766
Change in inventories of finished goods and work	22.10	(1.004)	(2.455)
Work performed by the Group for its property, plant and equipment	7 & 9	154	196
Procurements	22.2	(1.148.979)	(1.161.953)
Cost of raw materials and other consumables used		(301.728)	(284.829)
Works performed by other companies		(846.944)	(876.353)
Impairment of goods held for resale, raw materials and other supplies	12.6	(307)	(771)
Other operating income	22.1	4.904	8.077
Non-core and other current income		4.802	7.948
Operating grants taking to income		102	129
Staff costs	22.3	(210.559)	(195.012)
Wages and salaries		(159.526)	(149.012)
Social charges		(51.033)	(46.000)
Other operating expenses	22.2	(155.966)	(143.200)
Outside services		(133.456)	(123.229)
Tributes		(7.278)	(7.270)
Impairment losses and changes in provisions for trade		(11.736)	(9.555)
Other operating expenses		(3.496)	(3.146)
Depreciation and amortisation charge	7, 9 & 10	(17.680)	(14.134)
Impairment and gains or losses on disposal of non-current assets	22.9	(610)	(692)
PROFIT FROM OPERATIONS		58.391	48.593
Finance income	22.7	13.288	16.613
On group companies and associates equity shares		796	72
Other financial instruments		12.492	16.541
Finance costs	22.8	(8.170)	(6.877)
On debts to third parties		(8.170)	(6.877)
Change in fair value of financial instruments		(32)	(30)
Exchange differences		(2.005)	(5.699)
Adjustment for inflation in hyperinflationary economies	2.3	(1.094)	(45)
Impairment and gains or losses on disposal of financial instruments	22.11	(1.847)	(4.447)
FINANCIAL PROFIT		140	(485)
Profit/(Loss) of companies accounted for using the equity method	11	975	(604)
PROFIT/ (LOSS) BEFORE TAXES		59.506	47.504
Income Tax	20	(18.658)	(15.107)
PROFIT/ (LOSS) FOR THE YEAR		40.848	32.397
PROFIT / (LOSS) ATTRIBUTABLE TO EXTERNAL PARTNERS		997	(626)
PROFIT / (LOSS) FOR THE YEAR ATTRIBUTABLE TO THE PARENT COMPANY		39.851	33.023
PROFIT PER SHARE: (Note 5)			
Basic		0,61	0,51
Diluted		0,61	0,51

Accompanying notes 1 to 26 to the Annual Report and Appendix I, II and III are integral part of the Consolidated Income Statement of year 2025.

GRUPO EMPRESARIAL SAN JOSÉ, S.A. and Subsidiaries

CONSOLIDATED STATEMENT OF RECOGNIZED INCOME AND EXPENSES FOR YEARS 2025 AND 2024

(Thousand of Euros)

	Note	Year 2025	Year 2024
A) CONSOLIDATED PROFITS / (LOSSES) OF THE YEAR		40,848	32,397
B) ITEMS NOT RECLASSIFIABLE TO PROFIT OR LOSS FOR THE YEAR		-	-
C) ITEMS RECLASSIFIABLE TO PROFIT OR LOSS FOR THE YEAR		3,754	13,224
Income and expenses recognised directly in equity		4,128	12,880
-For cash flow hedges	17	(268)	616
-Translation differences		1,842	11,403
-Equity method accounted companies		2,444	1,015
-Other		5	(21)
-Tax effect		105	(133)
Transfer to income statement		(374)	344
-For cash flow hedges		(418)	586
-Translation differences	17	-	-
-Equity method accounted companies		-	-
-Other		(80)	(127)
-Tax effect		124	(115)
TOTAL RECOGNISED INCOMES / (EXPENSES)		44,602	45,621
a) Attributable to Parent		41,436	46,588
b) Attributable to minority interests		3,166	(967)

Accompanying notes 1 to 26 to the Annual Report and Appendix I, II and III are integral part of the Consolidated Statement of Recognized Income and Expenses for year 2025.

Translation into English of a document originally issued in Spanish. In the event of discrepancy, the Spanish language version prevails.

GRUPO EMPRESARIAL SAN JOSÉ, S.A. and Subsidiaries

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR YEARS 2025 AND 2024

(Thousand of Euros)

	Note	Share Capital	Legal Reserve	Other reserves of the parent	Consolidated Reserves		Translation differences	Equity Adjustments	Profit of the year	Total Equity attributable to parent	Minority interests	Total Equity
					In consolidated companies	In associated companies						
Balance at December 31, 2023		1,951	390	40,197	176,110	(9,916)	(47,026)	(268)	19,944	181,382	35,536	216,918
Distribution of profit for year 2023:												
-To reserves		-	-	4,057	16,530	(643)	-	-	(19,944)	-	-	-
-Dividend payment		-	-	-	-	-	-	-	-	-	(84)	(84)
Other equity movements	14.4	-	-	(9,754)	2,768	(2,768)	-	-	-	(9,754)	-	(9,754)
Total recognized income/expenses year 2024		-	-	-	-	-	12,746	819	33,023	46,588	(967)	45,621
Balance at December 31, 2024		1,951	390	34,500	195,408	(13,327)	(34,280)	551	33,023	218,216	34,485	252,701
Distribution of profit for year 2024:												
-To reserves		-	-	8,069	25,558	(604)	-	-	(33,023)	-	-	-
-Dividend payment		-	-	-	-	-	-	-	-	-	(270)	(270)
Other equity movements	14.4	-	-	(11,705)	5,011	(5,038)	-	-	-	(11,732)	2,522	(9,210)
Total recognized income/expenses year 2025		-	-	-	-	-	2,114	(529)	39,851	41,436	3,166	44,602
Balance at December 31, 2025		1,951	390	30,864	225,977	(18,969)	(32,166)	22	39,851	247,920	39,903	287,823

Accompanying notes 1 to 26 to the Annual Report and Appendix I, II and III are integral part of the Consolidated Statement of Changes in Equity for year 2025.

GRUPO EMPRESARIAL SAN JOSÉ, S.A. and Subsidiaries

CONSOLIDATED CASH FLOW STATEMENT FOR YEAR 2025 AND 2024

(Thousand of Euros)

	Note	Year 2025	Year 2024
Cash flows from operating activities:			
(+) Profit (Loss) before tax		59,506	47,504
(+) Depreciation and amortisation charge	7, 9 & 10	17,680	14,134
(+/-) Changes in operating allowances		11,471	12,297
(-) Imputation of subsidies for the year		(102)	(129)
(-) Financial income	22.7	(13,288)	(16,613)
(+) Financial costs	22.8	8,170	6,877
(+/-) Exchange differences		3,099	5,744
(+/-) Result of changes in value of financial instruments		32	30
(+/-) Result of companies accounted for using the equity method		(975)	604
(+/-) Result of property, plant and equipment		610	692
(+/-) Impairment and gains or losses on disposals of financial investments	22.11	1,847	4,447
(+/-) Other gains or losses		(11,068)	(8,579)
Total Cash Flows from operating activities		76,982	67,008
Variation in working capital:			
<u>Operating working capital assets</u>			
a) (Increase)/Decrease in inventories		(9,201)	(988)
b) (Increase)/Decrease in debtors and other receivables		100,593	(151)
c) (Increase)/Decrease in other current non financial assets		-	-
<u>Operating working capital liabilities</u>			
a) (Increase)/Decrease in trade payables		13,964	59,352
b) (Increase)/Decrease in other current non financial liabilities		-	-
Other operating cash flows:			
(-) Income tax paid in the year		(19,939)	655
(+/-) Other collections / (payments) due to operating activities		(2,060)	(3,471)
1. TOTAL NET CASH FLOWS FROM OPERATING ACTIVITIES		160,339	122,405
Investments:			
(-) Intangible assets		(526)	(293)
(-) Property, plant and equipment and investment property		(6,920)	(5,656)
(-) Shares and other financial assets		(16,559)	(36,421)
Total Investments		(24,005)	(42,370)
Dividends received		5,214	3,064
Disposals:			
(+) Intangible assets		-	735
(+) Property, plant and equipment		1,091	418
(+) Shares and other financial assets		-	1,193
Total Disposals		1,091	2,346
Financial interests received		13,622	15,612
Other collections / (payments) due to financing activities		(5,222)	(9,071)
2. TOTAL NET CASH FLOWS FROM FINANCING ACTIVITIES		(9,300)	(30,419)
Other collections / (payments) due to treasury share transactions		2,522	-
Dividends paid	14. 4	(11,975)	(9,838)
Increase / (decrease) in financial borrowings		7,550	(1,303)
Non current		9,403	1,690
Current		(1,853)	(2,993)
Financial interests paid		(5,077)	(4,383)
Other collections / (payments) due to financial activities		-	-
3. TOTAL NET CASH FLOWS FROM FINANCIAL ACTIVITIES		(6,980)	(15,524)
4. TOTAL NET CASH FLOWS FROM FINANCIAL ACTIVITIES		(3,577)	(2,120)
TOTAL CASH FLOWS FOR THE YEAR		140,482	74,342
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR		481,106	406,764
Changes in the year		140,482	74,342
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		621,588	481,106

Accompanying notes 1 to 26 to the Annual Report and Appendix I, II and III are part of the Consolidated Cash Flow Statement for year 2025

Grupo Empresarial San José, S.A. and Subsidiaries

Consolidated Report for the financial year 2025

1. Activities of the group

a) Incorporation

Grupo Empresarial San Jose, S.A. (hereinafter "the Parent") was incorporated on 18 August 1987 for an unlimited period of time by virtue of a public deed executed in Pontevedra in the presence of Pontevedra notary, Rafael Sanmartin Losada, under number 1539 of his protocol.

At the Ordinary and Extraordinary General Shareholders Meeting of the Company held on 17 June 2008, it was agreed to change the corporate name into that of "Grupo Empresarial San Jose S.A.", which was duly formalised by means of a public deed dated 17 July 2009.

The Parent is registered in the Mercantile Register of Pontevedra on sheet 88 of the Companies book 586, entry no. 1 on page no. 8119. It holds VAI identification numbers A-36.046.993.

Registered office is located in Pontevedra, at 44, Rosalia de Castro St.

As of 20 July 2009, "Grupo Empresarial San Jose, S.A." was listed on the Spanish Stock Exchange Market.

b) Legal framework

The Company is governed by its by-Laws, the Commercial Code, the Spanish Companies Law and other legislation applicable to companies of this type.

c) Activities

The activities carried on by the Parent and its Subsidiaries (hereinafter Grupo San Jose) are classified into the following business units:

1. Development of all forms of real estate construction.
2. Performance of all manner of public or private construction work, mainly buildings, road networks and hydraulic works.
3. Purchase and sale, administration, operation and any other similar activities in relation to all manner of rural or urban property.
4. Lease of all manner of assets.
5. Design, construction and management of electricity and renewable energy facilities.
6. Storage, distribution, purchase and sale and import of manufactured products.
7. Management and recruitment of personnel for all types of company, association and organisation.
8. Study, design, development and purchase and sale of all manner of electronic, computer, telecommunications and audiovisual components, products and systems.
9. Full maintenance of hospital facilities, maintenance of operating theatres and electro medical equipment, and manufacture and sale of integrated systems for operating theatres, ICUs and patient rooms.
10. Study, design and installation of air conditioning, heating, industrial cooling and plumbing facilities; purchase and sale or manufacture of all kinds of related mechanisms; to sell and act as representative for third-party products.

11. Healthcare: construction of hospital facilities and public and private healthcare maintenance services; electro medicine and gas facilities and maintenance.
12. Facilities and services: integral installation work, electrical, mechanical and hydraulic installation work, turnkey projects and special installation work, as well as the maintenance of all manner of other facilities not related to the healthcare industry such as industrial facilities, other properties, etc.
13. Infrastructure and transport: performance of infrastructure and transport studies, projects and installation work, including those relating to airports, ports, railways and other types of transport infrastructure.
14. Energy and environment: performance of studies and projects focused on the production and sale of energy and industrial maintenance, waste water treatment, installation of water treatment plants and other environmental activities.

Under no circumstances shall the company object be deemed to include activities the performance of which requires any type of administrative authorisation which the Company does not hold.

Also, the Parent may subscribe to, purchase or acquire by any other means shares and/or other equity interests in other public and private limited companies, even if their company object differs from that of Grupo Empresarial San Jose, S.A., and may form new public or private limited companies with other legal entities or individuals, whatever valid purpose or activity the newly formed companies may have.

Furthermore, Grupo Empresarial San Jose, S.A. is the Parent of the San Jose Group. Its main object is the management and control of all the business activities performed by the companies in which it has a material and lasting ownership interest.

Grupo Empresarial San José, S.A. has its registered office and fiscal address in Pontevedra, at 44, Rosalía de Castro St., and its headquarters in Tres Cantos (Madrid), at 11, Ronda de Poniente St.

The San Jose Group's activities are led by Grupo Empresarial San Jose, S.A. (a holding and real estate company), which in turns mainly participates in: Constructora San Jose, S.A. (construction), San Jose Concesiones y Servicios, S.A.U. (maintenance services), San Jose Energia y Medio Ambiente, S.A. (energy), and Desarrollos Urbansticos Udra, S.A.U. (urban development).

The specific lines of business of each subsidiary, jointly controlled entity and associate are disclosed in Appendices I, II and III.

2. Basis of presentation of the consolidated financial statements and basis of consolidation

2.1 Regulatory framework and accounting principles

These consolidated financial statements for 2025 of Grupo Empresarial San Jose, S.A. and Subsidiaries ("Grupo San Jose " or "the Group") are formally prepared by the Parent's directors, in accordance with International Financial Reporting Standards as adopted by the European Union, in conformity with Regulation (EC) no. 1606/2002 of the European Parliament and of the Council ("EU-IFRSs"), taking into account all the mandatory accounting principles and rules and measurement bases in IFRSs, and, accordingly, they present fairly the Grupo San Jose's consolidated equity and financial position at 31 December 2025 and the results of its operations, the changes in consolidated equity and the consolidated cash flows in the year then ended.

Grupo SANJOSE's consolidated financial statements were prepared from the accounting records of the Company and of the other consolidated Group entities. Each company prepares its individual financial statements in accordance with the accounting principles and rules in force in the country in which it operates and, accordingly, the required adjustments and reclassifications were made on consolidation to unify the policies used and to make them compliant with EU-IFRSs.

The consolidated financial statements of Grupo SANJOSE and Subsidiaries for 2024, prepared in accordance with EU-IFRSs, were approved by the shareholders at the Annual General Meeting of Grupo Empresarial San Joes, S.A. (formerly named Udra, S.A.) held on 8 April 2025. Further, 2025 consolidated financial statements of the Group and the individual financial statements of the Group companies for the year have not yet been approved by the shareholders at the respective Annual General Meetings. However, the Parent's directors consider that the aforementioned consolidated financial statements will be approved without any changes.

Standards and interpretations applicable for the year

The standards and interpretations adopted by the European Union which, where applicable, have been used by the Group in the preparation of these consolidated financial statements at 31 December 2025 are set out below:

New standards, amendments and interpretations of mandatory application:

Approved for use in the European Union		Compulsory application for financial years starting from:
Amendments and/or interpretations		
IAS 21 (Amendment) 'Lack of Exchangeability'	The IASB has amended IAS 21 to add requirements to help entities determine whether a currency is exchangeable for another currency and the spot exchange rate to use when it is not. When a currency cannot be exchanged for another currency, it is necessary to estimate the spot exchange rate at a measurement date in order to determine the rate at which an orderly exchange transaction would take place on that date between market participants under prevailing economic conditions. When an entity first applies the new requirements, it is not permitted to restate comparative information. Instead, it is required to convert the affected amounts at estimated spot exchange rates at the date of initial application of the amendment, with an adjustment against reserves.	1 January 2025

The entry into force of these standards and interpretations has not had a significant impact on these consolidated financial statements.

Standards and interpretations not currently in force but which may be adopted early

As of the date of preparation of these consolidated financial statements, the following standards and interpretations had been published by the IASB and adopted by the European Union, and may be applied early:

Approved for use in the European Union and can be applied in advance		Compulsory application as from:
Amendments and/or interpretations		
Amendments to IFRS 9 and IFRS 7 "Amendments to the classification and measurement of financial instruments"	These amendments to IFRS 9 and IFRS 7 are intended to: – Clarify the date of recognition and derecognition of certain financial assets and liabilities, with a new exception for certain financial liabilities settled through an electronic funds transfer system; – Clarify and add additional guidance for assessing whether a financial asset meets the principal and interest payments only criterion; – Incorporate new disclosure requirements for certain instruments with contractual terms that may change cash flows (such as some instruments with features linked to the achievement of environmental, social and governance (ESG) objectives); and – Update the disclosures for equity instruments designated at fair value through other comprehensive income.	01 January 2026
Amendments to IFRS 9 and IFRS 7 'Contracts relating to electricity dependent on nature'	Nature-dependent electricity contracts help companies secure their electricity supply from sources such as wind and solar power. The amount of electricity generated under these contracts can vary depending on uncontrollable factors such as weather conditions. The amendments help companies better reflect these contracts in their financial statements and consist of: – A clarification of the application of "own use" requirements; – The possibility of applying hedge accounting if these contracts are used as hedging instruments; and – The addition of new disclosure requirements to enable	01 January 2026

	understanding of the effect of these contracts on the company's financial information.	
Annual improvements to IFRS® accounting standards, volume 11	The amendments apply to financial years beginning on or after 1 January 2026. The purpose of the amendments is to avoid potential confusion arising from inconsistencies in the wording of the regulations, addressing changes in the following standards: – IFRS 1 ‘First-time Adoption of IFRS’; – IFRS 7 ‘Financial Instruments: Disclosures’; – IFRS 9 ‘Financial Instruments’; – IFRS 10 ‘Consolidated Financial Statements’; and – IAS 7 ‘Statement of Cash Flows’.	01 January 2026
IFRS 18 ‘Presentation and disclosure in financial statements’	The IASB has issued a new standard on presentation and disclosure in financial statements, replacing IAS 1 “Presentation of Financial Statements”. Many of the existing principles in IAS 1 remain unchanged; however, the new key concepts introduced in IFRS 18 relate to: – The structure of the profit and loss account, requiring the presentation of certain specific totals and subtotals and requiring the classification of profit and loss account items into one of five categories: operating, investing, financing, income taxes and discontinued operations; – Disclosures required in the financial statements for certain performance measures reported in the financial statements (i.e., performance measures defined by management); and – Improved principles on aggregation and disaggregation that apply to the main financial statements and notes in general. IFRS 18 does not change the recognition or measurement of items in the financial statements, but it could change what an entity reports as its “operating profit”.	01 January 2027

Non applicable issued standards and interpretations

As of the date of issue of these consolidated financial statements, the following standards had been published by the IASB, yet their application was not compulsory either because they had not been adopted by the EU.:

<i>Non-adopted for use within the EU</i>		Compulsory application as from:
<i>Amendments and/or interpretations</i>		
Amendment to IFRS 19 ‘Dependents without public responsibility: Disclosures’	This new standard has been developed to allow subsidiaries without public accountability, with a parent company that applies IFRS standards in its consolidated financial statements, to apply IFRS standards with reduced disclosure requirements. IFRS 19 is a voluntary standard that eligible subsidiaries may apply when preparing their own consolidated, separate or individual financial statements, provided that the relevant regulatory legislation allows it. These subsidiaries will continue to apply the recognition, measurement and presentation requirements of other IFRS standards, but may replace the disclosure requirements of those standards with reduced disclosure requirements. IFRS 19, issued in May 2024, allows eligible subsidiaries to disclose less information in relation to IFRS standards or amendments issued up to February 2021. These new amendments help eligible subsidiaries reduce disclosures in relation to IFRS standards and amendments issued between February 2021 and May 2024 (including IFRS 18). With these amendments, IFRS 19 reflects changes to IFRSs that will become effective by 1 January 2027, when IFRS 19 will be applicable. In the future, IFRS 19 will be amended simultaneously with the IASB's issuance or revision of other accounting standards.	Pending approval by the European Union
IAS 21 (Amendment) “Translation to a Hyperinflationary Presentation Currency”	This amendment clarifies how companies should translate their financial statements from a non-hyperinflationary currency to a hyperinflationary currency, which is relevant for entities whose presentation currency is that of a hyperinflationary economy and whose functional currency, or that of their foreign operations, is	01 January 2027

	that of a non-hyperinflationary economy. The amendment requires that all amounts (including comparative figures) be converted from a functional currency that is the currency of a non-hyperinflationary economy to a presentation currency that is the currency of a hyperinflationary economy, using the closing exchange rate at the date of the latest statement of financial position. An exception is included for entities whose functional and presentation currency is that of a hyperinflationary economy, allowing them not to retranslate comparative figures for their foreign operations that have a functional currency of a non-hyperinflationary economy.	
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In general, the Group expects that the entry into force of the other standards and interpretations should not have a significant impact on the consolidated financial statements, although changes in the structure of the consolidated financial statements are expected for the 2026 and 2027 fiscal years.

2.2 Responsibility for the information and use of estimates

The information in these consolidated financial statements is the responsibility of the Directors of the Parent.

In the preparation of these consolidated financial statements, judgements and estimates were made by directors of the Group with the aim of quantifying certain assets, liabilities, income, expenses and obligations reported herein. These estimates relate basically to the following:

1. The useful life of the property, plant and equipment and intangible assets (see Notes 4.2 and 4.3).
2. The estimates which are considered for the recognition of income on contracts to which the percentage of completion method is applied (construction area, see Note 4.11).
3. The assessment of potential impairment losses of certain assets (see Notes 4.1, 4.2, 4.3, 4.4, 4.6, 4.7 and 4.8).
4. The probability of occurrence and the amount of uncertain or contingent provisions and liabilities (see Note 4.16 and 4.17).
5. The fair value of certain financial instruments (see Note 4.8).
6. The fair value of assets and liabilities acquired in business combinations (see Notes 2.4 and 8).
7. The assessment of the recoverability of tax credits (see Note 4.15).
8. Judgements and assumptions considered in contracts under the IFRS 16 Leasing standard (see Note 4.5).
9. Calculation of the forecast of the expenditure for corporation tax (see note 20).

Although these estimates were made on the basis of the best information available at 31 December 2025 on the events analysed, events that may take place in the future may make it necessary to significantly change these estimates (upwards or downwards) in coming years. Changes in accounting estimates would be applied prospectively in accordance with the requirements of IAS 8, "Accounting policies, changes in accounting estimates and errors", recognising the effects of the change in estimates in the consolidated income statements for the years affected.

2.3 Currency

These consolidated financial statements are presented in Euros, since this is the functional currency of the main economic environment where Grupo SANJOSE operates. Foreign operations are recognised in accordance with the policies established in Note 4.13.

The main closing and average exchange rates for the period, against the euro, used in the process of preparing these consolidated annual accounts for the 2025 financial year are as follows:

Country	Currency	Year 2025		Year 2024	
		Year-end exchange rate	Average exchange rate	Year-end exchange rate	Average exchange rate
The United States of America	US Dollar (USD)	1.175	1.124	1.039	1.083
Argentina	Argentine Peso (ARS)	1,713.117	1,415.830	1,074.312	991.809
Mexico	Mexican Peso	21.147	21.642	21.524	19.899
Cape Verde	Cape Verde Escudo	110.265	110.265	110.265	110.265
Uruguay	Uruguayan Peso	45.670	45.768	45.450	42.957
Paraguay	Guaraní	7,743.950	8,443.416	8,158.720	8,198.260
Peru	Peruvian Sol	4.118	4.223	4.223	4.333
Chile	Chilean Peso (CLP)	1,066.580	1,072.956	1,035.280	1,019.842
Brazil	Brazilian Real	6.508	6.317	6.451	5.847
India	Indian Rupee	105.556	97.704	89.085	90.559
United Arab Emirates	UAE Dirham	4.319	4.136	3.825	3.972
United Kingdom	Pound sterling	0.875	0.872	-	-
Morocco	Morocco Dirham	10.600	10.472	10.285	10.629

Main balances and transactions in foreign currency correspond to those from Chile, Peru, Mexico, Argentina Cape Verde and Abu Dhabi. Note 6.2. of the accompanying consolidated financial statements includes total assets and revenue provided by companies with operating currency other than the Euro.

As of 31 December 2025, the Group had negative Conversion differences recorded by the Parent under net equity amounting to EUR 32,166 thousand (EUR 34,280 thousand at 31 December 2024). The breakdown as of 31 December 2025 and 31 December 2024 according to the main countries generating them, is as follows:

Country	Currency	Thousands of euros	
		31.12.2025	31.12.2024
Argentina	Argentine Peso (ARS)	(7,706)	(6,491)
Paraguay	Guaraní	(3,088)	(5,080)
Perú	Peruvian Sol	(658)	(2,162)
Chile	Chilean Peso (CLP)	(18,892)	(17,906)
United Arab Emirates	UAE Dirham	(458)	(366)
Mexico	Mexican Peso	(519)	(406)
Others	-	(845)	(1,869)
Total		(32,166)	(34,280)

None of these countries, with the exception of Argentina, are considered to be hyper-inflationary economies as defined by IAS 29.

Hyperinflationary economies

As of 1 July 2018, as a consequence of reaching in the financial year a cumulative inflation of more than 100% during the last three financial years, Argentina was declared a hyperinflationary economy. Consequently, as at 31 December 2024 and 2025, the provisions of IAS 29 "Financial Reporting in Hyperinflationary Economies" are applicable.

The inflation considered for this calculation in the year 2025 has been 31,5%. This index is extracted from the information published by the National Institute of Statistics and Censuses (INDEC), a public body, through the publication of the Consumer Price Index that measures the variation in the prices of goods and services representative of consumer spending of homes.

Breakdown for the last years is as follows:

	31.12.2020	31.12.2021	31.12.2022	31.12.2023	31.12.2024	31.12.2025
Price index based	385.9	582.5	1,134.6	3,533.2	7,694.0	10,121.4
Annual variation	36.1%	50.9%	94.8%	211.4%	117.8%	31.5%

Re-expression profits/(loss) recorded in the financial statements of companies with Argentine peso functional currency are included in the consolidated income statement under "Adjustment for inflation in hyper-inflationary economies". The effect on profit/(loss) of the adjustments for inflation of Group companies with Argentine peso as functional currency, corresponding to the year ending 31 December 2025, amounts to a loss of EUR 1,094 thousand and EUR 45 thousand in the 2025 and 2024 financial years, respectively.

During the financial year 2025, the effect on consolidated equity of the revaluation of non-monetary items is negative, amounting to EUR 663 thousand (the effect on equity in the financial year 2024 was positive, amounting to EUR 6,460 thousand). This amount is recorded together with the Conversion differences generated by translating the restated financial statements of the subsidiaries in Argentina into euros, under the heading "Conversion differences in consolidated companies" in the Group's consolidated equity.

2.4 Basis of Consolidation

a) Subsidiaries

Subsidiaries are considered to be those over which the Parent Company has the capacity to exercise control, a capacity that is manifested when the Parent Company is exposed, or has the right, to variable returns from its involvement in the investee and has the ability to influence these returns. through its power over it.

In application of IFRS 10 "Consolidated financial statements", the Parent Company controls an investee if and only if it meets all of the following elements:

- Power over the investee.
- Exposure or right to variable returns from their involvement in the investee.
- Ability to use its power over the investee to influence returns.

The financial statements of the subsidiaries are fully consolidated with those of the Parent. Accordingly, all balances and effects of the transactions between consolidated companies were eliminated on consolidation.

On acquisition, the assets, liabilities and contingent liabilities of a subsidiary are recognised at their fair values at the date of acquisition. Any excess of the cost of acquisition over the fair value of the identifiable net assets acquired is recognised as goodwill. Any deficiency in the cost of acquisition with respect to the fair value of identifiable net assets acquired, that is, the discount in the acquisition, is recorded as profit or loss on the date of acquisition.

The interest of minority shareholders is stated at the minority's proportion of the fair values of the identifiable assets and liabilities recognised. The minority's share of:

1. The equity of their investees: It is presented within the Group's consolidated equity under "Minority Interests" in the consolidated balance sheet.
2. Differences are recorded under "Exchange rate differences" in the accompanying income statement.

The results of subsidiaries acquired during the year are included in the consolidated income statement from the date of acquisition to year-end. Similarly, the results of subsidiaries disposed of during the year are included in the consolidated income statement from the beginning of the year to the date of disposal.

Appendix I to the consolidated financial statements details the subsidiaries included in consolidation and significant information thereon.

b) Joint agreements

A joint venture is a contractual arrangement whereby two or more companies ("ventures") have interests in entities (jointly controlled entities) or undertake operations or hold assets so that strategic financial and operating decisions affecting the joint venture require the unanimous consent of the ventures.

Joint ventures are those jointly controlled by two or more unrelated entities. The Group recognises its interest in the joint ventures in which it has an interest by applying the equity method, in accordance with the option set out in IFRS 11 - "Joint Agreements".

The Group develops its activity through its participation in joint ventures in Spain and overseas (different types of joint ventures), which are unincorporated entities without independent legal status, through which a partnership relationship is incorporated in order to develop a concrete service or project. In these cases, in which an individualised control of assets and liabilities is executed, as well as Similarly, interests in Spanish UTEs (unincorporated joint ventures), joint property entities and economic interest groupings were included in the accompanying consolidated financial statements in proportion to the Group's interest in the assets, liabilities, income and expenses arising from the transactions performed by these entities, and reciprocal asset and liability balances and income, expenses and profits or losses not realised with third parties were eliminated.

Assets and liabilities assigned by the Group to jointly controlled operations and the Group's share of the jointly controlled assets are recognised in the consolidated balance sheet classified according to their specific nature. Similarly, income and expenses of joint ventures is recognised in the consolidated income statement on the basis of its own nature.

Financial information provided by consolidated financial accounts of the Group by joint operations, in aggregate, at 31 December 2025 and 2024 is as follows:

	Millions of Euros	
	31.12.2025	31.12.2024
Non-current assets	1.9	1.1
Current assets	133.2	102.5
Non-current liabilities	7.9	8.5
Current liabilities	125.3	101.5
Total income	135.4	123.5
Total expense	(134.3)	(118.9)

Annex II and III to the consolidated financial statements detail the joint ventures included within the scope of consolidation and significant information thereon.

c) Associates

Associates are companies over which the Parent is in a position to exercise significant influence, but not effective control or joint management. It usually holds -directly or indirectly- 20% or more of the voting power of the investee.

In the consolidated financial statements, investments in associates are accounted for using the equity method, i.e., at the Group's share of net assets of the investee, after taking into account the dividends received there from and other equity eliminations. In the case of transactions with an associate, the related profits and losses are eliminated to the extent of the Group's interest in the associate, less any impairment of the individual investment.

Any excess of the acquisition cost with respect to the portion of the fair values of the identifiable net assets of the associated company attributable to the Group at the acquisition date is recognised as goodwill. Any deficiency in the cost of acquisition with respect to the fair value of the identifiable net assets of the associated company that the Group owns on the acquisition date is recognised as profit or loss in the acquisition period.

If as a result of losses incurred by an associate its equity were negative, the investment should be presented in the Group's consolidated balance sheet with a zero value, unless the Group is obliged to give it financial support.

Annex II to the consolidated financial statements details the associates included in consolidation and significant information thereon.

d) Changes in the scope of consolidation

During years 2025 and 2024 there have been no significant changes in the scope of consolidation of the Group. In any case, main corporate transactions are detailed below:

Year 2025:

1. During the second semester of 2025, the associated company "Crea Madrid Nuevo Norte, S.A." (previously called "Distrito Castellana Norte, S.A.") carried out a capital increase for a total amount of EUR 65,995 thousand respectively. The Group, through its investee "Desarrollos Urbanísticos Udra, S.A.U.", has subscribed and paid up all the shares corresponding to its shareholding, for a total amount of EUR 6,600 thousand. As a result, it maintains its 10% interest in the investee's share capital, having significant influence insofar as it is represented on its governing body (see Notes 2.4.c and 11).
2. During the first half of 2025, the Group sold 40% of the share capital of its Chilean company 'Sociedad Concesionaria Penitenciario de Talca, S.A.', incorporated in November 2024, to third parties for 2,960 million Chilean pesos (equivalent to EUR 2,852 thousand) and in which the Group held 100% of the share capital as at 31 December 2024, without any result for the Group.
3. During the first half of 2025, through its investee company 'Constructora San José, S.A.', the Group incorporated the company 'Muros y Montajes Secos, S.A.', with a share capital of EUR 60 thousand, in which it holds a 51% stake. Its corporate purpose is the manufacture, marketing and sale of prefabricated equipment.
4. During the second half of 2025, through its investee company 'Constructora San José, S.A.', the company 'San Jose Construction UK Ltd' was incorporated, with a share capital of £1,000 (EUR 1,165), in which the Group holds a 100% stake.

Year 2024:

1. During the second half of 2024, the associated company Crea Madrid Nuevo Norte, S.A. carried out two capital increases totalling EUR 9,105 thousand and EUR 267,556 thousand, respectively. The Group, through its investee company Desarrollos Urbanísticos Udra, S.A.U., subscribed and paid up all the shares corresponding to it in proportion to its stake, for a total amount of EUR 27,666 thousand. As a result, it maintained its 10% stake in the share capital of the investee company, having significant influence insofar as it maintains representation on its management body (see Notes 2.4.c and 11).
2. During the 2024 financial year, the Group company Constructora San José, S.A. proceeded with the liquidation and closure of its investee Constructora San José Mozambique S.L. This liquidation operation had no significant effect on the Group's consolidated profit and loss account for the 2024 financial year.
3. During November 2024, the Group companies Constructora San José S.A. (through its branch in Chile) and Constructora e Inversiones SanJose Andina Limitada incorporated the Chilean company Sociedad Concesionaria Penitenciario de Talca, S.A., with a share capital of CH\$7,400 thousand (EUR 7,148 thousand), fully subscribed and paid up as at 31 December 2024. The purpose of this company will be to manage the concession contract awarded by the Chilean Ministry of Public Works for the refurbishment, maintenance and operation of the public works project known as 'New Talca Prison' in Chile.
4. During October 2024, the Group, through its investee company 'Constructora San José, S.A.', purchased 25% of the share capital of the companies 'Altacus Investments, S.A.', 'Cirilla Investments, S.A.' and 'Lysistrata Investments, S.A.' for a total amount of EUR 1,725 thousand. These companies were awarded the concession contract for Lots 1, 6 and 10 of the VIVE III Plan of the Community of Madrid.

2.5 Comparison of information

Information recorded on the consolidated financial statements for year 2024 is provided for comparison purposes only with that provided as of the year ended 31 December 2025.

2.6 Changes in the accounting criteria

Accounting criteria applied during year 2025 is the same as that implemented in year 2024.

During year 2025, no significant changes have been applied compared to those applied in year 2024.

3. Distribution of the Parent's profit

The directors of the parent company will propose to the General Shareholders' Meeting the distribution of the 2025 financial results corresponding to the parent company, equivalent to a profit of EUR 4,924 thousand, to be allocated to 'Voluntary reserves'.

The parent company has distributed dividends over the last five years, with the total amount paid and the amount per share being as follows:

	Thousand of euros	Euros / Share
Dividend distributed in 2025	11,705	0.18
Dividend distributed in 2024	9,754	0.15
Dividend distributed in 2023	6,503	0.10
Dividend distributed in 2022	6,503	0.10
Dividend distributed in 2021	6,503	0.10

4. Accounting principles and policies and measurement bases

The accounting principles and policies and measurement bases used in preparing the Group's consolidated financial statements for 2025 were as follows:

4.1 Goodwill

Goodwill arising on consolidation represents the excess of the cost of acquisition over the Group's interest in the fair value of the identifiable assets and liabilities of a subsidiary, associate or jointly controlled entity at the date of acquisition. Any excess of the cost of the investments in the consolidated companies and associates over the corresponding underlying carrying amounts acquired, adjusted at the date of first-time consolidation, is allocated as follows:

1. If it is attributable to specific assets and liabilities of the companies acquired, increasing the value of the assets (or reducing the value of the liabilities) whose market values were higher (lower) than the carrying amounts at which they had been recognised in their balance sheets and whose accounting treatment was similar to that of the same assets (liabilities) of the Group: amortisation, accrual, etc.
2. If it is attributable to specific intangible assets, recognising it explicitly in the consolidated balance sheet provided that the fair value at the date of acquisition can be measured reliably.
3. The remaining amount is recognised as goodwill, which is allocated to one or more specific cash-generating units.

See Note 8 for details on the allotment of gains on from business of the Group.

Goodwill is only recognised when it has been acquired for consideration and represents, therefore, a payment made by the acquirer in anticipation of future economic benefits from assets of the acquired company that are not capable of being individually identified and separately recognised.

At the end of each reporting period, goodwill is tested for impairment to reduce its recoverable amount to below its carrying amount and, if so, written down with a charge to "Impairment and gains or losses on disposal of non-current assets" in the consolidated income statement. In accordance with IAS 36 - "Impairment of assets", an impairment loss recognised in goodwill will not be reversed in subsequent periods.

On disposal of a subsidiary, associate or jointly controlled entity, the attributable amount of goodwill is included in the determination of the gain or loss on disposal.

Goodwill arising in the acquisition of companies with a functional currency other than the Euro is translated to Euros at the exchange rates prevailing at the date of the consolidated balance sheet.

Negative differences between the cost of equity investments of consolidated and associated entities with respect to the corresponding theoretical-accounting values acquired, adjusted on the date of first consolidation, qualify as negative goodwill and are recorded as follows:

1. If it is attributable to specific assets and liabilities of the companies acquired, increasing the value of the assets (or reducing the value of the liabilities) whose market values were higher (lower) than the carrying

amounts at which they had been recognised in their balance sheets and whose accounting treatment was similar to that of the same assets (liabilities) of the Group: amortisation, accrual, etc.

2. The remaining amount is presented under "Other Operating Income" in the consolidated statement for the year in which the share capital of the subsidiary or associate is acquired.

4.2 Other intangible assets

The other intangible assets are identifiable non-monetary assets without physical substance which arise as a result of a legal transaction, or which are developed internally by the consolidated companies. Only assets whose cost can be estimated reasonably objectively and from which the consolidated companies consider it probable that future economic benefits will be generated are recognised.

Intangible assets are recognised initially at acquisition or production cost and are subsequently measured at cost less any accumulated amortisation and any accumulated impairment losses.

The consolidated companies recognise any impairment loss on the carrying amount of these assets with a charge to "Impairment and Gains or Losses on Disposals of Non-Current Assets" in the consolidated income statement. The criteria used to recognise the impairment losses on these assets and, where applicable, the recovery of impairment losses recognised in prior years is similar to those used for property, plant and equipment (see Note 4.4).

Administrative concessions

Administrative concessions are recognised as assets when they have been acquired by the Group for consideration in the case of concessions that can be transferred or for the amount of the expenses incurred to directly obtain the concession from the related public agency.

This item included concessions within ICIFRS 12 "Service Concession Agreements" and that correspond, mainly, to energy and environmental infrastructure investment by subsidiaries of Grupo SANJOSE.

Main features to be taken into consideration are as follows:

- Assets object of concession regime are usually property of the Grantor.
- The Grantor controls or monitors the Concessionaire, as well as funding conditions and terms.
- Concessional Rights imply the monopoly exploitation of a service for a period of time according to concession terms. Upon completion of the concession period, real estate necessary for the provision of services becomes property of the concessional company.
- Income derives from the provision of services can be received directly from customers or from the concessional company. Prices for services are usually established by the concessional company.

In general, there are two clearly marked stages, one in which the concessionaire provides construction or restoration services, according to level of the works pursuant to IAS 15 "Income from ordinary activities from contracts with clients for an intangible or financial asset, and a second stage in which maintenance and operation services of said infrastructure are provided in accordance with the given standard.

Intangible assets are recorded whenever risk is assumed by the concessionaire and financial assets are recorded if risk is assumed by the grantor, bearing the concessionaire the right to be paid for provided construction or improvement services. Royalties for awarding of concession regime are also recorded as assets. The Group amortises these rights on a straight-line basis over the estimated term of the concession.

In the event of non-compliance, leading to the loss of the concession rights, the carrying amount of the concession is written off.

Computer software

Computer software may be contained in a tangible asset or have physical substance and, therefore, incorporate both tangible and intangible elements. These assets are recognised as property, plant and equipment if they constitute an integral part of the related tangible asset, which cannot operate without that specific software.

Computer software is amortised on a straight-line basis over three years from the entry into service of each application.

Computer system maintenance costs are charged to the consolidated income statement for the year in which they are incurred.

Usage rights

The Group classifies as intangible assets the usage rights of the plot of land on which the investee company "Fotovoltaica El Gallo 10, SL" operates and which is amortised on a linear basis, depending on the useful life of said rights, which serve the period of use of the plot of land, which is established in 25 years. The end of the leasing rights will be in 2036.

Rights have been valued in accordance with the costs incurred into at acquisition.

4.3 Property, plant and equipment and investment property

Property, plant and equipment

Property, plant and equipment for own use is recognised at cost less any accumulated depreciation and any recognised impairment losses.

Replacements or renewals of complete items that lead to a lengthening of the useful life of the assets or to an increase in their economic capacity are recognised as additions to property, plant and equipment, and the items replaced or renewed are derecognised.

Periodic maintenance, upkeep and repair expenses are recognised in the income statement on an accrual basis as incurred.

Borrowing costs are only capitalised when significant investments in qualifying assets are made, which are those that take a substantial period of time to get ready for their intended use (see Note 4.12). Borrowing costs incurred to acquire property, plant and equipment for own use are charged to the consolidated income statement on an accrual basis and are not capitalised.

The Group works on their own assets are entered at the accumulated cost (external costs plus in-house costs), determined on the basis of in-house materials consumption and manufacturing costs, calculated using absorption rates similar to those used for the valuation of inventories.

Depreciation is calculated, using the straight-line method, on the basis of the acquisition cost of the assets less their residual value; the land on which the buildings and other structures stand has an indefinite useful life and, therefore, is not depreciated.

The property, plant and equipment depreciation charge for the period is recognised in the consolidated income statement and is based on the application of the following depreciation rates, which are determined on the basis of the average years of estimated useful life of the various assets:

	Annual percentage
Buildings	2
Technical facilities	10
Machinery	15
Other fixtures, tools and furniture	12-33
Other items of property, plant and equipment	12-33

Properties in the course of construction for production, rental or administrative purposes, or for purposes not yet determined, are carried at cost, less any recognised impairment losses. Depreciation of these assets commences when the assets are ready for their intended use.

The consolidated companies assess at each reporting date whether there is any internal or external indication that an asset may be impaired (i.e., its carrying amount exceeds its recoverable amount). If so, the carrying amount of the asset is reduced to its recoverable amount and future depreciation charges are adjusted in proportion to the revised carrying amount and to the new remaining useful life, if the useful life must be re-estimated.

Similarly, if there is an indication of a recovery in the value of an item of property, plant and equipment, the consolidated companies recognise the reversal of the impairment loss recognised in prior years and adjust the future depreciation charges accordingly. Under no circumstances may the reversal of an impairment loss on an asset raise its carrying amount to above that which it would have had had no impairment losses been recognised in prior years.

Facilities and equipment are recorded at their cost price less accumulated depreciation and any impairment loss recognised.

The gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sale price and the carrying amount of the asset and it is recorded under the consolidated income statement.

Investment property

"Investment Property" in the consolidated balance sheet reflects the net values of land, buildings and other structures (whether they are owned by the Group or are being used by the Group under a finance lease) held either to earn rentals or for capital appreciation. At 31 December 2025, assets recognised under "Property Investment" relate mainly to office buildings, leisure centres, land and parking spaces and the items of property, plant and equipment associated with them, such as machinery and furniture, whether owned by the Group or held under finance lease.

The Group does not take part in the management of the lessee, nor in the risks associated therein. Otherwise, they qualify as tangible fixed assets.

Investment property is presented at acquisition or production cost, where appropriate, pursuant to the applicable legislation. The same measurement basis, depreciation methods, estimated useful lives and recognition criteria are used for investment property (see Note 10).

However, those property investments that meet the criteria to be classified as "Assets held for sale" are measured according to the rules applicable to non-current assets held for sale and discontinued operations.

There are no restrictions on the amortization of real estate investments, the collection of the income derived from them or the resources obtained by their disposal or disposal by other means, other than the amortization of the mortgage loans that could be associated (see Note 16.2).

Borrowing Costs

The accounting treatment of borrowing costs is described in Note 4.12. In 2025 and 2024, the Group has not capitalised borrowing costs under "Property, plant and equipment" and "Investment Property" in the attached consolidated balance sheet.

4.4 Asset impairment

At the end of each year, or whenever it is deemed necessary, the value of assets is analysed to determine whether there is any indication that these assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the amount of the required write-down (if any). Where an identifiable asset does not generate cash flows independently, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

In the case of cash-generating units to which goodwill or intangible assets with an indefinite useful life have been allocated, recoverability is systematically analysed at the end of each reporting period or whenever it is deemed necessary to perform such an analysis on the basis of the existing circumstances.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted. In calculating the recoverable amount of property, plant and equipment and goodwill, the Group uses value in use in practically all cases.

To estimate value in use, the Group prepares future pre-tax cash flow estimates based on the most recent budgets approved by Group management. These budgets include the best estimates available of income and costs of the cash-generating units based on industry projections, past experience and future expectations.

These projections cover the coming five years and cash flows for the following years are estimated by applying zero growth rates. These cash flows are discounted to present value at a pre-tax rate which reflects the cost of

capital of the business and the geographical area in which it is carried on. In order to calculate the rate, the current time value of money and the risk premiums generally used by analysts for the business and the geographical area are taken into account.

In the event that the recoverable amount is lower than the net book value of the asset, the corresponding provision is recorded for impairment loss for the difference under "Impairment and profit/(loss) from disposal of fixed assets" in the consolidated income statement.

With regards to the recoverable value of real estate assets, the Group uses the assessment of independent valuers (see Notes 4.6, 10 and 12.6).

As of 31 December 2025 and 2024, the Group has contracted the services of "Instituto de Valoradores, SA", issuing a valuation report of the Group's real estate assets (tangible fixed assets, real estate investments and real estate stocks), being its main features the following:

- Date of issuance, 31 December 2025 and 31 December 2024, respectively.
- The valuation criterion used depends on the nature and situation of each of the real estate assets valued. Specifically:
 - Real estate investments: sale value and rental value in the market are taken as a basis, which consist mainly of capitalising the current and / or potential net income of each property and updating future flows.
 - Completed projects, land and plots of land: valuation method by comparison (for finished products) and residual dynamic method (basically, for land and plots of land and ongoing projects). Under the Residual Method, the residual value of property is obtained by discounting the cash flows calculated on the basis of projected expenses and income at the established rate by taking into account the period until these flows are realised. The total cash receipts deemed to have been received prior to the valuation date are added to this amount in order to obtain the total value. The discount rate used is that which represents the average annual return on the project, without taking borrowings into account, that an average developer would obtain from a development similar to that analysed.

This discount rate is calculated by adding the risk premium (determined by evaluating the risk of the development, taking into account the property asset to be constructed, its location, liquidity, construction period and investment required) to the risk-free interest rate. When the determination of the cash flows takes into account borrowings, the aforementioned risk premium is increased in proportion to the percentage of the borrowings (degree of leverage) attributed to the project and the habitual interest rates in the mortgage market.

Also, in the valuation of given plots of land, purchase-sale transactions that would have occurred in the area, are taken as a reference for comparison purposes.

In any case, valuation criteria were performed as defined by the *Royal Institution of Chartered Surveyors* (RICS) and in accordance with the International Valuation Standards (IVS) published by the International Valuation Standards Committee (IVSC), which group together international and European asset valuation institutions. For the calculation of the current value, acceptable discount rates are used for a potential investor, reasonable with those applied by the market for properties of similar features, use and location.

During the last few years, there have been no significant changes in the assessment criteria used.

No valuation limitations are contemplated other than those usual in this type of valuation reports.

The fair value of real estate assets depends, among others, on the exchange rate at the valuation date, as well as on the interest rate curve (mainly the Euro and the Argentine peso). At 31 December 2025, changes that occurred in the value of financial instruments of the Group due to changes in interest rates is not significant.

4.5 Leases

A contract contains a lease when the lessor transfers control of an identifiable underlying asset for a certain period of time in exchange for a consideration. An asset is identifiable when it is explicitly specified in the contract or implicitly when it is made available to the client. However, if the supplier has the right to replace the asset during the period of use, that is, when it has alternative assets and can economically benefit from such substitution, the asset is not considered identifiable and therefore the contract will not contain a lease.

4.5.1 Lessee perspective: rights of use identified in lease agreements

When the Group companies act as lessees, all leasing operations (except for certain exceptions for being of a reduced amount or duration) in which The Group acts as a lessee, generate the accounting of an asset for the right of use, registered by nature primarily as a material asset, and as a liability for the future payment obligations incurred into. The liability will be recorded at the current value of the future cash flows of each lease and the asset for an equivalent amount adjusted for any advance payment paid. Subsequently, the right-of-use asset is valued at cost less accumulated depreciation and impairment losses; and adjusted for any new measurement of the lease liability resulting from a modification or revaluation of the lease.

Right-of-use assets are depreciated on a straight-line basis over the useful life of the asset or the lease term, whichever is less.

Lease payments are discounted using the interest rate implicit in the lease or, when it is not possible to obtain this rate easily, the incremental interest rate of the indebtedness of the Group entity set put in the lease agreement. The lease liability is increased by the accrued financial expenses and decreases by the amount of the lease payments made. The value of the liability is recalculated when changes occur in the terms of the lease, in the valuation of the purchase option, in the amounts expected to be paid under the residual value guarantee or when future lease payments are modified as consequence of changes in the indices or types used for its calculation.

The lease period begins when the lessor makes the underlying asset available to the lessee for its use. The lease period used in the valuation is the non-cancellable period of the lease. The early cancellation option maintained only by the lessor is not considered in the determination of the lease period. Therefore, the determination of the lease period requires the application of judgement by the Group's management and has a significant impact on the valuation of the assets by right of use and the liabilities for leasing. In the case of short-term lease contracts and contracts in which the underlying asset is of low value, the Group recognises the lease payments corresponding to these contracts as expenses in a linear manner during the term of the lease (See Note 22.6).

To determine the lease term, the non-revocable period of the contract is taken into account plus the periods covered by the option to extend the lease, if the lessee is reasonably certain that this option will be exercised. In this regard, the available historical information has been taken into account as indicated in paragraph B.40 of IFRS 16, having materialised this general criterion in a specific standard by which, in those leases of assets linked to construction works or contracts of provision of services, in which the duration of the lease is less than the duration of the contract, it is presumed that the extension option will be exercised until the termination date of the contract.

4.5.2 Landlord perspective: operating leases

The accounting of lease contracts where the Group companies act as lessor has not been affected by the application of IFRS 16: Items leased by the Group mainly relate to real estate assets, and the acquisition cost of the leased assets is presented under "Investment property" in the consolidated balance sheet. These assets are depreciated using a policy consistent with the lessor's normal depreciation policy for similar items and lease income is recognised in the income statement on a straight-line basis.

4.6 Inventories

"Inventories" in the consolidated balance sheet reflects the assets that the consolidated companies:

- Hold for sale in the ordinary course of business.
- Are in the process of constructing or developing for such sale.
- Expect to consume in the production process or in the provision of services.

Inventories are stated at the lower of acquisition or production cost and net realisable value. Cost comprises direct materials and, where applicable, direct labour costs and production overheads, including the costs that have been incurred into in bringing the inventories to their present location and condition at the point of sale. Trade discounts, rebates and other similar items are deducted in determining the cost of purchase.

The cost of inventories sold or applied to the production process is calculated using the weighted average method. Net realisable value is the estimated selling price less the estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Agricultural stocks

Biological assets shall be recorded at their fair value less the estimated costs at the point of sale, as long as it can be reliably determined. For assets lacking prices or securities set by the market and not reasonably reliable, the cost shall be valued according to their cost minus accumulated depreciation and accumulated losses due to impairment.

In any case, for agricultural products, at the time of harvesting or gathering, they shall be valued at their fair value less the estimated costs at the point of sale.

Real estate inventories

Consequently, land and other property held for sale or for inclusion in a property development in the ordinary course of the Group's business and not for capital appreciation or to earn rentals are treated as inventories.

Land is stated at acquisition cost, plus the costs of demolishing buildings and other expenses related to the acquisition (non-recoverable taxes, registration expenses, etc.). The Group does not capitalise the borrowing costs incurred on the loans obtained to finance the purchase of land to the carrying amount thereof during the period between its acquisition and the date on which the construction begins, which is when they are transferred to "Developments under construction".

"Developments under construction" includes the land development costs incurred up to year-end and the costs of construction or acquisition of real estate developments, increased by the expenses directly allocable to them (costs of construction subcontracted to third parties, fees inherent to construction and project management fees), in addition to the reasonable portion of the costs indirectly allocable to the related assets, to the extent that these costs correspond to the development period, and the borrowing costs incurred during the construction period.

The Group assesses a semi-annual net realisable value of the inventories based on reports from independent experts (see Note 4.4), and recognises the appropriate loss if the inventories are overstated. When the circumstances that previously caused inventories to be written down no longer exist or when there is clear evidence of an increase in net realisable value because of changed economic circumstances, the amount of the write-down is reversed.

Advances to suppliers

Inventories include advances paid to suppliers in the course of the Group's ordinary purchasing activity, totalling EUR 9,095 thousand and EUR 12,686 thousand at 31 December 2025 and 2024, respectively (see Note 12).

Issuance rights

Greenhouse gas emission rights are recognised in the consolidated balance sheet when the rights giving rise to them arise for the Group. They are recorded as follows:

Initial recognition

Issuance rights shall be valued at acquisition price or production cost. In the case of rights available for free or for a price substantially below market value, said rights shall be recorded at acquisition market price thereof at the time of purchase.

Issuance rights arising from the National Allocation plan shall be recorded at the beginning of the natural year.

Subsequent recognition

After their recognition as assets, issuance rights shall be valued at acquisition price or production cost and are not subject to depreciation.

Provisions for their lower value at the end of each year shall be recorded as long as recorded carrying value in book may not be recoverable.

Expenses related to the emission of greenhouse gases accrue as greenhouse gases are rendered. A provision for risks and related costs shall be recorded as liabilities in the consolidated balance sheets until settlement of the same by delivering relevant issuance rights.

4.7 Trade receivables and customer advances

Trade receivables do not earn interest and are recognised at the fair value of the consideration given, reduced by the estimated non-recoverable amounts (see Note 13.1).

The amount of customer advances received prior to the recognition of the sale of the buildings is recognised under "Current Liabilities - Trade and Other Payables" in the consolidated balance sheet (see Note 18.2).

4.8 Financial Instruments

Financial instruments are recognised when the Group becomes an obligated party of the legal contract or business in accordance with its provisions. The Group classifies its financial assets according to terms under IFRS 9 "Financial Instruments".

The criterion for classifying financial assets will depend both on the way in which an entity manages its financial instruments (its business model) and on the existence and characteristics of the contractual cash flows of financial assets. Based on the foregoing, the asset will be measured at amortised cost, at fair value through changes in equity or at fair value with changes in profit or loss, as follows:

- If the objective of the business model is to maintain a financial asset for the purpose of collecting contractual cash flows and, according to the terms of the contract, cash flows are received on specific dates that exclusively constitute principal payments plus interest on said principal, financial assets will be valued at amortised cost.
- If the business model is aimed both at obtaining contractual cash flows and their sale and, according to the terms of the contract, cash flows are received on specific dates that exclusively constitute payments of the principal plus interest on said principal, financial assets will be valued at fair value with changes in other comprehensive income (equity).

Out of these scenarios, the outstanding assets will be valued at fair value with changes in profit or loss. All equity instruments (for example, stocks) are valued by default in this category. This is because their contractual flows do not comply with the characteristic of being only payments of principal and interest. Financial derivatives are also classified as financial assets at fair value through profit or loss, unless they are designated as hedging instruments.

For valuation purposes, financial assets must be classified in one of the following categories, with the accounting policies of each of them being the following:

1. Financial assets at amortised cost: these assets are recorded after their initial recognition at amortised cost according to the effective interest rate method. Said amortised cost will be reduced by any impairment loss. They will be recorded under the consolidated income statement profit for the period when the financial asset is derecognised or has been impaired, or due to exchange differences. Interest calculated using the effective interest method is recognised in the income statement under "financial income".
2. Financial assets at fair value through profit or loss: Financial assets at fair value through profit or loss are recognised initially and subsequently at fair value, without including transaction costs, which are charged to the consolidated income statement. Gains or losses arising from changes in fair value are included in the income statement under "Changes in the fair value of financial instruments" in the period in which they originated. Any dividend or interest is also carried to financial profit/(loss).
3. Debt instruments at fair value through equity: They are subsequently accounted for at fair value, recognising the changes in fair value in "Other comprehensive income". Interest income, impairment losses and foreign exchange differences are recognised in the consolidated income statement. When sold or derecognised, the cumulative fair value adjustments recognised in "Other comprehensive income" are included in the consolidated income statement as "other financial income / (expense)".

Impairment of financial assets

The impairment model is applicable to financial assets valued at amortised cost that include the item "Customers for sales and services rendered".

The impairment model is based on a dual valuation approach, under which there will be a provision for impairment based on the expected losses over the next 12 months or based on the expected losses over the entire life of the asset (IFRS 9, P.5.5.3 and P.5.5.5). The fact that determines the passage from the first approach to the second is that there is a significant worsening in the credit quality.

Notwithstanding the provisions of paragraphs 5.5.3 and 5.5.5, the Group will always calculate the value correction for losses in an amount equal to the expected credit losses throughout the life of the asset in the case of:

- (a) Trade receivables or contract assets arising from transactions that are within the scope of IFRS 15 - "Revenues from contracts with customers" and that:
 - (i) do not have a significant financing component (or when the entity applies the practical solution in relation to contracts of one year or less) in accordance with IFRS 15); or
 - (ii) have a significant financing component in accordance with IFRS 15, if the Group has adopted the accounting policy of calculating the allowance for losses in an amount equal to the expected credit losses throughout the life of the asset.
- (b) Lease receivables arising from transactions that are within the scope of IFRS 16 - "Leases", if the entity has adopted the accounting policy of calculating the allowance for losses in an amount equal to the expected credit losses during the entire life of the asset.

Financial Liabilities

Main financial liabilities held by the Group companies are financial liabilities at amortized cost. Financial liabilities held by the Group companies are classified as:

1. Bank loans and other loans: loans obtained from banks and other lenders are recorded at the amount received, net of the costs incurred in the transaction.

Subsequently, financial debts are valued at amortised cost. Any difference between the income obtained (net of the transaction costs) and the reimbursement value is recognised to profit/(loss) over the life of the debt according to the effective interest rate method.

Financial debt is eliminated from the consolidated balance sheet when the obligation specified in the contract has been paid, cancelled or expired. The difference between the carrying amount of a financial liability that has been cancelled or assigned to another item and the consideration paid, including any assigned asset different from the cash or liability assumed, is recognised in the income statement as other financial income or expenses.

The exchange of debt instruments between the Group and the counterparty or the substantial modifications of the liabilities initially recognised, are accounted for as a cancellation of the original financial liability and the recognition of a new financial liability, provided that the instruments have substantially different conditions. The Group considers that the conditions are substantially different if the present value of the discounted cash flows under the new conditions, including any commission paid net of any commission received, and using the original effective interest rate to make the discount, differs at least at 10 percent of the discounted present value of the cash flows that still remain of the original financial liability.

If the exchange is recorded as a cancellation of the original financial liability, the costs or fees are recognised in the consolidated income statement forming part of the profit/(loss) of the same. Otherwise, amended cash flows are discounted at the original effective interest rate, recognising any difference with the previous carrying amount in profit or loss. In addition, costs or commissions adjust the carrying amount of the financial liability and are amortised by the amortised cost method during the remaining life of the modified liability.

The Group recognises the difference between the carrying amount of the financial liability or a part of it that is cancelled or assigned to a third party and the consideration paid, including any assigned asset different from the cash or liability assumed in profit or loss.

2. Trade payables and other payables: payables originated by traffic operations are initially recorded at fair value and, subsequently, are valued at amortised cost using the effective interest rate method.

Financial liabilities are derecognised when the obligations they generate have been extinguished.

4.9 Treasury Shares of the Parent

Equity instruments are classified in accordance with the content of the contractual arrangements. Equity instruments issued by the Parent are recognised in consolidated equity at the proceeds received, net of direct issue costs.

Grupo SANJOSE did not hold any treasury shares at 31 December 2025 and 2024. Likewise, no transactions involving treasury shares were carried out during years 2025 and 2024.

4.10 Derivative financial instruments and hedge accounting

The Group contracts OTC derivative financial instruments to secure risks arising from future activities, transactions and cash flows. Risks are, chiefly, changes in interest rate types. Within the framework of these transactions, the Group contracts financial instruments for economic hedging.

Derivatives are initially recognised at fair value on the date on which the derivative contract is signed and subsequently they are revalued at their fair value at balance sheet date. The accounting for subsequent changes in fair value depends on whether the derivative has been designated as a hedging instrument and, if so, on the nature of the item being hedged.

At the beginning of the hedge relationship, the Group documents the economic relationship between the hedging instruments and the hedged items, including whether changes in the cash flows of the hedging instruments are expected to offset the changes in the cash flows of the hedging instruments. The Group documents its risk management objective and strategy for undertaking its hedging transactions.

The effective part of the changes in the fair value of the derivatives that are designated and qualify as cash flow hedges is recognised in the cash flow hedge reserve within equity. The loss or profit related to the ineffective part is recognised immediately as gain or loss under other income or other expenses.

Gains or losses corresponding to the effective portion of the change in the intrinsic value of option contracts are recognised in the cash flow hedge reserve in equity. Changes in the time value of option contracts that are related to the hedged item ("aligned time value") are recognised within other comprehensive income in the costs of the hedge reserve in equity.

When forward contracts are used to hedge forecasted transactions, the Group generally designates only the change in the fair value of the forward contract related to the cash component as the hedging instrument. Gains or losses corresponding to the effective portion of the change in the intrinsic value of option contracts are recognised in the cash flow hedge reserve in equity. Changes in the item in the term of the contract related to the hedged item are recorded under other comprehensive income in the costs of the hedge reserve within equity. In some cases, the gains or losses corresponding to the effective part of the change in the fair value of the full-term contract are recognised in the cash flow hedge reserve in equity.

The Group holds cash flow hedges. Profit or loss of the financial instrument is recorded under net equity and is registered at the corresponding income statement in which the element is classified as hedging financial instrument. Yet if the elements do not qualify as financial asset or liability, arising amounts would be recorded as cost of the said assets or liability.

The accounting of hedges is interrupted when the hedging instrument expires, or is sold, terminated or exercised, or fails to meet the criteria for accounting of hedges. At that time, any cumulative profit or loss, corresponding to the hedging instrument that has been recorded in equity, remains within equity until the anticipated transaction occurs. When the operation that is being hedged is not expected to occur, the accumulated net gains or losses recognised in equity are transferred to the net profit/(loss) for the period.

Derivatives implicit in other financial instruments or in major contracts are recorded separately as derivatives only when their risks and characteristics are not closely related to the main contracts and provided that those principal contracts are not valued at fair value through recognition in the statement of consolidated comprehensive profit/(loss) of changes in fair value.

In the case of derivative financial instruments contracted by the Group that meet the aforementioned requirements to qualify as cash flow hedges, changes in fair value are recognised under "Valuation adjustments" in equity in the accompanying consolidated balance sheet (see Note 14.6).

Changes in the fair value of the derivative financial instruments arranged by the Group that do not fully meet the aforementioned requirements for classification as a hedge were recognised under "Changes in Fair Value of Financial Instruments" in the consolidated income statement (see Note 17).

The accounting standard IFRS 13 - Measurement of Fair Value considers credit risk in the measurement of fair value. Pursuant to IFRS 13, fair value is defined as the price to be charged for selling an asset or to be paid for transferring a liability at a market transaction at measurement date (for example, starting price) regardless said price has been estimated or corresponds to market conditions.

IFRS 13 indicates that fair value of assets and liabilities shall include credit risk of the entity itself and of its counterparty. This principle affects derivative financial instruments of Grupo SANJOSE.

For calculating fair value of derivative financial instruments, the Group has applied several methods which include current and future exposure, possibility of default and potential loss in the event of default. Consequently, CVA (*Credit Value Adjustment*) or credit risk of the counterparty and DVA (*Debt Value Adjustment*) or its own credit risk are defined.

Total exposure of derivatives is determined by the market, taking into consideration interest rate changes, exchange rate changes and any other changes subject to market conditions.

Possibility of default has been based on credit spread of financing of Grupo SANJOSE, verifying it is similar to that of similar companies and therefore it is a market reference.

Further, for the adjustment of credit risk, total exposure of the Company to counterparties has been taken into consideration. In the event of counterparties with credit information, credit spreads are provided by CDS (Credit Default Swaps) listed on the stock exchange; companies lacking credit information use reference information available.

At 31 December 2025 and 2024, the Group has foreign currency forward contracts (fx forward and fx swap) for a total amount of EUR 13,236 and EUR 10,853 thousand, respectively, maturing in the short term (see Note 17). The pre-tax impact on the Group's consolidated equity of the change in fair value arising from these contracts at year-end 2025 is negative amounting to EUR 268 thousand (in 2024 the variation was positive amounting to EUR 616 thousand).

4.11 Recognition of revenue and expenditure

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for the goods and services provided in the normal course of business, net of discounts, VAT and other sales-related taxes.

Income and expenses are recognised when control of the good or service is transferred to the customer.

In application of IFRS 15 - "Revenues from contracts with customers", the Group identifies and separates the different commitments to transfer a good or service contemplated in a contract. This implies the separate recognition of income from each of the obligations that could be identified individually within the same main contract.

Likewise, the Group estimates the price of each of the contracts that have been identified taking into account, in addition to the initial price agreed in the contract, the amount of the variable consideration, the time value of money (in the cases in which it is considered that there is a significant financing component) and non-monetary considerations.

Some of the particularities existing in the activities carried out by the Group are detailed below:

4.11.1 Construction activity

In general, the performance obligations that the Group performs in the construction activity are satisfied over time and not at a specific moment, since the client simultaneously receives and consumes the benefits provided by the performance of the entity as the service is provided.

The Group recognises income, generally, in accordance with the "Input-based method", as described in IFRS 15, as a progress grade procedure. The Group recognizes ordinary revenue from the construction contract based on the proportion of production or execution costs actually incurred relative to the total amount of costs expected to be incurred for the completion of the project.

Contract costs are recognised on an accrual basis, recording as expense any costs actually incurred into in completed construction units and costs which may be incurred into in the future but must be charged to the construction units that have been currently completed. Likewise, an expected loss on the construction contract is recognised as an expense immediately.

For any works performed not included within the scope of the main contract, at the request of the client, such as refurbishments, additions and modifications of the work, income is recorded following the same method of that used for the main work, provided it is technically justified and approved, and there is no doubt about its subsequent approval. In accordance with the provisions of IFRS 15, P.21.b. the Group accounts for the

aforementioned modification as if it were a part of the existing contract, if the goods are not different or differentiated and, therefore, form part of a single performance obligation that was partially satisfied on the date of the contract modification.

Different Group companies with construction or project execution activity are provided with the necessary and sufficient internal control system for the identification and differentiation of the components of total revenue budget (main contract, amendment, complementary and claims) and the approval level (not approved, with technical approval, with technical and economic approval).

The application of this method for the recognition of the outcome of construction contracts is combined with the preparation of a budget for each construction contract detailed by construction unit which is used as a key management tool in order to closely follow up, for each construction unit, any variances between budgeted and actual figures.

Further, the application of IFRS 15 requires an increase in the level of acceptance by the client in relation to the recording of income from modifications to the original contract. With regards to contracts with ongoing negotiations to obtain the client's approval, their status is required to be advanced so as to determine whether it is highly probable that the entry record will not be reversed in the future. Additionally, in these cases, the recognition of income by the Group is recorded by applying the limitations corresponding to variable consideration established by IFRS 15 P.57. In case of approval of the modification without the amount being defined, the income is estimated as a variable consideration, only as long as the probability criteria and of no significant reversion of the income in the future are met.

It should be noted that the IFRS 15 standard includes requirements in relation to "variable consideration as incentives", as well as the accounting of claims and variations as contractual modifications that imply a higher threshold of probability of recognition. According to the standard, income is recognised when it is highly probable that there will not be a significant reversal of income for these modifications. Likewise, in the event that the contracts include price revision clauses, the revenues that represent the best estimate of the future chargeable amount are recorded, under the same probability criteria established for the variable consideration.

In the event that the amount of production at origin, valued at the certification price, of each of the works is greater than the certified amount up to the date of the statement of financial position, the difference between both amounts corresponds to contractual assets that are included under the category of "Executed production outstanding certification" within the item "Trade debtors and other receivables" under current assets of the consolidated balance sheet.

If the amount of production at origin is less than the amount of the certifications issued, the difference corresponds to contractual liabilities that are collected under the category of "Customer advances", under the heading "Trade creditors and other accounts payable" of current liabilities in the consolidated balance sheet.

In relation to the aspects included in the previous paragraph, it should be noted that the Group has registered under the item "Customers for sales and provision of services" in the consolidated balance sheet, balances associated with "Certified production outstanding collection" as well as balances related to "Production executed outstanding certification".

In relation to incremental costs, bidding and contract costs, these can only be capitalised if both are expected to be recovered and that neither would have taken place if the contract had not been obtained or if they were inherent to the delivery of a project.

In the event that the total expected result of a contract is less than that recognised in accordance with the revenue recognition rules discussed above, the difference is recorded as a provision for negative margins.

Income and expense relating to construction services or improvement of infrastructure are recorded in the consolidated financial statements as construction margin.

4.11.2 Real estate promotion activity and urban developments

The main activity carried out by the Real Estate Division is the sale of houses and land. Revenue from this activity is recognised when the risks and rewards of ownership of the goods have been transferred to the buyer which usually is the date on which the public deed is executed. In this regard:

- a. Sales of properties and land and the related costs are recognised in the consolidated income statement when substantially all the risks and rewards of ownership have been transferred, i.e., when the properties are delivered and the sale is executed in a public deed. The deliveries of cash by the customers as payments on account, from the date of the signing of the private agreement to the date on which the sale is executed in a

public deed, are recognised under "Trade Payables" and other accounts payable - Advances from customers, on the liability side of the consolidated balance sheet.

- b. The sales of building plots on which the Group has acquired the obligation with the local authorities to carry out urban development work, which affects all the building plots under the urban development plan, and which cannot be considered to be carried out specifically for the owners of the parcels sold, are broken down into two items: the sale of the building plot and the sale of the urban development work associated therewith.

The revenue relating to the sale of the building plot is recognised when substantially all the risks and benefits of ownership have been transferred, usually when the property is delivered and the sale is executed in a public deed.

The revenue attributable to the sale of the urban development work (which is determined on the basis of the projected costs of the urban development work as a whole, calculated in proportion to the square metres of the building plot sold with respect to the total square meters of the urban development work plus the estimated profit margin on the sale) is recognised when the urban development work has been substantially completed, at which time a provision is recognised for the estimated costs to be incurred in completing the work.

- c. Rental income is recognised on an accrual basis and incentive-related income and the initial costs of lease agreements are allocated to income on a straight-line basis.
- d. Asset exchange transactions. An asset exchange transaction is an acquisition of property, plant and equipment or intangible assets in exchange for the delivery of other non-monetary assets or of a combination of monetary and non-monetary assets.

The assets received in an exchange transaction are recognised at their fair value, provided that it can be considered that the exchange has commercial substance and that the fair value of the asset received, or otherwise of the asset given up, can be reliably measured. The fair value of the asset received is taken to be the fair value of the asset given up plus, where applicable, the fair value of any monetary consideration paid in exchange, unless there is clearer evidence of the fair value of the asset received.

Asset exchange transactions that do not meet the above-mentioned requirements, the asset received is recognised at the carrying amount of the asset given up plus the amount of any monetary consideration paid or committed on the acquisition.

Income relating to the derecognition of assets given up in an asset exchange transaction is recognised when substantially all the risks and benefits of ownership of the asset have been transferred to the counterparty in the exchange, with the value assigned to the asset received being recognised as the balancing entry.

Amounts collected or instrumented in notes and bills under contracts executed at the balance sheet date in relation to properties not yet delivered are recognised under "Trade Payables" or "Other Non-Current Liabilities" on the liability side of the accompanying consolidated balance sheet, depending on whether they fall due in less than or more than one year, respectively.

4.11.3 Energy activity

Sales of electricity or any other type of energy, together with the supplements associated with it, are recorded as income at the time of delivery to the customer, at which time the obligations of the performance of the quantities supplied during the period are satisfied.

Generation activity in regulated markets and in projects with PPA (Power Purchase Agreement) or long-term power supply contracts, energy prices and their supplements have a pre-established price. For those projects that sell energy without this type of contract, the sale price of the energy and its complements vary throughout the project depending on the quoted prices per MWh of the market (pool) at each moment.

4.11.4 Concessions & Services activities

Revenue from provision of services is recognised using the percentage of completion method, whereby revenue is easily estimated.

Group companies follow the procedure of recognising the value at sale price of the service provided during said period as income each year, once the obligation to perform or transfer the good or service committed to the customer has been satisfied, which generally, coincides with the transfer of control over said transferred good or services, provided that it is covered by the main contract signed with the client or by modifications or additional

ones approved by the client, or those services that, although not approved, are deemed highly probable to be recovered.

Price revisions recognised in the initial contract signed with the client are recognised as income at the time of accrual, regardless of whether they have been approved annually by the client, considering that they are committed in the contract.

4.11.5 Other revenue and expenditure

- Interest income is accrued on a time proportion basis, by reference to the principal outstanding and the effective interest rate applicable, which is the rate that exactly discounts estimated future cash flows over the expected life of the financial asset to that asset's carrying amount.
- Dividend income from investments is recognised when the shareholder's rights to receive payment have been established.
- Government grants related to property, plant and equipment are recognised in the consolidated balance sheet as deferred income when the Group has satisfied the conditions established for their award and, consequently, there are no reasonable doubts as to their collection. These grants are allocated to income, with a credit to "Other Operating Income" in the consolidated income statement, systematically over the years of useful life of the assets, for which the grants were provided.

Grants awarded for the purpose of covering or financing expenses incurred by the Group are recognised as income in the periods in which the related expenses are incurred once the conditions have been met.

- An expense is recognised in the consolidated income statement when there is a decrease in the future economic benefit related to a reduction of an asset, or an increase in a liability, which can be measured reliably. This means that an expense is recognised simultaneously to the recording of the increase in a liability or the reduction of an asset.
- An expense is recognised immediately when a disposal does not produce future economic benefits nor meets accounting criteria to be recorded as an asset.
- Likewise, an expense is recognised when a liability is incurred and no asset is recognised, as in the case of a liability relating to a guarantee

4.12 Borrowing Costs

Borrowing costs directly attributable to the construction or production of property developments or investment property, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. If borrowings have been obtained specifically for the construction of such assets, the interest and the other capitalised finance charges relate to the actual costs incurred in the year, less the income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets. To the extent that funds have been borrowed generally, the amount of borrowing costs eligible for capitalisation is determined by applying the capitalisation rate that relates to the weighted average of the borrowing costs applicable to the average borrowings outstanding during the period, other than borrowings made specifically for the purpose of obtaining a qualifying asset.

However, the capitalisation of borrowing costs is suspended during extended periods in which active development of a qualifying asset is suspended.

Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation.

All other borrowing costs are recognised in the consolidated income statement in the period in which they are incurred, on an accrual basis, using the effective interest method.

4.13 Foreign Currency

The Group's functional currency is the Euro. Therefore, all balances and transactions denominated in currencies other than the euro are deemed to be "foreign currency balances and transactions".

On consolidation, the balances in the financial statements of the consolidated companies with a functional currency other than the Euro are translated to Euros as follows:

1. Assets and liabilities are translated to Euros at the exchange rates prevailing on the balance sheet date.
2. Income and expense items are translated at the average exchange rates for the year, unless exchange rates fluctuate significantly.
3. Equity is translated at the historical exchange rates.
4. Any Conversion differences arising are classified separately in equity. Such Conversion differences are recognised as income or as expenses in the year in which the foreign operation is realised or disposed of.

Goodwill arising on the acquisition of a foreign company is treated as an asset of the foreign company and is translated at the closing rate. Goodwill and fair value adjustments generated in the acquisition of a foreign entity are recorded as assets and liabilities of the foreign entity and are converted according to the currency rate at closing date.

The detail of the main companies which contribute assets and liabilities denominated in currencies other than the Euro is as follows:

Company	Address	Activity
Constructora San José Cabo Verde, S.A.	Cape Verde	Construction
Constructora San José Argentina, S.A.	Buenos Aires (Argentina)	Construction
Tecnoartel Argentina, S.A.	Buenos Aires (Argentina)	Holding
Carlos Casado, S.A.	Buenos Aires (Argentina)	Agricultural productions
Sucursal de Constructora San José en Argentina	Buenos Aires (Argentina)	Construction
Hospes Brasil Participaciones e Empreendimentos Lda.	Brazil	Construction and Real Estate Development
Aprisco Salvador Inv. Hoteleiros e Imobiliários, Ltda.	Brazil	Construction and Real Estate Development
Concesionaria San José - Tecnocontrol, S.A.	Santiago de Chile (Chile)	Hospital Construction and Management
San José Tecnologías Chile Limitada	Chile	Construction
Inversiones San José Chile, Lda.	Santiago de Chile (Chile)	Holding
Inversiones San José Andina, Ltda.	Santiago de Chile (Chile)	Holding
San Jose India Infrastructure & Construction Private Limited	Nueva Delhi (India)	Construction
San José Construction Group, Inc	Washington (US)	Construction
San José Inmobiliaria Perú, S.A.C.	Lima (Peru)	Construction
San José Perú Constructora, S.A.	Lima (Peru)	Construction
Parsipanny Corp. S.A.	Uruguay	Agricultural productions
Agropecuaria de El Chaco, S.A.	Paraguay	Agricultural productions
Casado Agropecuaria, S.A.	Paraguay	Agricultural productions
Sucursal de Constructora San José, S.A. en México	Mexico	Construction
Sucursal de Constructora San José, S.A. en Perú	Peru	Construction
Sucursal de Constructora San José, S.A. en Abu Dhabi	Abu Dhabi	Construction
SJ Contracting, LLC.	Abu Dhabi	Construction
Consorcio Hospital Carlos Cisternas de Calama S.A.	Chile	Construction
San José Nuevos Proyectos Salud Limitada	Chile	Construction

Sociedad Concesionaria Penitenciario de Talca, S.A.	Chile	Infrastructure concessions
San Jose Construction UK, Ltd	United Kingdom	Construction

None of these countries, with the exception of Argentina (see Note 2.3), are considered to be hyper-inflationary economies as defined by IAS 29 - "Financial reporting in hyperinflationary economies"

4.14 Profit (Loss) from operations

"Profit (Loss) from Operations" in the consolidated income statement includes the profits and losses from the Group companies' ordinary operations, excluding the financial loss and the share of results in associates.

4.15 Income tax

The income tax expense of the Spanish companies and the taxes of a similar nature applicable to the consolidated foreign companies are recognised in the consolidated income statement, except when they arise from a transaction whose results are recognised directly in equity, in which case the related tax is also recognised in equity.

The income tax expense represents the sum of the current tax expense and the changes in the deferred tax assets and liabilities recognised (see Note 20).

The difference, if any, between the taxable profit or tax loss and the tax income or expense recognised is treated as a deferred tax asset or liability, as applicable. A deferred tax liability is one that will generate a future obligation for the Group to make a payment to the related tax authorities. A deferred tax asset is one that will generate a right for the Group to a refund or to make a lower payment to the related tax authorities in the future.

The Group's liability for current income tax is calculated using tax rates which have been approved on the balance sheet date.

Tax assets relating to tax credits and tax relief and tax loss carry forwards are amounts that, after performance of the activity or obtainment of the profit or loss giving entitlement to them, are not deducted for tax purposes in the related tax return until the conditions for doing so established in the related tax regulations are met. The Group considers it probable that they will be deducted in future periods.

Deferred tax assets and liabilities are taxes expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the consolidated financial statements and the related tax bases used in the calculation of the taxable profit or tax loss. Deferred tax assets and liabilities are accounted for using the balance sheet liability method and are measured by applying to the related temporary difference or tax asset the tax rate that is expected to apply in the period when the asset is realised or the liability is settled.

Deferred tax liabilities are recognised for all taxable temporary differences. A deferred tax liability is recognised for taxable temporary differences arising from investments in subsidiaries and associates and from interests in joint ventures, except when the Group is able to control the reversal of the temporary differences and it is probable that these differences will not reverse in the foreseeable future.

Notwithstanding the foregoing:

1. Deferred tax assets arising from temporary differences, tax credits, tax relief and tax loss carry forwards, if any, are recognised to the extent that it is considered probable that the consolidated companies will have sufficient future taxable profits against which they can be utilised; and
2. No deferred tax liabilities are recognised for non-deductible goodwill arising on an acquisition.

The deferred tax assets and liabilities recognised are reassessed at each balance sheet date in order to ascertain whether they still exist, and the appropriate adjustments are made on the basis of the findings of the analyses performed.

Since 1 January 2006, the Parent forms an integral part of the consolidated tax group. At 31 December 2025, the following Grupo SANJOSE companies filed consolidated tax returns, acting "Grupo Empresarial San Jose, S.A." as the head of the consolidated tax group:

- Constructora San José, S.A.

- Cartuja Inmobiliaria, S.A.U.
- Desarrollos Urbanísticos Udra, S.A.U.
- Inmobiliaria Americana de Desarrollos Urbanísticos, S.A.U.
- Tecnocontrol Servicios, S.A.U.
- Basket King, S.A.U.
- Arserex, S.A.U.
- Comercial Udra, S.A.U.
- Udramedios, S.A.U.
- Buildsupport Solutions, S.A.U (formerly Cadena de Tiendas, S.A.U..).
- Trendy King, S.A.U.
- Outdoor King, S.A.U.
- Athletic King, S.A.U.
- Vision King S.A.U.
- Running King, S.A.U.
- Enerxías Renovables de Galicia, S.A.
- Xornal de Galicia, S.A.U.
- San José Concesiones y Servicios, S.A.U.
- San José Energía y Medioambiente, S.A.U.
- Poligeneraciones Parc de L'Alba, S.A.
- GSJ Solutions, S.L.U.
- Fotovoltaica el Gallo 10, S.L.

Further, as from 1 January 2015, the associate "Erainkuntza Birgaikuntza Artapena, S.L.U." has become the Parent of a consolidation tax group under the tax regime of the Basque Country, which also includes "Alexin XXI, S.A.U." within its scope of consolidation:

4.16 Provisions

When preparing its consolidated financial statements, the SAN JOSE Group made a distinction between:

1. Provisions: credit balances covering present obligations at the balance sheet date arising from past events which could give rise to a loss for the companies, which is certain as to its nature but uncertain as to its amount and/or timing; and
2. Contingent liabilities: possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more future events not wholly within the control of the consolidated companies.

The Group's consolidated financial statements include all the material provisions with respect to which it is considered that it is more likely than not that the obligation will have to be settled. Contingent liabilities are not recognised in the consolidated financial statements, but rather are disclosed, as required by IAS 37 - "Provisions, Contingent Liabilities and Contingent Assets".

Provisions are quantified on the basis of the best information available on the consequences of the event giving rise to them and are reviewed and adjusted at the end of each year. Provisions are also used to cater for the specific obligations for which they were originally recognised. Provisions are fully or partially reversed when such obligations cease to exist or are reduced.

Main provisions of the Group by type are as follows:

4.16.1 Provisions for completion of construction projects and warranty costs

Provisions for the completion of construction projects are recognised for the estimated amount required to meet the expenses necessary for the completion of the property developments in progress or works executed. Provisions for warranty costs required under Spanish regulations governing real estate companies are recognised

at the date of sale of the relevant products, based on the best estimate of the expenditure required to settle the Group's liability (see Note 15). However, the Group has taken out insurance policies to cover the potential risks arising from the ten-year warranty.

4.16.2 Litigation and/or claims in process

At the end of 2025 certain litigation and claims were in process against the consolidated companies arising from the ordinary course of their operations. The Group's legal advisers and the Parent's directors consider that the outcome of litigation and claims will not have a material effect on the consolidated financial statements for the years in which they are settled.

4.17 Termination benefits

Under the legislation in force in each case, the Spanish consolidated companies and certain Group companies located abroad are required to pay termination benefits to employees terminated without just cause. There are no redundancy plans making it necessary to recognise a provision in this connection.

Also, the Company has recognised sufficient provisions under "Other Current Liabilities" on the liability side of the accompanying consolidated balance sheet at 31 December 2025 to meet the contract termination costs of temporary employees in accordance with legal provisions.

Provisions for restructuring costs are recognised when the Group has a detailed formal plan for the restructuring that has been communicated to affected parties.

4.18 Classification of current assets and liabilities

In the consolidated balance sheet, assets and liabilities expected to be recovered, used or settled within twelve months from the balance sheet date are classified as current items, except for inventories, which are presented in full under "Current Assets" in the consolidated balance sheet, since it is expected that they will be realised in the normal course of the building plot and property sale business, and the liabilities associated with inventories (borrowing costs and customer advances), which are presented under "Current Liabilities" in the consolidated balance sheet, regardless of their maturity. Prior to year-end, if a liability does not give the Group an unconditional right to defer the settlement for at least twelve months from the balance sheet date, the liability is classified as a current item (see Note 16).

Financial liabilities might be classified as current liabilities in the consolidated balance sheet, as they finance the current property assets.

4.19 Transactions with associates

Grupo SAN JOSE executes all transactions with associates at market price. In addition, transfer prices are borne appropriately, and therefore, Company Directors believe there are any significant risks in this regard for any potential substantial liabilities arising in the future.

4.20 Assets of natural environment

Assets of natural environment are those which are used for the Group's business activity and whose main goal is to minimise environmental impact and protection of the environment, as well as the reduction and elimination of future pollution.

Grupo SANJOSE considers the preservation of the environment and sustainable development as fundamental premises within its strategic lines of business.

Due to the type of activity carried out by Group Companies, as well as the concern and awareness measures implemented internally so as to minimise the environmental impact, the Group has no expenses, assets, provisions or contingencies of an environmental nature. that could be significant in relation to equity, financial position and profit/(loss) for the year (see Note 25).

4.21 Consolidated cash flow statement

The following terms are used in the consolidated cash flow statements, which was prepared using the indirect method, with the meanings specified:

1. Cash flows: inflows and outflows of cash and cash equivalents, which are short-term, highly liquid investments that are subject to an insignificant risk of changes in value.

2. Operating activities: the principal revenue-producing activities of the Group and other activities that are not investing or financing activities.
3. Investing activities: the acquisition and disposal of long-term assets and other investments not included in cash and cash equivalents.
4. Financing activities: activities that result in changes in the size and composition of the equity and borrowings of the Group companies that are not operating activities.

5. Earnings per share

5.1 Basic earnings per share

Basic earnings per share are calculated by dividing the net profit attributable to the shareholders of the parent company (after tax and minority interests) by the weighted average number of shares outstanding during the year, excluding the average number of treasury shares held in the year. The details are as follows:

	Year 2025	Year 2024	Changes
Net profit/(loss) for the year attributable to the Parent (thousands of Euros)	39,851	33,023	6,828
Weighted average number of shares (shares)	65,026,083	65,026,083	-
Basic profit/(loss) per share (Euros/Share)	0.61	0.51	0.11

5.2 Diluted earnings per share

There is no potential dilutive effect derived from stock options, warrants, convertible debt or other instruments as of 31 December 2025 and 31 December 2024.

6. Segment information

6.1 Basis of segmentation

According to IFRS 8, operating segments are components of an entity for which separate financial information is available that is regularly evaluated by the highest authority in making operating decisions to decide how to allocate resources and to evaluate performance.

The business lines described below were established on the basis of the organisational structure of Grupo SAN JOSE, at 2025 year-end, taking into account, on the one hand, the nature of the goods and services offered and, on the other, the customer segments at which they are targeted.

In years 2025 and 2024, the Grupo engaged mainly in the following major lines of business, which were the basis for the Group's primary segment reporting:

1. Construction: includes the different activities related to construction, whether in civil engineering, building or industrial works contracts.
2. Real estate development and urban development: includes operations related to the purchase and holding of land reserves or other real estate assets, the development of real estate or urban development projects, the sale of land, the development and sale of real estate assets, and the management of real estate investments and their rental to third parties.
3. Energy activity: mainly includes the development of energy projects, as well as the production and sale of electricity, heat or other energy.
4. Concessions and services: mainly includes activity related to infrastructure maintenance contracts (roads and other transport routes, hospitals, sports centres, offices, etc.), as well as urban cleaning services, garden maintenance and others (the Group classifies in the construction line the construction services that may be provided in the first phase of the concession contracts).

Likewise, income and expenses that cannot be specifically attributed to any operating line, as well as consolidations adjustments are recorded under "Adjustments and Others".

On the other hand, the Group's operations are located mainly in Spain, Portugal, South America (Argentina, Chile, Peru, Paraguay, Brazil and Mexico), the USA, Africa (Cape Verde), and Asia (India and United Arab Emirates).

6.2 Basis and methodology for segment reporting

Ordinary income attributed to a segment corresponds to the income contributed to the Group by the different units included in said segment, as well as the corresponding proportion of ordinary income from joint businesses consolidated by the proportional integration method.

Additionally, within the financial profit/(loss), income from interest and dividends, benefit from the disposal of investments or from operations of redemption or extinction of debt, as well as the ordinary income by segments, the participation in the profit/(loss) of associated entities and businesses groups that are consolidated by the equity method, recognised by the units that are integrated in each of the segments, are included.

Segment expense is expense resulting from the segment's operating activities that are directly attributable to the segment. Segment expense includes the share of the expenses of proportionately consolidated joint ventures.

The segment's results are presented before any adjustments relating to the consolidation process, which are included in the "Adjustments and Others" column.

Segment assets and liabilities are those directly related to the operations of the segments and include the proportional part relating to joint ventures. Segment liabilities do not include income tax liabilities.

Segment information about these businesses is presented below.:

Year 2025:

	Thousands of Euros					
	Construction	Real estate and property development	Energy	Concessions and Services	Adjustments and other	TOTAL
Net Revenues:						
External sales	1,450,830	6,573	10,693	76,057	43,978	1,588,131
Inter-segment sales	3,928	-	-	1,962	(5,890)	-
Net Revenues:	1,454,758	6,573	10,693	78,019	38,088	1,588,131
EBITDA	71,842	1,251	2,173	3,989	9,756	89,011
Amortisation	(14,766)	(4)	(1,170)	(969)	(771)	(17,680)
Provisions	(12,020)	(1,031)	80	(101)	742	(12,330)
Impairment and Profit/(Loss) after disposal	15	-	(666)	52	(11)	(610)
PROFIT/(LOSS) FROM OPERATIONS	45,071	216	417	2,971	9,716	58,391
Financial income	10,715	504	76	1,387	606	13,288
Financial costs and similar expenses	(4,185)	(564)	(256)	(195)	(2,970)	(8,170)
Translation differences and other	(1,695)	(734)	-	89	(1,544)	(3,884)
Adjustment for inflation in hyperinflat.economies	66	(636)	-	-	(524)	(1,094)
Profit/(loss) from associates	(11)	1,005	-	(19)	-	975
Profit/(Loss) before tax	49,961	(209)	237	4,233	5,284	59,506
Income Tax	(17,350)	(188)	153	(735)	(538)	(18,658)
Profit/(Loss) for the year	32,611	(397)	390	3,498	4,746	40,848

Year 2024:

	Thousands of Euros					
	Construction	Real estate and property development	Energy	Concessions and Services	Adjustments and other	TOTAL
Net Revenues:						
External sales	1,431,416	7,629	10,143	77,131	31,447	1,557,766
Inter-segment sales	3,303	-	-	2,378	(5,681)	-
Net Revenues:	1,434,719	7,629	10,143	79,509	25,766	1,557,766
EBITDA	59,842	1,022	2,232	4,127	6,919	74,142
Amortisation	(11,708)	(6)	(1,125)	(686)	(609)	(14,134)
Provisions	(9,044)	(1,344)	92	(308)	(119)	(10,723)
Impairment and Profit/(Loss) after disposal	(620)	-	(78)	6	-	(692)
PROFIT/(LOSS) FROM OPERATIONS	38,470	(328)	1,121	3,139	6,191	48,593
Financial income	13,655	1,267	77	1,794	(180)	16,613
Financial costs and similar expenses	(3,909)	(318)	(389)	(236)	(2,025)	(6,877)
Translation differences and other	(8,857)	323	-	236	(1,878)	(10,176)
Adjustment for inflation in hyperinflat.economies	(123)	(1,069)	-	-	1,147	(45)
Profit/(loss) from associates	(538)	(23)	-	(2)	(41)	(604)
Profit/(Loss) before tax	38,698	(148)	809	4,931	3,214	47,504
Income Tax	(17,873)	(463)	175	(371)	3,425	(15,107)
Profit/(Loss) for the year	20,825	(611)	984	4,560	6,639	32,397

Sales between segments are made at market prices, amounting to EUR 5,890 thousand and EUR 5,681 thousand during 2025 and 2024, respectively. Additionally, under the item "Adjustments and others", during years 2025 and 2024, an amount of EUR 43,978 thousand and EUR 31,447 thousand, respectively, is included in relation to sales corresponding to other activities (mainly sales by the companies in the commercial subgroup).

The Group presents its results in accordance with the applicable accounting standards (see Note 2.1). However, directors believe that certain alternative performance measures (MARs) reflect the true and fair view of its financial information and provide useful additional financial information used in the management of the business and that shall be considered to adequately assess performance of the group.

Among others, the Group identifies EBITDA as MARs, defining it as the gross operating result, calculated from operating income, excluding depreciation, provisions and impairment provided or reverted during the period, as well as the result from disposal of fixed assets and income from subsidies received.

Information regarding the amount of assets and liabilities contributed to the Group by the defined segments is as follows:

Year 2025:

	Thousands of Euros					
	Construction	Real estate and property development	Energy	Concessions and Services.	Adjustments and other	TOTAL
Balance sheet:						
Non-current assets:						
Intangible assets	8,676	1,601	13,143	6	1	23,427
Property, plant and equipment	28,224	5	6,992	2,247	57,418	94,886
Real estate investments	-	14,851	88	-	2	14,941
Deferred tax assets	5,164	488	1,225	1,098	9,075	17,050
Other	26,835	52,577	7	9,748	554	89,721
Current assets:						
Inventories	11,694	62,579	22	380	16,903	91,578
Receivables	404,495	1,500	1,938	30,699	20,933	459,565
Other current assets	1,794	112	55	600	10	2,571
Short-term financial investments	15,930	12	1	1,015	1	16,959
Cash and cash equivalents	563,146	14,262	5,115	23,050	16,015	621,588
Total Assets						
In Spain	793,310	84,901	28,586	25,281	49,127	981,205
In foreign countries	272,648	63,086	-	43,562	71,785	451,081
Total Assets	1,065,958	147,987	28,586	68,843	120,912	1,432,286
Non-current liabilities:						
Long-term payables	12,306	98,703	-	356	5,258	116,623
Deferred tax liabilities	6,362	5,743	1,390	301	616	14,412
Other non-current liabilities	35,061	172	1,429	11,213	1,433	49,308
Current liabilities:						
Short-term debts	9,435	5	161	871	5,818	16,290
Trade payables	870,993	1,648	1,757	15,688	11,946	902,032
Other current liabilities	33,840	407	545	7,177	3,829	45,798
Total Liabilities						
In Spain	779,867	96,248	5,282	13,845	21,650	916,892
In foreign countries	188,130	10,430	-	21,761	7,250	227,571
Total Liabilities	967,997	106,678	5,282	35,606	28,900	1,144,463
Additions to fixed assets:						
In Spain	14,252	-	525	1,286	1,386	17,449
In foreign countries	6,191	46	-	428	458	7,123
	20,443	46	525	1,714	1,844	24,572

Year 2024

	Thousands of Euros					
	Construction	Real estate and property development	Energy	Concessions and Services	Adjustments and other	TOTAL
Balance sheet:						
Non-current assets:						
Intangible assets	8,689	1,601	13,294	7	1	23,592
Property, plant and equipment	23,134	3	7,484	1,571	56,995	89,187
Real estate investments	-	17,964	88	-	2	18,054
Deferred tax assets	4,780	549	1,230	1,624	10,760	18,943
Other	16,818	47,666	8	9,534	515	74,541
Current assets:						
Inventories	16,032	56,748	-	51	14,959	87,790
Receivables	455,346	1,954	2,097	21,858	17,488	498,743
Other current assets	1,249	120	57	1,060	54	2,540
Short-term financial investments	8,097	-	1	929	571	9,598
Cash and cash equivalents	404,447	23,827	7,397	36,882	8,553	481,106
Total Assets						
In Spain	719,139	82,109	31,656	20,686	42,176	895,766
In foreign countries	219,453	68,323	-	52,830	67,722	408,328
Total Assets	938,592	150,432	31,656	73,516	109,898	1,304,094
Non-current liabilities:						
Long-term payables	3,191	97,099	-	223	2,324	102,837
Deferred tax liabilities	6,778	6,991	1,378	1,160	776	17,083
Other non-current liabilities	31,809	163	1,470	10,938	1,449	45,829
Current liabilities:						
Short-term debts	6,636	13	161	186	6,329	13,325
Trade payables	803,241	2,084	2,474	13,757	12,307	833,863
Other current liabilities	25,346	712	417	7,220	4,761	38,456
Total Liabilities						
In Spain	734,888	94,706	5,900	10,529	19,761	865,784
In foreign countries	142,113	12,356	-	22,955	8,185	185,609
Total Liabilities	877,001	107,062	5,900	33,484	27,946	1,051,393
Additions to fixed assets:						
In Spain	11,393	-	292	326	473	12,484
In foreign countries	3,206	88	-	256	869	4,419
	14,599	88	292	582	1,342	16,903

As of 31 December 2025, the item "Adjustments and others" includes assets and liabilities of the Group's productive units not included within the operational segmentation amounting to EUR 120,912 thousand and EUR 28,900 thousand, respectively (EUR 109,898 thousand and EUR 27,946 thousand at 31 December 2024).

There are no significant non-operating assets.

The following table provides breakdown on several consolidated balances of the Group according to geographical distribution of arising entities:

	Thousands of Euros					
	Net Revenue		Total assets		Additions to property, plant and equipment and investment property	
	2025	2024	2025	2024	2025	2024
Spain	1,276,545	1,306,010	981,205	895,766	17,449	12,484
Portugal	174,412	138,075	144,223	115,796	3,082	1,878
Cape Verde	23,590	20,204	30,531	14,738	1,526	57
Argentina	2,065	3,133	32,490	40,334	41	106
Paraguay	5,103	2,501	61,011	61,235	455	839
The United States of America	21,452	2,498	9,710	7,728	507	317
Peru	5,061	11,150	36,895	37,162	5	583
Brazil	-	-	3,862	3,859	-	-
France	-	-	12	8	-	-
Germany	-	-	1,226	1,231	-	-
Italy	8,256	2,684	4,305	3,900	302	122
Chile	60,023	50,354	96,044	85,834	1,090	475
India	245	911	1,345	2,038	21	-
United Arab Emirates	-	558	13,110	17,416	1	21
Timor	-	-	1	1	-	-
Mexico	11,379	19,688	16,316	17,048	93	21
TOTAL	1,588,131	1,557,766	1,432,286	1,304,094	24,572	16,903

Note 2.3 of the accompanying consolidated Notes includes a list of the main countries where the Group operates in a currency other than the Euro. From total assets of the Group at 31 December 2025 and 2024, EUR 301,315 thousand and EUR 287,393 thousand, respectively, correspond to assets in currency other than the Euro. Likewise, from total revenue for years 2025 and 2024 the activity developed in said countries amounts to EUR 128,918 thousand and EUR 110,997 thousand, respectively.

7. Intangible assets

This item includes investments associated to the Group's concessions and licences in which it assumes demand risk.

The detail in the consolidated balance sheet at 31 December 2025 and 2024 is as follows:

Year 2025:

	Thousands of euros			
	Balance at 31/12/2024	Additions / Provisions	Translation differences	Balance at 31/12/2025
Concessions	22,594	525	-	23,119
Patents, licences and trade marks	306	-	(13)	293
Other intangible assets	6,929	1	(76)	6,854
Total expense	29,829	526	(89)	30,266
Concessions	(10,397)	(545)	-	(10,942)
Patents, licences and trade marks	-	-	-	-
Other intangible assets	(5,160)	(133)	76	(5,217)
Total Accumulated Amortisation	(15,557)	(678)	76	(16,159)
Total Accumulated Impairment	(664)	-	-	(664)
Net carrying amount	13,608	(152)	(13)	13,443

Year 2024

	Thousands of euros					
	Balance at 31/12/2023	Additions / Provisions	Disposals	Transfers	Translation differences	Balance at 31/12/2024
Concessions	22,364	247	(17)	-	-	22,594
Patents, licences and trade marks	1,778	-	(1,350)	-	(122)	306
Other intangible assets	7,049	46	-	(1)	(165)	6,929
Total expense	31,191	293	(1,367)	(1)	(287)	29,829
Concessions	(9,854)	(543)	-	-	-	(10,397)
Patents, licences and trade marks	-	-	-	-	-	-
Other intangible assets	(5,193)	(133)	-	-	166	(5,160)
Total Accumulated Amortisation	(15,047)	(676)	-	-	166	(15,557)
Total Accumulated Impairment	(664)	-	-	-	-	(664)
Net carrying amount	15,480	(383)	(1,367)	(1)	(121)	13,608

At 31 December 2025, the Group's main intangible assets are those associated with concession contracts which, in application of IFRIC 12 - "Service concession arrangements" (see Note 4.2), irrespective of their nature, are recognised under this heading in the consolidated balance sheet. Specifically, the following should be highlighted:

- Elements of construction and technical installations constituting the polygeneration plant for electrical energy, heating and cooling of the Group company "Poligeneración Parc de l'Alba ST-4, S.A.", located in the "Centro Direccional de Cerdanyola del Valles" (Barcelona) Partial Plan, recorded at a net cost at 31 December 2025 and 2024 of EUR 10,074 thousand and EUR 10,217 thousand, respectively.
- For these facilities, there is a multi-year technical shutdown and maintenance plan foreseen throughout the life of the concession. Non-current liabilities in the Group's consolidated balance sheet include a provision which, on an accruals basis, reasonably covers the expected costs (see Note 15).
- Leasing rights for a period of 25 years, arising from the stake of the Group in "Fotovoltaica el Gallo 10, S.L." referred to the use of land where the PV plant is located are recorded at 31 December 2025 and 2024 for a total amount of EUR 1,394 thousand and EUR 1,526 thousand, respectively.

The main additions during the 2025 and 2024 financial years are mainly located in Spain and relate to expenses incurred in the promotion and development of wind and photovoltaic farms, as well as investments made in expanding the capacity of the polygeneration plant.

Under the heading 'Patents, licences and similar', the Group records the costs incurred in the development of energy projects that are currently underway. The cost incurred as at 31 December 2025 amounts to EUR 293 thousand (EUR 306 thousand as at 31 December 2024). During the 2025 financial year, there have been no significant movements in this heading. The withdrawals in 2024 mainly corresponded to adjustments in capitalised costs, justified by a deterioration in the prospects for success of the projects, and were recorded in full in the consolidated income statement for 2024 (see Note 22.9).

At 31 December 2025 there are no significant investment commitments in intangible assets. As for the closing of years 2025 y 2024, there were fully amortised assets in use, whose total cost amounted to EUR 1,3 million and EUR 1.2 million, respectively.

8. Consolidation goodwill

Breakdown of the item "Consolidation goodwill" in the consolidated balance sheet, detailing the companies that originated it as of 31 December 2025 and 2024, is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Cartuja Inmobiliaria, S.A.U.	600	600
San José Perú Inmobiliaria, S.A.	1,601	1,601
Constructora San José, S.A.	7,662	7,662
Others	121	121
Total	9,984	9,984

According to the estimates and projections available to the Directors of the Group, the estimated revenue attributable to the Group of these companies adequately supports the carrying amount of goodwill allocated to the relevant registered CGUs. Likewise, the sensitivity of executed impairment tests allows deviations of key hypothesis (increase of sales, operating margin and discount rates) within standardised margin, without identifying impairment.

The most important goodwill is that referring to the associate "Constructora San José, S.A", Entirely concerned with the construction activity, representing 77% total goodwill of the Group. At 31 December 2025, the key assumptions on which the Group's management has based its cash flow projections for the valuation of the cash generating unit (CGU) representing this society, are as follows:

- Sales: total construction revenue is distributed among countries where the Group operates, based on the current activity and contracted portfolio (short and medium term) and the guidelines established in the business plan Group (medium and long term), assuming an average annual growth of total construction activity for the period of [2,5-5,5] %.
- For the discount of the projected cash flows a rate based on the weighted average cost of capital (WACC) is calculated. The Group uses a risk-free rate taking as reference the 5-year bond, depending on the location, and a market premium based on recent studies of long-term premiums used by analysts for the business and geographical areas where it operates. At 31 December 2025, the discount rate used by the Group in the UGE of "Constructora San José, S.A." is 7.5%.
- A 0% growth rate envisaged in perpetuity is considered.
- EBITDA margin relatively stable in the short term, standing at levels of 4.0%, increasing in the medium and long term, stabilising at levels of [4.5-6.0] %.
- Potential capital gains from the sale of real estate assets or income and benefits of urban development activity have not been considered in this cash generating unit.

The projections used by directors are conservative and in line with the Grupo SANJOSE's Business Plan, in accordance with the most recent commercial projections, which take into account the situation of the contracted portfolio, the historical evolution of recent years, as well as the situation of financial stability that has characterized the Group in recent years.

Likewise, revenue and margin projections have been draft using external resources from recognised international prestige, such as the International Monetary Fund, and information regarding plans for public investment in infrastructure in the coming years of the main countries where the Group operates.

The result of the impairment test of goodwill associated with CGU, conducted by the Group's management team at year-end 2025, shows a significant surplus of the recoverable amount over the carrying amount of the CGU, and basis said calculation in pessimistic scenarios that contemplate a reduction of 3 and 2.5 percentage points in growth and margin for the coming years, respectively, and an increase in the applied discount rate of 0.5 percentage points, without having to record any deterioration.

9. Property, plant and equipment

Changes in 2025 and 2024 under "Property, Plant and Equipment" in the consolidated balance sheet were as follows:

Year 2025:

	Thousands of Euros					
	Balance at 31/12/2024	Additions / Provisions	Disposals	Transfers	Translation differences and other	Balance at 31/12/2025
Cost:						
Land and buildings	77,653	3,791	(982)	-	(872)	79,590
Plant and machinery	55,071	15,952	(8,233)	-	(48)	62,742
Other items of property, plant and equipment	29,758	4,259	(1,987)	54	(149)	31,935
Ongoing property, plant and equipment	114	2	-	(54)	1	63
Total expense	162,596	24,004	(11,202)	-	(1,068)	174,330
Accumulated amortisation:						
Land and buildings	(12,414)	(2,520)	885	-	101	(13,948)
Plant and machinery	(37,076)	(11,998)	8,080	-	72	(40,922)
Other items of property, plant and equipment	(23,910)	(2,440)	1,613	-	163	(24,574)
Total Accumulated Amortisation	(73,400)	(16,958)	10,578	-	336	(79,444)
Total Accumulated Impairment	(9)	9	-	-	-	-
Net carrying amount	89,187	7,055	(624)	-	(732)	94,886

Year 2024:

	Thousands of Euros					
	Balance at 31/12/2023	Additions / Provisions	Disposals	Transfers	Translation differences and other	Balance at 31/12/2024
Cost:						
Land and buildings	74,125	2,916	(3,044)	-	3,656	77,653
Plant and machinery	52,510	11,245	(8,130)	(796)	242	55,071
Other items of property, plant and equipment	27,565	2,327	(1,494)	814	546	29,758
Ongoing property, plant and equipment	113	40	(36)	(3)	-	114
Total expense	154,313	16,528	(12,704)	15	4,444	162,596
Accumulated amortisation:						
Land and buildings	(12,928)	(2,356)	3,051	23	(204)	(12,414)
Plant and machinery	(35,822)	(9,109)	8,123	(15)	(253)	(37,076)
Other items of property, plant and equipment	(22,760)	(1,970)	1,386	(8)	(558)	(23,910)
Total Accumulated Amortisation	(71,510)	(13,435)	12,560	-	(1,015)	(73,400)
Total Accumulated Impairment	(14)	-	-	(9)	14	(9)
Net carrying amount	82,789	3,093	(144)	6	3,443	89,187

The main movement in this heading during 2025 and 2024 is the application of IFRS 16 relating to rental contracts, mainly for property and machinery, as follows: i) additions to property, plant and equipment due to new contracts amounting to EUR 17,126 thousand and EUR 10,954 thousand in 2025 and 2024, respectively; ii) reductions in property, plant and equipment due to maturities and/or cancellations amounting to EUR 8,180 thousand and EUR 9,832 thousand in 2025 and 2024, respectively (see Note 22.6).

The remaining additions in the year mainly relate to investments in plant and equipment and other fixed assets made by the Group in the ordinary course of business.

At 31 December 2025 and 2024, investment hold in foreign countries by the Group, detailed by associate is as follows:

	Thousands of Euros			
	31/12/2025		31/12/2024	
	Cost	Accum. Amort.	Cost	Accum. Amort.
Portugal	7,375	(4,398)	5,013	(3,388)
Argentina	2,373	(2,363)	2,518	(2,471)
Paraguay	53,057	(3,559)	53,257	(3,164)
Cape Verde	6,304	(4,916)	4,779	(4,623)
Chile	3,639	(2,474)	3,253	(1,993)
India	169	(80)	200	(71)
Perú	1,098	(742)	1,825	(1,255)
United Arab Emirates	202	(201)	958	(939)
México	235	(174)	137	(128)
Other countries	2,643	(1,959)	2,260	(1,780)
TOTAL	77,095	(20,866)	74,200	(19,812)

"Land and buildings" mainly includes a net amount of EUR 48,784 thousand and EUR 49,514 thousand as of 31 December 2025 and 2024, respectively, corresponding to lands of the group through its investee "Carlos Casado, SA", mainly agricultural land in the Paraguayan Chaco. The fair value of these assets, according to an external valuation carried out by an independent expert, exceeds their net book value.

Fair value of own use buildings at 31 December 2025 and 2024 amounts to EUR 33,5 million and EUR 32,4 million, respectively, according to estimates carried by independent valuers (Instituto de Valoraciones, S.A.). Carrying net cost at 31 December 2025 and 2024 amounts to EUR 15,1 million and EUR 14,9 million, respectively.

At the end of the financial years 2025 and 2024, there were fully amortised items in use, with a total cost amounting to EUR 26,3 million and EUR 27,9 million, respectively.

As of 31 December 2025, there are no properties registered as tangible fixed assets as mortgage collateral. Likewise, the Group does not maintain significant investment commitments in property, plant and equipment and no significant repair, maintenance or improvement costs are foreseen for these assets.

The Group takes out insurance policies to cover the possible risks to which its investment property is subject. The Parent's directors consider that the insurance coverage arranged is sufficient.

10. Investment property

The detail of "Investment Property" and changes therein in 2025 and 2024 is as follows:

Year 2025:

	Thousands of Euros				
	Balance at 31/12/2024	Additions / Provisions	Disposals	Translation differences	Balance at 31/12/2025
Cost:					
Land and buildings	52,139	5	-	(8,455)	43,689
Plant and machinery	5,214	37	-	(877)	4,374
Furniture, tools and other items	819	-	-	(143)	676
Total cost	58,172	42	-	(9,475)	48,739
Accumulated amortisation:					
Buildings	(33,825)	(43)	-	5,869	(27,999)
Technical facilities	(5,214)	(1)	-	872	(4,343)
Furniture, tools and other items	(819)	-	-	143	(676)
Total Accumulated Amortisation	(39,858)	(44)	-	6,884	(33,018)
Total Accumulated Impairment	(260)	(628)	-	108	(780)
Net carrying amount	18,054	(630)	-	(2,483)	14,941

Year 2024:

	Thousands of Euros				
	Balance at 31/12/2023	Additions / Provisions	Disposals	Translation differences	Balance at 31/12/2024
Cost:					
Land and buildings	30,867	77	(467)	21,662	52,139
Plant and machinery	2,980	5	-	2,229	5,214
Furniture, tools and other items	452	-	-	367	819
Total cost	34,299	82	(467)	24,258	58,172
Accumulated amortisation:					
Buildings	(18,900)	(23)	170	(15,072)	(33,825)
Technical facilities	(2,980)	-	-	(2,234)	(5,214)
Furniture, tools and other items	(452)	-	-	(367)	(819)
Total Accumulated Amortisation	(22,332)	(23)	170	(17,673)	(39,858)
Total Accumulated Impairment	(285)	-	25	-	(260)
Net carrying amount	11,682	59	(272)	6,585	18,054

There were no significant movements during the 2025 financial year. In the 2024 financial year, the Group sold an industrial warehouse, intended for lease, recorded at a net cost of 272 thousand euros, obtaining a positive result, recorded under the heading 'Impairment and result from disposals of fixed assets' in the consolidated profit and loss account for the 2024 financial year.

The cost of the investment property at 31 December 2025 and 2024 includes approximately EUR 14,7 million and EUR 17,2 million respectively, which corresponds to the cost of the land.

As of 31 December 2025 and 2024, there are no real estate assets pledged as collateral for the repayment of bank loans (see note 16.2).

Use or nature of the investment property

Substantially all of the Group's investment property relates to properties earmarked for lease, located mainly in Argentina: Avellaneda, Quilmes and La Tablada Shopping Centres.

The detail of the use or nature of the Group's investment property devoted to leasing purposes at 31 December 2025 and 2024 is as follows:

Lease purpose	2025		2024	
	Surface for lease (m2)	Percentage	Surface for lease (m2)	Percentage
Administrative buildings	287	0%	287	0%
Shopping Centres	182,460	99%	179,529	99%
Other	1,866	1%	2,409	1%
	184,612	100%	182,225	100%

Income and expenses from rental of investment property

The Group has commercial premises, office building and car park spaces had been leased out to third parties under operating leases.

The detail, by maturity, of the lease payments payable to the Group under the operating leases and subleases contracted for by the Group with third parties at 31 December 2025 and 2024 is as follows:

Term	Thousands of Euros	
	Year 2025	Year 2024
Up to a year	1,651	798
From one to five years	2,637	2,403
More than five years	226	204
	4,514	3,405

Calculation has not taken into consideration increase of CPI and, regarding variable rate contracts, amount for year 2025 has been considered.

The Group's rental income in 2025 and 2024 amounts to EUR 2,236 thousand and EUR 2,316 thousand, respectively, recognised under "Revenue" in the accompanying consolidated income statement.

Insurance policy

The Group takes out insurance policies to cover the possible risks to which substantially all its inventories are subject. The Parent's Directors consider insurance coverage arranged to be sufficient.

Fair value of the investment property

Each year the Group commissions studies from independent valuers to determine the fair values of its investment property at the balance sheet date (see Note 4.4).

At 31 December 2025 and 2024, the fair value of real estate investments of the Group arising from the above-mentioned studies amounts to EUR 97,1 million and EUR 96,9 million, respectively; mostly owed to the Group's real estate investments in Argentina. Said amount, at 31 December 2025 and 2024, includes EUR 46,9 million and EUR 46,7 million, respectively, corresponding to real estate investments of associates.

At year-end 2025, the Group has no significant investment commitments in investment property. Likewise, no significant repair, maintenance or improvement costs are foreseen for these assets.

In view of the aforementioned valuation report, in 2025 and 2024 no valuation adjustments of assets registered by the Group as real estate investments was disclosed.

11. Investment in associates and joint ventures

Details by company and movement during 2025 and 2024 are as follows:

Year 2025:

	Thousands of Euros					
	Balance at 31/12/2024	Profit/(Loss) for the year	Additions / Disposals (Note 2.4.d)	Dividends received	Translation differences	Balance at 31/12/2025
Cresca, S.A.	20	-	-	-	-	20
Pinar de Villanueva, S.L.	144	(2)	-	-	-	142
Crea Madrid Nuevo Norte, S.A.	45,676	(824)	6,600	-	-	51,452
Panamerican Mall, S.A.	1,837	1,830	-	(5,168)	2,476	975
CSJ GVK Projects in Technical SS. P.L.	252	(11)	-	-	(32)	209
Altacus Investments, S.A.	550	(8)	127	-	-	669
Cirilla Investments, S.A.	499	(8)	119	-	-	610
Lysistrata Investments, S.A.	674	(2)	156	-	-	828
Total	49,652	975	7,002	(5,168)	2,444	54,905

Year 2024:

	Thousands of Euros					
	Balance at 31/12/2023	Profit/(Loss) for the year	Additions / Disposals (Note 2.4.d)	Dividends received	Translation differences	Balance at 31/12/2024
Cresca, S.A.	86	(41)	-	-	(25)	20
Pinar de Villanueva, S.L.	147	(3)	-	-	-	144
Crea Madrid Nuevo Norte, S.A.	18,592	(582)	27,666	-	-	45,676
Panamerican Mall, S.A.	3,994	562	-	(2,992)	273	1,837
CSJ GVK Projects in Technical SS. P.L.	22	(538)	-	-	768	252
Altacus Investments, S.A.	-	-	550	-	-	550
Lysistrata Investments, S.A.	-	(1)	500	-	-	499
Cirilla Investments, S.A.	-	(1)	675	-	-	674
Total	22,841	(604)	29,391	(2,992)	1,016	49,652

These are companies whose shares are not listed on organised markets.

The main movement in 2025 and 2024 relates to the increase in the cost of the stake in "Crea Madrid Nuevo Norte, S.A." (CreaMNN), as a result of the capital increases in this investee company, during said fiscal years (see Note 2.4).

The main activity of the associated company CreaMNN is the urban development of the land comprising the area known as "Prolongación Castellana Norte", in the real estate development areas known as APR 08.03 and APE 05.27, in the municipality of Madrid. Grupo SANJOSE has participated in this company since its constitution, on 25 November 1993. On 29 July 2019, the Plenary Session of the Madrid City Council provisionally unanimously approved the urban project, so-called "Madrid Nuevo Norte" and, finally, on 25 March 2020, the Governing Council of the Community of Madrid definitively approved what will be the most important urban action in the coming years. In December 2024, CreaMNN and the public railway entities (Adif, Adif Alta Velocidad, Rente Operadora and Renfe Ingeniería Y Mantenimiento) formalised before a notary the transfer of the land of the Chamartín and Fuencarral railway premises, so that the company acquired the land and urban development rights which, in accordance with the approved planning, will be subject to urban transformation and which exceed one million square metres, representing approximately 50% of the Madrid Nuevo Norte urban regeneration project. During 2025, the Madrid City Council gave final approval to the urban development project for Las Tablas Oeste, one of the four urban areas that will make up Madrid Nuevo Norte. This milestone allows construction to begin, scheduled for the second quarter of 2026.

Annex II includes a list of the main ownership interests in associates, detailing name, country and participation percentage. The Group does not consider very relevant the impact on assets, profit or net equity of its participation in these companies. However, next is listed financial information of the main associates of the Group:

At 31 December 2025

	Millions of Euros		
	CMNN	PM	GSJ GVK
Non-current assets	8.5	271.5	-
Current assets	1,341.2	13.8	2.6
Total Assets	1349.7	285.3	2.6
Non-current liabilities	814.0	62.6	-
Current liabilities	16.0	5.8	1.8
Total Liabilities	830.0	68.4	1.8
Income from ordinary activities	2.2	34.4	-
Profit/(Loss) from continued operations	(8.2)	35.3	-
Profit/(Loss) for the year	(8.2)	35.3	-

At 31 December 2024

	Millions of Euros		
	CMNN	PM	GSJ GVK
Non-current assets	7.0	306.4	-
Current assets	1,508.4	22.5	3.0
Total Assets	1,515.4	328.9	3.0
Non-current liabilities	815.0	64.1	-
Current liabilities	243.2	6.6	2.1
Total Liabilities	1,058.2	70.7	2.1
Income from ordinary activities	2.2	47.0	-
Profit/(Loss) from continued operations	(5.8)	(96.9)	(1.1)
Profit/(Loss) for the year	(5.8)	(96.9)	(1.1)

A summary of the financial information of the main investees included within the accounting records of the Group is provided next:

At 31 December 2025

	Millions of Euros		
	CMNN	PM	CSJ GVK
Total net equity	519.7	216.9	0.8
% ownership of Grupo SANJOSE	10.0%	20.0%	50.0%
Net carrying amount of the stake (NCV)	52.0	43.4	0.4
Amendments of the NCV and other	-	(42.4)	(0.2)
Cost of the Groups' stake	52.0	1.0	0.2

At 31 December 2024

	Millions of Euros		
	CMNN	PM	CSJ GVK
Total net equity	457.2	258.2	0.9
% ownership of Grupo SANJOSE	10.0%	20.0%	50.0%
Net carrying amount of the stake (NCV)	45.7	51.6	0.5
Amendments of the NCV and other	-	(49.8)	(0.2)
Cost of the Groups' stake	45.7	1.8	0.3

The Group proceeds to homogenise the financial information of the associated companies prior to its consideration. The main effect is that referred to "Panamerican Mall, S.A.", a company that values its investment assets according to the "fair value" criterion.

12. Inventories

The detail in the consolidated balance sheets at 31 December 2025 and 2024 is as follows:

Year 2025:

	Thousands of Euros					
	Balance at 31/12/2024	Additions	Disposals	Transfers	Translation differences and other	Balance at 31/12/2025
Acquired property	4,894	83	(41)	(1,534)	-	3,402
Land and plots of land	66,308	12,368	(3,392)	(11,879)	(2,368)	61,037
Goods	8,262	27,949	(25,872)	-	-	10,338
Raw materials and other supplies	3,022	7,756	(8,825)	-	76	2,029
Developments under construction						
- Short-cycle developments under construction	-	-	-	-	-	-
- Large-cycle developments under construction	-	1,333	-	11,727	373	13,433
Other current inventory	6,574	18,218	(3,193)	(13,446)	273	8,426
Completed construction works	8,312	5	(2,686)	152	55	5,838
Other finished products	154	4,817	(19,319)	14,980	1	633
Advances to suppliers	12,686	250	(3,792)	-	(49)	9,095
Impairment losses on inventories	(22,420)	(851)	527	-	91	(22,653)
Total	87,790	71,928	(66,593)	-	(1,548)	91,578

Year 2024:

	Thousands of Euros					
	Balance at 31/12/2023	Additions	Disposals	Transfers	Translation differences and other	Balance at 31/12/2024
Acquired property	4,899	-	(5)	-	-	4,894
Land and plots of land	59,852	785	-	-	5,671	66,308
Goods	6,198	20,709	(18,645)	-	-	8,262
Raw materials and other supplies	2,984	5,760	(5,867)	-	145	3,022
Developments under construction						
- Short-cycle developments under construction	6,195	-	-	(6,487)	292	-
- Large-cycle developments under construction	-	-	-	-	-	-
Other current inventory	5,783	4,766	(4,610)	-	635	6,574
Completed construction works	4,304	930	(3,378)	6,487	(31)	8,312
Other finished products	495	3,825	(4,157)	-	(9)	154
Advances to suppliers	8,392	8,646	(3,956)	(14)	(382)	12,686
Impairment losses on inventories	(21,613)	(927)	45	-	75	(22,420)
Total	77,489	44,494	(40,573)	(14)	6,396	87,790

12.1 Acquired property

Main changes recorded under this item correspond to deed of assignment in payment as collection of default rate. The ultimate purpose of the Group is to allocate these properties for sale to third parties in the normal course of operations. During 2025, the Group began a project to adapt and complete the homes in the Promópolis development in Seville. Consequently, this asset has been transferred to work in progress. The main assets included under this heading at 31 December 2025 are as follows:

- Car parking spaces and housing units in Puerto Llano, Ciudad Real.
- Car parking spaces and housing units in Mairena de Aljarafe, Seville.

12.2. Land and plots of land

This account balance corresponds to the acquisition price of several plots of land in their final phase or under urban management at 31 December 2025 and 2024 basically for residential purposes (even though there are also institutional or industrial plots). The Group has planned to allocate them to direct sale or property development.

The main movement during the 2025 financial year was the purchase of land in Lima, Peru (see Note 12.3), with the project and construction work having commenced and being recorded at 31 December 2025 as the highest amount of work in progress (see Note 12.3). There were no significant movements in this heading in 2024.

At 31 December 2025, this item includes mainly the following plots of land:

1. Plot of land in La Tablada, Seville, with a total surface of 149,619 sqm.
2. Urban plots of land Las Arenas, RP-9 Jalón industrial, Las Raposas II and others in Valladolid, with a surface amounting to 225.000 m2.
3. La Catalana and Pueblo Mediterráneo urban plots of 3,965 and 9,532 m2, respectively, located in Vicálvaro (Madrid) and Manilva (Málaga).
4. A plot of land in Salvador de Bahía, Brazil, devoted to residential purposes, with a total buildable surface amounting to 30.285 m2.
5. La Tablada, located in Buenos Aires - Argentina, for residential and commercial purposes, with as total surface amounting to 808,102 sqm and a buildable surface amounting to 1,650,000 sqm.

At 31 December 2025 and 2024, the Group does not hold land as mortgage hedges.

At 31 December 2025, the Group has a land portfolio with a total area of approximately 1.5 million m2, approximately 69.3% of which is qualified land. The breakdown, according to location, is as follows:

	31.12.2025	31.12.2024
Spain	43.8%	43.9%
Portugal	0.0%	0.0%
Argentina	54.1%	54.1%
Brazil	2.0%	2.0%
TOTAL	100%	100%

Land purchase commitments

At the end of the 2024 financial year, the Group company 'San José Inmobiliaria Perú, SAC' had signed two land purchase option contracts, for a total amount of USD 22.8 million, with the aim of continuing the construction and development activity that this company has been carrying out in recent years. During the first half of 2025, one of the two contracts expired and was discarded, and with regard to the other contract, the Group exercised the option, proceeding to purchase land in Lima, Peru, for USD 13,250 thousand, which is currently under development (see Note 12.3).

As at 31 December 2025, the Group had advances paid to suppliers totalling EUR 9,095 thousand. These relate entirely to payments on account made by the Group to its suppliers in the ordinary course of its construction activity, mainly in Spain, Mexico and Portugal, for amounts of EUR 5 million, EUR 1.4 million and EUR 1.3 million, respectively.

12.3 Ongoing development

In addition to agricultural inventories (see Note 12.4), under this heading the Group records work in progress on prefabricated construction elements, as well as costs incurred in real estate developments that are in progress (mainly Bellavista in Peru and Promópolis in Seville) (see Notes 12.2 and 12.1).

12.4 Agricultural stocks

These are those associated with the agricultural and livestock business carried on by the Group through the company "Carlos Casado, S.A." and its subsidiaries (Casado Group). These mainly include agricultural and livestock biological assets. The detail is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Raw materials and other supplies	645	825
Other current inventory	5,667	5,861
Other finished products	18	29
TOTAL	6,330	6,715

The Group's sales from its agricultural activity during the 2025 financial year amounted to EUR 5,117 thousand, contributing a positive operating result of EUR 345 thousand to the Group (EUR 2,496 thousand and a loss of EUR 2,060 thousand, respectively, in the 2024 financial year).

As at 31 December 2025, the Casado Group companies contributed non-current and current assets to the Group amounting to EUR 51.7 million and EUR 14.2 million, respectively (EUR 52.2 million and EUR 13.8 million as at 31 December 2024), with non-current and current liabilities amounting to EUR 3.3 million and EUR 7 million, respectively (EUR 2.5 million and EUR 8.7 million as at 31 December 2024).

12.5 Completed works

The main property developments included under this item refer to not sold items of the following property developments, mainly:

- 111 housing units in Larrein" located in Vitoria- Gasteiz property of the Group company "Alexin XXI, S.L.U".
- "Borinbizcarra" and "62 housing units in Mariturri", for "Eraikuntza, Birgaikuntza Artapena, S.L.U." (EBA).
- "Quinta do Moleao (Lagos)" of the branch office in Portugal of "Constructora San José, S.A.".
- Condominio Nuevavista", in Lima (Perú).

During the 2025 and 2024 financial years, disposals totalling EUR 2,686 thousand and EUR 3,378 thousand, respectively, were recorded, mainly due to the sale of homes and garages in the Nuevavista and Larrein developments. The transfer during the 2024 financial year was mainly due to the completion of construction of the Nuevavista development.

Commitments to sell ongoing real estate developments and constructed buildings

At 31 December 2025 and 2024, the Group had signed private contracts and reservation documents for the sale of properties in real estate developments under construction or buildings constructed at that date, for a total amount of EUR 1,085 and EUR 1,037 thousand, respectively. At the end of the 2025 and 2024 financial years, the Group had received advances from the corresponding customers amounting to EUR 180 thousand and EUR 248 thousand, respectively (see Note 18.2).

12.6 Impairment of inventories

The breakdown of inventory impairment at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Acquired property	1,880	2,466
Land and plots of land	19,536	19,426
Goods	818	126
Completed construction works	419	402
TOTAL	22,653	22,420

The Group annually commissions independent experts to determine the fair values of its real estate inventories (see Note 4.4).

At 31 December 2025 and 2024, the fair value of the Group's real estate inventories as determined by the above study amounted to EUR 131.8 million and EUR 121.7 million, respectively, with a net impairment loss of EUR 324 thousand recognised in 2025 (in 2024, the Group recorded a net impairment loss of EUR 882 thousand) (see Note 22.2).

12.7 Insurance policy

The Group's policy is to take out insurance policies to cover the potential risks to which virtually all of its inventories are exposed. In the opinion of the directors of the parent company, the coverage provided by the policies taken out is adequate.

12.8 Emission rights

The item "Raw materials and other supplies" includes the greenhouse gas emission rights of the Group company "Poligeneració Parc de l'Alba ST-4, S.A.", with the total cost of the rights purchased as at 31 December 2025 and 2024 amounting to EUR 1,073 thousand and EUR 826 thousand, respectively. Those corresponding to CO₂ emissions for the year, amounting to EUR 1,051 thousand and EUR 867 thousand in 2025 and 2024, respectively, have been applied to production and are pending redemption by the Public Administration.

13. Financial assets

13.1 Trade receivables and other accounts receivable

This caption in the accompanying consolidated balance sheet includes the present value of amounts receivable from sales and services rendered by Group companies, which form the basis of consolidated operating profit.

The breakdown of customers by sales and services rendered as at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Progress billings receivable and trade receivables for sales and provision of services	260,843	281,926
Executed works pending billing (OEPC)	40,542	60,828
Retentions for guarantees	90,227	112,325
Customers, discounted instruments	28,310	27,452
Impairment (Note 15)	(22,312)	(20,459)
Total	397,610	462,072
Advances (Note 18.2)	(230,540)	(169,901)
Total net accounts receivable	167,070	292,171

Group management considers that the carrying amount of trade receivables and other accounts receivable approximates their fair value.

The heading "Work performed pending certification - OEPC" includes work performed and pending certification to customers, which is recognised as revenue in the period in accordance with the application of the method of recognising revenue for work performed (work in progress), based on the percentage of completion method used by the Group, described in Note 4.11. Insofar as the general accounting criterion adopted by the Group for recording sales revenue, for the purposes of calculating the degree of progress, takes into account as the total revenue estimate for the work or project only the justified and approved part, the amount of OEPC corresponds entirely to production completed to date associated with duly signed and valid contracts. The total amount of OEPC is made up of the amount contributed by all the works or projects in progress, which is a highly fragmented figure, and generally no single project contributes a significant amount. In general, the OEPC recorded is reversed within a maximum period of 3 to 6 months through the issuance of the corresponding certification to the customer, with no exceptions for significant amounts. The average duration of the Group's construction contracts is between 1 and 2 years.

The item "Advances" under current liabilities in the consolidated balance sheet at 31 December 2025 and 2024 includes amounts of EUR 176,948 thousand and EUR 158,352 thousand, respectively, corresponding to "Work certified in advance", which is recognised as a lower amount of the Group's income for the period, in accordance with the application of the percentage of completion method (see Note 18.2).

At 31 December 2025 and 2024, the Group had no customer loans assigned to financial institutions without recourse.

The Group does not have a significant concentration of credit risk. The amount outstanding from customers at 31 December 2025 and 2024 is highly fragmented among a large number of counterparties and customers, with no customer generally having a significant amount outstanding.

The distribution of accounts receivable between the public and private sectors as at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Public Sector Customers	101,073	125,537
Private Sector Customers	296,537	336,535
	397,610	462,072

A portion of the balances receivable from customers relate to transactions with public entities, particularly those dependent on the Central Government, which the Group considers to be a very limited credit risk. With regard to private sector customers, in recent years the Group has strengthened its risk control policy, which covers everything from the contracting phase (evaluation and rating of potential customers, minimum payment terms, etc.) to the periodic review of the overall position and individual analysis of the most significant exposures. This analysis results in the provision for doubtful debts, which covers the estimated expected loss.

The Group's average collection period in 2025 and 2024 is approximately 56 and 58 days, respectively.

The Group has a credit risk management department whose main functions are:

- Analysing the creditworthiness of potential customers and participating in the contracting process.
- Identifying the level of commercial (credit) risk assumed with each customer.
- Monitoring any deviations that may occur from the established limits.
- Manage any collection incidents that may arise and report them to the Finance Department.

In general, efforts are focused primarily on preventive tasks. The Group's objective is to prevent customer defaults from occurring. This analysis is carried out a priori and on an individual basis.

13.2 Cash and cash equivalents

The heading "Cash and cash equivalents" includes the Group's cash and short-term bank deposits with an initial maturity of three months or less. The carrying amount of these assets approximates their fair value, no and there are no restrictions on the availability of these balances.

The breakdown as at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Other cash equivalents	144,774	121,910
Cash	144	159
Banks and credit entities	476,670	359,037
Total cash and other cash equivalents	621,588	481,106

The Group's Finance Department makes short-term placements of liquidity surpluses, based on the Group's cash flow budget, which are recorded under "Other cash equivalents". For the most part, these are placements in bank deposits in Spain and Chile.

Of the total balance of cash and other liquid assets, the joint ventures in which the Group participates (see Appendix III) contribute EUR 82,231 thousand and EUR 48,986 thousand as at 31 December 2025 and 2024, respectively.

13.3 Short-term financial investments

This heading includes bank deposits, short-term deposits with a maturity of more than three months and other current loans.

As at 31 December 2025 and 2024, this mainly includes:

- amounts arising from short-term deposits, amounting to EUR 13,205 and EUR 4,116 thousand as at 31 December 2025 and 2024, respectively.
- likewise, at 31 December 2024, this heading included the positive value at year-end of financial derivatives contracted, amounting to EUR 569 thousand (see Note 17).

13.4 Long-term financial investments

The breakdown and movements in the heading "Other non-current financial assets" in the accompanying consolidated balance sheet at 31 December 2025 are as follows:

	Thousands of Euros			
	Investments available for sale	Investments until maturity	Impairment	Total
Balance at 31 December 2023	13,426	17,923	(11,829)	19,520
Entries or provisions	7,102	620	(98)	7,624
Transfers	-	-	9	9
Translation differences	(54)	(438)	5	(487)
Disposals, withdrawals or redundancies	-	(1,777)	-	(1,777)
Balance at 31 December 2024	20,474	16,328	(11,913)	24,889
Entries or provisions	172	11,111	519	11,802
Translation differences	(129)	11	(24)	(142)
Disposals, withdrawals or redundancies	-	(1,733)	-	(1,733)
Balance at 31 December 2025	20,517	25,717	(11,418)	34,816

13.4.1 Financial assets at fair value through profit or loss

This heading mainly includes investments in securities representing the capital of companies in which the Group has an insignificant interest. Of the total impairment reflected in the table above, at 31 December 2025 and 2024, an amount of EUR 5,880 thousand and EUR 6,399 thousand, respectively, relates to this type of asset (see Note 22.11).

The net cost at which these Group holdings are recorded, broken down by the main investee companies, at 31 December 2025 and 2024, is as follows:

Company	Thousands of Euros	
	31.12.2025	31.12.2024
Bodegas Altanza, S.A.	736	736
Oryzon Gernomics, S.A. (*)	944	573
Madrid Affordable Housing	-	5,000
Nueva Marina Real State, S.L.	6,960	6,960
Derry Gestion Global, S.L.	5,000	-
Others	997	806
	14,637	14,075

(*) Company listed on the continuous market of the Spanish Stock Exchange.

The main movements during 2025 were as follows: i) the Group's investee company "Constructora San José, S.A." subscribed shares representing 12.61% of the share capital of the company "Derry Gestión Global, S.L.U." for an amount of EUR 5,000 thousand, a company whose main business purpose is property management. The Group does not exercise control or significant influence over this investee company. The Group's management considers that the amount recorded for these investments does not differ significantly from their fair value; ii) In December 2025, the sale of the stake held by the Group company Constructora San José, S.A. in the companies Madrid Affordable Housing 2021, S.A. and Madrid Affordable Housing Development 2021, S.A. was completed, with no impact on the Group's results. It should be noted that during the 2025 financial year, the Group received a dividend from these two companies for a total amount of EUR 750 thousand (see Note 22.7).

In December 2024, the Group's investee company Constructora San José, S.A. subscribed shares representing 7.99% of the share capital of Nueva Marina Real Estate, S.L. for EUR 6,960 thousand, a company whose main business purpose is real estate development. The Group does not exercise control or significant influence over this investee company. The Group's management considers that the amount recorded for these investments does not differ significantly from their fair value.

13.4.2 Financial assets at amortised cost

This heading mainly includes loans and receivables from third parties. The net carrying amount associated with these items at 31 December 2025 and 2024 amounts to EUR 20,179 thousand and EUR 10,814 thousand, respectively.

At 31 December 2025 and 2024, this heading mainly includes receivables for work performed in connection with the refurbishment phase of the Group company Sociedad Concesionaria Penitenciario de Talca, S.A., amounting to EUR 9,153 thousand and EUR 402 thousand, respectively, in accordance with the financial asset model of CNIIF 12 (see Note 4.2), as this is a concession in which the Group does not assume any demand risk. Payment is structured in eight annual instalments to be collected once the work has been completed. The Group records the amount of the work, discounting the financial effect of the deferral of collection. During 2025, the Group took out a loan related to this project (see Note 16.1).

This heading also includes the right to collect payment for the expansion and improvement works on the Maipú and La Florida hospitals in Chile, carried out by the Group company "Sociedad Concesionaria San José-Tecnocontrol, S.A." also under a concession regime without assumption of demand risk, which as at 31 December 2025 amounts to EUR 1,261 thousand. In this case, the collection is structured through four annual instalments, including explicit recognition of financial income.

Likewise, as at 31 December 2025 and 2024, this heading includes the Group's right to collect from customers, arising from long-term debt renegotiation processes, or due to discrepancies pending resolution in legal or arbitration proceedings. With regard to this situation, the following should be noted:

- Right to collect a total amount of EUR 7,775 thousand and EUR 8,010 thousand as at 31 December 2025 and 2024, respectively, from the Chilean Ministry of Public Works as a result of the termination of the contract and the execution of the first demand guarantees held by the Group company Sociedad Concesionaria San José Rutas del Loa, S.A. in Chile.

Based on the Group's analysis of the recoverability of this debt, in the context of the application of IFRS 9, mainly considering counterparty risk, the impairment recorded as at 31 December 2025 and 2024 amounts to EUR 1,419 thousand and EUR 1,462 thousand, respectively. In addition, at 31 December 2025 and 2024, the Group has recognised a provision for possible liabilities that may arise in relation to this contract, amounting to EUR 6,884 thousand and EUR 7,092 thousand, respectively (see Note 15). During 2025 and 2024, the change in both the cost and the impairment and provision is due to exchange rate movements.

- Long-term receivable relating to the "Improvement of the Checca-Mazocruz road section" project in Peru, amounting to EUR 4,416 thousand and EUR 4,306 thousand as at 31 December 2025 and 2024, respectively, as a result of the unilateral termination of the contract by the customer, notified in February 2020. The Group considers that the reasons given by the customer for terminating the contract are unfounded and has initiated the arbitration proceedings provided for in the contract itself. The change in 2025 and 2024 is due to exchange rate movements.

Based on the Group's analysis of the recoverability of this debt, in the context of the application of IFRS 9, mainly considering counterparty risk, the impairment recorded as at 31 December 2025 and 2024 amounts to EUR 2,705 thousand and EUR 2,638 thousand, respectively. In addition, at 31 December 2025 and 2024, the Group has recognised a provision for possible liabilities that may arise in relation to this contract, amounting to EUR 2,855 thousand and EUR 2,784 thousand, respectively (see Note 15). The change during 2025 is entirely due to exchange rate movements.

14. Equity

14.1 Registered capital

The share capital of the Parent Company at 31 December 2025 and 2024 consists of 65,026,083 shares with a par value of EUR 0.03 each.

On 20 July 2009, the parent company's shares were admitted to trading on the Continuous Market. The closing and average share price for the last quarter of the year was EUR 7.52 and EUR 7.27 in 2025, and EUR 5.2 and EUR 4.70 in 2024, respectively.

As at 31 December 2025, the main shareholder of the parent company was Mr Jacinto Rey González, with a direct and total effective stake of 24.952% and 48.292%, respectively. In addition, other shareholders with a significant stake as at 31 December 2025 included: Ms Julia Sánchez Ávalos, Ms María Virtudes Sánchez Ávalos and Mr Juan Villalonga Navarro, with total effective holdings of 7.4%, 4.7% and 2.1%, respectively.

14.2 Share premium

The Capital Companies Act expressly allows the use of the balance of the share premium to increase the share capital of the entities in which it is registered and does not establish any specific restrictions on the availability of this balance.

As at 31 December 2025, the parent company had no share premium.

14.3 Legal reserve

In accordance with the Capital Companies Act, an amount equal to 10% of the profit for the year must be allocated to the legal reserve until it reaches at least 20% of the share capital.

The legal reserve may be used to increase capital in the part of its balance that exceeds 10% of the capital already increased.

Except for the aforementioned purpose, and as long as it does not exceed 20% of the share capital, this reserve may only be used to offset losses and provided that there are no other reserves available for this purpose.

As at 31 December 2025 and 2024, this reserve is fully constituted.

14.4 Distribution of dividends

As at 31 December 2025 and 2024, there are no restrictions on the distribution of dividends. The parent company has distributed dividends in the last five financial years (see Note 3).

14.5 Consolidated reserves

The breakdown of the heading "Reserves" in the consolidated balance sheet at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Parent reserves	31,254	34,890
Consolidation reserves		
-From consolidated companies	225,977	195,408
-From companies considered equivalent	(18,969)	(13,327)
TOTAL	238,262	216,971

The breakdown of reserves, based on the investee company that contributes them to the Group, after considering the effect of consolidation adjustments, is as follows:

Net income and reserves attributable to the parent company contributed by the parent company and Group companies:

	Thousands of Euros			
	2025		2024	
	Reserves	Profit/(Loss) for the year	Reserves	Profit/(Loss) for the year
Grupo Empresarial San José, S.A.	22,814	1,341	26,657	6,389
SJB Melrose	(5,266)	(47)	(5,207)	(59)
Constructor subgroup	238,268	32,328	210,628	22,602
Comercial subgroup	12,313	3,564	11,199	2,614
Udra Medios subgroup	(13,961)	698	(14,657)	696
San José Concessions y Servicios subgroup	7,090	730	6,011	1,079
San José Energía y Medio Ambiente subgroup	(5,028)	(36)	(5,046)	18
Cadena de Tiendas, S.A.U.	196	47	92	104
GSJ Solutions, S.L.U.	805	251	621	184
	257,231	38,876	230,298	33,627

Net profit and reserves attributable to the parent company contributed by entities valued using the equity method:

The breakdown by entity of the balances of this account in the consolidated balance sheets, after considering the effect of valuation adjustments and translation differences recognised in equity as a result of the valuation process, is as follows:

Company	Thousands of Euros			
	2025		2024	
	Reserves	Profit/(Loss) for the year	Reserves	Profit/(Loss) for the year
Crea Madrid Nuevo Norte, S.A.	(5,316)	(825)	(4,734)	(582)
Panamerian Mall, S.A.	(6,998)	1,830	(2,523)	563
Pinar de Villanueva, S.L.	(6,278)	(1)	(6,275)	(3)
Cresca, S.A.	(565)	-	(524)	(41)
CSJ GVK Projects in Technical SS. P.L.	191	(11)	729	(538)
Altacus Investments, S.A.	(1)	(8)	-	(1)
Lysistrata Investments, S.A.	(1)	(8)	-	(1)
Cirilla Investments, S.A.	(1)	(2)	-	(1)
	(18,969)	975	(13,327)	(604)

14.6 Equity adjustments due to valuation

This heading in the consolidated balance sheet includes the net amount of changes in the fair value of certain derivative instruments (see Notes 4.10 and 17), in accordance with IFRS 9.

14.7 Shares of the Parent Company

At 31 December 2025 and 2024, the Group did not hold any treasury shares, nor did it carry out any treasury share or parent company share transactions during the 2025 and 2024 financial years.

14.8 Non-controlling interests

The breakdown as at 31 December 2025 of the balance sheet items "Non-controlling interests" and "Profit attributable to non-controlling interests" in the consolidated balance sheet, by consolidated companies, is presented below:

Company	Thousands of Euros	
	Total minority interests	Profit/(Loss) for the year attributed to minority
Constructor subgroup	37,603	959
Udra Medios subgroup	(143)	31
San José Energía y Medio Ambiente subgroup	2,443	7
	39,903	997

The main amount allocated to non-controlling interests is that derived from the Constructor Group's stake in the company "Carlos Casado, S.A.", in which the Group has a 52.19% stake, the parent company of a subgroup of companies located mainly in Paraguay, whose activity is focused on the agricultural sector (see Note 12.4).

The changes in this item during 2025 and 2024 are as follows:

	Thousands of Euros	
	2025	2024
Opening balance	34,485	35,536
Profit/(Loss) for the year	997	(626)
Translation differences	2,172	(328)
Dividends distributed and capital reductions	2,252	(84)
Adjustments attributable to minority interests and other	(3)	(13)
Closing balance	39,903	34,485

14.9 Capital management

The Group's capital management is focused on achieving a financial structure that optimises the cost of capital while maintaining a solid financial position. This policy allows the creation of value for shareholders to be reconciled with access to financial markets at a competitive cost to cover the financing needs of the investment plan not covered by the generation of funds from the business.

As an indicator for capital management, the Group's management considers the level of leverage, taking this ratio as the quotient resulting from dividing net financial debt by net equity. As the Group has maintained a positive net cash position in recent years (due to the fact that the level of cash and other liquid financial assets comfortably exceeds the level of financial debt), the Group's management uses the "net cash position/equity" ratio as an indicator.

As at 31 December 2025 and 2024, the amount of the aforementioned parameter is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Non-current bank borrowings and other financial liabilities (Note 13.3)	16,959	9,598
Current bank borrowings and other financial liabilities (Note 13.2)	621,588	481,106
Other current financial assets (Note 16)	(116,623)	(102,837)
Cash and cash equivalents (Note 16)	(17,881)	(14,525)
Total net	504,043	373,342
Total equity	287,823	252,701
Net equity	175.12 %	147.74 %

The Group presents its results in accordance with generally accepted accounting standards (see Note 2.1). However, the Group's management considers that certain alternative performance measures (APMs) give a true and fair view of its financial information and provide useful additional financial information that it uses in managing the business, and that they should be considered in order to properly assess the Group's performance.

Among others, the Group identifies net financial debt (NFD) as an ARP, defining it as the total amount of bank and non-bank financial debt, including finance lease liabilities and the valuation of obligations associated with financial derivative instruments, financial debt with third parties and related companies, less the amount recorded under the headings "Short-term financial investments", "Investments in associates and other related companies" and "Cash and other cash equivalents" under current assets in the consolidated balance sheet.

14.10 Equity position of the parent company

At 31 December 2025 and 2024, the Parent Company had positive equity of EUR 38,129 thousand and EUR 44,910 thousand, respectively, representing 26.2% and 32.4% of its total assets.

15. Provisions

The breakdown and movements during 2025 and 2024 of the main items in the Group's consolidated balance sheet that include provisions made are as follows:

	Thousands of Euros			
	Operating insolvences (Note 13)	Other operating provisions	Long term provisions	Total
Balance at 31 December 2023	17,973	29,231	39,727	86,931
Net impairment	2,091	2,607	5,200	9,898
Applications	(74)	(1,322)	(837)	(2,233)
Transfers and other	594	450	780	1,824
Translation differences	(125)	229	184	288
Balance at 31 December 2024	20,459	31,195	45,054	96,708
Net impairment	759	6,946	7,037	14,742
Applications	(115)	(682)	(1,263)	(2,060)
Transfers and other	1,590	1,034	-	2,624
Translation differences	(381)	(899)	(2,174)	(3,454)
Balance at 31 December 2025	22,312	37,594	48,654	108,560

Other operating provisions

Operating provisions, recorded under "Short-term provisions" in current liabilities on the accompanying consolidated balance sheet, reflect the estimated amounts required to cover possible contingencies arising in the normal course of business: completion of works and after-sales, works with a negative budget margin, etc.

Long-term provisions

This heading mainly includes provisions to cover possible contingencies that may arise in the Group, arising from litigation and legal proceedings affecting it as a result of its activities. It is worth noting the provisions that the Group has recorded in relation to legal and/or arbitration proceedings relating to construction contracts unilaterally terminated by customers, for a total amount of EUR 9,739 thousand and EUR 9,876 thousand as at 31 December 2025 and 2024, respectively (see Note 13.4), as well as the provision mainly related to claims and negotiations with suppliers in Abu Dhabi, totalling EUR 15,451 thousand and EUR 16,371 thousand at 31 December 2025 and 2024, respectively.

Similarly, this heading includes the accrued amount pending realisation corresponding to major repairs and multi-year maintenance work planned for productive fixed assets (see Note 7), as well as the expected costs to be incurred for the reversion of ownership of the concessions currently managed by Group companies, totalling EUR 5,542 thousand and EUR 5,134 thousand as at 31 December 2025 and 2024, respectively.

In the opinion of the directors of the parent company, there are no significant disputes or contingencies whose probability of occurrence would justify the recognition of a provision in addition to that already recorded. The directors of the various companies that make up the Grupo SANJOSE consider that the provisions made are sufficient to cover any final settlements that may arise from the resolution of ongoing litigation and do not expect that, in the event that the resolution of the aforementioned legal proceedings results in an amount greater than that provisioned, the additional liabilities will significantly affect the Group's current consolidated financial statements.

16. Debts with credit institutions, bonds and other negotiable securities

The composition of the balance of these headings in the consolidated balance sheets at 31 December 2025 and 2024 is as follows:

Year 2025:

	Thousands of Euros		
	Debts and accounts payable	Derivatives	Total
Non-current financial liabilities:			
Bank borrowings (Note 16.1)	9,733	-	9,733
Other financial liabilities (Note 16.3)	106,890	-	106,890
Total non-current	116,623	-	116,623
Current financial liabilities:			
Bank borrowings (Note 16.1)	6,769	-	6,769
Derivatives (Note 17)	-	210	210
Other financial liabilities (Note 16.3)	9,311	-	9,311
Total current	16,080	210	16,290

Year 2024:

	Thousands of Euros		
	Debts and accounts payable	Derivatives	Total
Non-current financial liabilities:			
Bank borrowings (Note 16.1)	3,241	-	3,241
Other financial liabilities (Note 16.3)	99,596	-	99,596
Total non-current	102,837	-	102,837
Current financial liabilities:			
Bank borrowings (Note 16.1)	7,278	-	7,278
Derivatives (Note 17)	-	93	93
Other financial liabilities (Note 16.3)	5,954	-	5,954
Total corriente	13,232	93	13,325

The change in the total amount of financing received during the 2025 financial year is as follows:

	Thousands of Euros						
	31.12.2024	IFRS16 effect and other	Cash flows	Transfers	Changes in fair value	Translation differences	31.12.2025
Non-current financial liabilities:							
Bank borrowings (Note 16.1)	3,241	1,235	4,986	-	-	271	9,733
Derivatives (Note 17)	-	-	-	-	-	-	-
Other financial liabilities (Note 16.3)	99,596	1,634	4,417	(126)	1,426	(57)	106,890
Total non-current	102,837	2,869	9,403	(126)	1,426	214	116,623
Current financial liabilities:							
Bank borrowings (Note 16.1)	7,278	745	(1,524)	-	68	202	6,769
Derivatives (Note 17)	93	-	(151)	268	-	-	210
Other financial liabilities (Note 16.3)	5,954	3,450	(194)	126	-	(25)	9,311
Total current	13,325	4,195	(1,869)	394	68	177	16,290

The column "Effect of applying IFRS 16 and others" also includes an increase totalling EUR 1,980 thousand, corresponding to the amount of the leasing contracts signed by the Group during the 2025 financial year.

For most financial liabilities, fair values are not significantly different from their carrying amounts, given that the interest payable on these financial liabilities is close to current market rates or the liabilities are short-term in nature.

The breakdown by maturity of this heading at 31 December 2025 is as follows:

	Thousands of euros				
	Year 2026	Year 2027	Year 2028	Year 2029 and followings	TOTAL
Bank borrowings (Note 16.1)	6,769	1,959	1,263	6,511	16,502
Derivatives (Note 17)	210	-	-	-	210
Other financial liabilities (Note 16.3)	9,311	3,494	-	103,396	116,201
TOTAL	16,290	5,453	1,263	109,907	132,913

16.1 Debts with credit institutions

The breakdown of this heading as at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Non-current:		
Finance leasing	1,253	1710
Bank loans and credit facilities	8,480	1,531
Total non-current	9,733	3,241
Current:		
Finance leasing	760	1,182
Payables from discounted notes and bills	282	7
Bank loans and credit facilities	5,727	6,089
Total current	6,769	7,278
TOTAL	16,502	10,519

All of these loans have an interest rate linked to EURIBOR plus a market spread.

During the 2025 financial year, the Group company "Sociedad Concesionaria Penitenciario de Talca, S.A." signed a financing agreement relating to the construction phase of the concession agreement (see Note 13.4.2), for a total amount of 530 thousand UF (approximately EUR 18.5 million, which will be drawn down progressively until August 2026 and repaid in annual instalments until May 2033, at a fixed interest rate of 4.75%. At 31 December 2025, the total amount drawn down was EUR 6,294 thousand, most of which was recorded as non-current under "Bank loans and borrowings".

In addition, at 31 December 2025 and 2024, the item "Bank loans and credits" under non-current and current liabilities includes an amount of EUR 6,811 thousand and EUR 6,679 thousand, respectively, corresponding to the financing drawn down by the Group company "Casado Agropecuaria, S.A.".

The breakdown by maturity of debts with credit institutions at 31 December 2025 is as follows:

	Thousands of euros				
	Year 2026	Year 2027	Year 2028	Year 2029 and followings	TOTAL
Finance lease	760	783	429	41	2,013
Payables from discounted notes and bills	282	-	-	-	282
Bank loans and credit facilities	5,727	1,176	834	6,470	14,207
TOTAL	6,769	1,959	1,263	6,511	16,502

As at 31 December 2025 and 2024, the joint ventures in which the Group companies participate contributed balances drawn down on discount lines amounting to EUR 282 thousand and EUR 7 thousand, respectively.

During the 2025 and 2024 financial years, there has been no breach of its financial obligations arising from its financing agreements.

16.2 Mortgage loans

As at 31 December 2025 and 2024, the Group did not have any mortgage loans.

16.3 Other financial liabilities

The item "Other non-current financial liabilities" mainly includes the amount of the financial debt granted by the company "Merlin Properties Socimi, S.A." as part of the purchase price paid in the partial sale of the Group's stake in its associate "Crea Madrid Nuevo Norte, S.A.", signed on 31 October 2019, amounting to EUR 86,397

thousand, with a single maturity of 20 years and a fixed annual interest rate of 2%, payable at maturity, with the Group's current 10% stake in the share capital of the investee company provided as collateral (see Note 11).

As at 31 December 2025 and 2024, the amount of the debt arising from the aforementioned loan amounts to EUR 95,599 thousand and EUR 94,054 thousand, respectively. The change in 2025 is due to accrued financial expenses pending payment, net of the applicable withholding tax.

Likewise, the financial debt recorded by the Group in accordance with IFRS 16 "Leases" is included, amounting to EUR 12,586 thousand and EUR 7,502 thousand as at 31 December 2025 and 2024, respectively (see Note 22.6). Future cash outflows not reflected in the measurement of lease liabilities to which the Group is potentially exposed are not significant at the end of 2025 and 2024.

In addition, amounts of EUR 7,797 thousand and EUR 3,683 thousand as at 31 December 2025 and 2024, respectively, are included, which mainly correspond to debts incurred by Group companies with minority shareholders for the purchase of real estate assets and the development of the business.

17. Derivative financial instruments

The Group enters into over-the-counter (OTC) derivative financial instruments with national and international financial institutions with high credit ratings.

The objective of these contracts is to neutralise or limit, through the contracting of interest rate and currency derivatives, the fluctuation in cash flows to be disbursed for purchases made in foreign currencies, as well as for the payment of financial expenses associated with the Group's financing referenced to variable interest rates.

As at 31 December 2025, the derivative financial instruments contracted by Grupo SANJOSE are forward currency purchases (*fx-forward*), linked to highly probable planned transactions. All of them comply with the requirements of IFRS 9 to be designated as hedged items within a hedging relationship.

The derivatives contracted by the Group and in force as at 31 December 2025 and 2024, together with their fair values at those dates, are as follows:

Year 2025:

Company	Financial Instrum.	Maturity	Thousands of Euros		
			Initial par value	Remaining par value at 31.12.2025	Balance at 31.12.2025 (Notes 16 and 13.3)
Efficient Hedges:					
Trendy King, S.A.U.	FX Forward-GBP	10/03/2026	176	176	(5)
Trendy King, S.A.U.	FX Forward-GBP	15/09/2026	85	85	-
Running King, S.A.U.	FX Forward-USD	20/02/2026	3,544	3,544	(148)
Running King, S.A.U.	FX Forward-USD	20/01/2026	2,661	2,661	(37)
Running King, S.A.U.	FX Forward-USD	22/06/2026	3,386	3,386	(9)
Running King, S.A.U.	FX Forward-USD	20/07/2026	3,384	3,384	(11)
TOTAL			13,236	13,236	(210)

Year 2024:

Company	Financial Instrum.	Maturity	Thousands of Euros		
			Initial par value	Remaining par value at 31.12.2024	Balance at 31.12.2024 (Notes 16 and 13.3)
<u>Efficient Hedges:</u>					
Trendy King, S.A.U.	FX Forward-GBP	10/03/2025	163	163	6
Running King, S.A.U.	FX Forward-USD	15/01/2025	2,764	2,764	133
Running King, S.A.U.	FX Forward-USD	18/02/2025	1,379	1,379	67
Running King, S.A.U.	FX Forward-USD	18/02/2025	1,073	1,073	84
Running King, S.A.U.	FX Forward-USD	16/06/2025	3,549	3,549	279
Running King, S.A.U.	FX Swap - USD	15/01/2025	914	914	(44)
Running King, S.A.U.	FX Swap - USD	15/01/2025	578	578	(28)
Running King, S.A.U.	FX Swap - USD	15/01/2025	67	67	(3)
Running King, S.A.U.	FX Swap - USD	15/01/2025	90	90	(4)
Running King, S.A.U.	FX Swap - USD	15/01/2025	276	276	(14)
TOTAL			10,853	10,853	476

Assets and liabilities for hedging financial instruments include the amount corresponding to the effective portion of changes in the fair value of these instruments designated as hedges.

The Group accumulates the change in fair value of financial instruments designated as effective hedges in equity. At 31 December 2025, the adjustment in equity for the fair value of the Group's hedging instruments, net of tax, is negative in the amount of EUR 157 thousand (at 31 December 2024 it was positive in the amount of EUR 720 thousand).

During 2025, a lower expense for financial interest and provisions for a total amount before tax of EUR 418 thousand was recycled from equity to the consolidated income statement (in 2024, the effect was a higher expense of EUR 586 thousand), to the extent that interest on financial liabilities was recorded or purchases in foreign currency were made that were being hedged according to the designated hedging relationships.

Classification of financial instruments

In relation to assets and liabilities measured at fair value, the Grupo SANJOSE has followed the hierarchy defined in IFRS 13 - "Fair Value Measurement" for their classification based on the input data used in their measurement and their observation in the market:

Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access on the measurement date.

Level 2: data other than quoted prices included in Level 1 that are observable for the assets or liabilities, directly or indirectly through valuation techniques that use observable market data.

Level 3: input data not observable in the market for the asset or liability.

In accordance with IFRS 13, the hierarchical level at which an asset or liability is classified in its entirety (Level 1, Level 2 or Level 3) is determined based on the lowest relevant input used in the valuation within the fair value hierarchy. If the inputs used to measure the fair value of an asset or liability can be classified into different levels, the fair value measurement is classified in its entirety at the same level of the fair value hierarchy as the lowest level input that is significant to the measurement.

All instruments contracted by Grupo SANJOSE are classified in Level 2 within the valuation hierarchy. On a residual basis, as at 31 December 2025, the Group classifies the investment made in shares of an investee company as Level 1 (see Note 11).

There were no transfers of derivatives measured at fair value between Levels 1 and 2 of the hierarchy during the 2025 financial year. Nor were there any transfers into or out of Level 3 as at 31 December 2025.

18. Trade creditors and other accounts payable

18.1 Trade creditors

Trade payables and other accounts payable mainly include amounts outstanding for trade purchases and related expenses, as well as amounts received in advance from customers (see Note 18.2).

Group management considers that the carrying amount of trade payables approximates their fair value.

The breakdown of the heading "Suppliers" at the end of the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	31.12.2025	31.12.2024
Trade payables for sales and services		
-in Euros	226,387	209,956
-in foreign currency	79,174	75,545
Notes payable	322,631	336,244
Total	628,192	621,745

Information on payment deferrals made to suppliers. Third additional provision. "Duty to inform" under Law 15/2010 of 5 July.

In relation to the information required by the third additional provision of Law 15/2010, of 5 July, amended by Article 9-two of Law 18/2022, of 28 September, on the creation and growth of companies, the weighted average payment period to suppliers of the parent company during the 2025 and 2024 financial years is detailed below, as well as the balance of payments made to suppliers and those pending as at 31 December 2025 and 2024:

	Year 2025	Year 2024
Average payment term to suppliers (days)	23	31
Ratio of paid transactions (days)	21	32
Ratio of outstanding transactions (days)	29	27
Total payments made (Thousands of Euros)	1,236,057	1,269,619
Total outstanding payments (Thousands of Euros)	448,681	456,871

The maximum legal payment period applicable to Spanish Group companies, according to Law 15/2010, of 5 July, amending Law 3/2004, of 29 December, amended by Law 11/2013, of 26 July, which establishes measures to combat late payment in commercial transactions, is 30 days, extended to 60 days in cases where this has been contractually agreed between the parties.

During the 2025 and 2024 financial years, the total number and amount represented by invoices paid to suppliers by Spanish Group companies, detailing those that have been paid in a period shorter than the maximum established in the legislation in force, is as follows:

	Year 2025	Year 2024
Number of invoices paid to suppliers with a period of less than 60 days	143,786	130,411
% of total number of invoices paid	92.7%	91.4%
Payments to suppliers with a period of less than 60 days	1,178,473	1,165,668
% of total invoices paid	95.3%	91.8%

In accordance with the ICAC Resolution of 29 January 2016 on the information to be included in the notes to the consolidated annual accounts in relation to the average payment period to suppliers in commercial transactions,

the commercial transactions corresponding to the delivery of goods or provision of services accrued during the financial year have been taken into account for the calculation of the average payment period to suppliers.

For the sole purpose of providing the information required by this Resolution, suppliers are considered to be commercial creditors for debts for the supply of goods or services included in the items "Suppliers" and "Sundry creditors" under current liabilities in the consolidated balance sheet. Likewise, the effective date of payment is considered to be the date on which the commercial creditor has, or has the actual capacity to dispose of, the liquidity provided by the Group. Likewise, the Group takes into consideration aspects specific to the sector in which it operates, mainly the supplier's compliance with its contractual obligations in relation to the service provided or goods sold, as well as other required documentary obligations.

The balance of payments made during the financial year to Group companies domiciled abroad has not been taken into account, as these balances and transactions are considered to be outside the scope of the Law.

The payment of invoices after the maximum term is mainly due to incidents in the delivery of the product or performance of the contracted service. Any one-off payments to trade creditors that may exceed the established legal deadlines are generally in line with standard industry practice and may be considered an objective reason and not abusive in nature, in accordance with the provisions of the aforementioned regulations. In these cases, the financial costs are borne by the Group companies, as documented in the various contracts signed with suppliers.

18.2 Advances from customers

This heading mainly includes amounts received by the Group from its customers as advances for work pending execution, as well as advances received from the sale of developments or real estate assets.

Advances received on account of future property sales amounted as at 31 December 2025 and 2024 to 180 and 248 thousand euros, respectively, and correspond basically to payments received as payments on account from purchasers of properties in real estate developments under construction or completed at year-end, whose completion and/or delivery is expected in subsequent years (see Note 12).

In addition, advances received from customers to finance the progress of the works are recorded, amounting to EUR 53,412 thousand and EUR 11,247 thousand at 31 December 2025 and 2024, respectively. Advances are reduced on the basis of the certification issued by the Group companies for work performed, in accordance with the provisions of the contracts with customers (generally between 5% and 10% of the amount of the certifications issued).

Likewise, "Work certified in advance" is recorded in the amount of EUR 176,948 thousand and EUR 158,352 thousand as at 31 December 2025 and 2024, respectively (see Note 13.1), which includes work certified during the year and pending execution, which is not recognised as income in the period in accordance with the application of the method of recognising income for work performed, based on the percentage of completion method used by the Group, described in Note 4.11.

19. Exposure to risk

19.1 Exposure to credit risk

The Group has no significant credit risk as its customers and the institutions with which it places cash or contracts derivatives are highly solvent entities, in which the counterparty risk is not significant.

The Group's main financial assets are cash and cash equivalents, trade receivables and other accounts receivable, and investments, which represent the Group's maximum exposure to credit risk in relation to financial assets.

The Group's credit risk is mainly attributable to its trade receivables. The amounts are reflected in the consolidated balance sheet net of provisions for expected losses, estimated by the Group's management. The amount of financial assets recognised in the consolidated financial statements, net of any impairment losses, represents the Group's maximum exposure to credit risk, without taking into account any collateral or other credit enhancements.

The credit risk of cash and cash equivalents and derivative financial instruments is limited because the counterparties are banks that have been assigned high ratings by international credit rating agencies.

The Group does not have a significant concentration of credit risk, as its exposure is spread across a large number of customers.

Depending on the sector of activity, and on a selective basis, the Group takes out credit insurance to reduce the commercial credit risk on transactions with debtors.

The Group monitors and has specific credit management procedures in place, establishing conditions for the acceptance of orders and monitoring them periodically.

19.2 Exposure to interest rate risk

This is manifested by variations in the future cash flows of debt contracted at variable interest rates (or with short-term maturities) as a result of changes in market interest rates.

The objective of managing this risk is to cushion the impact on the cost of debt caused by fluctuations in these interest rates. Given the low level of leverage referenced to variable interest rates, no derivatives have been contracted (see Notes 16 and 17).

The sensitivity of the Group's profit or loss and equity to changes in interest rates at 31 December 2025, as well as fixed-rate financing, is as follows (based on fluctuations of fifty basis points in applicable interest rates):

(in Millions of Euros)	Variation scenarios	
	- 50 bp	+ 50 bp
Impact on the total profit/(loss) for the year	0.1	(0.1)
Impact on Equity	(0.1)	0.1

19.3 Exposure to exchange rate risk

It is the Group's policy to finance its international activities in its own currency. In addition, for transactions where this policy cannot be applied, the Group hedges the exchange rate risk with financial derivatives.

Consequently, the Group's main unhedged currency exposure corresponds to its holdings in the companies detailed in Note 4.13, whose financing is contracted in local currency.

The sensitivity of the Group's profit or loss and equity to exchange rate movements at 31 December 2025, taking into account existing hedging instruments and fixed-rate financing, is as follows (based on fluctuations of 5% in the most relevant currencies compared to the Group's functional currency):

(in Millions of Euros)		Impact on the profit/(loss) for the year		Impact on Equity	
Country	Currency	-5 %	5 %	-5 %	5 %
Chile	CLP	0.1	(0.1)	(2.7)	3.0
Argentina	ARS	(0.1)	0.1	(1.6)	1.8
Mexico	MEX	0.1	(0.1)	(0.6)	0.7
Peru	PEN	-	-	(1.5)	1.7
Abu Dhabi	AED	(0.1)	0.2	1.2	(1.3)
TOTAL		-	0.1	(5.2)	5.9

19.4 Exposure to liquidity risk

The Group manages liquidity risk prudently, based on maintaining sufficient cash and marketable securities, the availability of financing through a sufficient amount of committed credit facilities and sufficient capacity to settle market positions. The Group determines its cash requirements through its cash flow budget, with a 12-month time horizon.

The breakdown of the payment obligations arising from the Group's financial liabilities at 31 December 2025, by maturity, using undiscounted amounts and including an estimate of the interest payable, is as follows:

	Thousands of Euros				
	Year 2026	Year 2027	Year 2028	Year 2029 and followings	Total
Bank borrowings	6,219	1,176	834	6,470	14,699
Finance leasing	787	810	444	42	2,083
Other financial liabilities	9,613	3,802	312	125,334	139,061
Total financial debt	16,619	5,788	1,590	131,847	155,843
Derivatives	210	-	-	-	210
Debts with related entities	-	-	-	-	-
Total	16,829	5,788	1,590	131,847	156,053

At 31 December 2025 and 2024, the Group had positive working capital of EUR 228.1 million and EUR 194.1 million, respectively, which guarantees its solvency in meeting the obligations included in current financial liabilities in the accompanying consolidated balance sheet.

In addition to the discount lines (see Note 16.1), at 31 December 2025, the Group had contracted *confirming* lines totalling EUR 220 million, with EUR 148.8 million drawn down at that date (EUR 157.7 million at 31 December 2024). These factoring lines are considered trade balances as there are no significant changes in the term or interest payments.

20. Tax situation

The companies of the Grupo SANJOSE file their tax returns individually, in accordance with the tax regulations applicable in each country. With regard to Spain, the Group is subject to corporate income tax under the special tax consolidation regime with Group number 002/06, with the company "Grupo Empresarial San José, S.A." being the parent company of the tax group, and as subsidiaries all Spanish companies in which it has a direct or indirect stake of 75% or more (see Note 4.15).

For each of the companies in the consolidated commercial group, corporation tax is calculated on the basis of the economic or accounting result obtained by applying generally accepted accounting principles, which does not necessarily coincide with the tax result, understood as the tax base for the aforementioned tax.

As at 31 December 2025, the following companies of the Grupo SANJOSE are taxed under the tax consolidation regime, with the parent company of the group being "Grupo Empresarial San José, S.A.":

- Constructora San José, S.A.
- Cartuja Inmobiliaria, S.A.U.
- Desarrollos Urbanísticos Udra, S.A.U.
- Inmobiliaria Americana de Desarrollos Urbanísticos, S.A.U.
- San José Concessions and Services, S.A.U.
- Tecnocontrol Services, S.A.U.
- Comercial Udra, S.A.U.
- Basket King, S.A.U.
- Arserex, Ltd.
- Trendy King, S.A.U.
- Outdoor King, S.A.U.
- Athletic King, S.A.U.
- Vision King, S.A.U.

- Running King, S.A.U.
- Udramedios, S.A.U.
- Xornal de Galicia, S.A.U.
- San José Energía y Medioambiente, S.A.U.
- Poligeneración Parc de L'Alba ST-4, S.A.
- Enerxías Renovables de Galicia, S.A.
- Buildsupport Solutions S.A.U. (formerly Cadena de Tiendas, S.A.U.)
- GSJ Solutions, Limited Company
- Fotovoltaica El Gallo 10, S.L.

Additionally, as of 1 January 2015, the investee company "EBA, S.L." was established as the parent company of a tax consolidation group that is taxed under the Basque Country tax regime, which also includes the following company: Alexin XXI, S.A.U.

20.1 Financial years subject to tax inspection

Grupo Empresarial San José, S.A. and its subsidiaries belonging to the tax consolidation group, as well as the rest of the Spanish companies in the group, are subject to tax inspection for the last four financial years and, from 2021, for corporation tax.

During the first half of 2024, the tax inspection procedures relating to corporation tax, value added tax and withholdings and payments on account of income from work, professional services and movable capital of the Spanish tax group, corresponding to the financial years 2017 to 2020, inclusive, with the Tax Agency estimating the application of a higher amount of tax losses in that period for a total amount of EUR 17.7 million, with the Group recording consolidated corporate income tax revenue of EUR 5.2 million. With regard to the 2016, 2021 and 2022 financial years, which were not within the scope of the inspection, the Group estimates that the amount of additional tax losses that could have been offset by the Spanish companies comprising it would be around EUR 40 million, with an effect on tax liability of approximately EUR 10 million. As the Group is uncertain as to when and how this will be recognised by the Tax Agency, as at 31 December 2024 and 2025, it has not been considered virtually certain that it will be obtained, and this asset has been classified as contingent.

With regard to corporation tax, the Spanish Administration's right to initiate the procedure for verifying the bases or amounts offset or pending offset or deductions applied or pending application shall expire ten years from the day following the end of the statutory period established for filing the return or self-assessment corresponding to the financial year or tax period in which the right to offset such bases or amounts or to apply such deductions arose.

With regard to other non-resident investee companies, the financial years open to inspection are all the years established as maximum by each of the laws in force in each country of residence, with periodic reviews by the tax authorities in Chile of some companies. In the other countries, no tax inspections have been initiated during the 2025 financial year.

Based on the information available, the directors of the parent company estimate that in no case will significant additional liabilities arise as a result of the inspections currently in progress or, where applicable, the audits of the remaining years.

20.2 Income tax

Income tax expense is calculated for each unit comprising the Group, taking into account the specific characteristics of the tax legislation in each country. The tax rates in force in each of the main countries where the Group operates are as follows, with no significant changes from those in force in 2024:

Country	Applicable tax rate
Spain	25%
Peru	29.5%
Cape Verde	23.0%
Portugal	24%
Chile	27%
Mexico	30%
India	25.6%
Abu Dhabi	0%
Malta	35%
Paraguay	10%
Argentina	25% -35%

The balance of the heading "Income tax" in the consolidated income statement for the 2025 and 2024 financial years has been determined as follows:

	Thousands of Euros	
	2025	2024
Profit/(Loss) before tax	59,506	47,504
Increases at individual companies	23,038	18,138
Decreases at individual companies	(8,244)	(7,205)
Adjustment for inflation in hyperinflationary economies	1,094	45
Equity method	(975)	604
Offset of prior years' tax losses	(12,890)	(12,869)
Taxable profit	61,530	46,217
Less taxable profit of companies not resident in Spain	8,892	(2,371)
Tax loss of consolidated group resident in Spain	52,638	48,588
Gross tax payable	13,164	12,122
Plus-deductions	(90)	(171)
Accrued tax expense	13,074	11,951
Adjustment for inflation in hyperinflationary economies	(405)	(1,957)
Non resident tax expense	5,989	5,113
Tax expense	18,658	15,107

The permanent differences contributed by the Group companies are related to expenses and income for the year which, in accordance with the tax regulations applicable in each country, are not deductible or taxable respectively, the most significant aspects being as follows:

- Expenses considered non-deductible for tax purposes, such as fines and donations.
- Results obtained by Spanish companies abroad, through investee companies or permanent establishments or branches set up in each country. These results are adjusted from the Group's tax base until the time of liquidation and closure or sale of the business. In 2025, there are no closing or liquidation operations of investees. During the 2024 financial year, the Group company "Constructora San José, S.A." proceeded with the closure and liquidation of several companies (see Note 2.4.d), recognising a negative adjustment in the tax base for the year totalling 142 thousand euros.
- Provisioning and application of non-deductible provisions.

- Non-deductible portion of dividend income received by Group companies during the year.
- Exempt capital gains on the sale of financial holdings.
- Value adjustments for tax purposes on assets in Chilean companies.
- Inflation adjustments in Argentine companies.

Pillar 2 Directive

Within the framework of the European Union, following the OECD model rules and adapting them to primary EU law, Council Directive (EU) 2022/2523 of 15 December 2022 was approved. This Directive applies to multinational or domestic groups of companies with annual revenues equal to or greater than EUR 750 million in the consolidated financial statements of their ultimate parent company in at least two of the four fiscal years immediately preceding the fiscal year under review.

Spain has transposed the Directive and established a complementary tax to ensure a minimum overall level of taxation for multinational groups and large domestic groups (Law 7/2024 of 20 December). The parent company of the Grupo SANJOSE is an entity resident in Spain and complies with the activity requirements established by the regulation, which therefore applies to it.

Although there has been an increase in formal compliance costs, the Grupo SANJOSE has not recorded any expenses arising from the application of this new regulation, as it is already subject to effective tax rates higher than the minimum taxation established under Pillar II regulations in the main territories in which it operates.

The evolution of the local implementation of the minimum tax in the countries where the Group operates is as follows:

- Argentina: to date, Argentina has not formally adopted the Pillar 2 rules. However, the country has shown interest in aligning itself with international standards and is actively participating in the OECD's BEPS Inclusive Framework.
- Chile: this country has not yet implemented the Pillar 2 rules. However, like Argentina, it has also shown interest in adopting these standards to ensure effective global minimum taxation.
- Abu Dhabi: as part of the United Arab Emirates, it has shown interest in international tax reforms, including Pillar 2. However, to date, no formal adoption of these rules has been announced.
- Peru: has not yet adopted the Pillar 2 rules, but the country has shown interest in aligning itself with international standards and is actively participating in the OECD's Inclusive Framework on BEPS.
- United States: It has recently been announced that Pillar II will not be applied and that a list of protective measures will be drawn up for cases that negatively affect US companies.

Although there has been an increase in formal compliance burdens, Grupo San José does not expect any significant economic impact from the application of this new regulation, as it is already subject to higher effective tax rates in the main territories in which it operates. During the 2025 and 2024 financial years, the Group has not recorded any expenses arising from the application of the Pillar II minimum taxation regulations, as no impact on results is expected.

For the appropriate purposes, it should be noted that the exception to recognise and disclose information on deferred tax assets and liabilities related to Pillar II income tax is applicable.

20.3 Unused tax loss carryforwards

At 31 December 2025, the total amount of unutilised tax loss carryforwards recognised by Group companies amounted to EUR 328,300 thousand (EUR 322,087 thousand at the end of 2024). The Group has recorded a tax credit arising from these tax loss carryforwards in the amount of EUR 9,720 thousand (EUR 9,533 thousand in 2024) under "Deferred tax assets" in non-current assets in the consolidated balance sheet at 31 December 2025.

The breakdown of the tax loss carryforwards of the consolidated companies, pending offset at 31 December 2025, is as follows:

Company	Year of inclusion	Thousand of Euros
Grupo Empresarial San José S.a. and subsidiaries Tax consolidated group	2005-2015	244,616
Spanish companies not included within the consolidated tax group	2013-2025	1189
Foreign companies	2007-2025	82,495
TOTAL		328,300

In the case of Spanish companies, and in accordance with current legislation, tax loss carryforwards for 2005 onwards have an indefinite validity for offsetting. Those corresponding to foreign companies mainly refer to Group companies in Chile and the US, with no time limit for offsetting. Negative tax bases of any company pending offset at the time of its integration into the tax group may be offset against the group's tax base, up to the limit of the individual tax base of the company itself. No change in the amounts that can be offset is expected as a result of possible checks by the tax authorities.

The Group's management has assessed the recoverability of the deferred tax asset based on projections of the Group's various activities for the period 2026-2035, including the main variables derived from current tax legislation (Tax Plan).

The projections used are based on the Grupo SANJOSE's Strategic Plan and have been duly reviewed and updated by the Group's management in accordance with the most recent commercial projections, which take into account the historical evolution of recent years and, in particular, the financial stability achieved in recent years. In addition, external sources from internationally renowned organisations, such as the International Monetary Fund, and information on public infrastructure investment plans for the coming years in the main countries where the Group operates have been used in the preparation of revenue and margin projections.

The Group's forecasts envisage positive results, which are already becoming apparent in recent years. The Group uses conservative assumptions for the preparation of the aforementioned Tax Plan. As at 31 December 2025, the main assumptions used are as follows:

- Regarding construction activity:

- Sales: total revenue from the construction business is distributed among the countries in which the Group operates, based on current activity and the contracted portfolio (short and medium term).
- Relatively stable EBITDA margin, at levels of [4.5–6.0]%.
- Possible capital gains from the sale of real estate assets, as well as income and profits from urban development activities, are not taken into account.

- Regarding other activities: energy, commercial, services and maintenance, and resources. These are of secondary importance compared to the construction business.

- Sales: annual growth of around [1.5-4]%.
- EBITDA margin: maintenance of the average margins obtained in recent years.

As a result of the Tax Plan carried out, and based on the most likely scenario, it is concluded that the Group generates sufficient positive tax bases to offset the amount of deferred tax assets recorded as at 31 December 2025, in a period of approximately [3-4] years, which is considered reasonable by the Group's management, taking into account the type of portfolio held.

20.4 Deferred tax assets and liabilities

In accordance with IAS 12 - "Income Taxes", the Group has offset deferred tax assets and liabilities corresponding to those companies which, in accordance with the tax legislation applicable to them, have the legal right to offset them and will be settled at their net amount according to their schedule.

Deferred tax assets mainly relate to provisions made, losses and impairment of assets held for sale, non-deductible financial expenses that will be deductible for tax purposes from the corporate income tax base in future years, deductions and tax losses pending application/offset, and differences between accounting and tax depreciation.

The breakdown as at 31 December 2025 and 2024, as well as the movements during the 2025 and 2024 financial years, is as follows:

Year 2025:

	Thousands of Euros				
	31.12.2024	Changes affecting current year profit/(loss)	Equity adjustments	Regularizat. and other	31.12.2025
Assets from deductible temporary differences:	7,643	(2,108)	29	(166)	5,398
Tax credit carry forwards	1,767	165	-	-	1,932
Tax credits to offset loss	9,533	223	-	(36)	9,720
Total deferred tax assets	18,943	(1,720)	29	(202)	17,050
Total deferred tax liabilities	(17,083)	1,210	(161)	1,622	(14,412)
TOTAL NET	1,860	(510)	(132)	1,420	2,638

Year 2024:

	Thousands of Euros				
	31.12.2023	Changes affecting current year profit/(loss)	Equity adjustments	Regularizat. and other	31.12.2024
Assets from deductible temporary differences:	6,591	1,523	(171)	(300)	7,643
Tax credit carry forwards	18	1,749	-	-	1,767
Tax credits to offset loss	11,783	(2,208)	-	(42)	9,533
Total deferred tax assets	18,392	1,064	(171)	(342)	18,943
Total deferred tax liabilities	(12,250)	(2,824)	93	(2,102)	(17,083)
TOTAL NET	6,142	(1,760)	(78)	(2,444)	1,860

Group management has assessed the recoverability of deferred tax assets by estimating future tax bases and has concluded that there is no doubt that they will be offset.

The estimates used to assess the recoverability of deferred tax assets are based on estimates of future tax bases, starting from the estimated consolidated accounting profit for the year before tax from continuing operations, adjusted for the corresponding permanent and temporary differences that are expected to occur in each year. In accordance with the profit projections made, it is estimated that there will be sufficient positive tax bases to substantially absorb both the tax loss carryforwards recognised in the balance sheet (see Note 20.3) and the deferred tax assets, in an estimated period of around six years.

The most significant amounts included in the balances of "Deferred tax assets" and "Deferred tax liabilities" correspond mainly to the following items:

1. Recognition of tax credits arising from tax loss carryforwards declared by Group companies.
2. Differences between tax and accounting criteria with regard to the recording of revenue from work in progress, which mainly affects Group companies in Chile.
3. Differences between tax and accounting criteria in Spanish regulations regarding the impairment of accounts receivable, recording of provisions and amortisation, allocation of certain financial benefits, etc.
4. Tax effect of consolidation entries made in the Group.
5. The reinvestment commitments relating to deferred income generated on the sale of property, plant and equipment in the years 1997 to 2001, both inclusive, were fully realised prior to 31 December 2006.

20.5 Deductions

Deductions generated in a financial year in excess of the applicable legal limits may be applied to reduce the corporation tax payable in subsequent years, within the limits and time frames established by the relevant tax regulations. The Group has taken advantage of the tax benefits provided for in the aforementioned legislation, having considered the amount of 90 thousand euros (185 thousand euros in 2024) as a lower corporate income tax expense accrued in 2025.

At 31 December 2025, the Group had tax credits corresponding to tax deductions credited and pending application amounting to EUR 1,932 thousand (EUR 1,767 thousand at 31 December 2024). The increase relates to deductions from previous years, recognised following the tax inspection completed during 2024 (see Note 20.1).

20.6 Balances held with public administrations

The breakdown of the Group's balances due to and from public administrations at 31 December 2025 and 2024 is as follows:

	Thousands of Euros			
	31.12.2025		31.12.2024	
	Current	Non-current	Current	Non-current
Tax assets:				
Deferred tax assets	-	17,050	-	18,943
Tax receivables	-	-	-	-
VAT receivables	20,339	-	17,359	-
Sundry receivables	13,524	-	10,771	-
Total tax assets	33,863	17,050	28,130	18,943
Tax liabilities:				
Deferred tax liabilities	-	14,412	-	17,083
Tax payables	-	-	-	-
VAT payables	9,192	-	9,904	-
Personal income tax payable	6,089	-	5,595	-
Sundry payables	7,371	-	6,488	-
Social Security payables	5,221	-	4,473	-
Total tax liabilities	27,873	14,412	26,460	17,083

20.7 Restructuring operations

The following restructuring operations have all been carried out in accordance with the provisions of Law 3/2009 on Structural Modifications to Capital Companies and in accordance with the tax legislation applicable to the years in which the operations were carried out, specifically the regulations contained in Chapter VIII of Title VII of the Special Regime for Mergers, Spin-offs, Contributions of Assets and Exchange of Securities, established by RDL 4/2004, of 5 March, which approves the Consolidated Text of the Corporate Income Tax Law in force until 2015, having been communicated to the Central Delegation of Large Taxpayers

Corporate transactions carried out in previous financial years:

1.- The company Parquesol Inmobiliaria y Proyecto S.L. was incorporated on 3 February 2000 as a result of the merger by absorption of certain companies (Parquesol Alquileres S.L., Parquesol Inmuebles S.L., Parquesol Inmobiliaria MMM SA and Parquesol Residencial y Desarrollo S.L.) and immediately split into two newly created companies, one of which is Grupo Parquesol MM SL, the predecessor of these financial statements. For further details on the assets, rights and tax obligations transferred, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the year ended 31 December 2000 of Grupo Parquesol MM S.L.

2.- Merger of Parquesol Inmobiliaria y Proyectos S.L. (formerly Miralepa Cartera) as the absorbing entity and Parquesol Inmobiliaria y Proyectos S.L. and Miralepa Cartera S.L. as the absorbed entities, on 2 March 2006, with the merger taking effect on 31 October 2005. For further details of the assets, rights and obligations of a fiscal nature transferred, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the year ended 31 December 2006 of Parquesol Inmobiliaria y Proyectos S.L.

3.- On 29 December 2008, a merger by absorption was carried out between Constructora San José S.A. as the absorbing entity and its subsidiaries Alcava Mediterranea S.A., Constructora Avalos S.A., Balltagi Mediterrani SA and Construcción, Rehabilitación y Conservación S.A. For further details on the transferred assets, rights and tax obligations, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the financial year ended 31 December 2008 of Constructora San José S.A.

4.- On 30 January 2009, Sanjose Tecnologías S.A. merged by absorption as the absorbing entity of its controlled entities Artel Ingenieros S.L., Sefri Ingenieros S.A. Instal 8 S.A. and S.M.Klima S.A. For further details of the assets, rights and obligations of a fiscal nature transferred, all the accounting information required by tax regulations is detailed in the notes to the annual accounts for the financial year ended 31 December 2009 of Sanjose Tecnologías S.A.

5.- On 16 June 2009, Parquesol Inmobiliaria y Proyectos, S.A. was merged by absorption as the absorbing entity with its investee companies Parzara, S.L.U., Guadalmina Inversiones, S.L.U., Fomento Inmobiliario de Gestión, S.A.U., Parquesol Promociones y Desarrollos Inmobiliarios, S.L.U. and Parque Usera, S.L. For further details on the assets, rights and tax obligations transferred, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the financial year ended 31 December 2009 of Grupo Empresarial Sanjose S.A.

6.- On 16 June 2009, the merger by absorption of "Udra, S.A." (now GRUPO EMPRESARIAL SAN JOSÉ, S.A.) with "Grupo Empresarial San José, S.A.", San José Infraestructuras y Servicios, S.A., Udramed, S.L.U., Parquesol Inmobiliaria y Proyectos, S.A., and LHOTSE Desarrollos Inmobiliarios, S.L. For further details on the transferred assets, rights and tax obligations, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the financial year ended 31 December 2009 of Grupo Empresarial Sanjose S.A.

7.- On 28 December 2009, a merger by absorption was carried out between Sanjose Tecnologías S.A. as the absorbing entity and Tecnocontrol S.A.U. as the absorbed entity. For further details of the assets, rights and obligations of a fiscal nature transferred, all the accounting information required by tax regulations is detailed in the notes to the annual accounts for the financial year ended 31 December 2009 of Sanjose Tecnologías S.A.

8.- On 28 December 2009, Tecnocontrol transferred its corrective maintenance of mechanical installations business to Tecnocontrol Servicios SA. For further details of the transferred assets, rights and tax obligations, all the accounting information required by tax regulations is detailed in the notes to the annual accounts for the financial year ended 31 December 2009 of Tecnocontrol Servicios S.A.

9.- On 30 July 2010, the real estate business unit of the company "Grupo Empresarial San José, S.A." (formerly Udra, S.A.) was spun off to "San José Desarrollos Inmobiliarios, S.A." (formerly Inmobiliaria Udra, S.A.) and consequent capital increase of the beneficiary company. *Spin-off of real estate business* For more details on the transferred assets, rights and tax obligations, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the year ended 31 December 2010 of San José Desarrollos Inmobiliarios, S.A.

10.- Total spin-off of the company "Sanjose Tecnologías, S.A.U." for the benefit of the companies "Constructora San José, S.A.", "San José Energía y Medio Ambiente, S.A." and "Sanjose Concesiones y Servicios, S.A.U." on 27 December 2010. For further details of the transferred assets, rights and obligations of a fiscal nature, all the accounting information required by tax regulations is provided in the notes to the annual accounts for the financial year ended 31 December 2010 of Constructora San José, S.A., San José Energía y Medio Ambiente, S.A. and Sanjose Concesiones y Servicios, S.A.U.

11.- On 3 December 2013, the merger by absorption of the company Inmobiliaria Europea de Desarrollos Urbanísticos S.A.U. as the absorbing entity of its investees Inversiones Patrimoniales Guadaiza S.L.U., "Iniciativas Galebal S.L.U." and "San Pablo Plaza S.L.U." as absorbed entities. The merger took effect for accounting purposes on 1 January 2013, with the transfer having been carried out at book value.

12.- On 21 December 2016, the sole shareholder of the company "Desarrollos Urbanísticos Udra, S.A.U." adopted the decision to dissolve its investee company "Inmobiliaria Europea de Desarrollos Urbanísticos, S.A.U." in order to proceed with its absorption, without liquidation, by means of a block transfer of all its assets, rights and obligations of any kind to the absorbing company, which acquired and assumed them by way of universal succession, and subrogated to all the rights and obligations of the absorbed companies, which were dissolved without liquidation once the merger agreement was made public by means of a deed dated 21 December 2016, and was filed and registered in the Pontevedra Commercial Registry on 28 December 2016.

21. Guarantees committed to third parties

As at 31 December 2025 and 2024, the Group had received guarantees from financial institutions and insurance companies presented to third parties amounting to EUR 594 million and EUR 489 million, respectively (mainly provisional and definitive guarantees for tenders and works contracts presented to public and private bodies), of which EUR 0.02 million corresponded to the Parent Company in 2025, with the remainder corresponding to subsidiaries.

Of the total guarantees and sureties provided by the Group to third parties, EUR 251 million (approximately 42%) relate to the Group's international activity, mainly in Portugal, Abu Dhabi, the United States and Chile, for amounts of EUR 72 million, EUR 56 million, EUR 47 million and EUR 44 million, respectively.

The directors of the parent company do not expect any liabilities to arise in relation to the guarantees committed.

22. Income and expenses

22.1 Income

The breakdown of "Net turnover" in the consolidated income statement for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
Construction:		
-Civil works	88,551	80,738
-Residential	738,694	726,448
-Non Residential	536,092	522,221
-Industrial	91,421	105,312
	1,454,758	1,434,719
Real Estate	6,573	7,629
Concessions and services	78,019	79,509
Energy	10,693	10,143
Consolidation adjustments and other	38,088	25,766
Net turnover	1,588,131	1,557,766

Of the total turnover, approximately 28.1% and 27.5% relates to sales to the public sector in 2025 and 2024, respectively.

Of the Group's total net turnover in 2025 and 2024, EUR 137.9 million and EUR 120.7 million, respectively, derives from the Group companies' participation in joint ventures (see Annex III).

In general, the work carried out by the Group companies is as main contractor.

The order book contracted and pending execution as at 31 December 2025 and 2024 amounts to EUR 3,631 million and EUR 3,188 million, respectively, and is broken down as follows:

	Millions of Euros	
	2025	2024
Construction:		
-Civil works	520	512
-Residential	1,230	1124
-Non Residential	1,091	754
-Industrial	176	147
Subtotal construction	3,017	2,537
Concessions and services (*)	346	347
Energy	268	304
Total Backlog	3,631	3,188
<u>Details by type of client:</u>		
-Public-sector	31.18%	40.33%
-Private-sector	68.82%	59.67%
<u>Details by geographical area:</u>		
-Domestic market	80.48%	79.15%
-International market	19.52%	20.85%

(*) In accordance with the economic and financial model for concessions.

In addition, on 5 January 2026, the Group was awarded a concession contract in Chile, which includes the design, construction and operation of the Copiapó prison for a period of 20 years, with an estimated total portfolio value of EUR 510 million (see Note 26).

The heading "Other operating income" in the accompanying consolidated income statements for 2025 and 2024 includes the amount of subsidies received by the Group, recognised in profit or loss during the year, amounting to EUR 102 thousand and EUR 129 thousand, respectively. It also includes EUR 4,802 thousand and EUR 7,948 thousand, respectively, relating to extraordinary income, mainly arising from the adjustment of balance sheet items and the passing on of costs to third parties.

The Group presents its results in accordance with generally accepted accounting standards (see Note 2.1). However, the Group's management considers that certain alternative performance measures (APMs) give a true and fair view of its financial information and provide useful additional financial information that it uses in managing the business, and that they should be considered in order to properly assess the Group's performance.

Among others, the Group identifies the portfolio as an ARM, defining it as the total amount of sales contracted by Group companies with customers, discounting the portion realised and recognised as revenue in the income statement. In concession contracts, the total amount of sales is identified as the best estimate made by the Group, which is included in the concession's economic and financial business plan.

22.2 Supplies and other external expenses

The breakdown of the heading "Supplies" in the consolidated profit and loss account for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
Purchases of goods, raw materials and other supplies	313,309	288,446
Changes in inventories	(11,581)	(3,617)
Impairment of inventories (Note 12.6)	307	771
Works performed by other companies	846,944	876,353
Total procurement	1,148,979	1,161,953

The heading "Work performed by other companies" includes the amount of work that, as part of the Group's own production process, is outsourced to subcontractors or other companies.

The breakdown of the balance of the heading "Other current operating expenses" in the consolidated profit and loss account for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
R&D expenses	5	14
Leases	41,745	43,172
Repair and maintenance services	1,801	1,648
Independent professional services	21,467	19,174
Transport and freight costs	1,716	1,269
Insurance premiums and banking services	8,496	7,729
Advertising and publicity	4,262	3,290
Utilities	12,838	10,964
Other services	41,126	35,969
Taxes and income tax	7,278	7,270
Impairment losses and provisions changes	11,736	9,555
Other operating expense	3,496	3,146
Total	155,966	143,200

22.3 Personnel expenses

The breakdown of the Group's personnel expenses for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
Wages and salaries	157,522	147,209
Termination benefits	2,004	1,803
Employer social security costs	44,971	41,646
Other social costs	6,062	4,354
Total	210,559	195,012

The average number of employees by gender and category during the 2025 and 2024 financial years is as follows:

Category	2025		2024	
	Men	Female	Men	Female
University graduates	407	188	416	199
University three-year degree graduates	537	198	530	184
Clerical staff	158	212	144	184
Officers and technical personnel	2,742	189	2,798	151
	3,844	787	3,888	718

As at 31 December 2025 and 2024, the Group's workforce consisted of 4,650 employees (3,849 men and 801 women) and 4,413 employees (3,740 men and 673 women), respectively, with a distribution by category similar to the average for the financial year.

The average number of people employed during the financial year with a disability greater than or equal to 33% is 45 workers in the 2025 financial year (39 men and 6 women) (43 workers in 2024, 38 women and 5 men), mainly holding intermediate and administrative qualifications. The Group, in view of the specific risk involved in its activity, has recognised the exceptional nature of hiring disabled workers, complying with this by contracting services with different special employment centres. These contracts are annual, incurring an annual expense above the legally established minimum.

22.4 Remuneration in kind

As at 31 December 2025 and 31 December 2024, there were no significant remunerations of this nature.

22.5 Share-based remuneration systems

There are no share-based remuneration systems.

22.6 Leases – IFRS 16

As a lessee, the Group has entered into lease agreements for various types of underlying assets, mainly machinery for construction activities and technical installations and buildings for its own use in all of the Group's activities.

In general, the leases entered into by the Group do not include variable payments; only certain contracts contain clauses for rent adjustments based mainly on inflation. In some cases, these contracts contain restrictions on use, the most common being those that limit the use of the underlying assets to specific geographical areas or to their use as offices or premises for productive use. The lease contracts do not include significant residual value guarantee clauses.

The Group determines the duration of the contracts by estimating the period during which it expects to continue using the underlying asset, taking into account its particular circumstances, so that extensions that are reasonably expected to be exercised are taken into account.

The Group carries out a detailed analysis of all the lease contracts it has entered into, both as a lessor and as a lessee. With the adoption of IFRS 16, in contracts in which it acts as a lessee, the Group recognises in the consolidated balance sheet the right to use the leased assets and the liabilities arising from most lease contracts. Certain contracts are excluded from the application of IFRS 16, either because there is no transfer of ownership of the leased asset, because the assets are of low value or because their term is less than twelve months (see Note 4.5). These are recorded as an expense under "Other operating expenses" in the accompanying consolidated income statement, amounting to EUR 41,745 thousand and EUR 43,172 thousand in 2025 and 2024, respectively (see Note 22.2). Of the total amount of lease expense for 2025 from contracts not considered for the purposes of IFRS 16, approximately 11%, 74% and 15% is attributable to leases where there is no transfer of ownership of the underlying asset, exempt leases due to their short term and exempt leases due to their low value, respectively (11%, 76% and 13%, respectively, in 2024).

In calculating lease liabilities, during 2025 and 2024 the Group applies the incremental rate of financial debt equivalent to the Group's interest rate for financing with collateral similar to the leased assets, which generally equates to an effective interest rate of between 3.5% and 5% and, affecting a smaller number of contracts, specific rates depending on the term and country of the company entering into the lease.

As at 31 December 2025 and 2024, the net carrying amount of right-of-use assets amounted to EUR 12,825 thousand and EUR 7,971 thousand, respectively, with amortisation expenses of EUR 12,019 thousand and EUR 9,302 thousand, respectively (see Note 9).

Their carrying amount, additions and amortisation for 2025 and 2024, by type of underlying asset, are as follows:

Year 2025:

	Thousands of euros				
	31/12/2024	Additions / Provisions (Note 9)	Disposals (Note 9)	Translation differences	31/12/2025
Cost:					
Land and buildings	5,466	2,798	(716)	(127)	7,421
Plant and machinery	10,649	13,348	(6,981)	(5)	17,011
Other items of property, plant and equipment	825	980	(483)	1	1,323
Total	16,940	17,126	(8,180)	(131)	25,755
Accumulated amortisation:					
Land and buildings	(2,872)	(1,732)	622	(33)	(4,015)
Plant and machinery	(5,694)	(9,611)	6,981	5	(8,319)
Other items of property, plant and equipment	(403)	(676)	483	-	(596)
Total	(8,969)	(12,019)	8,086	(28)	(12,930)
Total net cost	7,971	5,107	(94)	(159)	12,825

Year 2024:

	Thousands of euros				
	31/12/2023	Additions / Provisions	Disposals	Translation differences	31/12/2024
Cost:					
Land and buildings	6,663	1,685	(2,903)	21	5,466
Plant and machinery	8,645	8,682	(6,665)	(13)	10,649
Other items of property, plant and equipment	502	587	(264)	-	825
Total	15,810	10,954	(9,832)	8	16,940
Accumulated amortisation:					
Land and buildings	(4,215)	(1,672)	2,900	115	(2,872)
Plant and machinery	(5,173)	(7,195)	6,666	8	(5,694)
Other items of property, plant and equipment	(232)	(435)	264	-	(403)
Total	(9,620)	(9,302)	9,830	123	(8,969)
Total net cost	6,190	1,652	(2)	131	7,971

At 31 December 2025, the amount of financial debt recognised in the liabilities section of the accompanying consolidated balance sheet of the Group, arising from leases considered in accordance with IFRS 16, totalled EUR 12,586 thousand (EUR 7,502 thousand at 31 December 2024) (see Note 16.3).

22.7 Financial income

The breakdown of consolidated financial income for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
Interest on receivables	12,492	16,541
Income from equity investments	796	72
	13,288	16,613

The item "Interest on loans" for 2025 and 2024 mainly includes interest on term deposits and deposits. It also includes late payment interest recognised for deferred collections agreed with customers.

During the 2025 financial year, the Group recorded income from dividends received from companies in which it holds an insignificant percentage of the share capital, for a total amount of EUR 796 thousand, the most significant being that derived from its stake in the companies "Madrid Affordable Housing 2021, S.A." and "Madrid Affordable Housing Development 2021, S.A." for a total amount of EUR 750 thousand (see Note 13.4.1).

22.8 Financial expenses

The breakdown of consolidated financial expenses for the 2025 and 2024 financial years is as follows:

	Thousands of Euros	
	2025	2024
Interest on receivables	3,062	3,173
Expense for finance update	46	46
Other finance expense	5,062	3,658
	8,170	6,877

At 31 December 2025, the item "Financial revaluation expense" includes an amount of EUR 46 thousand (EUR 41 thousand at 31 December 2024), corresponding to interest expense relating to financial liabilities associated with lease agreements recorded in accordance with IFRS 16 - "Leases" (see Note 22.6).

22.9 Impairment and results from disposal of fixed assets

The breakdown of these results at 31 December 2025 and 2024 is as follows:

	Thousands of Euros	
	2025	2024
Gains/Losses on write-offs of fixed assets (Note 9)	561	133
Impairment and losses	(1,171)	(825)
	(610)	(692)

22.10 Change in inventories of finished goods and work in progress

The breakdown of this item for the years 2025 and 2024 is as follows:

	Thousands of Euros	
	2025	2024
Changes in inventories for recorded expenses/sales	987	2,344
Change in impairment of inventories (Note 12.6)	17	111
Total	1,004	2,455

22.11 Impairment and results from disposal of financial investments

During the 2025 and 2024 financial years, the Group recorded losses of EUR 1,847 thousand and EUR 4,447 thousand, respectively, under this heading in the consolidated income statement, mainly corresponding to the net impairment of assets and financial investments held by the Group, amounting to EUR 1,927 thousand in the 2025 financial year (EUR 4,826 thousand in 2024), as well as any gains or losses arising from their realisation to third parties, with a net gain of EUR 80 thousand in 2025 (net gain of EUR 379 thousand in 2024).

22.12 Audit fees

Fees relating to audit services and other services provided by the auditor of the Group's consolidated annual accounts, and by companies belonging to their respective networks, as well as fees for services invoiced by the auditors of the companies included in the consolidation and by entities related to them by control, common ownership or management, during the 2025 and 2024 financial years, were as follows:

Year 2025:

Description	Thousands of Euros	
	Services provided by the main auditor	Services provided by other auditing firms
Audit services	288	226
Other verification services	56	30
Total audit services and related services	344	256
Tax and fiscal advice services	33	80
Other services	-	-
Total	377	336

Year 2024:

Description	Thousands of Euros	
	Services provided by the main auditor	Services provided by other auditing firms
Audit services	221	289
Other verification services	37	46
Total audit services and related services	258	335
Tax and fiscal advice services	60	82
Other services	-	-
Total	318	417

23. Balances and transactions with related entities, associates and unconsolidated joint ventures

The balances held at year-end between the consolidated entities, as well as the transactions carried out between them throughout the financial year, have been eliminated in the consolidation process of these consolidated annual accounts. Details of the most significant balances held by the various Group companies with related parties, associates and unconsolidated joint ventures, as well as the effect on the income statements of transactions carried out with them, are shown below:

	Thousands of Euros	
	2025	2024
Total Assets	21,435	4,556
Total Liabilities	6,349	2,760
Revenue	71,725	5,068
Expenses	2,361	422

As at 31 December 2025, the heading "Total assets" in the table above mainly includes the account receivable from the companies "Altacus Investments, S.A.", "Cirilla Investments, S.A." and "Lysistrata Investments, S.A.", insofar as they have contracted with the Group company "Constructora San José, S.A." for the construction phase of the concessions that constitute their main activity. The income recorded in 2025 in relation to these contracts amounts to EUR 65,914 thousand. Likewise, at 31 December 2025, Constructora San José, S.A. has granted these related companies financial loans totalling EUR 2,746 thousand.

In addition, at 31 December 2025, the heading "Total liabilities" in the table above includes the financial debt corresponding to the financing granted by one of its shareholders, for a total amount of EUR 1,322 thousand (EUR 1,294 thousand at 31 December 2024). This loan accrues interest at market conditions, partially contingent on the borrowing Group company obtaining positive results.

24. Remuneration

24.1 Remuneration of the Board of Directors

The breakdown of the various remuneration items accrued by the members of the Board of Directors of Grupo Empresarial San José, S.A., comprising nine men and three women, regardless of the reason for such remuneration and the group company, multi-group company or associate required to pay it during the 2025 and 2024 financial years, is as follows:

Type of Directors	Thousands of Euros	
	2025	2024
Executive board members	3,458	3,251
Independent board members	253	253
Other external board members	283	295
Total	3,994	3,799

The breakdown of remuneration by type for the 2025 and 2024 financial years is as follows:

Type of compensation	Thousands of Euros	
	2025	2024
Salary	3,358	3,136
Allowances	261	308
Other items	375	355
Total	3,994	3,799

This amount also includes the salaries received by executive directors for performing their duties as senior management, totalling EUR 3,357 and 3,136 thousand in 2025 and 2024, respectively.

Furthermore, as at 31 December 2025 and 2024, there are no advances, loans or other types of guarantees, nor are there any additional obligations incurred in relation to pensions or life insurance with respect to current and former members of the Board of Directors. Likewise, there are no other types of operations or transactions between the Group and related parties.

The directors of the parent company and the Group companies are covered by the "Corporate Civil Liability Insurance Policies for Directors and Executives" taken out by the parent company of the Grupo SANJOSE in order to cover any possible damages that may be claimed against them and that may arise as a result of a management error committed by their directors or executives, as well as those of their subsidiaries, in the exercise of their duties. The total annual premium for the 2025 financial year amounts to EUR 293 thousand (EUR 302 thousand in the 2024 financial year).

Details of similar activities carried out by directors and related parties on their own behalf or on behalf of others

In relation to the participation of the directors of the parent company, or persons related to them, in the capital of companies outside the parent company; or if they carry out, on their own behalf or on behalf of others, the same, similar or complementary type of activity as that which constitutes the corporate purpose; or if they, in their own name or on behalf of a person acting on their behalf, have carried out transactions with the parent company or with any company in the same group that are outside the ordinary course of business of the parent company or under conditions that were not normal market conditions, it should be noted that the directors have stated that they, or persons related to them:

- They do not carry out, on their own behalf or on behalf of others, the same, similar or complementary type of activity as that which constitutes the corporate purpose of the parent company.

- They do not hold shares in the capital of entities with the same, similar or complementary type of activity as that which constitutes the corporate purpose of the parent company.
- They have not carried out any other transactions with the parent company or any other company in the same group that are outside the ordinary course of business or under conditions that are not normal market conditions.

At the end of the 2025 financial year, neither the members of the Board of Directors of the parent company nor persons related to them, as defined in the Capital Companies Act, have notified the other members of the Board of Directors of any direct or indirect conflict of interest they may have with the interests of the parent company.

24.2 Remuneration and other benefits for senior management

The total remuneration accrued for all items for those employees who are considered senior management in the Group, excluding those who are also members of the Board of Directors (whose remuneration has been detailed above), during the 2025 and 2024 financial years, can be summarised as follows:

Number of people	Thousands of Euros
Year 2025:	
7 directors	1,394
Year 2024:	
7 directors	1,317

Furthermore, neither the parent company nor any other company in the Group has any pension or life insurance obligations to these executives.

25. Environmental information

Assets that are used on a long-term basis in the activities of the Group companies, whose main purpose is to minimise environmental impact and protect and improve the environment, including the reduction or elimination of future pollution, are considered environmental assets.

The Grupo SANJOSE considers environmental preservation and sustainable development to be fundamental premises within its strategic business lines. The Group's environmental policy includes the following:

- Protection of the environment through the prevention or mitigation of environmental impacts, the prevention of pollution, the reduction of waste generation, the sustainable use of resources and energy efficiency.
- Continuous improvement in environmental management through the establishment and monitoring of environmental objectives and targets aimed at contributing to the improvement of internal processes and the services provided.
- Compliance with applicable environmental legislation and regulations.
- Qualification and awareness-raising through training and awareness-raising activities aimed at our own staff, subcontractors and other related parties.

Since 1999, the Group has had a comprehensive environmental management system in place that is continuously adapted to the needs and expectations of the Group's companies and their environment. The Group prioritises the implementation of a cross-cutting environmental management model in all its areas of activity and all the regions where it operates, with the aim of integrating business development, social value creation and environmental protection. Since 2006, the Group has been certified under the ISO-14001 standard for environmental management systems.

The Group shares society's concern about climate change and assumes responsibility for the possible impacts of its construction and service activities. To adapt to the consequences of climate change, the Group promotes mitigation and adaptation measures that contribute to the transition to a low-carbon economy, including:

- Energy saving and efficiency measures, replacing equipment and facilities with more efficient ones. In this regard, and despite the fact that the Group's activity is not particularly intensive in the use of fixed assets, in light of regulatory requirements in the area of the environment and climate change mitigation, the Group has revalued the recoverable value of its main tangible fixed assets (machinery, technical installations, etc.), without having identified any signs of impairment. As these fixed assets are fully depreciated, they will be replaced by more sustainable ones. Likewise, cash outflows for potential future investments to comply with current regulations do not have a significant impact on the recoverable value of the Group's other assets (real estate investments, goodwill or inventories).
- Promotion of renewable energy generation. In this regard, the Group owns and operates a 5.4 MW photovoltaic plant in Jaén (Spain), as well as a multi-generation plant for electricity, cooling and heating that operates under a concession (see Notes 7 and 12.8). It also specialises in the construction, commissioning and maintenance of renewable energy generation plants, both wind and photovoltaic.
- Study and implementation of environmental proposals for clients to improve the resilience of buildings to the expected effects of climate change, promoting energy saving, the use of renewable energies, proper waste management and the integration of vegetation into projects. The costs associated with these proposals and measures are taken into account in the construction budgets. In relation to residential building projects promoted internally by the Group, mainly in the real estate and urban development segment, solutions that promote energy savings are also introduced, which form part of the construction cost of the assets. The Group has extensive experience in construction in accordance with the world's leading sustainability standards (LEED / United States, BREEAM / United Kingdom, PASSIVHAUS / Germany, VERDE / Spain, etc.), which have guided it in the construction of more than 1.8 million square metres worldwide.
- Raising awareness among all staff involved in the development of projects and services in order to encourage behaviour that contributes to reducing energy consumption and minimising the environmental impact of the activities carried out.
- Provision of energy services, promoting comprehensive solutions tailored to the needs of our clients in order to obtain maximum energy efficiency from their facilities, providing sustainable energy solutions capable of reducing and optimising energy consumption and promoting environmental preservation.

It should be noted that, due to the type of activity carried out by the Group's companies, as well as the concern and awareness measures carried out internally to minimise the possible environmental impact, the Group has no expenses, assets, provisions or contingencies of an environmental nature that could be significant in relation to its net worth, financial situation and results. For this reason, no specific breakdowns regarding environmental issues are included in this consolidated report. Likewise, although there is no legal obligation to take out insurance in Spain, the Grupo SANJOSE has an Environmental Civil Liability Insurance Programme in place.

26. Subsequent events

On 5 January 2026, the Group was awarded a concession contract in Chile, which includes the design, construction and operation of the Copiapó prison for a period of 20 years, with an estimated total portfolio value of EUR 510 million (see Note 22.1).

Furthermore, there are no events subsequent to 31 December 2025 that could have an impact on these consolidated financial statements.

Appendix I

Subsidiaries included in the consolidation:

Company	Company Auditor	Registered office	Activity	% Voting rights controlled by the parent company	
				Direct	Indirect
Alexin XXI, S.L.U.	-	Bilbao (Biscay).	Property development	-	100
Aprisco Salvador Inv. Hoteleiros e Imobiliários, Ltda.	-	Brazil	Construction and real estate	-	100
Argentimo, S.A.	Auren	Buenos Aires (Argentina)	Property development	-	100
Arserex, S.A.U.	-	Madrid	Marketing and distribution of sporting goods in Spain	-	100
Basket King, S.A.U.	-	Madrid	Marketing and distribution of sports goods in Spain	-	100
Buildsupport Solutions, S.A.U. (formerly Cadena de Tiendas, S.A.U.)	-	Pontevedra	Marketing, manufacturing, distribution, import and export of clothing	100	-
Carlos Casado, S.A. (*)	Auren	Buenos Aires (Argentina)	Agricultural	-	52.19
Casado Agropecuaria, S.A.	-	Paraguay	Agricultural	-	99.99
Agricultural Company of the Chaco, S.A.	-	Paraguay	Agricultural	-	100
Cartuja Inmobiliaria, S.A.U.	PWC	Seville	Construction	-	100
Panamericano Shopping Centre, S.A.	Auren	Buenos Aires (Argentina)	Property development	-	100
CIMSA Argentina, S.A.	Auren	San Luis (Argentina)	Construction and Real Estate	-	100
Comercial Udra, S.A.U.	-	Pontevedra	Commercial	100	-
Constructora San José Argentina, S.A.	Auren	Buenos Aires (Argentina)	Construction	-	96,947
Constructora San José Brasil Limitada	-	Salvador de Bahía (Brazil)	Construction and Real Estate Development	-	100
Constructora San José Cabo Verde, S.A.	AYS	Cape Verde	Construction	-	100
Constructora San José, S.A.	PWC	Pontevedra	Construction, real estate, concessions and services & other	99.79	-
Constructora San José Timor, Unipessoal Lda.	-	Timor	Construction	75	-
Udra Construction Limited	Deloitte	Monaco (Portugal)	Construction, maintenance and repair.	7	70
Desarrollos Urbanísticos Udra, S.A.U.	-	Pontevedra	Property development	-	100

Company	Company Auditor	Registered office	Activity	% Voting rights controlled by the parent company	
				Direct	Indirect
Eraikuntza, Birgaikuntza Artapena, S.L.U.	PWC	Vitoria Gasteiz	Construction	-	100
Enerxías Renovables de Galicia, S.A.	-	Pontevedra	Energy	-	100
Athletic King S.A.U.	-	Madrid	Manufacture, storage and distribution of manufactured goods	-	100
Facopremo, S.A.	-	Madrid	Construction of pre-manufactured elements	-	55
Fotovoltaica el Gallo 10, S.L.	-	Burgos	Energy	-	82.97
GSI Solutions, S.L.	PWC	Madrid	Engineering Services	100	-
Hospes Brasil Participações e Empreendimentos Lda.	-	Brazil	Construction and Development	-	100
Inmobiliaria 2010, S.L.	-	Lima (Peru)	Construction and Development	-	100
Inmobiliaria Americana de Desarrollos Urbanísticos, S.A.U.	-	Pontevedra	Property development	-	100
Inversión San Jose Chile Limited	-	Santiago de Chile (Chile)	Investments and real estate	-	100
Inversiones San Jose Andina Ltda.	PWC	Santiago de Chile (Chile)	Investments and real estate	-	100
Inversiones Viales Andina Ltda.	-	Santiago de Chile (Chile)	Capital investment	-	100
Jose' Costruzioni, S.R.L.	-	Milan (Italy)	Construction	-	100
Muros y Montajes Secos, S.A.	-	Madrid	Construction of pre-manufactured elements	-	51
Outdoor King, S.A.U.	-	Madrid	Manufacture, storage and distribution of manufactured goods	-	100
O&M Parc de L'Alba ST-4, S.A.	-	Barcelona	Construction, refurbishment and maintenance of facilities.	-	65
Parsipanny Corp. S.A.	Moore	Uruguay	Agricultural	-	100
Poligeneraciones parc de L'Alba ST-4	PWC	Barcelona	Construction, commissioning and maintenance of polygeneration power plants	-	79.50
Puerta de Segura, S.A.	Moore	Uruguay	Agricultural	-	100
San José Constructora Peru S.A.	Deloitte	Lima (Peru)	Construction	-	100
Rincon S.A.G.	-	Paraguay	Agricultural	-	100
Running King, S.A.U.	PWC	Pontevedra	Marketing, manufacturing, distribution, import and export of clothing	-	100
Sociedad Concesionaria Rutas del Loa, S.A.	-	Santiago de Chile (Chile)	Construction	-	100
Sociedad Concesionaria Penitenciario de Talca, S.A	PWC	Santiago de Chile (Chile)	Infrastructure concessions	-	60
San José BAU GmbH	Wisbert & Partner	Berlin (Germany)	Construction	-	84

Company	Company Auditor	Address	Activity	% Voting rights controlled by the parent company	
				Direct	Indirect
San José Concesiones y Servicios, S.A.U.	-	Pontevedra	Provision of health and social services	100	-
San José Construction Group, Inc	Forvis LLP	Washington (USA)	Construction	-	100
San José France, S.A.S.	-	Le Haillan (France)	Holding company	-	100
San José Perú Inmobiliaria, S.A.C.	Deloitte	Lima (Peru)	Construction	-	100
San José Tecnologías Chile Ltda.	-	Santiago de Chile (Chile)	Construction	99.9	-
San Jose India Infrastructure & Construction Private Limited (*)	-	New Delhi (India)	Development, construction and operation of infrastructure	-	99.99
Sanjose Mahavir Supreme Building One Private Limited (*)	-	New Delhi (India)	Construction	-	51
San José Real Estate Development, LLC	Forvis LLP	Delaware (USA)	Property development	-	100
San José Energía y Medio Ambiente, S.A.U.	-	Pontevedra	Energy generation.	99.99	0.01
SanJosé Nuevos Proyectos Salud, Limited	-	Chile	Construction	-	100
SanJosé Contracting, L.L.C.	Tagi	Abu Dhabi (UAE)	Construction	-	85
Sefri Ingenieros Maroc, S.A.R.L.	-	Morocco	Engineering and installation services	-	75
Sociedad Concesionaria Chile Tecnocontrol	PWC	Santiago de Chile (Chile)	Infrastructure concessions	-	100
Sociedad Educacional Andina Lda.	-	Santiago de Chile (Chile)	Capital investment	-	100
San José Constructora Chile Ltda.	PWC	Santiago de Chile (Chile)	Construction	-	100
SJB Mullroser	Wisbert & Partner	Mullroser (Germany)	Construction	100	-
Tecnoartel Argentina, S.A.	Auren	Buenos Aires (Argentina)	Maintenance and installations	-	100
Tecnocontrol Servicios, S.A.U.	PWC	Tres Cantos (Madrid)	Maintenance services	-	100
Tecnocontrol Chile Ltda.	-	Santiago de Chile (Chile)	Construction	99.9	-
Trendy King, S.A.U.	-	Madrid	Marketing and distribution of sporting goods in Spain	-	100
Udra Medios, S.A.U.	-	Pontevedra	Publishing, production, reproduction and public dissemination of books, newspapers, magazines and other	100	-
Udra México S.A. de C.V.	CyA Roldán	Mexico	Construction company	-	100
Udra Obras Integrales S.A. de CV	-	Mexico	Construction	-	100
Vision King S.A.U.	-	Madrid	Marketing, manufacturing, distribution import and export of	-	100
Xornal de Galicia, S.A.	-	Galicia	Publishing, production, reproduction and public dissemination of books, newspapers, magazines and other	-	92.73
Zivar, real estate investments C.	-	Portugal	Real estate	-	52.5

(*) Companies whose accounting period differs from the calendar year, to the extent required by their local accounting regulations. Prior to their integration, the Group carries out the corresponding temporary standardisation process. The accounting period for the rest of the Group companies is the calendar year, which coincides with that of the parent company.

Appendix II

Associates and joint ventures included in the consolidation

Company	Company Auditor	Registered office	Activity	% Voting rights controlled by the parent company	
				Direct	Indirect
Associated companies:					
Crea Madrid Nuevo Norte, S.A.	EY	Madrid	Real estate development	-	10
Panamerican Mall, S.A. (*)	PWC	Buenos Aires (Argentina)	Real Estate Development	-	20
Multi-group companies:					
Cresca S.A.	EY	Misiones corner Peru No. 593, Asunción, Paraguay	Marketing of livestock and all kinds of agricultural products and by-products, and the marketing, leasing and construction of urban and rural real estate	-	50
CSJ GVK Projects and Technical SS.PL. (*)	HN Patel&Co	India	Construction	-	50
Pinar de Villanueva, S.L.	-	Valladolid	Property Development	-	50
Altacus Investments, S.A.	-	Madrid	Property Development	-	25
Cirilla Investments, S.A.	-	Madrid	Property Development	-	25
Lysistrata Investments, S.A.	-	Madrid	Property Development	-	25

(*) Companies whose accounting period differs from the calendar year, to the extent required by their local accounting regulations. The Group carries out the corresponding temporary standardisation process. The accounting period for the other associated companies is the calendar year, which coincides with that of the parent company.

Appendix III – Temporary Joint Ventures – Joint Operations

Joint ventures	Ownership %	Net revenue (*) (Thousands of Euros)
MUSEO LOUVRE ABU DHABI	33.33%	-
HOSPITAL AL-AIN	50.00%	-
MAMSHA	50.00%	-
HOTEL FAMILY	50.00%	-
UTE Ruta 20	100.00%	-
UTE Canal Velarde - Salta	83.32%	-
UTE San Juan	55.00%	-
Ute Museo Rawson	55.00%	-
UTE SOCABÓN (SJ-VIALCO-OBRA ANDINAS)	48.47%	-
AYSA	50.00%	-
REGADIO PARAMO BAJO	50.00%	-
EL REGUERÓN	33.33%	-
CONSERVACIÓN A7 MURCIA	50.00%	-
CONSERVACIÓN A-30 LORCA	50.00%	-
HOSPITAL DE FERROL	46.00%	3,519
CONSERVACIÓN A-30 LORCA 2	50.00%	921
REMODELACIÓN EST. CHAMARTIN	25.00%	15,009
MEDIKUNTZA ETA ERIZAINZA FAKULTATEAREN U.T.E.	50.00%	5,147
UTE HOSPITAL DE SANTIAGO	40.00%	2,596
TEC77-POLIGENERACION Cerdanyola del Valles	95.00%	-
SJT01-CENTRAL ELÉCTRICA AE.SANTIAGO	60.00%	-
CONSORCIO CIE CIENCIAS CUSCO	50.00%	554
Eugenia de Montijo	90.00%	-
Santa Marta Magasca	60.00%	-
Viviendas Dehesa Vieja	50.00%	-
Almanjayar	75.00%	-
Viviendas Alcoba	80.00%	-
Umbrete	100.00%	-
Plataforma AVE Ocaña	70.00%	-
Hospital de Gandia	100.00%	-
EDIF.NUEVO AMATE SEVILLA	100.00%	-
VARIANTE PAJARES-LOTE SUR	60.00%	-
UTE EDIFICIO LUCÍA	100.00%	-
XARDINS DE FERROL	60.00%	103
FEDERACION FUTBOL CEUTA	100.00%	-
PONTESUR	50.00%	-
EL EJIDILLO SS.REYES	60.00%	-
FÁBRICA TABACOS	100.00%	-

HOSPITAL CACERES	60.00%	-
CENTRO SALUD AMURRIO	80.00%	-
CENTRO COMERCIAL TAMARACEITE	60.00%	-
AREA GENERACION URBANA DE JINAMAR	49.00%	-
EL EJIDILLO PARACUELLOS DEL JARAMA	60.00%	-
CONSERVACIÓN CÁCERES	50.00%	-
CORREOS CATALUÑA	100.00%	-
GALERÍA DE FOLLEDO	60.00%	-
SER MAS VERDE	25.00%	15
VÍA CICLISTA CENTRO HISTÓRICO CÁDIZ	100.00%	-
EDIFICIO FONTAN	50.00%	22
VIVIENDAS CALLE IRÚN	50.00%	-
ZONAS VERDES DISTR.VICÁLVARO	50.00%	-
CONTORNO GRAN VÍA	60.00%	-
JARDINES HISTÓRICOS	30.00%	-
ESCOLA BRESSOL SANTS-BADAL	50.00%	-
UTE SANGONERA TOTANA	40.00%	6,420
EL EJIDILLO VILLAVERDE	60.00%	-
RIBERA	60.00%	13,255
AREAS AJARDINADAS PARDO-ZARZUELA	60.00%	88
PARQUE POLVRANCA	60.00%	-
INSTALAC. TUNEL VARIANTE PAJARES	30.00%	-
MEJORA RIO PISUERGA	60.00%	-
AE CAMPO NOVO	55.00%	-
SEDE GRUPO PRE Ving BADAJOZ	50.00%	-
UTE VILLA DE AJALVIR	60.00%	217
UTE AMUSCO	40.00%	7,988
UTE FORMENTOR	60.00%	-
AUTOVÍA ENLACE ALMANZORA	40.00%	-
UTE ACUERDO MARCO ZONA NOROESTE LOTE 2	30.00%	276
UTE SAN JOSE EL EJIDILLO MADRID L4	60.00%	11,794
UTE CONSERVACION PONTESUR II	50.00%	833
UTE ELEVADORES PARQUESOL NORTE	60.00%	-
EL EJIDILLO SEGOVIA ZONAS VERDES	60.00%	488
ELEVADORES PARQUESOL ESTE	60.00%	-
UTE BARRIO DE TEMPRANALES	60.00%	-
UTE PCI MERCADO	50.00%	-
EL EJIDILLO SFM	60.00%	1,028
UTE BAÑOS PREFABRICADOS PLAN VIVE	55.00%	-
TEC87-SERVICIOS ENERGÉTICOS LAS PALMAS	50.00%	576
TEC91 UTE MANTENIMIENTO EDIFICIOS ADIF	100.00%	659
UTE ALUMBRADO CANGAS	50.00%	-
UTE SAN JOSE EL EJIDILLO ALCOBENDAS LOTE 2	60.00%	280
TXOMIN	50.00%	231
TEC89-EFICIENCIA ENERG. AYTO.VITORIA	50.00%	-

UTE OBRAS AMPLIACIÓN DEL MUSEO NACIONAL DE ARTE ROMANO EN MÉRIDA.	65.00%	1,645
UTE PALACIO DE DEPORTES DE TENERIFE	100.00%	3,544
UTE SAN JOSE EL EJIDILLO PARACUELLOS ZONAS VERDES	50.00%	414
UTE PARANINFO TRES CANTOS	80.00%	766
UTE SAN JOSE EL EJIDILLO SANSE ZONAS VERDES	60.00%	3,470
UTE EL EJIDILLO A CORUÑA	60.00%	1,239
UTE FACHADAS PREFAB. PLAN VIVE	55.00%	-
UTE CONSERVACION CACERES 2023	50.00%	1,699
UTE POLANCO SANTANDER	80.00%	7,214
UTE RESERVA BIOLOGICA "EL TOMILLO"	60.00%	124
UTE TAFALLA CAMPANAS	28.33%	20,099
UTE AC MURCIA-LORCA	40.00%	585
UTE BOSQUE MIYAWAKI	60.00%	57
RESTAURACIÓN JARDÍN DEL PRÍNCIPE	60.00%	177
LIMPIEZA MONTE DE EL PARDO	50.00%	43
LIMPIEZA PARACUELLOS	60.00%	1,588
EL EJIDILLO ZOA H CANAL ISABEL II	50.00%	183
BARRIO DEL CURA - VIGO	50.00%	2,825
INTERMODAL OURENSE	40.00%	860
UTE ESTACION PASANTE ATOCHA	30.00%	618
UTE ESTACION ORENSE	50.00%	689
SERVER	23.00%	1,513
LIMPIEZA VALDEMORO	40.00%	1,053
XARDINS DEPUTAC. A CORUNA	60.00%	40
HOSP. UNIV. BASURTO	42.50%	57
UTE SAN JOSE EL EJIDILLO BAIONA	50.00%	74
NODO DE HABITATS	60.00%	2,384
UTE SAGUNTO	50.00%	5,699
TORRE PACHECO - CARTAGENA	60.00%	531
GALERIA INSTALACIONES HOSPITAL DE BASURTO	42.50%	403
UTE DESBORCES ZONA B DEPUTACION DA CORUÑA	60.00%	173
UTE DESBORCES ZONA C DEPUTACION DA CORUÑA	60.00%	103
UTE PASEO DE CANAPES	60.00%	-
UTE AREAS AJARDINADAS PARDO-ZARZUELA 2	60.00%	105
UTE SAN JOSE-SEMI EDIFICIO JRC SEVILLA	70.00%	1,321
UTE PAE ARTEIXO	50.00%	17
NUEVA SEGOVIA	50.00%	675
RESTAURACIÓN FORESTAL MONTECARMelo	40.00%	98
ACUERDO MARCO LOTE 1	60.00%	-
ACUERDO MARCO LOTE 2	60.00%	-
UTE CSJ-CHM; BIOLOGICAS UV	55.00%	-
		134,104

(*) Join venture data, applying the participation coeficient

GRUPO EMPRESARIAL SAN JOSE, S.A. and subsidiaries

Consolidated Management Report for the financial year 2025

1. Situation of the Company

1.1. Organisational Structure

Grupo SANJOSE is arranged as a set of companies that operate in different sectors. Since its foundation, the main business activity of the Group is construction, which has intensified in recent years.

The main lines of activity developed by Grupo SANJOSE are the following:

- Construction
- Concessions and Services
- Energy and Environment
- Engineering & Project Management



Likewise, due to the diversification policy of the Group, the Group is present in other lines of activity, such as real estate, trade, stockbreeding and agriculture.

1.2. Performance

The Group's business model is designed with the objective of seeking diversification, both by activity and by geographical area, achieving a lower exposure to the risks inherent to a single type of activity or geographical concentration.

The Group is present in more than 15 countries spread over 4 continents, with development in Portugal and Latin America being particularly important

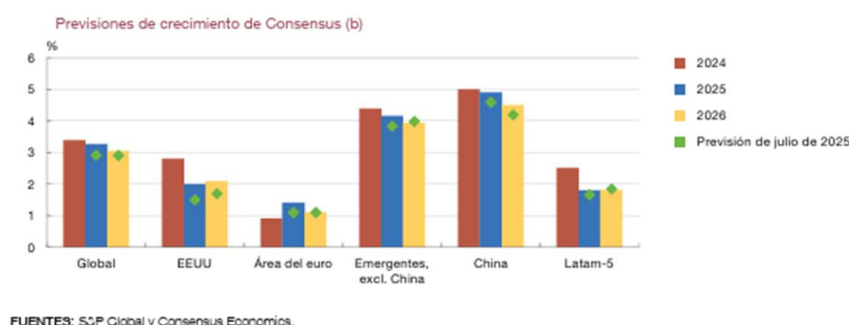
The Group's main objective is to maintain sustained growth while keeping the profitability margins of recent years, taking the construction activity as the main driver and increasing its weight in the international sphere, boosting development in the countries in which we are already present and in those with future penetration, maintaining the levels of quality in production and customer and supplier satisfaction that have already positioned Grupo SANJOSE as a benchmark in the market, analysing and encouraging the application of innovations and technological progress, and maintaining the utmost respect for the environment, not only by adequately managing and minimising the possible negative impact arising from the development of the activity, but also by carrying out efficient construction developments.

2. Business performance and results

2.1 Market and its evolution

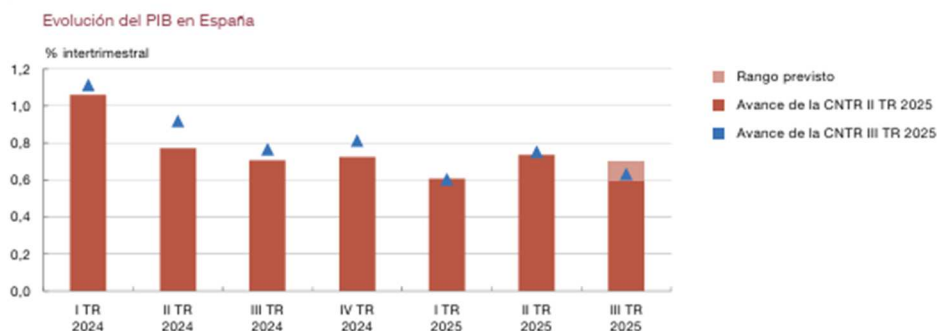
Global economic growth remained relatively stable in the second half of 2025, supported by positive economic data from the United States and China. In the United States, available indicators point to robust GDP growth in the third quarter – in line with the 0.9% recorded in the second quarter – due to the remarkable strength of domestic demand. In China, GDP growth remained at 1.1%, supported by strong exports, while in the euro area it rebounded by two-tenths of a percentage point in the third quarter to 0.3%. Looking ahead to the fourth quarter, available indicators suggest that the momentum of activity will continue, especially in the services sector and in the United States.

The better-than-expected performance of global economic activity so far this year, together with a certain reduction in trade uncertainty associated with the agreements signed between the United States and some of its partners, has led to a slight upward revision of the global growth outlook for 2025 and 2026, although this remains moderate.

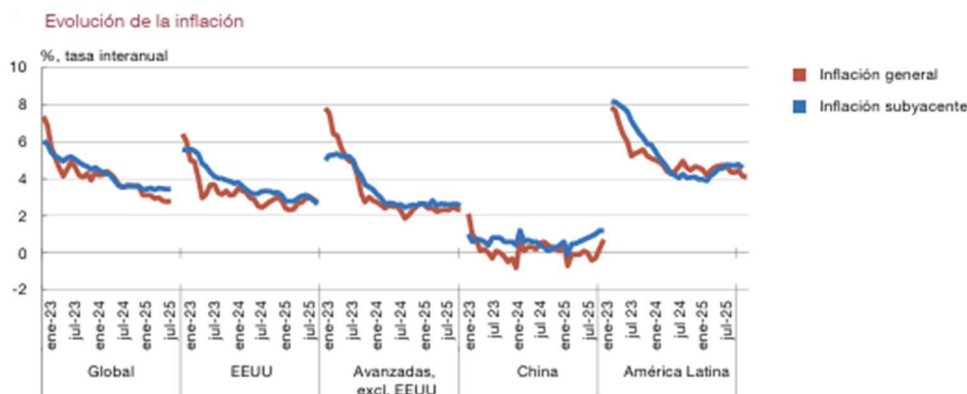


EMU GDP grew by 0.3% in the third quarter, above expectations, following 0.1% growth in the second quarter. By country, GDP stagnated in Germany and Italy, while activity was very dynamic in France and Spain. Confidence indicators, such as PMIs, point to a gradual acceleration in the fourth quarter for the EMU as a whole. The Eurosystem's December projections put EMU GDP growth for 2025, 2026 and 2027 at 1.4%, 1.2% and 1.4%, respectively. The forecasts for 2025 and 2026 have been revised upwards by two tenths of a percentage point compared with the September exercise, mainly due to the effect of new data observed in recent months. These growth rates would be in line with the area's potential growth, with GDP growth supported by private consumption and investment, as well as by the fiscal stimulus linked to public spending on defence and infrastructure.

The Spanish economy's GDP grew by 0.6% in the third quarter of 2025, slightly below the growth recorded in the second quarter and within the range forecast in the Bank of Spain's September projections. Following the revision of the CNTR figures published by the INE at the end of September, this growth implies cumulative GDP growth of 10% since the end of 2019. This slight slowdown in activity reflected the negative contribution of net external demand (-0.6 pp), resulting from the sharp fall in goods exports and despite the lower increase in imports compared to the previous quarter. In contrast, the contribution of domestic demand to GDP growth rebounded to 1.2 pp, driven mainly by stronger private consumption. From the supply side, the main branches of activity remained buoyant in the third quarter of the year, with market services (0.9%) and construction (0.8%) standing out, while the pace of expansion was somewhat lower in manufacturing (0.6%) and the decline in the primary sector continued.



The global trend of moderating inflation has continued in recent months. In the United States, the headline inflation rate fell to 2.7% in November, three tenths of a percentage point below the September figure, while the core inflation rate fell by four tenths of a percentage point to 2.6%. In the euro area, headline inflation remained at 2.1% in November and core inflation also stabilised at 2.4%. In China, both headline and core inflation remain low, at around 1% in November. Looking ahead, global disinflation is expected to continue, supported by moderating oil prices and the lower-than-expected increase in tariffs.



In the Eurosystem's December projections, the forecast for headline inflation in 2025 remains at 2.1%, while the forecast for 2026 is revised upwards by two tenths of a percentage point to 1.9% and the forecast for 2027 is revised downwards by one tenth of a percentage point to 1.8%. Core inflation is expected to moderate from 2.4% in 2025 to 2.2% in 2026 — three tenths of a percentage point above the previous projections — and to 1.9% in 2027. The upward revisions are due to positive surprises in recent months —especially in energy, services and non-energy industrial goods— and higher wage increases, particularly in Germany.

Some central banks have opted to keep official interest rates unchanged at their latest monetary policy meetings. The ECB kept its official interest rate at 2%, where it has remained since June. The Bank of Japan, meanwhile, raised its official interest rate by 25 basis points to 0.75% at its December meeting. Meanwhile, interest rate cuts have continued in the United States, the United Kingdom, Canada and New Zealand. In the case of the US Federal Reserve, it reduced the target range for the federal funds rate by 25 bp at each meeting in October and December, bringing it to between 3.5% and 3.75% due to weakening employment data. As for the emerging Latin American economies, the Colombian central bank kept its rate unchanged and the Brazilian central bank halted its rate hikes, while the central banks of Mexico and Chile cut their interest rates again. For its part, the Chinese central bank continues to pursue a relatively expansionary monetary policy as part of its economic stimulus measures.

At its December meeting, the Governing Council of the ECB kept the deposit facility rate at 2%, where it has remained since June, marking four consecutive meetings without change. Its updated assessment of the inflation outlook, as well as the dynamics of underlying inflation and the intensity of monetary policy transmission, continues to confirm that inflation in the euro area should stabilise at the 2% target in the medium term. The latest projections by Eurosystem experts indicate that headline inflation will be around the 2% target over the projection horizon. Core inflation is expected to moderate gradually, also converging towards 2%. Economic growth is also expected to be stronger than projected in September, driven in particular by domestic demand. Looking ahead to upcoming meetings, the Governing Council will remain determined to ensure that inflation stabilises at its 2% target over the medium term and will apply a data-dependent approach to determine the appropriate monetary policy stance. In this way, the Governing Council does not commit in advance to any specific path for interest rates.

In Spain, headline inflation rose from 2.7% in August to 3.2% in November. This reflects the upturn in energy prices, as well as an increase in underlying inflation (HICP excluding energy and food) and in the rate of growth of food prices. Since August, year-on-year energy price growth has risen from 3.2% to 4.6% in November, due to the acceleration in liquid fuel and motor fuel prices, while the rate of growth in electricity prices has remained high. Food prices, which had remained relatively stable until October, rebounded to 3.1% in November. The recent acceleration in inflation in Spain contrasts with the greater stability recorded in the EMU, which widened the inflation differential between the two areas to 1.1 pp in November. This is explained by the greater differential in food inflation, which has become a positive contributor, and in core inflation, while in terms of energy the differential has remained stable.

In the foreign exchange markets, the euro is trading at a similar level against the dollar as at the end of the third quarter (around 1.17 \$/€), although it is still well above the level prior to the tariff announcements on 2 April. Over the year as a whole, the euro has appreciated by 13% against the dollar.

Social Security enrolment rose by 0.2% in November on a seasonally adjusted monthly basis, a similar rate to previous months. These data suggest that, in quarter-on-quarter terms, employment growth could accelerate slightly in the last quarter of the year. By sector, construction and non-market services stand out, having increased their year-on-year growth by 1.9 and 0.5 percentage points since the beginning of the year, to 4.1% and 3.4%, respectively, while the transport sector remains particularly dynamic, with growth of 6%. The rest of the sectors are maintaining a similar rate of growth to previous quarters, except for agriculture, which is intensifying its downward trend. The dynamism of employment was offset by the growth of the labour force in the third quarter, with the seasonally adjusted unemployment rate standing at 10.5%, two tenths of a percentage point higher than in the previous quarter, although 0.7 pp below the rate observed a year ago.

Based on information available up to November, the wage increase agreed for 2025 stands at 3.5%, above that recorded in 2024 (3.3%) and that agreed in the V AENC, which established a general reference of 3% for 2025. Most employees with agreements in place for 2025 are subject to agreements signed in previous years, which incorporate an average wage increase of 3.3%. Meanwhile, the new agreements signed in 2025 include an average increase of 4.2%. Remuneration per employee in the market economy maintained high growth rates in the third quarter (4.5%), which drove the increase in unit labour costs (ULC) to 4.4%, above the EMU average, in a context of stagnant productivity.

Growth in productive investment intensified in the third quarter compared to the first half of the year, due to the dynamism of investment in intangible assets, machinery and other construction. Investment in transport equipment, which is still at a much lower level than before the pandemic, remained stable in this period, although it continued to show pronounced year-on-year increases. The information available for the fourth quarter suggests that productive investment will remain positive, although its growth could moderate compared to that recorded in recent quarters. This is indicated by the moderation experienced by the PMI for the capital goods sector and the manufacturing PMI, although the latter remains in expansionary territory, and the continued sluggishness of external financing for non-financial corporations.

The recent slowdown in the construction activity indicator suggests a moderation in housing investment in the fourth quarter, although the number of people registered in the construction sector would suggest that momentum is being maintained. On the other hand, house price growth remains high, in a context of tight supply and strong demand. In particular, house prices rose by 12.8% year-on-year in the third quarter of 2025.

The macroeconomic environment in Europe is still far from optimal. Although interest rates have fallen from their 2023 highs and inflation has moderated, private investment remains constrained by uncertainty, construction costs remain high and the affordability gap is widening. As a result, the European construction sector has opted to reduce its output, also taking into account that it had reached record levels in 2022. The negative period has extended from 2023 to 2024, and to some extent could also include 2025, which is estimated to end with a virtually neutral balance (0.3%).

The outlook changes from 2026 onwards, with the sector expected to enter a new phase of growth at a rate that can be described as 'normal', ranging from 2.4% forecast for 2026 to 1.9% projected for 2028. This change in cycle is not so much a response to a substantial improvement in the European economy, but rather to the fact that the construction sector itself will be abandoning certain ultra-defensive positions it has adopted in recent years as a strategy to cope with the uncertainty caused by the rising cost of credit and materials.

The analysis by country provides more encouraging details. While in the previous Euroconstruct report of June 2025 there were three heavyweights, Germany, France and Italy, among the countries with the most difficulty recovering from the 2023-24 recession, in the current report the only major market that will remain in the laggard group is Germany. For their part, the United Kingdom, Spain and Poland remain at the top of the ranking, with the potential to take greater advantage of the expansionary phase of the coming years, as they have been less affected by the turbulence experienced in other countries.

In Spain, the construction sector has managed to avoid the contraction that has affected the European sector during the three-year period 2023-25. Spain's exceptional performance has been linked to the better performance of the economy, but above all to the modest levels of production which, unlike in many European countries, have not had to be cut back in order to survive the combined shock of inflation, rising credit costs and falling demand.

During 2025, both residential and civil engineering are performing strongly and continue to push the sector's production capacity to the limit, despite which growth of 4.0% is expected. The situation begins to become more complicated from 2026 onwards, as the stimulus programme for certain types of renovation and civil engineering will run out in the middle of the year. Combined with production bottlenecks, growth will slow in 2026 (3.6%). The projections for 2027 are 3.2% and for 2028, 2.2%. It is therefore a controlled decline, thanks above all to the fact that the housing boom could be here to stay. Another contributing factor will be the

gradual recovery of non-residential construction from the slowdown it suffered after the pandemic, and the execution of civil works related to the 2027 municipal elections.

Residential construction began to accelerate new housing procedures in 2024, and the trend is set to continue in 2025, which is not surprising given how easily the product is placed. Although construction is benefiting from the good health of the property market, there is concern that rising prices will further complicate accessibility, exacerbating the social problem. The various administrations are reacting and, after a long hiatus, public housing may end up becoming a significant player in the Spanish market. However, it will take time for the projects initiated by local councils and regional governments to bear fruit. All this makes residential construction the most dynamic market in the sector, capable of growing by 6.9% in 2025 and maintaining growth of between 5.5% and 6% during 2026-2028.

In 2025, **non-residential construction** is seeing investor appetite also spreading to real estate for tertiary and industrial use. Thanks to the extra economic growth of recent years, Spain has been gaining a competitive advantage over other investment hubs, which for the moment does not appear to be particularly threatened. In this context, it makes sense to increase the flow of projects, albeit selectively. The most expansive market niches will be logistics (regaining its characteristic prominence) and commerce (after several years of very low profile), while offices seem determined to follow their own cycle, which is lagging behind the rest. The forecast envisages only minimal growth in 2025 (0.8%), rising to between 2% and 3% in the 2026-2028 period.

In the **refurbishment** segment, the expected 'refurbishment wave' that was to be triggered by the NGEU stimulus programme has been delayed (2024) and projects now have very tight deadlines for completion (August 2026). This raises doubts as to whether the bottlenecks in a type of construction activity that is very labour-intensive can be overcome. In any case, the biggest unknowns are whether a way will be found to capitalise on the interest generated around energy refurbishment once the subsidies have expired. As more stabilising factors, non-residential refurbishment and more cosmetic residential refurbishment have reasonably optimistic expectations. This is because a dynamic property market tends to encourage maintenance and renovation. We envisage annual growth of between 1% and 2% for the period 2025-27.

Civil engineering has also benefited from NGEU funds to grow during the difficult three-year period 2023-25, and is now waiting to see how the final phase of the Plan will be resolved. For the moment, there are no signs that the landing will be abrupt. Apart from having a respectable volume of work underway, during 2025 projects have been processed almost as in 2024, which could be partly last-minute NGEU works, combined with the first municipal works ahead of the 2027 elections. This gives no reason to expect production to decline in 2025 (3.0%) or 2026 (2.0%). From 2027 onwards, the withdrawal of the NGEU will have a negative impact on the railways, leaving energy as the main driving force. The projections still envisage sufficient momentum in 2027 for minimal growth (1.1%), but this will run out in 2028 (-1.8%). This scenario may be altered if there are profound changes in budgetary policy, for example, to accommodate more investment in defence.

The main macroeconomic projections for the Spanish economy prepared by the Banco de España are shown below:

Proyección de las principales macromagnitudes de la economía española (a)

Tasas de variación anual sobre el volumen (%) y en porcentaje del PIB	Proyecciones de junio de 2025				Proyecciones de marzo de 2025		
	2024	2025	2026	2027	2025	2026	2027
PIB	3,2	2,4	1,8	1,7	2,7	1,9	1,7
Consumo privado	2,9	2,7	1,8	1,5	3,3	2,1	1,8
Consumo público	4,1	2,5	1,8	1,7	2,2	1,8	1,7
Formación bruta de capital	1,9	3,6	2,3	2,1	3,0	2,5	1,9
Exportación de bienes y servicios	3,1	1,9	2,3	2,7	2,9	2,9	2,9
Importación de bienes y servicios	2,4	3,0	2,8	2,7	4,0	3,5	3,2
Demanda nacional (contribución al crecimiento)	2,9	2,7	1,9	1,6	2,9	2,0	1,7
Demanda exterior neta (contribución al crecimiento)	0,3	-0,3	-0,1	0,1	-0,2	-0,1	0,0
PIB nominal	6,2	4,8	3,6	3,8	4,7	3,9	4,0
Deflactor del PIB	3,0	2,3	1,8	2,0	2,0	1,9	2,2
IAPC	2,9	2,4	1,7	2,5	2,5	1,7	2,4
IAPC sin energía ni alimentos	2,8	2,6	2,1	1,9	2,2	2,0	1,9
Empleo (personas)	2,2	2,2	1,0	1,0	1,9	1,2	1,0
Empleo (horas)	1,9	1,0	1,0	1,0	1,7	1,2	1,0
Tasa de paro (% de la población activa). Media anual	11,3	10,5	10,2	9,7	10,5	10,0	9,5
Capacidad (+) / necesidad (-) de financiación de la nación (% del PIB)	4,2	3,7	3,7	3,5	3,8	3,7	3,1
Capacidad (+) / necesidad (-) de financiación de las AAPP (% del PIB)	-3,2	-2,8	-2,6	-2,6	-2,8	-2,6	-2,6
Deuda de las AAPP (% del PIB)	101,8	101,4	101,4	101,3	101,3	101,6	101,0

FUENTES: Banco de España e INE.

2.2 Main magnitudes of the GROUP

The main consolidated magnitudes of the Grupo SANJOSE for the 2025 financial year are shown below:

Consolidated management balance sheet:

Thousands of euros

	Dec. 2025		Dec. 2024		Var.
	Amount	%	Amount	%	
Intangible assets	13,443	0.9%	13,608	1.0%	-1.2%
Property, plant and equipment	94,886	6.6%	89,187	6.8%	6.4%
Real state investments	14,941	1.0%	18,054	1.4%	-17.2%
Investments accounted for using the equity method	54,905	3.8%	49,652	3.8%	10.6%
Long term financial investments	34,816	2.4%	24,889	1.8%	39.9%
Deferred taxes assets	17,050	1.2%	18,943	1.5%	-10.0%
Goodwill on consolidation	9,984	0.7%	9,984	0.8%	0.0%
TOTAL NON-CURRENT ASSETS	240,025	16.8%	224,317	17.2%	7.0%
Inventories	91,578	6.4%	87,790	6.7%	4.3%
Trade and other receivables	459,565	32.1%	498,743	38.2%	-7.9%
Other short term financial investments	16,959	1.2%	9,598	0.7%	76.7%
Short-term accruals	2,571	0.2%	2,540	0.2%	1.2%
Cash and cash equivalents	621,588	43.4%	481,106	36.9%	29.2%
TOTAL CURRENT ASSETS	1,192,261	83.2%	1,079,777	82.8%	10.4%
TOTAL ASSETS	1,432,286	100.0%	1,304,094	100.0%	9.8%

Thousands of euros

	Dec. 2025		Dec. 2024		Var.
	Amount	%	Amount	%	
Equity attributable to shareholders of the parent	247,920	17.3%	218,216	16.7%	13.6%
Minority interest	39,903	2.8%	34,485	2.5%	15.7%
TOTAL EQUITY	287,823	20.1%	252,701	19.4%	13.9%
Long term provisions	48,654	3.4%	45,054	3.5%	8.0%
Long term financial liabilities	116,623	8.0%	102,837	7.9%	13.4%
Deferred taxes liabilities	14,412	1.0%	17,083	1.3%	-15.6%
Long-term accruals	654	0.0%	775	0.1%	-15.6%
TOTAL NON CURRENT LIABILITIES	180,343	12.6%	165,749	12.7%	8.8%
Short term provisions	37,594	2.6%	31,195	2.4%	20.5%
Short term financial liabilities	17,881	1.2%	14,525	1.1%	23.1%
Trade accounts and other current payables	908,645	63.4%	839,924	64.5%	8.2%
TOTAL CURRENT LIABILITIES	964,120	67.3%	885,644	68.0%	8.9%
TOTAL EQUITY & LIABILITIES	1,432,286	100.0%	1,304,094	100.0%	9.8%

Consolidated management profit and loss account

Thousands of euros

	Grupo SANJOSE				
	Year 2025		Year 2024		Var.
	Amount	%	Amount	%	
Revenue	1,588,131	100.0%	1,557,766	100.0%	1.9%
Other operating income	4,966	0.3%	8,144	0.5%	-39.0%
Change in inventories	-987	-0.1%	-2,345	-0.2%	-57.9%
Procurements	-1,148,671	-72.3%	-1,161,181	-74.5%	-1.1%
Staff costs	-210,199	-13.2%	-194,598	-12.5%	8.0%
Other operating expenses	-144,229	-9.1%	-133,644	-8.6%	7.9%
EBITDA	89,011	5.6%	74,142	4.8%	20.1%
Amortisation charge	-17,680	-1.1%	-14,134	-0.9%	25.1%
Impairment on inventories	-324	0.0%	-882	-0.1%	-63.3%
Changes in trade provisions and other impairment	-12,616	-0.8%	-10,533	-0.7%	19.8%
EBIT	58,391	3.7%	48,593	3.1%	20.2%
Ordinary financial results	5,118	0.3%	9,736	0.6%	-47.4%
Changes in fair value for financial instruments	-32	0.0%	-30	0.0%	-
Foreign exchange results and others	-3,099	-0.2%	-5,744	-0.4%	-46.0%
Impairment and profit/(loss) from disposal of financial instruments	-1,847	-0.1%	-4,447	-0.3%	-58.5%
NET FINANCIAL RESULT	140	0.0%	-485	0.0%	--
Results on equity method	975	0.1%	-604	0.0%	--
PROFIT BEFORE TAX	59,506	3.7%	47,504	3.0%	25.3%
Income tax	-18,658	-1.2%	-15,107	-1.0%	23.5%
CONSOLIDATED PROFIT	40,848	2.6%	32,397	2.1%	26.1%

- **Gross operating profit for the period:** EBITDA for the 2025 financial year amounted to 89 million euros, representing a margin on income of 5.6% (4.76% in the 2024 financial year).
- **Profit for the year:** amounts to 40.8 million euros, representing a margin on revenue of 2.6% (2.1% in 2024), having increased by 26.1%.

Alternative performance measures (APMs):

In its consolidated financial statements for the 2025 financial year, the Group presents its results in accordance with generally accepted accounting standards. However, the Group's management considers that certain alternative performance measures (APMs) give a true and fair view of its financial information and provide useful additional financial information that it uses in managing the business, and that they should be considered in order to properly assess the Group's performance.

Among others, the Group identifies the following ARMs:

- **EBITDA:** gross operating profit, calculated from operating profit, excluding from this figure the amount of depreciation, amortisation, provisions and impairment losses recognised or reversed during the period, as well as the result from the disposal of fixed assets.
- **Net financial debt (NFD) / Net cash position:** total amount of bank and non-bank financial debt, including finance lease creditors and the valuation of obligations associated with financial derivative instruments, less the amount recorded under "Other current financial assets" and "Cash and cash equivalents" in current assets on the balance sheet.
- **Portfolio:** total amount of sales contracted by Group companies with customers, net of the portion realised and recognised as revenue in the income statement. In concession contracts, the total amount of sales is identified as the best estimate made by the Group, which is included in the economic and financial business plan for the concession.

Turnover:

The net turnover (INCEN) of Grupo SANJOSE for the 2025 financial year stands at 1,588.1 million euros.

The main activity of Grupo SANJOSE is construction, representing 91.6% of the Group's total turnover, and 83% of the Group's total portfolio as at 31 December 2025.

The distribution of Grupo SANJOSE's turnover by activity is as follows:

Thousands of euros

Revenues by activity	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
Construction	1,454,758	1,434,719	1.4%
Real estate and property development	6,573	7,629	-13.8%
Energy	10,693	10,143	5.4%
Concessions and services	78,019	79,509	-1.9%
Adjustment and other	38,088	25,766	47.8%
TOTAL	1,588,131	1,557,766	1.9%

The domestic market accounts for 80% of the Group's total revenues. Turnover obtained in international markets amounted to 311.6 million euros, accounting for 20% of the Group's total revenue for the period

Thousands of euros

Revenues by geography	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
National	1,276,545	1,306,010	-2.3%
International	311,586	251,756	23.8%
TOTAL	1,588,131	1,557,766	1.9%

Results:

The **Gross operating profit (EBITDA)** of Grupo SANJOSE for the 2025 financial year amounts to 89 million euros, representing a margin of 5.6% of net turnover.

The breakdown of EBITDA by activity is as follows:

Thousands of euros

EBITDA by activity	Grupo SANJOSE				
	Year 2025		Year 2024		Var.(%)
Construction	71,842	80.7%	59,842	80.7%	20.1%
Real estate and property development	1,251	1.4%	1,022	1.4%	22.4%
Energy	2,173	2.4%	2,232	3.0%	-2.6%
Concessions and services	3,989	4.5%	4,127	5.6%	-3.3%
Adjustment and other	9,756	11.0%	6,919	9.3%	41.0%
TOTAL	89,011		74,142		20.1%

The **operating profit (EBIT)** of Grupo SANJOSE stands at 58.4 million euros, representing a margin of 3.7% of net turnover (3.1% in the financial year 2024).

The **net profit** of Grupo SANJOSE is 40.8 million euros, representing a margin of 2.6% of net turnover (2.1% in the financial year 2024).

Portfolio

As of 31 December 2025, the Group's portfolio amounts to 3,631 million euros, having increased by 13.9% compared to the end of 2024.

The portfolio of the construction area, Grupo SANJOSE's main activity, stands at 3,017 million euros (2,537 million euros at the end of 2024), representing 83% of the Group's total portfolio to date.

The breakdown as at 31 December 2025 and 2024 is as follows:

Millions of euros

BACKLOG by segment	Grupo SANJOSE				
	Dec. 2025		Dec. 2024		Var.(%)
Construction	3,017	83%	2,537	80%	18.9%
Civil works	520	14%	512	16%	1.6%
Non residential building	1,091	30%	754	24%	44.7%
Residential building	1,230	34%	1,124	35%	9.4%
Industrial	176	4.8%	147	5%	19.7%
Energy	268	6%	304	10%	-11.8%
Concessions and services	346	10%	347	11%	-0.3%
Maintenance	20	1%	26	1%	-23.1%
Concessions	326	9%	321	10%	1.6%
TOTAL BACKLOG	3,631	100%	3,188	100%	13.9%

Millions of euros

BACKLOG by geography	Grupo SANJOSE				
	Dec. 2025		Dec. 2024		Var.(%)
National	2,923	81%	2,523	79%	15.9%
International	708	19%	665	21%	6.5%
TOTAL BACKLOG	3,631		3,188		13.9%

Millions of euros

BACKLOG by client	Grupo SANJOSE				
	Dec. 2025		Dec. 2024		Var.(%)
Public client	1,133	31%	1,286	40%	-11.9%
Private client	2,498	69%	1,902	60%	31.3%
TOTAL BACKLOG	3,631		3,188		13.9%

In addition, after the close of the 2025 financial year, the Group was awarded a concession contract in Chile that includes the design, construction and operation of the Copiapó prison for a period of 20 years, with an estimated total portfolio value of 510 million euros.

2.3 Group performance by segment

Construction

Revenues in 2025 in this line of business amount to 1,454.8 million euros, remaining relatively stable compared to the 2024 financial year.

EBITDA stands at 71.8 million euros, representing a margin of 4.9% of turnover (4.2% in financial year 2024).

Profit before tax amounted to EUR 45.1 million, an increase of 17.2% compared to financial year 2024.

As at 31 December 2025, the Group's contracted construction backlog amounted to EUR 3,017 million, an increase of 18.9% compared to year-end 2024.

Thousands of euros

CONSTRUCTION	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
Revenue	1,454,758	1,434,719	1.4%
Earnings before interest, taxes, D&A (EBITDA)	71,842	59,842	20.1%
EBITDA margin	4.9%	4.2%	
Earnings before interest and taxes (EBIT)	45,071	38,470	17.2%
EBIT margin	3.1%	2.7%	
Earnings before tax	49,961	38,698	29.1%

The breakdown of the turnover of this line of activity of Grupo SANJOSE, according to the main lines of business that comprise it, as well as the geographic area, is as follows:

Thousands of euros

DETAIL OF CONSTRUCTION REVENUES	Grupo SANJOSE					
	National		Internat.		Total	
Civil works	88,229	7.5%	322	0.1%	88,551	6.1%
Non residential building	354,713	30.1%	181,379	65.8%	536,092	36.9%
Residential building	649,447	55.1%	89,247	32.2%	738,694	50.8%
Industrial	87,339	7.4%	4,082	1.5%	91,421	6.2%
TOTAL	1,179,728	81%	275,030	19%	1,454,758	

Construction revenues in Spain amounted to 1,179.7 million euros, having experienced a slight reduction of 3.4% compared to financial year 2024, representing 81% of the total for this line of business.

Revenue from international construction activity stood at 275 million euros, representing 19% of the total, and having experienced an increase of 28.5% compared to the 2024 financial year.

Real estate and urban development:

The revenue figure for the Group's real estate activity in 2025 comes mainly from the Group's activity in Peru, (delivery of homes in the "Condominio Nuevavista" development in Lima, Peru), as well as from asset management activity in Argentina. During the first half of 2025, the Group purchased land in Lima, Peru, with the aim of carrying out a new real estate development, which is currently beginning construction and marketing.

Turnover amounted to 6.6 million euros, resulting in EBITDA of 1.3 million euros, representing a margin of 19% of revenue.

Thousands of euros

REAL ESTATE AND PROPERTY DEVELOPMENT	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
Revenue	6,573	7,629	-13.8%
Earnings before interest, taxes, D&A (EBITDA)	1,251	1,022	22.4%
EBITDA margin	19.0%	13.4%	
Earnings before interest and taxes (EBIT)	216	-328	--
EBIT margin	3.3%	-4.3%	
Earnings before tax	-209	-148	41.2%

Energy:

The Group's turnover for the energy business line in the financial year 2025 amounts to EUR 10.7 million.

EBITDA stands at 2.2 million euros, representing a margin of 20.3% of sales.

Thousands of euros

ENERGY	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
Revenue	10,693	10,143	5.4%
Earnings before interest, taxes, D&A (EBITDA)	2,173	2,232	-2.6%
EBITDA margin	20.3%	22.0%	
Earnings before interest and taxes (EBIT)	417	1,121	-62.8%
EBIT margin	3.9%	11.1%	
Earnings before tax	237	809	-70.7%

In reference to this line of activity, as at 31 December 2025, Grupo SANJOSE has a contracted portfolio of 268 million euros, which will materialize as the Group's largest activity over a period of approximately 23 years.

For the energy activity portfolio, the Group considers normal production and operation of the contracts it has in force, carrying out periodic reviews due to the effect of regulatory changes and estimated occupancy and demand levels based on criteria of prudence, making the necessary adjustments when these become apparent.

Concessions and services:

The Group's revenue for this line of business in financial year 2025 amounts to 78 million euros.

EBITDA stands at 4 million euros, representing a margin on sales for the period of 5.1%.

Thousands of euros

CONCESSIONS AND SERVICES	Grupo SANJOSE		
	Year 2025	Year 2024	Var.(%)
Revenue	78,019	79,509	-1.9%
Earnings before interest, taxes, D&A (EBITDA)	3,989	4,127	-3.3%
EBITDA margin	5.1%	5.2%	
Earnings before interest and taxes (EBIT)	2,971	3,139	-5.4%
EBIT margin	3.8%	3.9%	
Earnings before tax	4,233	4,931	-14.2%

At year-end 2025, the Group's contracted portfolio in this line of business amounted to EUR 346 million.

2.4 Average payment period to suppliers

During 2025, the Group has paid its suppliers with a weighted average payment period of approximately 23 days (31 days on average in 2024). This figure is within the legal average period established by Law 15/2010, which is 30 days, extended to 60 days in those cases with agreements between the parties.

During the financial years 2025 and 2024, the total number and amount of invoices paid to suppliers by the Spanish Group companies, detailing those paid in a period shorter than the maximum period established in the legislation in force, is as follows:

	Year 2025	Year 2024
Number of invoices paid to suppliers with a period of less than 60 days	143,786	130,411
% of total number of invoices paid	92.7%	91.4%
Payments to suppliers with a period of less than 60 days	1,178,473	1,165,668
% of total invoices paid	95.3%	91.8%

The payment of invoices after the maximum term is mainly due to incidents in the delivery of the product or performance of the contracted service. Any payments to trade creditors that exceed the legally stipulated deadlines are generally due to standard industry practice and can be considered an objective and non-abusive reason in accordance with the aforementioned regulations. In these cases the financial costs are borne by the Group companies and are documented in the various contracts signed with suppliers.

3. Liquidity and capital resources

Liquidity

The Group manages liquidity risk prudently, based on maintaining sufficient cash and marketable securities, the availability of funding through sufficient committed credit facilities and sufficient capacity to liquidate market positions. The Group determines its cash requirements through the cash budget, with a 12-month time horizon.

Cash is managed centrally in order to achieve maximum optimisation of resources through cash pooling systems. In the event of occasional cash surpluses, temporary investments are made in highly liquid and risk-free deposits.

Details of the Group's net cash position at 31 December 2025 and 2024 are as follows:

Thousands of euros

NET CASH POSITION (NCP)	Dec. 2025		Dec. 2024		Var.
	Amount	%	Amount	%	
Other short term financial investments	16,959	2.7%	9,598	2.0%	76.7%
Cash and cash equivalents	621,588	97.3%	481,106	98.0%	29.2%
Total cash	638,547	100%	490,704	100%	30.1%
Long term financial liabilities	116,623	86.7%	102,837	87.6%	13.4%
Short term financial liabilities	17,881	13.3%	14,525	12.4%	23.1%
Total debt	134,504	100%	117,362	100%	14.6%
TOTAL NCP	504,043		373,342		35.0%

The net cash position as of 31 December 2025 is a **positive cash balance of 504 million euros**, having increased by 130.7 million euros compared to the end of the 2024 financial year (as at 31 December 2024, it amounted to 373.3 million euros).

Capital resources

As of 31 December 2025, there have been no significant changes to the structure of equity and debt existing as of 31 December 2024.

No significant changes in the equity and debt structure or in the cost related to capital resources are expected to occur during 2026.

Future contractual obligations

The main obligations to which the Group is exposed are those arising from financing contracts, as well as obligations intrinsic to construction and service contracts with customers. There are no future investment or asset purchase commitments of significant amounts.

4. Main risks and uncertainties

The Group operates in industries, countries and socio-economic and legal environments that involve different types and levels of risk. To avoid potential losses to its shareholders and possible damage to its customers, the Group has a risk management function through which it: i) identifies; ii) measures; iii) controls; iv) monitors and, v) assesses the different types of risk from an integrated and global perspective.

Operating risks

The main risks arising from the Group's activity are market risks (those relating to the sufficiency of demand for services and products, regulatory and political risks, labour and environmental risks, maintenance of quality and compliance with the contractual framework with customers, etc.

In the project acceptance phase, and in order to ensure that projects are carried out in accordance with the established contractual parameters, with maximum quality parameters, guaranteeing customer satisfaction and meeting the minimum profitability levels required, an individualised study is made of each project.

The Group also has an International Legal and Tax Department, which analyses the possible repercussions of the different regulatory frameworks on the Group's activity, the tax framework, etc., given its growing international presence, as a way of avoiding risks derived from local regulations.

Financial risks

Due to its regular business activities, the Group is exposed to the following risks arising from receivables and payment obligations in its transactions:

- **Interest rate risk:** risk to which the Group is exposed as a result of the debt it has with financial institutions and other financial creditors. The Group's level of debt in recent years has been very low and, in addition, most of the Group's financing contracts are at fixed interest rates, minimising the risk of exposure to interest rate fluctuations.
- **Exchange rate risk:** the Group's policy is to contract debt in the same currency as the cash flows of each business. Therefore, there is currently no significant exchange rate risk. Within this type of risk, it is worth highlighting the fluctuation of the exchange rate in the conversion of the financial statements of foreign companies whose functional currency is not the euro. However, due to the geographical expansion that the Group has been experiencing in recent years, in the future there may be situations of exposure to exchange rate risk against foreign currencies, so that, if necessary, the best solution to minimise this risk will be considered through the contracting of hedging instruments, always within the framework established by corporate criteria.
- **Credit risk:** the control of bad debts is addressed through the preventive review of the credit rating of the Group's potential customers, both at the beginning of the relationship with them and during the term of the contract, assessing the credit quality of the amounts pending collection and reviewing the estimated recoverable amounts of those considered doubtful for collection.
- **Liquidity risk:** discussed in Note 3 of this consolidated management report.

5. Significant events after the balance sheet date

On 5 January 2026, the Group was awarded a concession contract in Chile, which includes the design, construction and operation of the Copiapó prison for a period of 20 years, with an estimated total portfolio value of 510 million euros.

Furthermore, there are no events after 31 December 2025 that could have an impact on this consolidated management report.

6. Information on foreseeable developments

The Group focuses its activity on construction and the provision of services, although without neglecting real estate opportunities, related to the real estate assets it owns, as well as energy projects.

The main lines of action of the Group's business plan are:

- Maintaining the level of contracting in Spain.
- Continuation of international activity, through geographical diversification and by line of business:
 - o Taking advantage of the value acquired in countries where it has a presence (Chile, Mexico, Peru, USA, etc.) to increase its presence.
 - o Taking advantage of new possibilities for expansion.

In the international market, particularly in emerging countries, business opportunities are presenting themselves for the Group which, as part of its policy of expansion, will try to take advantage of these channels of growth. It will also continue to work towards further consolidating its national presence, also relying on the forecast of better behaviour in the private sector. All of the above, supported by the macroeconomic prospects

of an improving economy, both nationally and internationally, are positive arguments for the future of construction.

Considering the total amount of the Group's portfolio, which at 31 December 2025 amounts to 3,631 million euros, having experienced an increase of 13.9% with respect to 31 December 2024, it is considered that its organic stability is assured, foreseeing to maintain the average size of the projects, trying to take advantage of public tender opportunities, both in national territory and in foreign countries, especially in those in which it has a presence and *expertise*.

7. R&D&I activities

Grupo SANJOSE, aware of the importance of Research, Development, and Innovation activities for the Group's business competitiveness and success, aspires to be a benchmark in technological development. The type of activities carried out by Grupo SANJOSE require continuous innovation, both because of the evolution of the technology that surrounds the projects and because of the Group's strategy, which is committed to entering new markets that demand high added value and a very high level of technical specialization.

All matters related to these projects and others related to R&D&I are fully described in the Statement of non-financial information and diversity of Grupo Empresarial San José, S.A. and Subsidiaries for the year 2025, which is attached as an annex to this consolidated management report.

8. Acquisition and Disposal of Treasury Shares

Grupo SANJOSE did not hold any treasury shares as of December 31, 2025, nor has it carried out any transactions with treasury shares during the year 2025.

9. Other Relevant Information

Stock exchange information

Grupo SANJOSE shares are traded on the Madrid Stock Exchange's continuous market. The main indicators and share performance are shown below:



Source: Spanish Stock Exchanges and Market (BMEX).

Dividend policy

On 8 April 2025, the Parent Company's General Shareholders' Meeting approved the distribution of a dividend charged to voluntary reserves for a gross amount of 0.18 euros/share, which amounts to a total of 11,705 thousand euros, being fully paid during the first half of the 2025 financial year.

Proposed distribution of profit

The directors of the Parent Company will propose to the General Meeting of Shareholders the distribution of the profit for the year 2025, equivalent to a profit of 4,924 thousand euros, to voluntary reserves.

10. Statement of non-financial information

In accordance with Law 11/2018 on non-financial information and diversity, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, in relation to non-financial information and diversity (from Royal Decree-Law 18/2017), the information of this nature is set out in the "Consolidated statement of non-financial information", which forms an integral part of this Directors' Report and is attached as an appendix below.

11. Annual Corporate Governance Report

In accordance with the provisions of commercial legislation, the Annual Corporate Governance Report forms an integral part of this Directors' Report and is attached as an appendix below.

12. Annual Report on Directors' Remuneration

In accordance with company law, the Annual Report on Directors' Remuneration forms an integral part of this Directors' Report and is attached as an appendix below.

Non-Financial Information Statement 2025

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01

General information.

General information about Grupo
Empresarial SAN JOSE (ESRS-2)

GENERAL INFORMATION

1.1.

General information about Grupo Empresarial SAN JOSE (ESRS-2)

1.1.1 Basis for preparation

a. General basis for the preparation of the Non-Financial and Sustainability Information Statement¹

CSRD – ESRS 2 – BP-1

The purpose of this report is to disclose information on the sustainability of Grupo Empresarial San José, S.A. and subsidiaries (hereinafter Grupo SANJOSE or GSJ), which contributes to measuring, monitoring and managing the company's performance and its impact on society.

This report has been prepared in compliance with the requirements established in Law 11/2018 on non-financial information and diversity, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015, of 20 July, on Auditing Accounts, in relation to non-financial information and diversity (derived from Royal Decree-Law 18/2017).

Grupo SANJOSE complies with the requirements of the European Sustainability Reporting Directive (CSRD) and, to this end, the document has been prepared in accordance with Delegated Regulation (EU) 2023/2772 of the European Commission of 31 July 2023, which supplements Directive 2013/34/EU of the European Parliament and of the Council with regard to sustainability reporting standards.

The Non-Financial Information Statement forms part of the Group's Consolidated Management Report and accompanies the Consolidated Annual Accounts for the 2025 financial year. Information on the remuneration of board members and senior management has been included by reference in the consolidated annual report and the Annual Report on the Remuneration of Directors of the SANJOSE Group. This information is also available on the Group's website and on the official website of the Spanish National Securities Market Commission (CNMV).

The information presented has been prepared on the basis of consolidated information from Grupo Empresarial San José, S.A. and its subsidiaries, according to the scope established in the Consolidated Annual Accounts for the financial year ended 31 December 2025. However, commercial distribution, consulting and agricultural activities are excluded, as their financial contribution is limited and they represent less than 2% of the Group's total revenue. In the case of information relating to own personnel, 100% of the Group's workforce is included. In the case of information relating to own personnel, 100% of the Group's workforce is included.

This decision has been supported by consultations with internal experts, who confirmed that the inclusion of these activities would not add significant value to this Non-Financial Statement. These companies are exempt from reporting on sustainability issues as they do not meet the established thresholds.

The content of this report has been selected through a double materiality analysis, in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of December 2022 and the recommendations of the EFRAG IG 1 Materiality Assessment implementation guide, which has made it possible to identify the most relevant issues for both Grupo SANJOSE and its main stakeholders. This analysis comprehensively considers the impacts, risks and opportunities of the Group's through its direct and indirect business relationships in the upstream and downstream phases of its value chain.

- In the **upstream value chain**, the analysis focuses mainly on the supply of materials, goods and services necessary for the development of projects. In this area, material issues related to the environmental performance of supplies have been identified.
- With regard to its **own operations**, the report covers construction, concessions and services activities, analysing the environmental and social impacts associated with the execution of works, the use of resources, the generation of emissions and waste, occupational health and safety, as well as

¹ Due to the anticipated regulatory change, Grupo SANJOSE has opted to publish a Non-Financial Information Statement (EINF) in line with the Corporate Sustainability Reporting Directive (CSRD).

the relationship with local communities in the areas where the Group operates.

- **The downstream value chain** is addressed by considering the workers in the value chain, as well as the affected groups and end users. At this stage, aspects such as the quality and safety of infrastructure, after-sales incident management, the protection of end users and the possible social impacts arising from the use and operation of the infrastructure built are analysed.

The information presented in this Non-Financial Statement has been subject to an independent verification process, thus ensuring the accuracy and reliability of the data.

b. Information relating to specific circumstances

CSRD – ESRS 2 – BP-2

For ease of understanding, information relating to specific circumstances has been included throughout the report alongside the related disclosure requirements. Similarly, the use of estimated metrics or those subject to uncertainty is indicated throughout the document.

In preparing its Non-Financial and Sustainability Information Statement, Grupo SANJOSE has followed the definition of short, medium and long term established by the [European Sustainability Reporting Standards](#) (ESRS 1 – 6.4): short term, 1 year, corresponding to the reference period in its financial statements; medium term, between one and five years; long term, more than five years.

Sources of uncertainty and estimates

The information presented in this document follows the principles of relevance, reliability, comparability, comprehensibility and verifiability. Those parameters for which approximations or estimates have been used are indicated throughout the document, including the methodology and assumptions used. Specifically, for data relating to raw material sourcing, waste generation and supplier assessment, the data is obtained as of 30 September and an estimate is made for the last quarter based on the actual information provided by each site manager depending on the status of the projects.

In this Non-Financial and Sustainability Information Statement, Grupo SANJOSE has not included quantitative information on its upstream or downstream value chain. In 2025, the Group's Purchasing Department began a strategic review to incorporate these indicators into its reporting systems.

Significant changes in the presentation of sustainability information

Following the line initiated in the previous financial year, Grupo SANJOSE presents the Non-Financial and Sustainability Information Statement in line with the [European Sustainability Reporting Directive \(CSRD\)](#) and the [European Sustainability Reporting Standards](#) (ESRS). From 2018 to 2023, the Group had presented its non-financial information in accordance with the provisions of Law 11/2018 on non-financial information reporting and diversity.

When the information presented in the Non-Financial Information Statement is comparable to that disclosed in the 2024 financial year, comparative data is presented in order to explain the progress made by Grupo SANJOSE. However, in the 2025 financial year, various circumstances have led to changes in the indicators. For example, estimates have been limited in order to improve the relevance and comprehensibility of the information:

- **Professional categories:** in 2024, the Group began to improve the classification of its professional categories and senior management, which was not available for all the indicators reported in the previous financial year.
- **Staff receiving training:** this year, duplication has been avoided by integrating "unique users" into the count.
- **Carbon footprint:** the methodology for calculating the carbon footprint has been improved, reducing uncertainty and incorporating new scope 3 categories.
- **Waste by destination:** the methodology for calculating the recovery of non-hazardous waste has been modified to reduce estimates.

Information derived from other legislation

The table showing the correspondence with the requirements of Law 11/2018 can be found in Annex 1 of this document.

1.1.2. Governance

Capital structure

Law 11/2018 – Business model

The share capital of Grupo Empresarial San José, S.A. (parent company of the SANJOSE Group) as at 31 December 2025 consists of 65,026,083 shares with a par value of €0.03 each, fully subscribed and paid up, all with the same voting and economic rights, and represented by book entries, with Sociedad de Gestión de los Sistemas de Registro, Compensación y Liquidación de Valores, S.A. (IBERCLEAR) and its participating entities being responsible for their accounting registration. These figures have not changed from those published at the end of the 2024 financial year.

Table 1. Share capital of Grupo SAN JOSE

Date of last modification	Share capital (€)	Number of shares	Number of voting rights
27/06/2008	1,950,782.49	65,026,083	65,026,083

All shares representing the capital of Grupo Empresarial San José, S.A. are listed on the Madrid, Barcelona, Bilbao and Valencia stock exchanges through the stock market interconnection system (continuous market) since their admission to listing on 20 July 2009.

Table 2. SAN JOSE Group Stock Market Data

SAN JOSE GROUP	Unit	2025	2024
Capitalisation	Thousands of Euros	488,996	338,136
Closing price for the period	Euro	7.52	5.20
Last price for the period	Euro	7.52	5.20
Maximum price for the period	Euro	7.83	5.48
Minimum price for the period	Euro	4.75	3.43
Volume	Thousands of shares	16,246	11,602
Cash	Thousands of Euros	104,530	51,221

At the close of the 2025 financial year, the shareholding structure (direct and indirect) of Grupo Empresarial San José, S.A. was as follows:

Table 3. Shareholding structure of Grupo SAN JOSE

Title of shareholding	%
Mr Jacinto Rey González	48.3%
Ms Julia Sánchez Ávalos	7.4%
Ms. María de las Virtudes Sánchez Ávalos	4.7%
Mr. Juan Villalonga Navarro	2.1%
Other members of the Board of Directors	0.8%

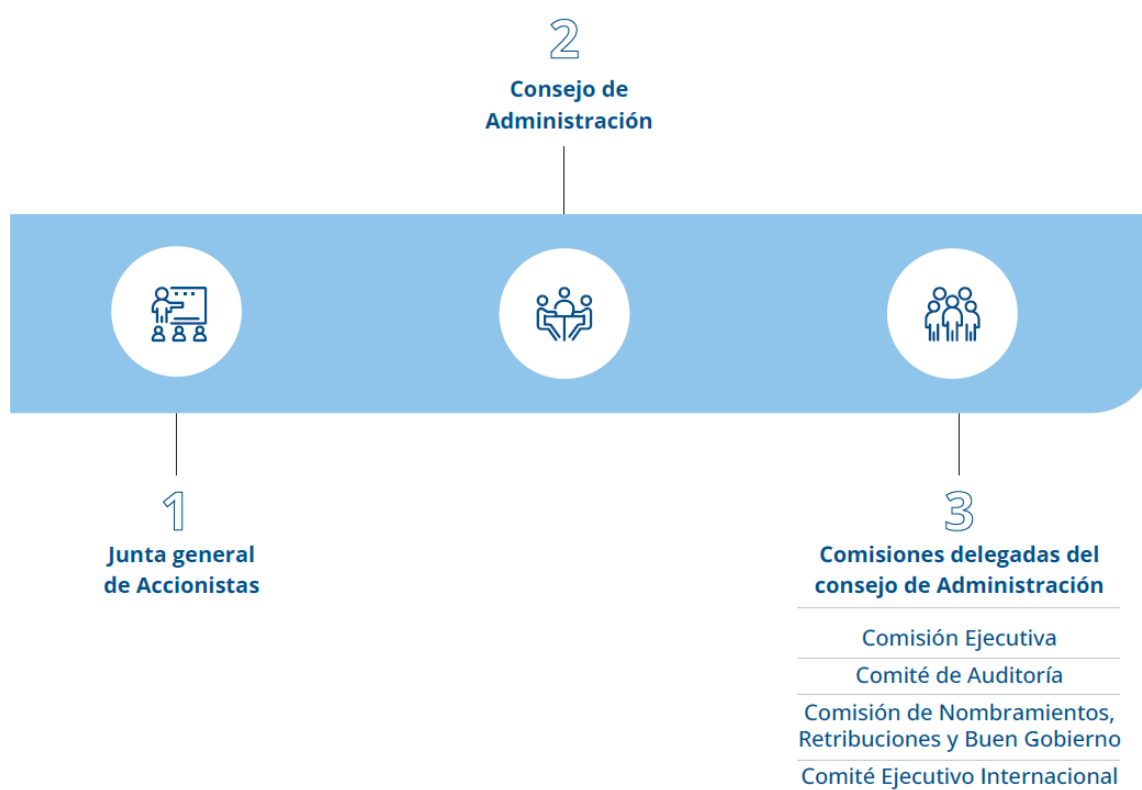


a. The role of the administrative, management and supervisory bodies

CSRD – ESRS 2 – GOV 1

The governance model implemented at Grupo SANJOSE follows the latest recommendations of the CNMV (Spanish Securities Market Commission) in its Code of Good Governance for Listed Companies, as well as best practices in corporate governance.

Figure 1. Bodies of the SANJOSE Group governance model



Functions and responsibilities of the administrative, management and supervisory bodies

CSRD - ESRS 2 – GOV1 22 // Law 11/2018 – Organisation and structure

A) General Shareholders' Meeting

The General Shareholders' Meeting is the main governing body of capital companies, expressing the will and interests of the company and serving as the forum where key decisions regarding its operation are made. The decisions of the General Shareholders' Meeting must be adopted in accordance with the provisions of the Articles of Association and are binding on all shareholders, including those who are absent, dissenting or abstaining.

Functions and responsibilities

The General Shareholders' Meeting is responsible for approving the company's annual accounts, deciding on the allocation of profits for the financial year and approving the company's management. It also has the power to appoint and dismiss directors, as well as any other function determined by law or the Articles of Association. The General Meeting shall be convened by means of an announcement published on the company's website, on the CNMV website and in one of the newspapers with the highest circulation in Spain, as well as on the Spanish stock exchanges.

Composition and diversity

All shareholders of the company whose shares are registered in their name in the accounting records five days prior to the date of the meeting shall be entitled to attend the General Meeting, in accordance with Article 16 of the Articles of Association and Article 8 of the Shareholders' Meeting Regulations. Shareholders who, individually or as a group, hold a minimum of one hundred shares are also entitled to attend.

B) Board of Directors

The Board of Directors has broad powers to represent the company and manage it as a supervisory and control body for its activities, and to directly assume responsibilities and make decisions regarding the management of the business. The management of the Board is subject to the approval of the General Shareholders' Meeting.

Functions and responsibilities

This body is responsible for the management and supervision at the highest level of the information provided to shareholders, institutional investors and other market members, ensuring the exercise of their rights and interests in defence of the company's interests.

Specifically, its functions are:

- **Supervision of bodies, executives and committees.** Monitoring the functioning of committees, delegated bodies and executives, ensuring their proper performance in line with company policies.
- **Defining policies, strategies and plans.** Establishing general policies and strategies, including the strategic plan, annual budget, investment policies, financing, risk control and management (including tax risks), corporate social responsibility, dividends and treasury shares.
- **Management of conflicts of loyalty and remuneration.** Authorising exceptions to the duty of loyalty of directors, determining the remuneration of directors and executives, and establishing the terms of their contracts.
- **Appointment and succession of officers.** Appoint and dismiss chief executive officers and senior executives, and organise the succession of the chairman and chief executive of the company.
- **Formulation and presentation of accounts and legal reports.** Preparing the annual accounts and any reports required by law, and presenting them to the general meeting.
- **Calling of the General Meeting and agenda.** Calling the shareholders' meeting, setting its agenda and proposing resolutions.
- **Corporate governance and group structure.** Defining the corporate governance policy and structure of the group of companies, approving its regulations and making adjustments as necessary.

- **Approval of public financial information.** Approve the financial and non-financial information to be made public, ensuring its integrity and transparency.
- **Strategic investment decisions and special operations.** Authorise large-scale or high-risk strategic investments or operations and create holdings in jurisdictions with high tax risk or low transparency.
- **Related-party transactions and tax strategy.** Approve related-party transactions following a report from the audit committee and define the company's tax strategy.

Composition and diversity

According to the articles of association of Grupo SANJOSE, the Board of Directors must be composed of a minimum of 5 and a maximum of 15 members. At the end of the 2025 financial year, the board is made up of 12 members, with balanced representation in the different categories.

Table 4. Composition of the administrative, management and supervisory bodies

CSRD – ESRS 2 – GOV1-21a, d, e

Administrative, management and supervisory bodies	No. of members	No. of executives	No. of independent members	Number of proprietary members	Number of other external members
Board of Directors	12	4	4	1	3
% Representation	100%	33.3%	33.3%	8.3%	25.0%

The members of the Board of Directors are listed below by category and position:

Table 5. Members of the Board of Directors

Name or company name	Category	Position
Mr Jacinto Rey González	Executive	Chairman and Chief Executive Officer
Mr Jacinto Rey Laredo	Executive	First Vice-Chairman
Mr Javier Rey Laredo	Executive	Second Vice-President
Mr. José Luis González Rodríguez	Executive	Chief Executive Officer
Mr Ramón Barral Andrade	Independent	Coordinating Director
Mr Roberto Álvarez Álvarez	Other External	Member
Mr. José Manuel Otero Novas	Independent	Member
Mr Enrique Martín Rey	Proprietary	Member
Ms Altina de Fátima Sebastián González	Other External Member	Member
Mr Nasser Homaid Salem Ali Alderei	Other External Member	Member
Ms Amparo Alonso Betanzos	Independent	Member
Ms. María José Alonso Fernández	Independent	Member

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The following are external proprietary directors:

Table 6. External proprietary directors

Name or corporate name of the director	Name of the significant shareholder whom they represent or who proposed their appointment
Mr. Enrique Martín Rey	Ms M ^a José and Ms Julia Sánchez Ávalos

In terms of gender representation, GRUPO SANJOSE has three female directors, representing 25% of the total Board. Women occupy 43% of the Management/Senior Management team.

Table 7. Composition of the administrative, management and supervisory bodies

CSRD – ESRS 2 – GOV1-21a, d, e

Administrative, management and supervisory bodies	No. of members	Percentage of women
Board of Directors	12	25
Management Team/Senior Management	7	43
Executive Committee	4	0
Audit Committee	3	33
Appointments, Remuneration and Good Governance Committee	4	0
International Executive Committee	6	17

The presence of female talent on the Board of Directors has shown positive growth in recent years, reflecting an effort to increase gender diversity.

Table 8. Information on the number and category of female directors at the end of the last four financial years

	Number of female directors				% of total directors in each category			
	2025	2024	2023	2022	2025	2024	2023	2022
Executive	0	0	0	0	0	0	0	0
Sundays	0	0	0	0	0	0	0	0
Independent	2	2	2	1	50	50	33	33
Other External	1	1	1	1	33	33	33	33
Total	3	3	3	2	25	25	18	18

Workers are represented in the administrative, management and supervisory bodies through the Human Resources, Personnel and Training Department, which is responsible for social dialogue.

C) Delegated committees of the Board of Directors

a. Executive Committee

The Executive Committee is governed by Article 31 of the Articles of Association and Article 14 of the Board Regulations. This committee shall be composed of a minimum of three and a maximum of five directors, appointed by the Board of Directors from among its members, for a term equal to that of their position on the Board.

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The committee has the powers delegated to it by the Board of Directors, and it is this body that defines the rules for its operation. These powers may include high-level executive decisions as determined by the Board.

Table 9. Members of the Executive Committee

Name or title of director	Category of director	Position on the committee
Mr Jacinto Rey González	Executive	Chairman
D. Jacinto Rey Laredo	Executive	Member
D. Javier Rey Laredo	Executive	Member
D. José Manuel Otero Novas	Independent	Member

b. Audit Committee

The Audit Committee is governed by Article 33 of the Articles of Association and Articles 15 and 16 of the Board Regulations. It is composed exclusively of non-executive directors appointed by the Board of Directors, of whom at least two must be independent directors and one must have knowledge and experience in accounting, auditing or both. This committee must meet at least four times a year.

The powers of the Audit Committee include:

- Reporting to the General Shareholders' Meeting on matters related to its powers.
- Overseeing the effectiveness of the company's internal control, internal audit and risk management systems, including risks related to sustainability issues.
- Overseeing the process of preparing and presenting financial and sustainability information.
- Proposing to the Board the selection, appointment, re-election and replacement of the external auditor.
- Establishing relations with the external auditor to receive information on matters that may compromise its independence and on the audit process.
- Issue an annual report on the independence of the auditor prior to the issuance of the audit report.
- Inform the Board of Directors on all matters provided for in the law, the Articles of Association and the Board Regulations.

Table 10. Members of the Audit Committee

Name or title of the director	Category of director	Position on the committee
Mr. José Manuel Otero Novas	Independent	Chairman
Mr Ramón Barral Andrade	Independent	Member
Ms Altina de Fátima Sebastián González	Other External Member	Member

c. Appointments, Remuneration and Good Governance Committee

Article 34 of the Articles of Association and Articles 17 and 18 of the Board of Directors Regulations establish the composition, operating rules and functions of this Committee. It shall consist of a minimum of three and a maximum of five members, all of whom shall be non-executive directors appointed by the Board of Directors, at least two of whom shall be independent directors. The term of appointment shall be four years.

The main functions assigned to the committee include:

- Assessing the skills, knowledge and experience required on the Board of Directors. Defining the functions and skills required of candidates for each vacancy and assessing the time and dedication required to perform the role effectively.
- Establishing a representation target for the under-represented gender on the Board and developing guidelines on how to achieve this target.
- Submitting to the Board proposals for the appointment of independent directors, either by co-optation or for submission to the General Shareholders' Meeting for decision, as well as proposals for the re-election or removal of such directors.
- Report on proposals for the appointment and removal of senior executives, as well as on the basic terms and conditions of their contracts.
- Examine and organise the succession of the Chairman of the Board of Directors and the chief executive of the company, and make proposals to ensure that such succession takes place in an orderly and planned manner.
- Propose to the Board the remuneration policy for directors and managing directors.
- To supervise the transparency of the company's actions and compliance with governance rules and internal codes of conduct by members of the Board and company executives.
- The committee shall ensure that the procedures for selecting directors promote diversity in terms of gender, experience and knowledge, and that they do not contain any implicit biases of discrimination, particularly by facilitating the selection of female directors.

Table 11. Members of the Appointments, Remuneration and Good Governance Committee

Name or designation of director	Category of director	Position on the committee
Mr Ramón Barral Andrade	Independent	Chairman
Mr Enrique Martín Rey	Proprietary	Member
Mr. José Manuel Otero Novas	Independent	Member
Mr Roberto Álvarez Álvarez	Other External Member	Member

d. International Executive Committee

The composition, functioning and internal regulations of the International Executive Committee are set out in Article 18 bis of the Board of Directors' Regulations. This committee shall be composed of a maximum of twelve members, appointed by the Board of Directors at the sole proposal of its Chairman. Members may be directors of the Group or third-party technical experts acting as international advisers or sector experts appointed specifically for this role.

The International Executive Committee shall have powers of information, supervision, advice and proposal in matters within its competence at international level. It shall be chaired by the Chairman of the Board of Directors and shall meet when convened by its Chairman. The Committee's meetings may be plenary or by sections, in the latter case only with those members convened on the basis of the diversity of countries, areas of expertise or sectors of activity.

The powers assigned to the International Executive Committee include:

- Collaborating in the development of the Group's international area in its various divisions (construction, concessions, energy, real estate and urban development projects), as well as in any other type of business.
- Contributing to the growth of the Group's international relations with public and private entities.
- Identifying business opportunities, analysing projects and formulating proposals.
- Raising capital and managing investment financing for international projects.
- Proposing Group projects or joint investments with strategic partners.

Table 12. Members of the International Executive Committee

Name or title of director	Category of director	Position on the committee
Mr Jacinto Rey González	Executive	Chairman
Mr Jacinto Rey Laredo	Executive	Member
Mr Javier Rey Laredo	Executive	Member
Mr Nasser Salem Ali Alderei	Other external member	Member
Ms María José Alonso Fernández	Independent	Member
Mr Roberto Álvarez Álvarez	Other external member	Member

Sustainability Governance: Impact, Risk and Opportunity Management

CSRD ESRS 2 – GOV1 – 20

With regard to the management of Impacts, Risks and Opportunities (IRO) in terms of sustainability, the Board of Directors, together with the respective management teams, is responsible for defining and approving policies, strategies and plans, including mechanisms to measure their effectiveness, whether these be targets or other tools.

The Board delegates governance procedures and controls for managing sustainability issues to the Audit Committee. The Committee meets every six months with those responsible for the operational management of IROs and the preparation of the Non-Financial Information Statement. These meetings allow for the supervision of the processes developed and ensure that the information is properly conveyed to the Board of Directors.

Grupo SANJOSE has appointed a cross-functional working group made up of a multidisciplinary team in which all areas with responsibility for managing the impacts, risks and opportunities linked to sustainability participate. Currently, the flow of information is organised through the Deputy Secretary of the Board, who coordinates with the management teams and collects the necessary data in prior meetings.

Although the current system has enabled progress in the communication and monitoring of IROs, it still lacks formalisation. For this reason, Grupo SANJOSE is working on the development of a structured framework that defines responsibilities, procedures and monitoring, effectively integrating IROs into the corporate strategy.

Specific skills and knowledge

CSRD ESRS 2 – GOV1 – 21 c. and GOV 1 23

The Board of Directors and its committees, in particular the Appointments, Remuneration and Good Governance Committee, periodically assess the skills and knowledge of its members to ensure that they are aligned with the objectives and challenges of the sector.

The composition and diversity of the members of Grupo SANJOSE's administrative, management and supervisory bodies reflect a structure geared towards experience and key skills in strategic sectors such as construction, concessions, energy and real estate development. The directors come from a variety of backgrounds, including finance, law and engineering, and bring a wealth of knowledge of both local and international markets.

In terms of specialised knowledge on sustainability, the members of the administrative bodies have the necessary experience and training to address issues of sustainability, diversity and good governance. In addition, the secretary and deputy secretary of the Board facilitate the transfer of information required for the performance of their duties.

In relation to the management of material impacts, risks and opportunities, the Board of Directors and its committees are supported by expert staff within the organisation and have access to external professionals when necessary. In this regard, in the exercise of its functions, the Audit Committee may seek independent advice and require the collaboration or appearance of employees and executives, even without the presence of other executives.

Table 13. Key competencies of Board members for the management of Impacts, Risks and Opportunities

									
Jacinto Rey González	✓	✓	✓		✓		✓		
Jacinto Rey Laredo	✓	✓	✓		✓	✓	✓		
Javier Rey Laredo	✓		✓		✓		✓		
José Luis González Rodríguez	✓	✓					✓		
Ramón Barral Andrade	✓	✓	✓	✓					
Roberto Álvarez Álvarez	✓	✓	✓		✓	✓			
Jose Manuel Otero Novas	✓	✓	✓	✓	✓				
Enrique Martín Rey	✓	✓					✓		
Altina de Fátima Sebastián González	✓	✓		✓					
Nasser Homaïd Ali Alderei	✓		✓				✓		
Amparo Alonso Betanzos	✓	✓						✓	
María José Alonso Fernández		✓	✓				✓	✓	✓

 Dirección y administración //
  Gestión de riesgos //
  Cumplimiento regulatorio //
  Auditoría
 Relaciones institucionales y grupos de interés //
 Comunicación y transparencia //
 Internacionalización
 Tecnología, investigación e innovación //
 Salud y seguridad

b. Information provided to the administrative, management and supervisory bodies, and sustainability issues addressed

CSRD - GOV-2

The SANJOSE Group Audit Committee reviews sustainability issues through the following mechanisms:

- Meetings with the heads of the multidisciplinary team or areas involved in the management of Sustainability Impacts, Risks and Opportunities.
- Reports on progress made, sector trends or regulatory developments.

In 2025, the governing, administrative, management and supervisory bodies addressed, among others, the following sustainability-related issues:

- **Corporate compliance and transparency:** progress in reporting sustainability and non-financial information, as well as updating regulations.
- **Occupational health and safety:** monitoring of accident rates.
- **Talent management:** working conditions, equal treatment and opportunities, and staff selection, training and development.
- **Good governance:** monitoring of the supervisory and training body.

Grupo SANJOSE is in the process of structuring the frequency and responsibilities related to reporting to the administrative, management and supervisory bodies on material impacts, risks and opportunities.

c. Integration of sustainability-related performance into incentive systems

CSRD - GOV-3

The Group has established incentive schemes for executive directors in the form of annual variable remuneration, calculated on the basis of the achievement of certain mainly economic, financial and strategic objectives.

The degree of compliance with the social responsibility objectives defined annually by the Board is also taken into account, based on their importance in creating value, contributing to the business strategy and the long-term sustainability of the Group. During the 2025 financial year, no objectives directly related to sustainability were included in the variable compensation schemes.

In this regard, the Appointments, Remuneration and Good Governance Committee draws up a proposal that is finally approved by the Board of Directors, which determines the amount to be paid annually to each director within the limit set by the Shareholders' Meeting. This process is carried out in accordance with the approved remuneration policy.

d. Due Diligence Statement

CSRD - GOV-4 / Law 11/2018 Human Rights

The objective of Grupo SANJOSE is to have solid and transparent ethical principles, applying them in all its market actions. Grupo SANJOSE aligns itself with the [10 principles of the United Nations Global Compact on human rights, labour, the environment and anti-corruption](#), inspired by the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption:

The principles of the Global Compact are transferred to the organisation, including all divisions and countries of the Group, and are reflected in human resources policies, contracting with suppliers and customers, as well as in any other aspect that could have an impact on these principles:

- Avoid complicity in human rights abuses.
- Respect freedom of association and the right to collective bargaining.
- Eliminate all forms of forced or compulsory labour.
- Effectively abolish child labour.
- Eliminate discrimination in employment and occupation.
- Support preventive methods in environmental matters.
- Promote initiatives for greater environmental responsibility.
- Encourage the development and dissemination of environmentally friendly technologies.
- Combat corruption in all its forms, including extortion and bribery.
- Support preventive methods in environmental matters.

Likewise, Grupo SANJOSE understands Corporate Social Responsibility as a firm commitment to the well-being of society and individuals, being a strategic pillar and a differentiating factor, which is reflected in:

- Prioritising people's well-being, the quality of their working conditions, equality and training.
- Promoting a culture of Occupational Risk Prevention at all levels.
- Respecting diversity and creating equal opportunity policies, promoting human and professional development.
- Commitment to sustainable development and respect for the environment, minimising pollution and waste generation.
- Public vocation and wealth generation, contributing to the social, economic and environmental sphere through R&D&I policies and quality products and services.
- Implement formal procedures for open dialogue with all stakeholders.
- Maintain a policy of transparency in information.

This commitment is developed in the following sections of this document:

Table 14. Correspondence of the elements of the due diligence process in this document

Elements of the due diligence process	Section of the Non-Financial and Sustainability Information Statement	Page
Integration of due diligence into governance, strategy and business model	1.1.2.d) Statement on due diligence 3.2.2. a) Policies on value chain workers 3.3.2.a) Policies related to affected groups	17 119 124
Collaboration with affected stakeholders at all key stages of due diligence	1.1.3.b) Stakeholder interests and opinions 3.1.1.a) Impacts, risks and opportunities on own personnel	26 80
Identification and assessment of adverse incidents	1.1.3.b) Impacts, risks and opportunities: results of double materiality	30
Adoption of measures to address these adverse impacts	3.1.2.d) Measures related to IROs of own personnel: Human and labour rights	87
Monitoring the effectiveness of these efforts and communication	3.1.2.d) Measures related to IROs of own personnel: Human and labour rights 4.1.2.b) Corporate culture and conduct policies	90 137

e. Risk management and internal controls for sustainability disclosure

CSRD – ESR 2 – GOV-5

Grupo SANJOSE has implemented an internal control and risk management system that integrates the sustainability reporting process. This system, supervised by the Audit Committee and supported by the internal audit unit, ensures that sustainability reporting processes and systems are rigorous and compliant with applicable regulatory requirements.

The system encompasses a comprehensive approach to identifying, assessing and prioritising risks related to sustainability reporting. Risks are assessed considering factors such as regulatory compliance, data reliability, consistency with international standards and potential reputational impacts. Key risks identified include errors in data collection and lack of alignment with applicable regulations. To mitigate these risks, the Group has developed strategies such as automating certain data collection processes and training those responsible for the areas involved. In this way, it works to ensure the integrity of sustainability data and the reliability of sources throughout the value chain, addressing any risk of loss of accuracy in the process.

The results of these risk assessments are integrated into internal processes through the updating of policies, the redefinition of roles and responsibilities in relation to sustainability, and the incorporation of findings into sustainability performance planning and monitoring systems.

The Audit Committee, together with the internal audit unit, regularly reports to the Board of Directors and its specialised committees on the status of general risks and controls, including those associated with sustainability reporting. This communication ensures that the governing bodies are informed of the findings, the mitigation strategies implemented, and any adjustments necessary to improve the accuracy and transparency of the Sustainability Statements.

1.1.3. Strategy, business model and value chain

a. business model description

CSRD – ESRS 2 – SBM1 // Law 11/2018 – Business model

Grupo SANJOSE is one of the leading companies in the construction sector, which is its main area of activity. It works to create value by promoting the progress of cities and countries through the design and construction of modern infrastructure and social facilities of various types, as well as the development and promotion of renewable energies and energy efficiency projects.

The Group develops different strategic lines of business that complement its construction activity: construction, concessions and services, renewable energies and real estate. This diversified approach allows it to reduce the risks associated with concentration, take advantage of synergies and opportunities, and strengthen its ability to adapt to the challenges of a changing and competitive global environment.

The main objective of Grupo SANJOSE is to ensure sustained growth while maintaining the profit margins achieved in recent years. To achieve this, it maintains construction as its main growth engine, increasing its international presence and maintaining high levels of service quality.

Grupo SANJOSE maintains a firm commitment to customer satisfaction and collaboration with strategic suppliers, promoting innovation and the integration of advanced technologies in its projects. This commitment extends to respect for the environment, where not only are the negative effects of its activities managed and minimised, but efficient and sustainable construction solutions are also implemented.

The Group's main headquarters have their Environmental Management Systems certified according to the ISO-14001 standard².

² ISO 14001 certification is available for the management systems implemented at Constructora SAN JOSÉ S.A., SAN JOSÉ constructora Perú S.A., Constructora UDRA LDA, SAN JOSÉ contracting LLC (Abu Dhabi), Tecnocontrol Servicios S.A., Constructora SAN JOSÉ Portugal S.A., Cartuja Inmobiliaria S.A, EBA S.L, concessionaire SAN JOSE Tecnocontrol S.A. (Chile).

Table 15. Staff at year-end by country

CSRD – ESRS 2 – SBM 1 – 40 a. III

Country	Staff (workforce as at 31 December 2025)
Spain	3,690
Chile	390
Portugal	286
United Arab Emirates	86
Cape Verde	81
Peru	57
Mexico	12
Argentina	11
Italy	12
USA	17
India	8

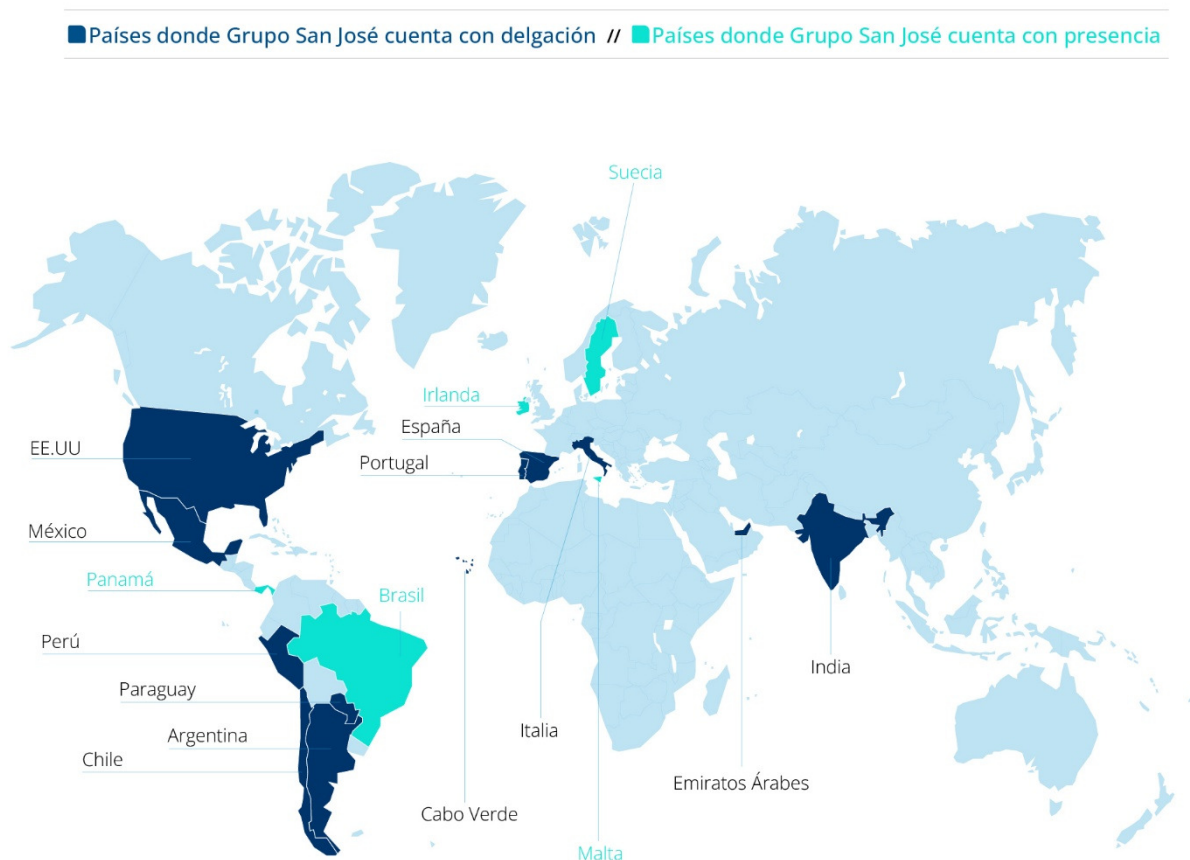
Description of the products and services offered and markets where GSJ operates

CSRD - ESRS 2 – SBM 1 – 40-a / Law 11/2018 – Geographical presence

Grupo SANJOSE is committed to internationalisation and has a presence in 15 countries on four continents. Of these, it has permanent offices in 12 markets and is in the process of analysing another three countries with a view to determining future projects.

Its main areas of activity are Spain, Portugal and regions of Latin America, where it concentrates a large part of its construction, energy and environment projects, as well as concessions and services, sectors in which the Group has built a solid reputation as a trusted partner.

Figure 2. Grupo SANJOSE's international presence



To manage its extensive international presence and the diversity of sectors in which it operates, Grupo SANJOSE has specific boards and committees in each country. These local governing bodies are designed to oversee and optimise operations in their respective regions and sectors, ensuring regulatory compliance, risk control and alignment with the group's global strategic objectives.

In the 2025 financial year, the Group carried out more than 19% of its activity in international markets (16% in 2024).

Business lines

CSRD – ESRS 2 – SBM-1 // Law 11/2018 – Objectives and strategy



SANJOSE Constructora:

The SANJOSE Group is positioned as a benchmark in the engineering and construction sector, where it stands out for its experience in executing unique projects and for providing professional and personalised attention to each of its clients. The Group currently ranks 161st in the "ENR Top 250 International Contractors" ranking, compiled annually by the prestigious American magazine ENR ("Engineering News-Record").

The Group executes a wide range of projects covering:

- **Building.** Recognised experience in the construction, extension and refurbishment of some of the world's most unique buildings, characterised by their historical significance, scale, aesthetic value and the technical advances employed. Its portfolio includes hospitals, museums, theatres, universities, schools, sports venues, shopping centres, administrative buildings, hotels and large urban developments, as well as housing. These buildings improve people's quality of life, generate wealth and promote the sustained growth and modernisation of the cities and countries in which they are developed, thus contributing to the improvement of the quality of life of their citizens.
- **Civil engineering.** It designs and builds transport links that connect people, including bridges and tunnels that overcome the most complex natural environments, motorways, roads and railway, airport, maritime and hydraulic works. These infrastructures are a priority for the progress of society as a whole and are executed under strict criteria of economic, social and environmental sustainability. The Group is committed to developing projects that respect existing biodiversity, capable of driving development and accelerating modernisation. To achieve this, it meticulously studies each project, uses efficient management models, employs innovative construction techniques and carries out careful execution, ensuring that the objectives set by the client and the needs of users are met.
- **Industrial engineering and construction.** Technology and innovation are key elements in the culture of Grupo SANJOSE, essential for its competitiveness and credibility with clients.
- **Energy.** Development of energy infrastructures and creation of state-of-the-art facilities that improve service and promote efficiency in airports, hospitals and infrastructures. Grupo SANJOSE offers the complete execution of projects under the Turnkey or EPC (Engineering, Procurement & Construction) modality, as well as advice or the execution of any of the phases that make up these initiatives. It adapts to the needs and particularities of each client by designing customised projects based on innovation, the use of the latest technologies and the experience of its multidisciplinary and creative teams, capable of tackling the most complex challenges.

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The synergies generated between its different areas of activity have enabled the creation of its own management models, which generate operational efficiencies and improve each project in terms of quality, innovation, sustainability, profitability and safety.

SANJOSE Energy and Environment:

Aware of the importance of the fight against climate change, Grupo SANJOSE promotes renewable energies and the research and development of sustainable energy solutions. These initiatives are designed to reduce primary energy consumption and optimise the use of clean energy through the use of innovative technologies. In this way, it joins the efforts of major companies which, in coalition with governments around the world, are committed to curbing global warming and achieving the emission reduction targets agreed at global conferences on climate change.

As an Energy Services Company (ESCO), Grupo SANJOSE brings high added value to the sector thanks to its experience as a developer and builder of clean energy projects. It offers tailor-made services and solutions to customers in all phases of these initiatives, including engineering (study and design), operation and maintenance, and comprehensive energy management.

The Group currently holds a majority stake in several clean energy projects, such as a photovoltaic plant in the province of Jaén and a polygeneration plant in Catalonia. The development of clean energy, respect for the environment and a commitment to sustainable development and energy efficiency policies are the pillars on which Grupo SANJOSE's activity in this line of business is based.

SANJOSE Concessions and services:

Grupo SANJOSE designs and develops business models that address long-term contracts, capable of providing recurring income, promoting sustainability, optimising resources and contributing to social development anywhere in the world. The Group creates value and drives sustainable growth, improving people's lives by actively collaborating in the development of new and innovative infrastructure through public/private concession systems, as well as providing maintenance services in various areas, which seek to combine citizen well-being with efficiency and energy savings.

SANJOSE Concessions and Services has multidisciplinary teams that optimise resources, maximise profitability, promote the use of new technologies and provide effective and customised solutions for the concession or service required by its clients. Its strategic policy, together with its extensive experience in all its areas of activity, allows it to have a competitive line of business with great potential for global growth.

Real Estate Activity:

The main activity of the Real Estate division consists of the rental of properties, the sale of homes and land. The activity includes operations related to the purchase and ownership of land reserves or other real estate assets, the development of real estate or urban projects, the sale of land, the promotion and sale of real estate assets, and the management of real estate investments and their rental to third parties.

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Results obtained

CSRD - ESRS 2 – SBM1- 40b, c, d / Law 11/2018 – Tax information

The strategy of diversification into sectors complementary to construction has enabled Grupo SANJOSE to consolidate its construction business as an engine of growth and increase its presence in other businesses.

The Group's total revenue amounts to €1,588,131 thousand (€1,557,766 in 2024). Grupo SANJOSE has no revenue from fossil fuels, chemical products, controversial weapons or tobacco cultivation or production. The breakdown by activity is as follows:

Table 16. Breakdown of total revenue by sector of activity (thousands of euros)

CSRD - ESRS 2 – SBM1- 40b

Activity sector ³	2025	2024
Construction	1,454,758	1,434,719
Real estate and urban development	6,573	7,629
Energy	10,693	10,143
Concessions and services	78,019	79,509
Consolidation adjustments and other	38,088	25,766

This information is available in the Financial Statements, "Section 6. Segment Information".

Table 17. Breakdown of EBITDA by country (thousands of euros)

Law 11/2018 – Tax information

	Gross operating profit – EBITDA
Spain	68,675
Portugal	16,519
Chile	3,094
Rest	723
Total	89,011

Table 18. Tax information (thousands of euros)

Law 11/2018 – Tax information

	Accrued corporation tax	Taxes and duties	Total
Spain	13,002	5,071	18,073
Portugal	3,822	324	4,146
Chile	723	397	1,120
Peru	207	757	964
Argentina	311	595	906
Cape Verde	592	105	697
Rest	1	29	30
Total	18,658	7,278	25,936

Grupo SANJOSE received a total of €102 thousand in public subsidies in the 2025 financial year (€129 thousand in 2024).

³ The CSRD sector classification includes "energy production and *utilities*". The rest of the activities classified by Grupo San José have not been developed in this sector classification.

Sustainability objectives and their assessment in terms of products and services, markets and stakeholders

CSRD - ESRS 2 – SBM1- 40e, f, g

The SANJOSE Group's business model is based on innovation and sustainability to strengthen its activity and operations in line with its values. In this regard, it is committed to the construction of innovative, functional and inclusive buildings and solutions capable of overcoming the environmental and social challenges facing societies around the world, such as climate change, the optimisation of natural resources, mobility and social inclusion.

This commitment is based on tools such as:

- The Group's alignment with the [10 Principles of the Global Compact](#)
- Commitments in its [Environmental Policy](#).
- Quality and Environmental Management System
- Innovation System
- Occupational Health and Safety System

The Group considers environmental preservation and energy efficiency to be part of its strategic business lines, responding to these challenges through SANJOSE Energy and Environment, which promotes renewable energies and sustainable energy solutions. However, it has not established strategic sustainability objectives linked to products and services, markets or its stakeholders.

Information relating to the SANJOSE Group Value Chain

CSRD - ESRS 2 – SBM1- 42

Grupo SANJOSE occupies a strategic position in the value chain, mainly in the construction and engineering sectors, adopting an integrated approach that ranges from the procurement of inputs to the delivery of projects and the management of concessions. Given the Group's diversification, the value chain may vary across its different lines of business.

Upstream value chain

Grupo SANJOSE works closely with selected suppliers who meet high standards of quality and sustainability in order to meet its needs for key inputs, such as construction materials (cement, steel, glass, among others), energy resources and technology.

The Group takes an ethical and responsible approach to the procurement of these resources, strengthening partnerships with suppliers that meet strict standards of quality, sustainability and responsible practices. This strategy not only guarantees a continuous, high-quality supply, but also helps to minimise the environmental impact of the value chain. By working with strategic partners aligned with its values, SANJOSE strengthens the resilience of its operations and reduces its dependence on suppliers that do not meet the Group's environmental and social criteria.

Own operations

At the core of its operations, Grupo SANJOSE manages a wide variety of activities. In the field of construction and engineering, it specialises in building, civil engineering and industrial infrastructure projects, using advanced technologies and proprietary management models that guarantee technical and operational excellence. In the renewable energy sector, it develops initiatives focused on sustainability and emissions reduction, consolidating its position as a key player in the transition to a cleaner energy model.

Downstream value chain

The Group focuses on delivering quality projects and satisfying its customers, which include both public entities and large private corporations.

- The public sector, which represents 28.1% of turnover in 2025 (27.5% in 2024)⁴⁴, is made up of local, regional and state governments. The projects developed cover fundamental infrastructure such as transport infrastructure, civil engineering and maintenance works. In addition, the management of

⁴⁴ Information available in section 2.2.1 "Revenue" of the Financial Statements.

administrative concessions combines the construction phase with recurring income from the provision of maintenance services, ensuring long-term financial stability and operational sustainability.

- The private sector, which contributed 71.9% of the Group's activity in 2025 (72.5% in 2024), is another essential pillar of its business model. Grupo SANJOSE works closely with multinational companies and large corporations, developing projects in areas such as construction, energy facilities and maintenance. In the real estate sector, it collaborates with developers on the construction of housing, commercial projects and the refurbishment of spaces, while in the industrial sector it carries out specific works for large companies, guaranteeing quality standards and compliance in complex and technically demanding projects.

The results of the Group's activity are mainly represented by highly complex projects that include transport infrastructure, hospitals, shopping centres, administrative buildings and energy facilities, and the maintenance of hospitals, buildings, facilities, etc. These projects meet high standards of quality and sustainability and are designed to generate tangible long-term benefits for key stakeholders.

Interests and opinions of stakeholders

CSRD – ESRS 2- SBM2 // Law 11/2018 – relations with community stakeholders

The contents included in this section respond to the ESRS 2 SBM-2 disclosure requirement, as well as the SBM-2 disclosure requirements for each of the thematic standards: own personnel (S1), value chain workers (S2), affected groups (S3) and end users and consumers (S4).

The SANJOSE Group takes a proactive stance in considering the interests and views of its stakeholders in the development and continuous adjustment of its strategy and business model. The relationship with key stakeholders is structured through an active commitment to understanding their perspectives and expectations.

Dialogue with stakeholders

Stakeholders are considered to be those individuals or social groups with a legitimate interest who are affected by the Group's present or future actions. This definition includes both stakeholders who are part of the Group's value chain (shareholders, employees, investors, customers and suppliers) and external stakeholders (administrations, governments, the media, analysts, trade unions and society).

Grupo SANJOSE maintains multiple corporate communication channels designed to ensure fluid, accessible and secure dialogue with all its stakeholders. In line with its [Communication Policy](#), the Group ensures that all information disseminated is accurate, transparent and consistent, and that the available channels allow for the proper management of queries, complaints or incidents from investors, suppliers, customers, employees or other end users.

Table 19. Grupo SANJOSE's main stakeholders and channels of dialogue

	Description	Channels
Customers	Grupo SANJOSE offers customised and flexible solutions that ensure high-quality services and advanced technology in every project. Its commitment to its customers is based on transparency, integrity and the fulfilment of objectives, which contributes to long-term loyalty and satisfaction.	Customer Ombudsman channel available on the website: defensor.cliente@gruposanjose.biz Other means of communication include direct contact with sales representatives or the After-Sales Service. Internal information system (https://gruposanjose.biz/sistema-interno.php), telephone 918 065 432 or email informante@gruposanjose.biz)
Shareholders	Diversification and operational efficiency are key to the Group's resilience and its ability to adapt to different markets. This strategy ensures risk diversification and a solid foundation for generating sustainable income, maximising profitability and guaranteeing a stable and growing return on investment.	Corporate website and CNMV channels (email, telephone or physical correspondence). Grupo SANJOSE Investor Relations and Shareholder Services Department (ir@gruposanjose.biz / accionistas@gruposanjose.biz). Internal information system (https://gruposanjose.biz/sistema-interno.php), telephone 918 065 432 or email informante@gruposanjose.biz)

Employees	The Group offers its staff a highly technical training environment (R&D&I), where continuous innovation and the development of advanced skills are encouraged. This commitment to training and professional growth allows employees to develop a solid career. In addition, SANJOSE fosters a culture of permanence and global growth, promoting professional development in an environment of stability and opportunity, which is strengthened by international expansion.	Employee portal We are SANJOSE, launched in 2025. Direct dialogue through area representatives and heads of activity areas. Employee representation (trade unions and representatives). Among other channels, they have the Equality Plan Monitoring Committee. Direct information channel (email or telephone) for incidents of harassment, equality and diversity (igualdad@gruposanjose.biz / acoso@gruposanjose.biz / diversidad@gruposanjose.biz) Suggestion box for sending direct and confidential proposals for improvement. Internal information system (https://gruposanjose.biz/sistema-interno.php, telephone 918 065 432 or email informante@gruposanjose.biz)
Suppliers	Grupo SANJOSE establishes long-term relationships of trust with its strategic suppliers, supporting them in their growth and in the adoption of responsible practices. This guarantees the quality of the inputs and services used in projects, strengthening a resilient and responsible supply chain.	Supplier Ombudsman Channel via email, available on the website: defensor.proveedor@gruposanjose.biz Direct communication through the Purchasing Department and the Production Department. Internal information system (https://gruposanjose.biz/sistema-interno.php, telephone 918 065 432 or email informante@gruposanjose.biz)
Society	Grupo SANJOSE promotes projects that improve the quality of life in the communities where it operates, contributing to the development of cities and the well-being of people, generating social and environmental benefits.	General channels of the Image and Communication Department (press) available on the Group's website and via email (central@gruposanjose.biz // imagen.comunicación@gruposanjose.biz). Internal information system (https://gruposanjose.biz/sistema-interno.php, telephone 918 065 432 or email informante@gruposanjose.biz)

Stakeholder participation in due diligence processes

In 2016, Grupo SANJOSE implemented the Code of Conduct and Anti-Corruption Policy following an analysis of the relevant areas, which enabled improvement objectives to be set and defined. Among other things, dissemination mechanisms and communication channels have been established in order to foster appropriate behaviour on the part of all those who form part of or participate in the Group and to facilitate access to information and established rules.

Stakeholders have specific reporting and dialogue channels to communicate any incidents:

- **Internal reporting system.** Available on the website <https://gruposanjose.biz/sistema-interno.php>, by telephone on 918 065 432 or by email at informante@gruposanjose.biz. This confidential reporting channel allows employees, managers and third parties to safely report any suspected negative incidents, regulatory breaches or breaches of the Group's internal commitments. This channel received three incidents, which are reported in 4.1.2. d "Confirmed cases of corruption and bribery".
- **General channels of the Image and Communication Department** (press) available to any user through the Group's website or email (central@gruposanjose.biz and imagen.comunicación@gruposanjose.biz). This channel allows any incident occurring throughout the Group's value chain to be identified and managed. The Communication Department is responsible for dealing with these incidents and forwarding them to the relevant department for management. Each case follows a protocol whereby the incident is opened and followed up until it is closed. Likewise, when the nature of the incident so requires — for example, formal complaints, relevant complaints or issues related to data protection — the case is referred to the Supervisory Body, thus ensuring appropriate treatment. Throughout 2025, 42 incidents have been received through this channel (43 in 2024), all of which have been handled and one of which is in the process of being closed. (Law 11/2018 – Complaints and claims).

Understanding the interests of stakeholders and their influence on strategy

Constantly listening to stakeholders allows us to identify priorities for action and adapt Grupo SANJOSE's action plans with the aim of integrating their expectations into corporate strategy and offering a swift response. The areas responsible for the different channels of dialogue are in charge of integrating the vision of the different stakeholders and raising their needs to the governing bodies when necessary.

Grupo SANJOSE took a significant step forward in 2024 in understanding the expectations of its stakeholders. During the financial year, the first materiality assessment of sustainability impacts, risks and opportunities was carried out. This analysis incorporated the interests and opinions of stakeholders, as described in section 1.1.4 of this report. This analysis has enabled the implementation of actions aimed at improving the management of these impacts, generating changes in the company's action plans.

Information to the administrative, management and supervisory bodies on the opinions and expectations of stakeholders

In order to continuously assess relations with other stakeholders and to inform the administrative, management and supervisory bodies of both their expectations and any potential incidents, the Group has mechanisms in place to report these incidents when necessary.

- The [Whistleblowing Channel](#) is managed by the Supervisory Body, which maintains a fluid and constant dialogue with the Board of Directors.
- For the management of other incidents, their content is included in the regular meetings of the regional delegations or business units. These sessions, which bring together the heads of various areas of the organisation, including the Chief Executive Officer and the Vice-Chairman of the Group, review progress on projects, commercial interactions, key administrative procedures and any potential risks and impacts identified, including communications with relevant stakeholders. This approach allows responses and approaches to be adjusted efficiently, ensuring that the Group's strategic and operational decisions are aligned with the expectations of its stakeholders and the principles of sustainability.

This approach ensures the organisation's ability to understand the views of its stakeholders, respond to queries and requests efficiently and according to the needs of each interaction.

b. Impacts, risks and opportunities: results of the double materiality analysis

CSRD – ESRS 2– SBM3

The content included in this section responds to the disclosure requirement of ESRS 2 SBM-3. The content corresponding to the SBM-3 disclosure requirements for each thematic NEIS has been included in the corresponding blocks that respond to the thematic NEIS: climate change (E1), pollution (E2), biodiversity (E-4), circular economy (E5), own personnel (S1), value chain workers (S-2), affected groups (S-3) and end users (S4).

Material impacts, risks and opportunities in the value chain

Grupo SANJOSE's first double materiality analysis allows it to identify and prioritise impacts, risks and opportunities (IRO) through the analysis of the value chain and the different operations of the Group's activity. The process has taken into account different variables such as the locations of the activities (both fixed and mobile), the Group's inputs and its results.

In 2025, the validity of the previously identified impacts, risks and opportunities was analysed. Grupo SANJOSE has concluded that the results of the double materiality analysis remain valid for the current financial year.

The main IROs resulting from the analysis are described below, classified according to the sustainability topics and subtopics established by ESRS 2 AR 16:

Table 20. Results of the Double Materiality Analysis

CSRD - ESRS 2 – SBM 3 / Law 11/2018 – Factors and trends that may affect the Group

Theme	Results	Description	Location		
			Upstream	Own operations	Downstream
Climate Change	Impacts Risks Opportunities	Adapting to climate change represents an opportunity due to the potential increase in tenders to adapt, repair and build new infrastructure or residential projects adapted to the new climatic conditions. Meanwhile, impacts, risks and opportunities in climate change mitigation are identified as a result of emissions from the Group's activity and its value chain, as well as the complexity of adapting the business model to regulatory requirements and stakeholder demands.	x	x	x
Air pollution	Impacts Risks	GSJ's activity entails potential impacts related to air pollution (noise, light or caused by dust and other pollutants), accidental spills or other incidents that may affect both ecosystems and neighbouring populations. This issue also entails potential risks due to increased regulation or stakeholder demands.	x	x	x
Biodiversity and ecosystems	Impacts	GSJ's activity has potential negative impacts on biodiversity due to land use change or effects on the environment, ecosystems and neighbouring species. These impacts are managed from the design stage of projects (upstream value chain) and during their implementation through the group's activity.	x	x	
Circular Economy	Impacts Risks Opportunities	This includes potential impacts from the introduction of renewable and non-renewable resources and raw materials that may affect scarcity, deforestation or pollution, leading to risks such as increased raw material costs, as well as opportunities arising from the efficient and sustainable management of these inputs. The Group's activity also entails potential impacts arising from waste generation, as well as opportunities generated by the recovery of this waste and its reintroduction into the value chain.		x	
Own personnel	Impacts Risks Opportunities	The management of the working conditions of our own employees involves considering salary conditions, working hours, well-being, motivation, freedom of association, social dialogue and work-life balance. Finally, it includes occupational risk prevention measures and occupational health and safety conditions.		x	
		Commitment to equality and diversity , measures against harassment and violence. Actions aimed at the professional development of staff and the acquisition of the skills necessary for the Group are integrated. Trends in the labour market and increased regulation and stakeholder demands in areas such as work-life balance and diversity increase the complexity of attracting talent.		x	
		GSJ carries out due diligence to ensure respect for human rights in all direct and indirect activities. Analysis of human and labour rights for its own staff and those in the value chain determines that access to housing for employees is relevant in those positions where the activity requires relocation from their usual place of residence.		X	
Value chain personnel	Impacts Risks	The management of working conditions for workers in the value chain, especially subcontracted employees, involves impacts and risks related to working hours, well-being, freedom of association, social dialogue and work-life balance. Finally, it includes occupational risk prevention measures.			x
Affected groups	Impacts	GSJ's activity has an impact on the communities adjacent to its projects, such as noise and vibrations, potential incidents or the use of space and land. GSJ works to enhance the positive impacts of its activity on these groups, such as improving public or private facilities that can add value to the neighbourhoods and territories where it operates.		x	

Topic	Results	Description	Location		
			Upstream	Own operations	Downstream
End users	Impacts Risks Opportunities	It integrates improvements in quality of life and access to housing and modern, sustainable and efficient infrastructure resulting from the Group's activities. Furthermore, the Group is vicariously liable for any potential incidents affecting these assets that could jeopardise the safety of their users. In this regard, it maintains a firm commitment to excellence in the development and execution of all actions.		x	x
Business conduct	Impacts Risk Opportunities	The Grupo San José Conduct Model integrates ethical behaviour , whistleblower protection and information security measures to ensure the protection of personal data.	x	x	x
		Supplier management: Grupo SANJOSE continuously analyses the evolution of raw materials associated with its main line of business, construction, as well as its key relationships with suppliers. The complexity of relationships in a global context poses risks to operations, while strengthening collaboration with suppliers can provide opportunities to facilitate access to the materials and human capital necessary for the Group's activities.	x	x	x

Current and expected effects of ESG factors on the business model, value chain and strategy

CSRD – ESRS 2– SBM2 - 48b

In 2019, Grupo SANJOSE prepared its first materiality analysis to meet the requirements of Law 11/2018 on Non-Financial Information, which enabled it to identify stakeholder sensitivity and the internal priority of different issues. This work was completed with the preparation of the first double materiality analysis, carried out in 2024 and reviewed in 2025 to confirm its validity.

The analysis made it possible to define work plans to respond to impacts, risks and opportunities. In addition, in 2025, mechanisms were established to monitor the group's non-financial and sustainability information through periodic reports and meetings with the Audit Committee.

Although Grupo SANJOSE does not plan to implement a specific sustainability strategy, the integration of the IROs into its management involves, among other things, the following changes:

- In terms of climate change, the Group is working on the development of a decarbonisation plan in line with the Paris Agreement and in compliance with RD 214/2025 on measuring and reducing the carbon footprint. More information in section "2.2.2.a. Transition plan for climate change mitigation".
- In relation to personnel management (talent recruitment), the strategy for attracting and retaining talent is being reinforced, moving towards positioning SANJOSE as an "employer brand". In addition, channels of dialogue have been strengthened with the launch of the internal communication channel SOMOS SANJOSE.

Material impacts

CSRD – ESRS 2– SBM2 – 48c

The material impacts for the SANJOSE Group and its value chain are presented below. For each impact, its direction (positive or negative), the level of realisation (whether it is currently occurring or is potential), the link between the impact and the Group's activity (whether the business model contributes to the impact or is the cause), the location of the impact in the value chain and the time horizon are indicated.

Non-Financial Information Statement 2025 SAN JOSÉ Group

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Table 21. Material impacts of Grupo SANJOSE and its value chain

TOPIC	SUB-TOPIC	DESCRIPTION	DIRECTION	IMPLEMENTATION	LINK	TIME FRAME	VALUE CHAIN
Climate change	Climate change mitigation	Emissions from electricity and fuel consumption in equipment, vehicles, or machinery under the Group's control (owned vehicles, generator sets, heating, etc.) contribute to the generation of Scope 1 emissions, which have an impact on climate change. In addition, potential fugitive emissions in Group buildings (air conditioning) may also contribute to the generation of GHG emissions.	Negative	Current	Cause and contribution	Short term	Own operations
		Emissions derived from the value chain. Indirect greenhouse gas emissions generated by the activity of suppliers and subcontractors when providing services and/or products to the Group, business travel, etc. contribute to the generation of scope 3 emissions, with an impact on climate change.	Negative	Current	Cause and contribution	Short term	Upstream value chain, own operations and downstream value chain
Pollution	Air pollution	Air pollution from the release of pollutants during construction processes and associated activities such as transport, as well as energy generation and service activities. Includes light and noise pollution from activities.	Negative	Current	Cause and contribution	Short term	Upstream value chain, own operations and downstream value chain
Biodiversity and ecosystems	Factors directly affecting biodiversity loss	Construction activity, as well as the construction of assets for the business, may involve vegetation removal, intensive use of machinery, river diversions or coastal alterations, causing ecosystem fragmentation, soil degradation or direct loss of biodiversity.	Negative	Potential	Cause and contribution	Medium term	Upstream value chain and own operations
		The incidence of air and soil pollution resulting from the Group's activities (especially construction and energy) affects the quality of ecosystems and leads to biodiversity loss.	Negative	Current	Cause and contribution	Medium term	Upstream value chain and own operations
Circular economy	Resource input	The consumption of materials such as concrete or natural stone affects the availability of raw materials, their cost and the generation of pollution in extraction processes.	Negative	Potential	Contribution	Medium term	Upstream value chain and own operations
		Consumption of raw materials that risk causing deforestation (wood, paper), pollution (chemicals, plastics, technological products, etc.) or are very energy-intensive (steel) in their production process.	Negative	Potential	Contribution	Medium term	Upstream value chain and own operations
	Waste	The Group's activity generates hazardous and non-hazardous waste, with construction activity in particular generating large amounts of waste that has an impact on pollution and GHG emissions, especially those due to earthworks or construction and demolition waste (CDW).	Negative	Potential	Contribution	Medium term	Own operations and downstream value chain
Own personnel	Working conditions	Creation of quality jobs with positions adapted to different professional profiles and appropriate workloads, as well as fair conditions in terms of salaries and remuneration packages for employees	Positive	Current	Cause and contribution	Short term	Own operations
		GSJ establishes transparent labour relations governed by sectoral agreements for all companies in Spain and by current regulations for international companies, thus guaranteeing workers' ability to participate in social dialogue.	Positive	Current	Contribution	Short term	Own operations
		Difficulty balancing work and family life due to the Group's activity, especially during peak periods or more intensive activities or those requiring travel.	Negative	Potential	Cause and contribution	Short term	Own operations
		Exposure of GSJ employees to physical and mental health problems that may lead to accidents, occupational illnesses and an impact on the general well-being of the workforce	Negative	Potential	Contribution	Short term	Own operations
		Construction is one of the sectors with the highest accident rates, exposing workers to occupational accidents such as falls, serious injuries or exposure to hazardous substances. In addition, they may be highly exposed to adverse weather events caused by climate change (heat waves, floods, etc.).	Negative	Potential	Contribution	Short term	Own operations

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TOPIC	SUB-TOPIC	DESCRIPTION	ADDRESS	IMPLEMENTATION	LINK	TIME FRAME	VALUE CHAIN
Own staff	Equal treatment and opportunities	Despite the reality of the construction sector, where most employees are male, especially in technical positions, GSJ works to recruit and develop female professionals and ensure equal pay. This has enabled it to increase the number of women in its workforce and avoid a significant pay gap.	Positive	Current	Cause	Short term	Own operations
		Employees have access to professional career development based on periodic evaluations and performance objectives. Continuous training and education for employees improves their skills and increases their employability.	Positive	Current	Cause	Short term	Own operations
		Given the difficulty of finding suitable candidates with disabilities and adapting positions in the construction industry, GSJ is committed to hiring personnel with disabilities through special employment centres for activities such as maintenance and cleaning.	Positive	Current	Cause	Short term	Own operations
		Incidents or potential violations of the code of conduct may lead to situations of harassment in the workplace, understood as the use of power against a person or group that may affect their physical, mental, spiritual, moral or social development.	Negative	Potential	Cause	Short term	Own operations
	Other labour rights: housing	Conditions in the construction sector may require employees to relocate away from their homes, making it necessary to find suitable housing solutions at a fair cost.	Negative	Potential	Cause	Short term	Own operations
Value chain personnel	Working conditions	Creation of quality employment based on social requirements (ESG clause) established in contracts with suppliers, including monitoring socio-economic conditions appropriate to the standard of living in the region.	Positive	Current	Contribution	Short term	Downstream value chain
		Workers at all stages of the value chain are exposed to physical and psychosocial risks or inadequate working conditions, which can lead to accidents, occupational diseases and adverse effects on general well-being.	Negative	Potential	Contribution	Short term	Downstream value chain
Affected groups	Economic, social and cultural rights of affected groups	Construction projects, such as infrastructure or real estate developments, can affect groups' access to agricultural land, fishing areas or water resources, as well as leading to expropriation or forced displacement of local communities.	Negative	Potential	Contribution	Short term	Upstream value chain
		Impact on the peace and quality of life of communities due to high levels of noise and vibration. In addition, inadequate implementation of safety measures or incidents for various reasons may cause problems.	Negative	Potential	Cause	Short term	Own operations
Consumers and end users	Personal safety	Inappropriate use and/or maintenance of assets built by GSJ, promoted housing or maintenance activities in facilities may generate potential negative impacts on the personal safety of customers and their related assets, such as falls, safety incidents in homes and services, safety failures in civil works, etc.	Negative	Potential	Contribution	Short term	Downstream value chain
	Access to products and services	Residential construction and infrastructure improvement measures can contribute to the availability of housing for end consumers, especially the most vulnerable, as well as to the improvement of services and infrastructure available to citizens.	Positive	Potential	Contribution	Short term	Downstream value chain
Corporate culture	Corruption and bribery	Inappropriate and/or abusive practices related to corruption and bribery by employees, managers and executives that affect social trust, wealth redistribution, market competitiveness and access to quality services, among others. Especially in countries with a higher risk of corruption.	Negative	Potential	Cause	Short term	Upstream and downstream value chain and own operations

Financial effects of material risks and opportunities

CSRD – ESRS 2– SBM2 – 48d, e

The double materiality exercise involves assessing the actual and potential (expected) financial effects of risks and issues related to sustainability. In the 2025 financial year, no significant financial effects have materialised, i.e. effects that could lead to a material adjustment to the assets and liabilities reported in the financial statements.

With regard to expected financial effects, Grupo SANJOSE is working to provide consistent quantitative information on the risks and opportunities analysed. The Group does not disclose this information in accordance with the transitional provision (ESRS1-Appendix C) that allows for the omission of disclosure requirement SBM-3 DR48 and "Expected financial effects of risks and opportunities of relative importance to the company's financial position".

Resilience of the strategy and business model

CSRD – ESRS 2– SBM2 – 48f

The management of the identified material IROs will be coordinated through the Audit Committee, which is responsible for monitoring the risks and controls defined in relation to sustainability. These controls are designed in conjunction with the specialist functional areas responsible for each material topic, which are responsible for defining and managing specific actions to enhance the addressing of impacts, risks and opportunities.

Grupo SANJOSE does not have a formal resilience analysis in place. However, each material issue is covered by specific action plans and control mechanisms such as business continuity plans, emergency management protocols or specific training plans. In addition, the Group transfers the potential materialisation of these risks to the market through its robust insurance system.

The Group's Risk Management and Insurance area prepares an analysis of the risks that may accidentally affect the business and people, in order to contribute to their mitigation through internal procedures and an insurance policy that allows the transfer to the Insurance Market of most of the risks that could cause significant damage to the Group's balance sheet, the assets of its employees, Directors and Executives, or its reputation.

These risks are analysed from a global perspective, taking into account the countries in which the Group operates, in order to adapt the insurance policy and the insurance programmes implemented to the real needs and regulatory requirements of those countries.

The insurance policy includes the following insurance programmes:

- The Group's **Civil Liability Protection Programme** is managed globally, with the aim of standardising the cover taken out in Spain and extending it, where possible, to non-European countries, adapting it to local regulations and markets.
- **The Environmental Civil Liability Insurance Programme** has a coverage amount of €20 million and an excess of €100,000, with coverage for Spain and other countries, with a local policy issued in Portugal for a lower amount and in Cape Verde.
- In addition to **Employer's Liability** coverage, all Group companies have compulsory accident insurance in accordance with the applicable collective agreements. The collaboration contract with subcontractors requires proof of valid insurance for workers.
- The **Professional Liability** Insurance Programme covers the design risks assumed on an ad hoc basis for certain projects.
- **The Directors and Officers Liability** Programme protects the private assets of the Group's directors and officers against claims for financial losses attributable to management errors in the performance of their duties.
- All of the Group's real estate assets in Spain are insured with damage policies, with the value of the building and contents adjusted each year.

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All of the Group's construction projects are covered by an All Risks Construction insurance programme that protects the execution of the works during the term of the construction contracts against accidental risks arising from design errors, execution errors, fire, theft, strikes, etc.

Changes in the material topics reported and monitoring and relationship with the information reported

CSRD – ESRS 2– SBM2 – 48g

Grupo SANJOSE has validated the validity of the double materiality analysis carried out in 2024, meaning that the impacts, risks and opportunities reported do not vary from the previous year.

In order to facilitate comparison with previous information, the relationship between the current results and the topics extracted from the materiality analysis carried out in 2019 is presented.

Table 22. Correspondence with material topics reported in previous years

Results of previous materiality (carried out in 2019)	Current materiality results (conducted in 2024)
Organisational values and good corporate governance.	Corporate culture
Business-related risks.	Financial materiality
Social and personnel issues.	Working conditions, equality and diversity, other labour rights and working conditions of workers in the value chain
Environmental and quality issues.	Climate change, pollution, biodiversity, circular economy, end users
Ethical management issues.	Corruption and bribery
Issues relating to the Group's commitment to society.	Affected groups

Monitoring and relationship with the information reported

CSRD – ESRS 2– SBM2 - 48h

All information reported relating to material IROs is linked to the relevant disclosure requirements in the European Sustainability Reporting Standards (ESRS).

1.1.4. Impact, risk and opportunity management

a. Information on the relative importance assessment process (Double Materiality)

Process for assessing double materiality

CSRD – ESRS 2– IRO-1 // CSRD – Materiality

Grupo SANJOSE has implemented a comprehensive double materiality analysis to identify the impacts, risks and opportunities that are relevant to its operations and to society. This analysis has been carried out in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of December 2022 and following the recommendations of the EFRAG IG 1 Materiality Assessment implementation guide.

The double materiality methodology carried out includes the participation of stakeholders, through expert internal interlocutors, during phases 2 and 3 of the materiality process, who provide an informed view aligned with best regulatory practices. This has made it possible to validate the relevance of the issues identified and ensure that the expectations and concerns of stakeholders are reflected in the analysis, thus guaranteeing a comprehensive and contextualised perspective on the possible impacts, risks and opportunities.

The sustainability decision-making process and internal control procedures are integrated into Grupo SANJOSE's corporate governance structure. The results of the materiality analysis will be reviewed by the Audit Committee and the internal audit department, which validate and supervise controls to ensure that material issues are reflected in strategic decisions. This integration allows for coordinated and rigorous management of risks and opportunities, aligned with corporate objectives.

The double materiality analysis followed a structured approach in three main phases:

Phase 1. Context Analysis

Firstly, the context understanding phase focuses on a comprehensive analysis of the SANJOSE Group's operating environment, covering both its supply chain (*upstream*) and its own operations and *downstream* activities. This analysis provides an understanding of the ecosystem in which the Group operates, identifying the relevant stakeholders, activities, products and services that make up its business model, as well as the external actors and factors that may influence its operations. This context provides a solid basis for effectively identifying the Group's environmental, social and governance impacts.

Phase 2. Identification of IROs (Impacts, Risks and Opportunities)

At this stage, a comprehensive list of 166 preliminary impacts, risks and opportunities, both current and potential, was developed. The identification of IROs was based on the sustainability topics defined in the EFRAG ESRS standards, supplemented by specific elements identified through analysis of internal information, competitors, sector and sustainability standards, as well as interviews with internal experts.

Phase 3. IRO assessment

The third phase, assessment and determination of materiality, was based on the application of two analytical perspectives to quantify and prioritise the identified impacts, risks and opportunities: impact materiality and financial materiality.

- In **terms of impact materiality**, the effects that SANJOSE's activities may have on the environment and stakeholders were assessed. The assessment was carried out based on the severity (gravity, scope and possibility of repair) and probability of the impacts, establishing prioritisation criteria based on these parameters. With regard to negative impacts, priority was given to those related to human rights, considering them material when they were highly severe, regardless of their probability.
- In terms of **financial materiality**, the probability and magnitude of the financial effects that the identified risks and opportunities may have on the Group's performance and economic position were analysed. This analysis included an assessment of the impact on financial results, balance sheet position, cash flow and access to information. Material risks and opportunities in this category were prioritised based on their potential to significantly affect the Group's financial results and value to investors.

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In the final phase, the material IROs resulting from the impact and financial assessments were integrated into a final list of priority issues. In 2025, the double materiality results presented in the previous year were validated through working sessions with internal functional areas. This approach has made it possible to prioritise issues that are relevant to both society and the business, ensuring that they are addressed in the strategy and sustainability report.

Disclosure requirements established in ESRS covered by the Non-Financial Information Statement

CSRD – ESRS 2 – IRO-2

In order to select the disclosure requirements to be included in this report, Grupo SANJOSE has worked on classifying its material IROs according to the sustainability topics and subtopics established in AR16 of ESRS 1. Based on this identification, the information requirements (DR) that should be included in the report have been selected and are reflected in Annex 2 of this document.



02

Environmental information.

Information relating to the Taxonomy Regulation // Climate change (E-1) // Pollution (E-2) // Biodiversity and ecosystems (E-4) // Circular economy (E-5)

ENVIRONMENTAL INFORMATION

2.1. Introduction to the EU Taxonomy Regulation

On 12 July 2020, Regulation (EU) 2020/852 of the European Union came into force to facilitate the reorientation of capital flows towards more sustainable activities. It aims to respond to initiatives such as the Green Deal, the Paris Agreement and the Sustainable Development Goals, contributing to the transformation of the current economic model towards a carbon-neutral one.

In December 2021, Delegated Regulation (EU) 2021/2178 of 6 July 2021 was published, supplementing Regulation (EU) 2020/852, which determines the specifications for the content and presentation of information to be disclosed by companies regarding environmentally sustainable economic activities.

In relation to the technical selection criteria for determining the conditions under which an economic activity will be considered to contribute substantially to environmental objectives, the following Delegated Regulations were established:

- Delegated Regulation (EU) 2021/2139 of 4 June 2021, which establishes the technical selection criteria for climate change mitigation or climate change adaptation objectives. This Regulation was supplemented by Delegated Regulation (EU) 2023/2485 of 27 June 2023.
- Delegated Regulation (EU) 2023/2486 of 27 June 2023, which develops the technical selection criteria for the objectives of sustainable use and protection of water and marine resources, the transition to a circular economy, the prevention and control of pollution, or the protection and restoration of biodiversity and ecosystems.

Considering this legislative framework, Grupo SANJOSE has analysed its activities in terms of their substantial contribution to the different objectives: "Climate Change Mitigation", "Climate Change Adaptation", "Sustainable Use and Protection of Water and Marine Resources", "Transition to a Circular Economy", "Prevention and control of pollution", "Protection and restoration of biodiversity and ecosystems

The SANJOSE Group has analysed its economic activities in order to classify them as eligible or ineligible, taking into account all the companies over which it has economic control. In addition, information relating to the alignment of activities is included.

To determine the alignment ratios of sales, CapEx and Opex figures, the technical criteria for substantial contribution to the different environmental objectives have been evaluated by centre, as well as the criteria relating to the DNSH (Do No Significant Harm) principle.

Methodology applied

In order to implement the EU Regulation, Grupo SANJOSE has defined a working methodology that avoids the possible duplication of activities, both financially and in terms of technical selection. To this end, the Grupo SANJOSE ERP system has been used, which contains all the financial information of the work centres and where, for the purpose of preparing this report, a special module dedicated to the Taxonomic Regulation has been developed. This module is divided into two parts: the first part consists of a questionnaire to be completed by the heads of the activity centres, and the second part stores evidence in case the activities are eligible and aligned, regardless of the climate objective.

Below is a summary of the methodology followed for this development within the ERP. The steps followed from the outset are:

1. **Identification of activities:** This process was carried out by the Central Administration, which identified the economic activities carried out by the Group and indicated them according to NACE (1893/2006) and their equivalence to CNAE 2009. To carry out this identification, the various documents sent to the Tax Agency were used. In cases where identification was not possible through this process, a process based on the company's knowledge of similar work was carried out.
2. **Development of a taxonomic questionnaire:** Once the activities had been defined, a specific questionnaire was developed for the Taxonomic Regulation. This questionnaire begins with the selection of the corresponding activity and then leads to successive questions on compliance with the technical selection criteria and "no significant harm" to other climate objectives. This questionnaire was verified by various computerised route tests and examples in the development phase.
3. **Implementation of the taxonomic questionnaire:** Once the questionnaire had been developed and enabled within the SANJOSE Group's ERP, all country, company and area managers were officially informed of the obligation to respond to and complete the questionnaire. The procedure to be followed in the ERP was officially attached, along with a specific manual indicating the objectives of the Taxonomic Regulation and the criteria to be followed in answering each question. To clarify specific situations, this manual has specific annexes corresponding to the questions.

Once the questions have been answered, the ERP system generates a printable report containing all the answers and the final result for the activity centre, i.e. it indicates eligibility (yes or no), alignment (yes or no) and the objective that is met if eligible and aligned.

4. **Alignment with minimum safeguards:** Alignment with the Minimum Safeguards (MS) is checked at the level of each economic activity and adopts an entity or company-level perspective. At this point, it is ensured that Grupo SANJOSE complies with the minimum safeguards in accordance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions mentioned in the ILO Declaration and the International Bill of Human Rights. These principles and rights are compiled in different sections of this non-financial report for the year 2024.

Activity eligibility criteria

As indicated in the previous point on the methodology applied in this report, the process of identifying activities was carried out in accordance with NACE (1893/2006) and its equivalence to CNAE 2009. To carry out this identification, the various documents submitted to the Tax Agency were used. In cases where activities could not be identified in this process, a process based on the company's knowledge of similar work was carried out. As a result of this selection process, the activities considered by Grupo SANJOSE are:

Table 23 - Activities considered in the selection process

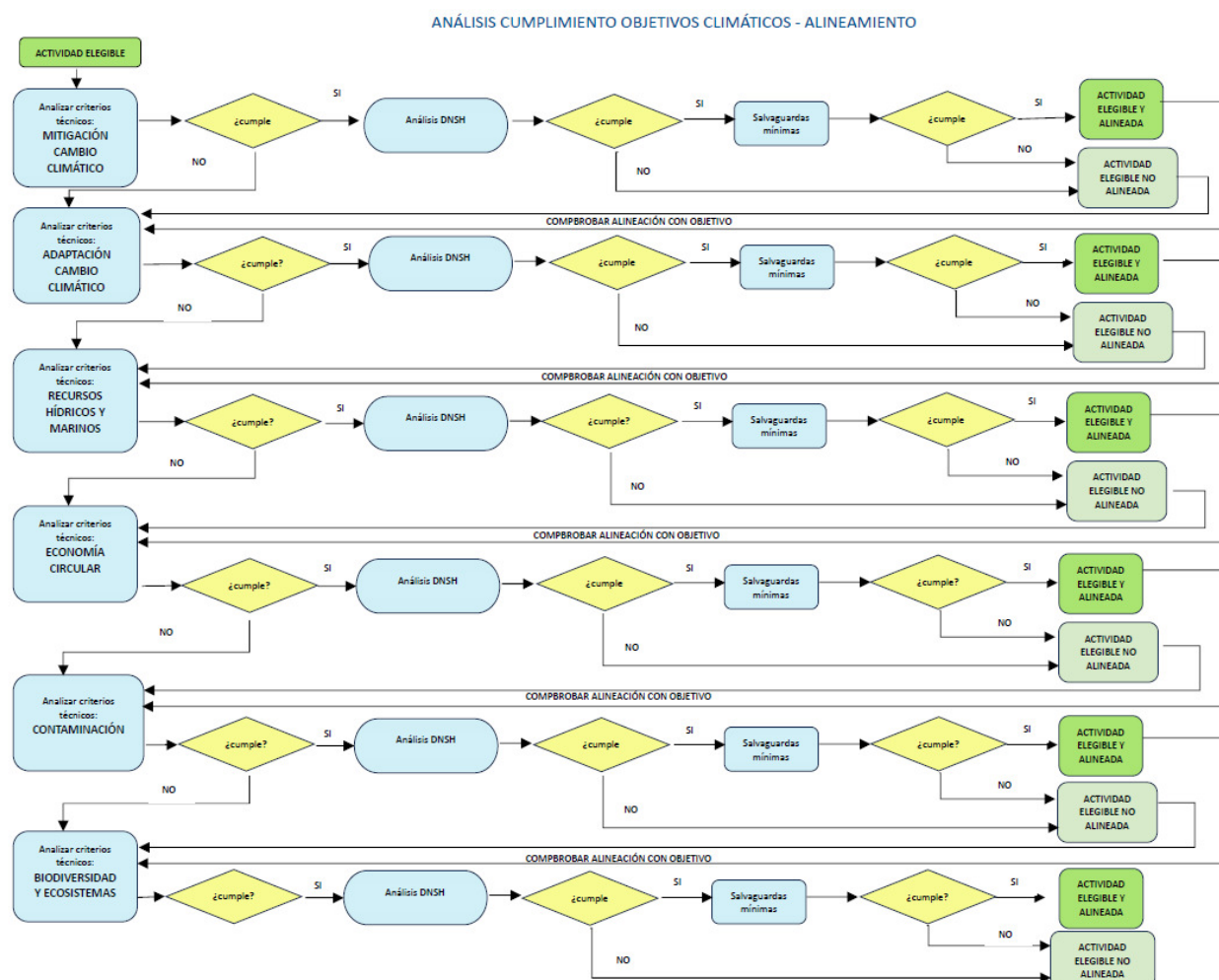
Activity	Objective	Climate change mitigation	Climate change adaptation	Circular economy transition
		(Delegated Regulation 2021/2139)	(Delegated Regulation 2021/2139)	(Delegated Regulation 2023/2486)
Construction of new buildings		7.1	7.1	3.1
Renovation of existing buildings		7.2	7.2	3.2
Electricity generation using solar photovoltaic technology		4.1	4.1	-
Heat/cooling production from bioenergy (biomass)		4.24	4.24	-
Electricity generation from wind energy		4.3	4.3	-
Construction, expansion and operation of water collection, treatment and distribution systems		5.1	5.1	-
Rail transport infrastructure		6.14	6.14	-
Infrastructure enabling low-carbon road transport and public transport		6.15	6.15	-
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings		7.5	7.5	-
Acquisition and ownership of buildings		7.7	7.7	-
Professional services related to the energy efficiency of buildings		9.3	-	-
Demolition and dismantling of buildings and other structures		-	-	3.3
Maintenance of roads and motorways		-	-	3.4
Use of concrete in civil engineering		-	-	3.5

Activity alignment process

Following the instructions in the section on the methodology applied, in order to define the alignment of activities with some of the defined objectives, as of 31 December 2025 and based on the selection criteria defined in current legislation, the questionnaire developed in the ERP and explained in the methodology section was used. As this is a computerised process and for a better understanding, a flowchart of the questionnaire to be completed by each workplace manager is attached.

Once the questionnaire has been answered in the manual distributed to those responsible, it is indicated that, if their workplace has been found to be Eligible and Aligned, they must upload all the documentation that serves as support and evidence for the answers provided to the system. This documentation is stored in a specific folder in the ERP system in the taxonomic regulation module and can be reviewed at any time.

The following theoretical flowchart shows the alignment process with all the environmental objectives established in taxonomic legislation. However, the activities currently carried out by Grupo SANJOSE do not make a substantial contribution to the objectives of: "sustainable use and protection of water and marine resources", "prevention and control of pollution", or "protection and recovery of biodiversity and ecosystems".

Figure 3 – Process of alignment with environmental objectives

Economic data/tables

A specific report has been developed within the Group's ERP system to compile the economic information contained in the tables attached to this section. This report is based on financial accounting at the workplace level, which allows us to fully trace the information contained in each of the selected activities. The report has been developed in accordance with the definitions of revenue, Opex and Capex contained in Regulation (EU) 2020/852 and taking into account the amendments in Annex V of Regulation 2023/2486. Transactions between Group companies, as well as consolidation entries and other adjustments, have been taken into account in the preparation of the information contained in the tables presented in this report to avoid duplication.

It should be noted that, due to the characteristics of the SANJOSE Group's control and analytical accounting system, there is no possibility of duplication of activities in the same contract. In this case, different work centres are always created in the company corresponding to each activity.

The indicators have been calculated on the following basis:

- **Turnover:** Proportion of turnover referred to in Article 8(2)(a) of Regulation (EU) 2020/852, i.e. the sum of the product of the percentages associated with taxonomic activities and the consolidated business values of the companies analysed, taking into account the amendments included in Annex V to Regulation 2023/2486.
- **Capex:** Proportion of investments in fixed assets referred to in Regulation (EU) 2020/852, taking into account additions to tangible fixed assets, intangible assets and real estate investments, excluding depreciation and impairment, and considering the amendments included in Annex V to Regulation 2023/2486.
- **Opex:** Composed, according to Regulation (EU) 2020/852, of non-capitalised costs related to research and development, building renovation measures, short-term leases, maintenance and repairs, as well as other direct expenses related to the daily maintenance of tangible fixed assets, by the company or a third party to whom these services are outsourced, and which are necessary to ensure the continuous and effective functioning of such assets. In addition, companies that apply national GAAP and do not capitalise assets under right-of-use will include leasing costs in their Opex. In turn, the amendments included in Annex V of Regulation 2023/2486 have been taken into consideration.

The Group's consolidated report for the 2025 financial year provides a breakdown of income by line of business, customer type and geographical market. Information on Opex and Capex during the financial year is also provided. It also includes details of the companies that make up the consolidated group of Grupo Empresarial San José, S.A., which is the basis for the information presented in the attached tables.

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Table 24 - Eligible activities (Revenue)

FINANCIAL YEAR 2025 REVENUE ⁴	YEAR 2025			SUBSTANTIAL CONTRIBUTION CRITERIA						CRITERIA FOR ABSENCE OF SIGNIFICANT HARM									
ECONOMIC ACTIVITY (FIGURES EXPRESSED IN THOUSANDS OF EUROS)	CODES	TURNOVER	PROPORTION OF TURNOVER	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	MINIMUM GUARANTEES	PROPORTION OF TURNOVER THAT COMPLIES WITH THE 2024 TAXONOMY	CATEGORY (ENABLING ACTIVITY)	CATEGORY (TRANSITIONAL ACTIVITY)
A. ACTIVITIES ELIGIBLE UNDER THE TAXONOMY																			
A.1 Turnover from environmentally sustainable activities (compliant with the taxonomy)																			
Photovoltaic electricity generation (construction or operation)	4.1	21,363	1.3	10,682	10,682	-	-	-	-	S	S	S	S	S	S	S	4.3		
Construction. Expansion and operation of water collection systems. Water treatment and distribution	5.1	23,557	1.5	-	23,557	-	-	-	-	S	S	S	S	S	S	S	0.9		
Rail transport infrastructure	6.14	19,297	1.2	19,297	-	-	-	-	-	S	S	S	S	S	S	S	0.8%	F	
Infrastructure enabling low-carbon road transport and public transport	6.15	3,244	0.2	1,622	1,622	-	-	-	-	S	S	S	S	S	S	S	0.0		
New building construction	7.1	99,409	6.3	49,705	49,705	-	-	-	-	S	S	S	S	S	S	S	12.8		
Renovation of existing buildings	7.2	4,897	0.3	3,279	1,619	-	-	-	-	S	S	S	S	S	S	S	1.3		
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings	7.5	26,227	1.7	18,997	7,231	-	-	-	-	S	S	S	S	S	S	S	1.1%		
Professional services related to the energy efficiency of buildings	9.3	1,750	0.1	1,750	-	-	-	-	-	S	S	S	S	S	S	S	0.0%		
Total A.1		199,744	12.6	6.6	5.9	-	-	-	-	S	S	S	S	S	S	S	21.2%	F	
Of which: facilitators		19,297	1.2	1.2	-	-	-	-	-	S	S	S	S	S	S	S	0.8%	F	
Of which: transitional		-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	-		T
A.2 Turnover from activities eligible under the taxonomy but not environmentally sustainable																			
Demolition and destruction of buildings and other structures	3.3	2,095	0.1	EL	EL	EL	EL	EL	EL								0.0%		
Electricity generation using photovoltaic technology (construction or operation)	4.1	2,654	0.2	EL	THE	EL	EL	EL	EL								0.3%		
Heat/cooling production from bioenergy (biomass)	4.24	231	0.0	EL	EL	EL	EL	EL	EL								0.0%		
Construction. Expansion and operation of water collection systems. Water treatment and distribution	5.1	1,299	0.1	EL	EL	EL	EL	EL	EL								0.1		
Rail transport infrastructure	6.14	44,259	2.8	EL	EL	EL	EL	EL	EL								3.5		
Infrastructure enabling low-carbon road transport and public transport	6.15	24,452	1.5	EL	EL	EL	EL	EL	EL								2.0		
New building construction	7.1	1,044,685	65.8	EL	EL	EL	EL	EL	EL								60.2		
Renovation of existing buildings	7.2	179,721	11.3	EL	EL	EL	EL	EL	EL								10.0%		
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings	7.5	339	0	EL	EL	EL	EL	EL	EL								0.1		
Acquisition and ownership of buildings	7.7	2,254	0.1%	THE	EL	EL	EL	EL	EL								0.2%		
Professional services related to the energy efficiency of buildings	9.3	-	-	EL	EL	EL	EL	EL	EL								0.1%		
Total A.2		1,301,989	82														76.6		
Total A.1 + A.2		1,501,733	94.6														97.8		
B. Activities not eligible according to the taxonomy																			
Turnover from activities not eligible according to the taxonomy																			
Total A + B		1,588,131	100														100		

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Table 25 - Eligible activities (OPEX)

FINANCIAL YEAR 2025 OPEX ⁴	YEAR 2025			CRITERIA FOR SUBSTANTIAL CONTRIBUTION						NO SIGNIFICANT HARM CRITERIA												
ECONOMIC ACTIVITY (FIGURES EXPRESSED IN THOUSANDS OF EUROS)	CODES	OPEX (THOUSANDS OF EUROS)	OPEX RATIO	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	MINIMUM GUARANTEES	PROPORTION OF OPEX THAT COMPLIES WITH THE 2024 TAXONOMY	CATEGORY (ENABLING ACTIVITY)	CATEGORY (TRANSITION ACTIVITY)			
A. ACTIVITIES ELIGIBLE UNDER THE TAXONOMY																						
A.1 Turnover from environmentally sustainable activities (compliant with the taxonomy)																						
Electricity generation photovoltaic technology (construction or operation)	4.1	1	0.00	-	-	-	-	-	-	S	S	S	S	S	S	S	0.00%					
Construction, expansion and operation of water collection, treatment and distribution systems	5.1	4	0.02	-	4	-	-	-	-	S	S	S	S	S	S	S	-					
Rail transport infrastructure	6.14	6	0.03	6	-	-	-	-	-	S	S	S	S	S	S	S	0.04%					
New building construction	7.1	10	0.04	5	5	-	-	-	-	S	S	S	S	S	S	S	0.06					
Renovation of existing buildings	7.2	1	0.00	1	-	-	-	-	-	S	S	S	S	S	S	S	0.02					
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings	7.5	-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	0.00%					
Total A.1		22	0.09%	0.05	0.04	-	-	-	-								0.11					
Of which: facilitators		6	0.03	0.03	-	-	-	-	-	S	S	S	S	S	S	S	0.04	F				
Of which: transitional		-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	-		T			
A.2 Turnover from activities eligible under the taxonomy but not environmentally sustainable																						
Electricity generation using photovoltaic technology (construction or operation)	4.1	238	1.0	EL	EL	EL	EL	EL	EL								4.6%					
Construction, expansion and operation of water collection, treatment and distribution systems	5.1	-	-	EL	EL	EL	EL	EL	EL								0.0					
Rail transport infrastructure	6.14	101	0.4	EL	EL	EL	EL	EL	EL								3.4					
Infrastructure enabling low-carbon road transport and public transport	6.15	66	0.3	EL	EL	EL	EL	EL	EL								1.5%					
New building construction	7.1	2,281	9.6	EL	EL	EL	EL	EL	EL								15.8					
Renovation of existing buildings	7.2	13	0.1	EL	EL	EL	EL	EL	EL								0.4					
Acquisition and ownership of buildings	7.7	2,560	10.8	EL	EL	EL	EL	EL	EL								51.0%					
Total A.2		5,259	22.1																	76.		
Total A.1 + A.2		5,281	22.2																	76.8		
B. Activities not eligible according to the taxonomy																						
Turnover from activities not eligible according to the taxonomy		18,519	77.8																	23.2		
Total A + B		23,800	100.0																	100.0%		

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Table 26 - Eligible activities (CAPEX)

FINANCIAL YEAR 2025 CAPEX	YEAR 2025			CRITERIA FOR SUBSTANTIAL CONTRIBUTION						CRITERIA FOR ABSENCE OF SIGNIFICANT HARM														
ECONOMIC ACTIVITY (FIGURES EXPRESSED IN THOUSANDS OF EUROS)	CODES	CAPEX (THOUSANDS OF EUROS)	PROPORTION OF CAPEX	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	WATER	POLLUTION	CIRCULAR ECONOMY	BIODIVERSITY	MINIMUM GUARANTEES	PROPORTION OF CAPEX THAT COMPLIES WITH THE 2024 TAXONOMY	CATEGORY (ENABLING ACTIVITY)	CATEGORY (TRANSITION ACTIVITY)					
A. ACTIVITIES ELIGIBLE UNDER THE TAXONOMY																								
A.1 Turnover from environmentally sustainable activities (compliant with the taxonomy)																								
Electricity generation photovoltaic technology (construction or operation)	4.1	2	0.0	1	1	-	-	-	-	S	S	S	S	S	S	S	1.4							
Construction. Expansion and operation of water collection systems. Water treatment and distribution	5.1	1	0.0	-	1	-	-	-	-	S	S	S	S	S	S	S	0.7							
Rail transport infrastructure	6.14	-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	0.1							
New building construction	7.1	7	0.1	3.5	3.5	-	-	-	-	S	S	S	S	S	S	S	1.2							
Renovation of existing buildings	7.2	5	0.1	2.5	2.5	-	-	-	-	S	S	S	S	S	S	S	0.3							
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy efficiency of buildings	7.5	-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	0.1%							
Total A.1		15	0.2	1.0	0.1	-	-	-	-								3.9							
Of which: facilitators		-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	0.1%	F						
Of which: transitional		-	-	-	-	-	-	-	-	S	S	S	S	S	S	S	-		T					
A.2 Turnover from activities eligible under the taxonomy but not environmentally sustainable																								
Electricity generation using photovoltaic technology (construction or operation)	4.1	1	0.0	EL	EL	EL	EL	EL	EL								1							
Rail transport infrastructure	6.14	114	1.5	EL	EL	EL	EL	EL	EL								2.8							
Infrastructure enabling low-carbon road transport and public transport	6.15	133	1.8	EL	EL	EL	EL	EL	EL								24.5%							
New building construction	7.1	220	2.9	EL	EL	EL	EL	EL	EL								22.8							
Renovation of existing buildings	7.2	57	0.8	EL	EL	EL	EL	EL	EL								14							
Acquisition and ownership of buildings	7.7	41	0.5	EL	EL	EL	EL	EL	EL								14.2%							
Total A.2		566	7.3																		79.3			
Total A.1 + A.2		581	7.8																		83.1			
B. Activities not eligible according to the taxonomy																								
Turnover from activities not eligible according to the taxonomy																								
		6,879	92.2																		16.9			
Total A + B		7,460	100																		100			

ENVIRONMENTAL INFORMATION

2.2.

Climate Change (E1)

2.2.1. Governance

a. Integration of sustainability-related performance into incentive systems

CSRD – ESRS 2– GOV-3

Grupo SANJOSE establishes an annual variable remuneration scheme for executive directors, calculated on the basis of the achievement of certain mainly economic, financial and strategic objectives. However, in 2025, no climate change-related objectives are included in the remuneration scheme. For more information, see section 1.1.2.c) "Integration of sustainability-related performance into incentive schemes" of this report.

2.2.2. Strategy

a. Transition plan for climate change mitigation

CSRD – E1-1// Law 11/2015 – Climate change – Reduction measures and targets

Grupo SANJOSE has drawn up its Decarbonisation Plan in compliance with RD 214/2025. This plan establishes a framework for action to reduce greenhouse gas (GHG) emissions and mitigate the risks arising from climate change.

The SANJOSE Group's Decarbonisation Plan defines a roadmap aligned with the Paris Agreement and the objectives of the European Green Deal, with the aim of contributing effectively to limiting global warming.

The plan has been designed to be integrated progressively and coherently with the Group's overall strategy and operational planning, allowing priority to be given to actions with the greatest impact on reducing emissions. It is currently undergoing an internal feasibility analysis process. It also establishes the definition of annual monitoring plans for reviewing the measures implemented.

The main goal of the plan is to achieve a 42% reduction in the intensity of direct GHG emissions⁵ by 2030, compared to the base year 2025⁶. The achievement of this objective is subject to the availability of technology in the medium term, as well as the joint effort of the economic, social and political fabric to achieve the objectives of the Paris Agreement.

The scope of the plan covers the Construction, Concessions and Services, and Real Estate business units. The company's main activity is in the construction sector, which accounts for most of its production processes, value chain and actual capacity to reduce emissions. In this context, the Poligeneraciones parc de L'Alba ST-4 poligeneration plant has been excluded from the scope as it is subject to specific regulations and its relative weight in corporate decision-making on sustainability and decarbonisation is limited.

⁵ Total scope 1 and scope 2 greenhouse gas emissions divided by the Group's turnover (thousands of euros).

⁶ Currently, Grupo SANJOSE has not defined a decarbonisation target in absolute terms as established in ESRS requirement E1-4 "Targets related to climate change mitigation and adaptation".

Key measures included in the Decarbonisation Plan:

- Gradual increase in the procurement of renewable electricity or electricity with a Renewable Energy Guarantee of Origin.
- Progressive electrification of part of the vehicle fleet.
- Replacement of diesel fuel with biodiesel in some of the remaining vehicles, thereby reducing the carbon intensity associated with mobility.
- Progressive replacement of the fuel currently used in machinery with biodiesel.

b. Incidents, risks and opportunities of relative importance and their interaction with the strategy and business model

CSRD – ESRS 2– SBM-3

Since 2024, Grupo SANJOSE has been analysing and updating the physical and transition climate risks associated with its activity. This analysis includes all the Group's activities, including commercial, consulting and agricultural companies, with the aim of determining the resilience of the business model in the context of climate change.

The analysis considers different scenarios and time horizons, allowing for an analysis of how changes in climate, technological advances and trends towards a low-carbon and resilient economy may affect the SANJOSE Group's strategy. More information in section 2.3.1 IRO-1. Identification of risks and opportunities.

The results show that the SANJOSE Group's model does not contemplate critical climate-related risks. In addition, the Group works to mitigate the possible impacts of its activity and to take advantage of the opportunities offered by the transition to a low-carbon economy:

- Energy saving and efficiency measures, including the opportunity to generate solutions for customers or its own facilities.
- Promotion of renewable energy generation. The Group owns and operates a 5.4 MW photovoltaic plant in Jaén (Spain), as well as a multi-generation plant for electricity, cooling and heating, which operates under a concession agreement.
- Study and implementation of environmental proposals for customers to improve the resilience of buildings to the expected effects of climate change.
- Extensive experience in construction in accordance with the world's leading sustainability standards (LEED / United States, BREEAM / United Kingdom, PASSIVHAUS / Germany, VERDE / Spain, etc.).

2.2.3. Incident, risk and opportunity management

a. Description of the processes for determining and assessing climate-related incidents, risks and opportunities of relative importance

CSRD – ESRS 2– IRO-1

Grupo SANJOSE has implemented a firm commitment to sustainability, systematically measuring and managing emission sources to reduce its carbon footprint. This analysis, together with the materiality assessment, has enabled it to identify its main impacts on climate:

- **Direct emissions** come mainly from fuel consumption in vehicles, equipment and machinery under the Group's control.
- **Indirect emissions** linked to the value chain include those generated by suppliers and subcontractors during the production and delivery of contracted goods and services, as well as by business travel and staff commuting. They represent a significant part of the Group's carbon footprint, which requires a comprehensive approach to managing climate impacts beyond direct operations.

Furthermore, the Group recognises climate change as a global challenge that directly impacts its operations and value chain. It has therefore adopted a robust methodological framework, following the recommendations of [the Task Force on Climate-Related Financial Disclosures \(TCFD\)](#), to identify, assess and manage climate-related physical and transition risks.

- **Physical risks:** this approach has made it possible to identify climate hazards such as floods, heat waves, droughts and extreme storms, which could affect both its own operations and the value chain. The analysis ruled out that SANJOSE's assets are currently exposed to physical risks that exceed materiality thresholds.
- **Transition risks:** these include regulatory tightening, the costs of adapting to low-carbon technologies and changes in market demands towards more sustainable projects.
- **Opportunities**, such as the demand for sustainable infrastructure, cost optimisation through energy efficiency, positioning as a key player in green construction.

Scope and methodology

The scope of the analysis includes all Grupo SANJOSE facilities and its different business areas, covering construction, energy, concessions and services, property management and other minority activities in the agricultural sector. The analysis has focused mainly on Spain, which accounts for more than 70% of the Group's EBITDA, but also extends to other countries with a significant presence of fixed facilities.

In the area of **physical risks**, the analysis was based on [the IPCC \(Intergovernmental Panel on Climate Change\) RCP 8.5](#) climate scenario, which represents a high emissions scenario.

Through this analysis, the Group has carried out a detailed assessment of the identified risks, allowing them to be categorised into levels: low, medium and critical. This assessment process combines three fundamental parameters:

- **Probability** of occurrence: The expected frequency of an extreme climate event is calculated for each time horizon, classifying it into levels ranging from remote to very likely.
- **Exposure:** The percentage of assets, infrastructure or areas of activity that could be at risk due to their location in vulnerable areas is measured.
- **Vulnerability:** The capacity of the affected systems to respond to the impacts of climate change is assessed.

Based on this combination, Grupo SANJOSE calculates the residual risk using the formula: Residual risk = Probability of occurrence with negative damage * Vulnerability. No physical risks relevant to the Group's activity have been identified.

On the other hand, in terms of **transition risks**, Grupo SANJOSE has adopted the **International Energy Agency's (IEA) NZE (Net Zero Emissions)** scenario as a reference, consistent with limiting global warming to 1.5 °C.

To address these risks and opportunities, Grupo SANJOSE uses a climate scenario analysis that considers different time horizons:

- In the short term (2030), the focus is on identifying immediate vulnerabilities and adapting to regulatory changes.
- In the medium term (2040), priority is given to the integration of sustainable technologies and process optimisation.
- In the long term (2050), a total transition to a model aligned with low-emission climate scenarios is projected, strengthening operational resilience and ensuring competitiveness in an increasingly sustainability-oriented market.

The Group also assesses risks using advanced tools that consider their potential financial impact. These analyses are reflected, for example, in heat maps that facilitate the visualisation of the most critical risks, allowing the Group to focus its resources on effective and timely mitigation strategies.

This approach allows Grupo SANJOSE to strategically advance its commitment to combating climate change and building a resilient business model aligned with global sustainability goals.

b. Policies related to climate change mitigation and adaptation

CSRD – E1-2 // Law 11/2018 - Policies

Grupo SANJOSE has adopted a specific policy aimed at managing the material impacts, risks and opportunities related to climate change mitigation and adaptation.

Objective and key content: the policy seeks to align operations with global climate change objectives, addressing climate change adaptation and mitigation as well as energy efficiency actions. The key content focuses on the prevention and mitigation of climate impacts, with an emphasis on energy efficiency and the reduction of greenhouse gas (GHG) emissions. Grupo SANJOSE promotes actions to optimise energy consumption in its operations and projects, as well as the progressive adoption of practices that facilitate the adaptation of its activities to the risks arising from climate change.

- **Scope:** the policy covers the entire organisation, with no specific exclusions.
- **Ultimate responsibility:** the Chief Executive Officer is ultimately responsible for its implementation.

c. Actions and resources related to climate change policies

CSRD – E1-3// Law 11/2018 – Climate change – Measures

Grupo SANJOSE develops its climate initiatives within a management framework aligned with the international ISO 14001 standard for environmental management. This standard guarantees the implementation of structured and effective practices for the identification, control and reduction of environmental impacts, including greenhouse gas emissions.

Among the main initiatives adopted are:

Calculation and control of its carbon footprint

In 2025, the three scopes of the carbon footprint were measured, covering the entire scope of this report. As part of this commitment, measurement and data collection methodologies have been established to identify and quantify emissions annually. In addition, the emissions of some of the Group's main companies have been recorded on official platforms, such as the Carbon Footprint Registry of the Ministry for Ecological Transition and Demographic Challenge.

The measurement carried out in 2024 covered the entire Group, including commercial distribution, consulting and agricultural activities. This analysis ruled out the materiality of these activities on the total footprint, so they have not been included in this analysis.

Energy efficiency (Law 11/2018 – Energy efficiency)

Grupo SANJOSE implements key measures annually, such as replacing conventional lighting systems with high energy efficiency technologies, such as LED, both in offices and on construction sites. In addition, the purchase of energy from renewable sources is promoted, thus reducing indirect emissions from electricity consumption. Added to these actions is the optimisation of the operation of air conditioning equipment.

The Group has developed its own *know-how* in the field of energy efficiency, which has been successfully implemented in numerous projects. This methodology is complemented by the numerous accreditations, approvals and certifications obtained by both the Group's companies and its professionals, which guarantee the achievement of objectives with the highest quality.

Accreditations, approvals and energy efficiency certifications

- Energy Services Provider in accordance with RD 56/2016 of 12 February, registered in the IDAE List of Energy Services Providers, Registration numbers: 2016-01152-E, 2016-01153-E and 2016-01154-E.
- Energy Services Company in accordance with UNE 216701. PSE-2016/0030 (Tecnocontrol Servicios, S.A).
- Energy management system implemented in accordance with ISO 50001.
 - Constructora San José, S.A. GE-2013/0010-002/1.
 - Tecnocontrol Servicios, S.A. GE-2013/0010-001/1.
- Professional licences for RITE (Regulation on Thermal Installations in Buildings) installers and maintenance technicians, among others.

In turn, Grupo SANJOSE is a member of the board of directors of prestigious associations in the field of energy efficiency and renewable energies, such as AMI and ADHAC, and collaborates with public and private entities in the dissemination and development of these areas.

Grupo SANJOSE researches and develops sustainable energy solutions capable of reducing primary energy consumption and optimising the use of clean energy through the use of the most innovative technologies. Among others, it has developed projects for the development of efficient systems for sustainable building and more efficient solar thermal and photovoltaic plants.

Sustainable mobility

Incorporation of electric and hybrid vehicles into the fleet and installation of charging points at head offices, contributing to the decarbonisation of internal transport.

Environmental control measures at its works and services

At the operational level, the Group has established measures that include the protection of powdery material, the moistening of surfaces and preventive maintenance of machinery to minimise emissions and other environmental impacts. Likewise, an approach has been developed for optimised working hours and efficient, environmentally friendly night lighting systems. Finally, it works to recover natural excavated materials, avoiding unnecessary transport and promoting sustainable practices on construction sites.

Adaptation to climate change

Grupo SANJOSE works on integrated environmental proposals for clients, aimed at improving the energy resilience of buildings against the effects of climate change. These include the promotion of renewable energies, the integration of vegetation into projects and efficient waste management. In addition, active awareness-raising is carried out among the personnel involved in operations, promoting a culture of energy efficiency and environmental responsibility.

Allocated resources

These action plans do not require operating expenses (OPEX) or CAPEX investments that exceed the thresholds of financial significance, so the amount of financial resources allocated for this purpose in the financial year or in the future is not provided.

2.2.4. Parameters and targets

a. Targets related to climate change mitigation and adaptation

CSRD – E1-4

As referred to in section 2.2.2. "Strategy" of this report, the objective of the SANJOSE Group's Decarbonisation Plan, currently undergoing internal feasibility analysis, is to reduce the intensity of direct GHG emissions⁷ by 42% by 2030, compared to 2025.

This goal means that the Group will achieve a reduction in emissions in line with the Paris Agreement and international commitments that seek to mitigate the worst effects of climate change.

Grupo SANJOSE has set 2025 as the base year because it is the first financial year for which it has complete and consolidated measurements. This base year allows us to start from recent data that guarantees the adequacy and ambition of the strategies and actions implemented. The achievement of Scope 1 and 2 emissions reduction targets in accordance with the Paris Agreement is linked to the ability to modernise machinery, using advanced technologies that reduce the impact of Scope 1.

b. Energy consumption and mix

CSRD – E1-5 //

Grupo SANJOSE has established 2025 as the base year for the reduction targets set out in its Decarbonisation Plan. Therefore, no information is provided on the base year and emission reduction percentages. Where available, comparative information with the 2024 financial year is provided.

⁷ Total scope 1 and scope 2 greenhouse gas emissions divided by the Group's turnover (thousands of euros).

Table 27. Energy consumption and mix⁸

CSRD – E1-5-31 // Law 11/2018 – Direct and indirect energy consumption and use of renewable energy

Fuel consumption by source	2024 (MWh)	Base year: 2025 (MWh)	Difference (%)
Fossil fuels	110,965	128,910.3	16.2
Coal and its derivatives	0		-
Crude oil and petroleum products	28,050	41,884	49.3%
Natural gas	72,221	77,254	7.0%
Other fossil fuels			-
Electricity, heat, steam and cooling purchased or acquired from fossil sources	10,694	9,773	-8.6%
Consumption from nuclear sources	-	-	-
Consumption of fuel from nuclear sources	-	-	-
Consumption from renewable sources	5,888	6,378	8.3%
Fuel consumption from renewable sources, such as biomass (including industrial and municipal waste of biological origin, biogas, green hydrogen, etc.)	-		-
Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	5,888%	6,378%	8.3%
Consumption of self-generated renewable energy not used as fuel	-		-
Total energy consumption	116,853	135,288	15.8%
Proportion of fossil fuels in total consumption (%)	95%	95.3%	0.3%
Proportion of nuclear sources in total consumption (%)	0%	0%	-
Proportion of renewable sources in total consumption (%)	5%	4.7%	-5.7%

⁸ No disaggregated information is available for high-impact sectors.

Table 28. Energy intensity

CSRD – E1-5-50, 43

Energy intensity per net income	2024	2025	Difference (%)
Total energy consumption per net income (MWh/thousand euros)	0.075	0.085	13.6%

Table 29. Electricity production 2025

CSRD – E1-5-14

Grupo SANJOSE produces energy through its activities at the El Gallo photovoltaic plant and the ST-4 polygeneration plant.

Type	2024 (Kwh)	2025 (Kwh)
Electricity supplied (El Gallo and ST-4)	31,349,949	34,109,986
Heat supplied (ST-4)	3,445,690	3,895,750
Cooling supplied (ST-4)	22,006,030	22,208,730

Table 30. Indicators relating to material risks (E1-9)

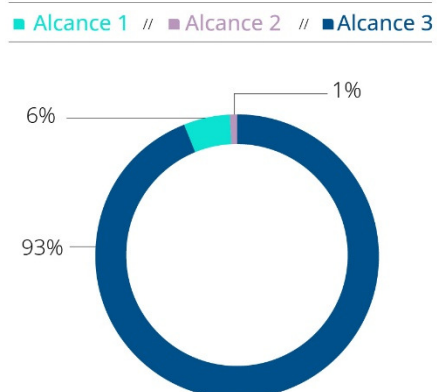
CSRD – E1-9

Assets located in regions susceptible to material climate risks	2025
Monetary amount (€) and proportion of assets in areas with acute or chronic physical or transitional material risks	0

c. Gross GHG emissions from scope 1, 2 and 3 and total GHG emissions

CSRD – E1-6 // Law 11/2018 – Climate change – GHG emissions

In 2025, Grupo SANJOSE has improved its carbon footprint calculation methodology with the aim of reducing the uncertainties associated with estimates. The methodology and sources for the calculation can be found in Annex 3.

Figure 4. Distribution of gross GHG emissions (Scope 1, 2 and 3)

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Table 31. Gross GHG emissions (Scope 1, 2 and 3) and totals

CSRD – E1-6-44-52 // Law 11/2018 – Climate change – GHG emissions

Greenhouse gas (GHG) emissions	Retrospective			Milestones and target years ⁹			
	2024 (tCO ₂ e)	2025 (tCO ₂ e)	Difference (%)	2025	2030	2050	Annual target %
Scope 1 emissions							
Gross Scope 1 GHG emissions (tCO ₂ eq)	20,090.1	24,617.2	23%	N/A	N/A	N/A	N/A
Percentage of Scope 1 emissions from regulated emissions trading schemes (%)	0	0	-				
Scope 2 emissions							
Location-based gross Scope 2 GHG emissions (tCO ₂ eq)	3,273.0	3,084.5	-6%	N/A	N/A	N/A	N/A
Market-based Scope 2 gross GHG emissions (tCO ₂ eq)	2,961.3	2,916.4	-2%	N/A	N/A	N/A	N/A
Scope 3 emissions							
Total gross indirect GHG emissions (scope 3) (tCO ₂ eq)	369,204.6	384,316.4	N/A	N/A	N/A	N/A	N/A
1. Goods and services purchased	350,020.3	360,083.3	2.9%				
2. Capital goods	1,109.9	1,766.9	59.2%				
3. Fuel and energy-related activities (not included in scopes 1 or 2)	4,932.9	5,735.4	16.3%				
4. Transport and distribution in earlier stages	N/A	NA	-				
5. Waste generated during operations	9,193.4	6,974.6	-24.1%				
6. Business travel	713.2	828.2	16.2%				
7. Commuting by employees	3,047.8	8,078.5	165%				
8. Assets leased in previous phases	187.2	849.5	354.3%				
9. Transport and distribution	N/A	N/A	-				
10. Processing of products sold	N/A	N/A	-				
11. Use of goods sold	N/A	N/A	-				
12. Treatment at the end of the useful life of products sold	N/A	N/A	-				
13. Assets leased in later phases	N/A	N/A	-				
14. Franchises	N/A	N/A	-				
15. Investments	N/A	N/A	-				
Total GHG emissions (market-based) (tCO₂ eq)¹⁰	392,256.9	411,850	5%	N/A	NA	NA	NA

⁹ Grupo SANJOSE is in the process of validating and reviewing its climate transition plan and emission reduction targets, so no information on targets is currently published.

¹⁰ For total emissions, Scope 2 emissions have been integrated according to market methodology, as this is considered more accurate.

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Table 32. Emissions intensity

CSRD – E1-6

GHG intensity per net revenue	2024	2025	Difference (%)
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/thousand euros)	0.25	0.26	4%

ENVIRONMENTAL INFORMATION

2.3.

Pollution (E2)

2.3.1. Incident, risk and opportunity management

a. Description of the processes for determining and evaluating the impacts, risks and material opportunities related to pollution

CSRD – ESR 2 – IRO-1

Information on the process for determining and assessing material impacts, risks and opportunities has been developed in aggregate form in section 1.1.4 of this report. During the preparation of the double materiality analysis, the Group's main activities, the locations of its operations and the supply of raw materials were taken into account.

- **Impacts.** Construction activity can generate atmospheric emissions associated with machinery and transport, as well as dust, noise and, in certain environments, possible lighting nuisance.
- **Risks.** In terms of pollution, the main risks are linked to regulatory compliance and proper environmental management, as an incident can affect operational continuity and reputation, as well as lead to additional requirements, penalties or costs (including insurance).
- **Opportunities.** No opportunities exceeding the materiality thresholds have been identified in this area.

The analysis of the sites under the Group's operational control determines that the materiality levels for impacts associated with pollution are not exceeded.

b. Policies related to pollution

CSRD – E2-1 // Law 11/2018 – Policies

Grupo SANJOSE has a [Quality and Environmental Policy](#), approved by Senior Management, which reflects its commitment to environmental protection and sustainability. This policy applies to all activities, including those carried out by third parties, and is based on the international standards ISO 9001 and ISO 14001.

Its main objective is to minimise the environmental impact of the Group's activities, ensure continuous improvement and compliance with applicable regulations, through measures to prevent negative impacts, prevent and mitigate pollution, promote the sustainable use of resources and continuously improve environmental performance in all operations.

This commitment extends to the entire organisation, staff and collaborators, with the Chief Executive Officer and the Environment Department being ultimately responsible for its implementation. The policy is made available to stakeholders, especially business partners, who undertake to follow its principles and commitments.

The Environmental Policy integrates the interests of stakeholders based on an analysis of regulations, recognised standards and suggestions received through feedback channels. It also promotes employee participation through training and awareness programmes, ensuring responsible practices in operations.

In terms of impact and risk management, Grupo SANJOSE implements specific environmental procedures in accordance with ISO 14001 to identify and control impacts on air, water and soil, as well as waste generation and management. These also include mechanisms for managing environmental incidents, such as rapid response protocols and preventive measures. In terms of pollution, measures are established that include responsible waste management, emission reduction, improved use of natural resources and energy efficiency.

C. Actions and resources related to pollution

CSRD – E2-2 // Law 11/2018 – Pollution – Measures

Grupo SANJOSE has developed a set of actions and resources to manage the environmental impacts related to pollution in its construction projects. As a result of the Double Materiality analysis, air pollution is the area in which the Group's activity exceeds the materiality thresholds. However, the approach includes specific measures to prevent and mitigate negative effects on air, water and soil, as well as actions aimed at restoring affected areas where necessary.

Pollution prevention measures

Grupo SANJOSE establishes actions to prevent pollution within the framework of the ISO 14001 standard, which allows for the monitoring of actions implemented in the workplace, establishing deadlines, resources and specific measures for each facility. These actions are planned for each facility according to the needs of the project.

Some of the main actions implemented by the Group to prevent potential pollution incidents are:

Table 33. Main measures for pollution prevention

Air pollution	Water pollution	Soil pollution
• Installation of irrigation systems on roads and earth-moving areas to reduce dust emissions • Use of approved machinery that minimises pollutant gas emissions • Implementation of preventive maintenance programmes to optimise equipment efficiency. • Time restrictions and environmentally friendly lighting systems to reduce noise and light pollution.	• Drainage and wastewater treatment systems that prevent contamination by chemicals and sediments. • Promotion of efficient water use through rainwater harvesting and recirculation in internal processes, contributing to the conservation of water sources near the worksites.	• Use of barriers to control erosion and impermeable platforms for the storage of materials, preventing the infiltration of pollutants. • When activities affect soil conditions, recovery actions such as reforestation and rehabilitation of impacted areas are included.

In addition, in accordance with ISO 14001, Grupo SANJOSE establishes operational control over significant environmental aspects and impacts at both fixed and temporary sites, ensuring that they are managed effectively at all stages of projects. Specific environmental procedures are implemented to control pollution from spills, waste, atmospheric emissions and the use of raw materials and natural resources.

In projects where required, the most relevant environmental impacts are identified through Environmental Impact Statements or equivalent documents, in compliance with the country's legal framework.

When necessary, environmental impact studies are translated into specific Environmental Monitoring Plans that allow for the application of preventive, corrective and compensatory measures. Likewise, the replacement of materials planned for use in projects with more sustainable, recyclable and biodegradable alternatives is encouraged, promoting a circular economy approach.

In addition, Grupo SANJOSE staff receive ongoing training in good environmental practices and drills are carried out to ensure the ability to respond to critical situations.

Corrective measures

During the 2025 financial year, there were no significant pollution incidents that required the implementation of significant corrective actions.

In the event of significant environmental incidents or those requiring insurance coverage, these are referred to the area representative and the insurance department for processing. More complex incidents, which may require communication to management bodies, are dealt with at regular meetings held by the various SANJOSE Group delegations.

Allocated resources

These action plans do not require operating expenses (OPEX) or investments in fixed assets that exceed the thresholds of financial significance, so the amount of financial resources allocated for this purpose in the financial year or in the future is not provided.

Finally, the SANJOSE Group has an Environmental Civil Liability Insurance Programme in place for €20 million with an excess of €100,000, covering several countries, with a local policy issued in Portugal for a lower amount and in Cape Verde. The Group's General Civil Liability policy also includes coverage for damage to third parties due to accidental pollution, which reinforces the protection offered in this area by the Environmental Civil Liability policy.

2.3.2. Parameters and targets

a. Targets related to pollution

CSRD – E2-3

The environmental control plans designed within the framework of the Environmental Management System, aligned with the ISO 14001 standard, establish specific objectives, defined deadlines, allocated resources and concrete measures, which allow the effectiveness of the actions carried out to be measured. However, Grupo SANJOSE has not established pollution targets to support its environmental policy.

The effectiveness of the actions carried out is monitored on the basis of environmental control plans, which are reviewed periodically to ensure that they comply with the specifications of each project and the customer's requirements. The technical management of the project is responsible for ensuring compliance and monitoring.

The planning and supervision of these actions are supported by a rigorous process of internal and external audits. These audits are carried out at fixed locations, such as offices, and temporary locations, such as construction sites and services, allowing for the verification of the adequate planning, monitoring and control of activities in line with the Group's environmental strategy.

b. Air pollution

CSRD – E2-4

The nature of Grupo SANJOSE's activity requires consideration of the impacts related to air pollution, such as noise or light pollution. As part of the actions aimed at preventing and reducing these sources of pollution and taking into account the constraints of the environment and/or project, operational control measures are established at construction sites and services.

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Table 34. Volume of pollutants emitted into the atmosphere

CSRD – E2-4, 27, 30

Sources of Emission	NOx (t/year)	NMVOC (t/year)	SOx (t/year)	PM (t/year)
Mobile Sources	79.2	8.6	0.0	3.7
Fixed sources	28.1	0.8	1.2	0.2
Total	107.3	9.4	1.2	3.9

ENVIRONMENTAL INFORMATION

2.4.

Biodiversity and ecosystems (E4)

2.4.1. Strategy

a. Transition plan and review of biodiversity and ecosystems

CSRD – E4-1

Grupo SANJOSE is firmly committed to biodiversity conservation and the responsible use of natural heritage in the execution of works and services. The Group is aware that its activity, especially construction, can have potential impacts on biodiversity, while at the same time depending on ecosystem services that facilitate its execution.

During the materiality assessment, the ecosystem services on which Grupo SANJOSE's activity depends were explored with the aim of assessing the resilience of the business model to changes related to biodiversity and ecosystems.

Using the [ENCORE \(Exploring Natural Capital Opportunities, Risk and Exposure\)](#) tool, the most relevant ones for the following lines of business have been identified. In the case of real estate activity, no relevant dependencies have been identified.



Building and civil engineering works are the most relevant activities. Although there are ecosystem services with high or medium materiality (according to the ENCORE methodology), no risks or opportunities exceeding the materiality thresholds have been identified: (1) the availability of water necessary for the execution of the works, (2) climate and rainfall pattern regulation to reduce exposure to adverse weather events, and (3) natural control of soil erosion, which facilitates soil stability.



The SANJOSE Group has a Multi-generation Cooling and Heating Plant and manages photovoltaic plants. These facilities, especially solar ones, depend on ecosystem services such as temperature regulation, rainfall pattern control, and protection from adverse weather events.



The Concessions and Services activity mainly includes infrastructure maintenance, urban cleaning services, and maintenance of gardens and other green areas. The latter activity is particularly dependent on ecosystem services such as water availability, pollination, and temperature regulation.

This analysis has determined that there are no risks or opportunities related to biodiversity and ecosystems for Grupo SANJOSE's strategy and business model. This information is a first step in examining biodiversity and ecosystems to move towards a future biodiversity transition plan, aligned with international frameworks and planetary boundaries.

b. Impact, risks and opportunities related to biodiversity and ecosystems

CSRD – ESRS-2 – SBM-3

Grupo SANJOSE maintains a rigorous approach to identifying and assessing the actual and potential impacts on biodiversity and ecosystems resulting from its operations and value chain.

- **Impacts.** Construction activity can have potential negative effects on biodiversity, such as the introduction of heavy machinery, the removal of vegetation, the diversion of watercourses or alterations to coastlines. Spills or leaks can also have negative effects on ecosystems and species. The predominance of building projects, mostly on previously developed land, helps to reduce these potential impacts. No material impacts have been identified in terms of land degradation, desertification, soil sealing or endangered species.
- **Risks.** No risks exceeding the materiality thresholds have been identified in terms of biodiversity and ecosystems.
- **Opportunities.** No material opportunities have been identified.

Analysis of the sites under the Group's operational control determines that materiality levels in terms of impacts on biodiversity are not exceeded. Information on sites with biodiversity sensitivity is provided below.

c. Material incidents, risks and opportunities and their interaction with the strategy and business model

CSRD – ESRS-2 – SBM-2 / Law 11/2018 – Biodiversity protection – impacts caused

During the period analysed, Grupo SANJOSE has identified a number of sites where construction activities are carried out in highly ecologically sensitive environments. In these cases, the possible negative incidents arising from the operations, the ecological status of the affected areas and the associated environmental dependencies have been assessed.

The sites with significant biodiversity sensitivity are as follows:

- An area of approximately 0.9 ha in Piélagos (Cantabria), where the project crosses the SPA "Río Pas", a protected area due to its ecological values and its function as a river corridor.
- The Site of Cultural Interest (BIC) "Canal de Castilla - Canal del Duero", located in the municipalities of Olivares del Duero and Quintanilla de Arriba (Valladolid), with an affected area of 0.6 ha and a high heritage and ecological value associated with its historic hydraulic structure.

The analysis indicates that the activities detected in this area, typical of the construction phase —especially clearing, earthworks, opening of accesses and impact on vegetation cover and crops— may generate specific changes to the land, of limited scope and subject to corrective and restoration measures in the final phase of the works to minimise any contribution to processes such as land degradation or desertification.

Likewise, potential impacts on threatened or protected species have been identified as a result of the occasional alteration of riverine and terrestrial habitats, which may affect species such as the Atlantic salmon, the otter, the Iberian desman and the Montagu's harrier, a steppe bird of high conservation value.

In all cases, the Group applies prevention, environmental control and monitoring measures aimed at preventing, reducing or correcting incidents, ensuring respect for ecological values and compliance with regulations and requirements of the competent authorities.

2.4.2. Management of incidents, risks and opportunities

a. Description of the processes for determining and evaluating the material impacts, risks and opportunities related to biodiversity and ecosystems

CSRD – ESRS-2 – IRO-1

The double materiality analysis has made it possible to identify actual and potential impacts on biodiversity based on a series of criteria, including:

- Proximity of assets and operations under the control of Grupo SANJOSE to protected areas or areas of special relevance for wildlife
- Requirements by customers or administrations to prepare an Environmental Impact Statement for the projects developed
- Raw materials used that could be related to deforestation or biodiversity loss.
- Soil degradation or change of use

As indicated in section 2.3.1. of this document, the analysis was based on the identification of dependencies on ecosystem services and systemic risks to the activity. Grupo SANJOSE has carried out a technical analysis that did not include specific consultations with local communities.

No material risks or opportunities have been identified in terms of biodiversity, whether physical or transitional. On the contrary, the impact of construction activity on the state of ecosystems is considered material. Assets located in sensitive areas are reported in the previous point.

The analysis confirms that the mitigation measures implemented to date are sufficient to address the impacts on biodiversity. These measures are described in section 2.4.2.c) of this document.

b. Policies related to biodiversity and ecosystems

CSRD – E4-2 // Law 11/2018 - Policies

Grupo SANJOSE reaffirms its commitment to protecting the environment through responsible environmental management backed by the [Quality and Environmental Policy](#), referred to in section 2.3.1.b) of this document.

The application of this policy is complemented, in each project, by compliance with applicable environmental regulations, administrative authorisations and, where appropriate, Environmental Impact Statements, together with environmental control and monitoring procedures during execution, especially in environmentally sensitive locations.

c. Actions and resources related to biodiversity and ecosystems

CSRD – E4-3// Law 11/2015 – Protection of biodiversity - Measures

Grupo SANJOSE adapts its biodiversity conservation actions to each construction project, taking into account the natural environment, the scope of the interventions and the applicable regulatory requirements.

- In projects with an Environmental Impact Statement (EIS), more specific and detailed measures are applied, including monitoring, restoration and compensation plans.
- In other projects, general prevention and mitigation measures are prioritised in line with regulatory standards and best practices.

The Group's strategy focuses primarily on the first levels of the hierarchy of mitigation, avoidance and reduction of impacts, through rigorous temporal and spatial planning that limits the impact on sensitive areas.

Among the measures implemented, the following stand out: the requirement, when necessary for execution, of express authorisations for critical activities, such as blasting or other high-noise work; the organisation of access and work areas to minimise intrusion into relevant habitats; and the adaptation of the pace of work to environmental conditions detected in real time.

The Group also applies a comprehensive approach to minimise impacts on biodiversity and restore ecosystems affected by its activities. These actions are part of all phases of project development, from initial planning to post-execution monitoring, ensuring the long-term sustainability of the natural environments involved.

Depending on the technical requirements of the project, Grupo SANJOSE may implement the following measures:

[Identification of sensitive areas and protected species](#)

The identification and delimitation of critical *habitats* and endangered species allows operations to be designed to avoid these areas whenever possible. In cases where intervention is unavoidable, rescue and relocation activities are carried out for sensitive fauna and flora.

[Preventive measures](#)

Depending on the implementation requirements, the action plan to protect biodiversity may include:

- The installation of physical barriers and boundaries to prevent intrusion into sensitive areas during construction.
- The design of alternative access routes and work areas to minimise the impact on habitats of high ecological value.
- The installation of adapted wildlife crossings to maintain ecological connectivity and mitigate *habitat* fragmentation caused by linear infrastructure such as roads or motorways and railways. These interventions not only minimise direct impacts, but also seek to ensure the ecological functionality of the affected area.

In protected areas, such as those included in the Natura 2000 network, specific plans are established that incorporate additional measures, such as the restoration of equivalent *habitats* to compensate for any unavoidable loss of biodiversity.

Environmental restoration strategies

When the EIS contemplates restoration actions, Grupo SANJOSE carries out reforestation in degraded areas with native plant species to rehabilitate damaged ecosystems, promote natural regeneration and improve the resilience of the environment. For example, planting is carried out on slopes and areas affected by earthworks to control erosion and provide shelter for local species. Likewise, compacted soils are rehabilitated and vegetation cover is established to encourage the gradual return of native biodiversity.

In the 2025 financial year, it has not been necessary to undertake any significant biodiversity compensation measures in the action plans implemented in this area.

Continuous monitoring

Where necessary, these measures are reinforced by continuous monitoring to assess the effectiveness of the actions taken. This monitoring includes specific indicators, such as the success of revegetation/planting and the recovery of relocated species.

The results are documented in periodic reports, allowing areas for improvement to be identified and strategies to be adjusted when necessary. In addition, environmental audits can be carried out to ensure compliance with regulatory and contractual standards, as well as with established objectives.

Circular Economy and Innovation

The SANJOSE Group promotes the reuse of materials, encouraging the circularity of resources and reducing the need for landfills, in line with the EU Biodiversity Strategy for 2030 and the European Circular Economy Strategy.

In addition, its commitment to innovation allows it to develop solutions with less impact on biodiversity. In this regard, the SAN JOSE Group has participated in projects for the use of native plants adapted to the continental Mediterranean climate and in research projects on ecological and landscape restoration.

Allocated resources

The implementation of biodiversity measures is integrated into the design of each project, based on the conclusions of the EIS. Therefore, their cost is transferred to the developer, and there are no significant financial resources for Grupo SANJOSE.

2.4.3. Parameters and targets

a. Biodiversity and ecosystem-related objectives

CSRD – E4-4

Grupo SANJOSE has not established any biodiversity targets. The specific objectives of each project are developed during the design phase (upstream value chain) and are collected and implemented by Grupo SANJOSE, which ensures their correct execution through technical monitoring of the project.

b. Impact parameters related to changes in biodiversity and ecosystems

CSRD – E4-5 // Law 11/2018 – Protection of biodiversity - Impacts caused

In 2025, Grupo SANJOSE has identified environmental impacts at two sites located in sensitive areas, totalling approximately 1.5 ha. Although these areas require special attention, the actions have not involved the need to apply relevant compensation measures or intensive restoration interventions.

Construction activity can generate specific changes in land use and landscape. However, these impacts are limited, as the Group operates mainly in urbanised areas and on previously transformed land, especially in building projects in Spain and Portugal. In the cases analysed, several types of environmental impact have been identified: changes in land cover (clearing, earthworks, impact on crops and riparian vegetation), temporary alterations due to coinciding with breeding periods, landscape modifications due to construction elements, risks of habitat fragmentation due to barrier effects and impacts on ecological connectivity.

In relation to species, risks have been identified for fauna of Community interest, such as Atlantic salmon, otters and Iberian desmans in river areas, and Montagu's harriers in open areas, associated with specific habitat alterations and breeding periods. When required by the projects, environmental monitoring may include indicators of presence, reproduction and number of individuals.

Throughout the affected projects, the Group's actions have focused on avoiding and minimising impacts through temporary planning of works, adaptation of accesses and work areas, and the requirement for prior authorisation for particularly sensitive activities, such as blasting or noisy work. This approach, together with environmental monitoring and real-time control of activities, has made it possible to keep residual impacts low and avoid additional significant measures.

ENVIRONMENTAL INFORMATION

2.5.

Circular Economy (E5)

2.5.1. Management of incidents, risks and opportunities

a. Description of the processes for determining and evaluating incidents, risks and opportunities of relative importance related to resource use and the circular economy

CSRD – ESR5-2 – IRO-1

Information regarding the process for determining and assessing material impacts, risks and opportunities is provided in aggregate form in section 1.1.4 of this report. The double materiality analysis considered resource inputs and outputs, waste management and the Group's sites and operations throughout the value chain.

- **Impacts:** Grupo SANJOSE's activity involves the consumption of raw materials such as concrete, natural stone and cement, as well as other renewable raw materials such as wood and energy-intensive materials such as steel. In addition, the activity generates waste, especially from earthworks and construction and demolition waste (CDW).
- **Risks:** linked to the secure, high-quality and cost-effective supply of key raw materials, as well as possible incidents in waste management.
- **Opportunities:** the circular economy generates significant opportunities in terms of the use of by-products, innovation for greater efficiency, and the use of more resilient raw materials (from local markets or non-extractive processes).

b. Policies related to resource use and the circular economy

CSRD – E5-1 // Law 11/2018 - Policies

The SANJOSE Group has a [Quality and Environmental Policy](#) integrated into its Management System, see point 2.3.1.b of this document.

This policy reflects the commitment of senior management to reducing resource use, preventing pollution and continuously improving environmental performance, prioritising the sustainable consumption of natural resources, energy optimisation and waste recovery and recycling with the aim of promoting the circular economy within its operations.

This framework allows Grupo SANJOSE to address the material impacts, risks and opportunities related to waste management and recovery, the scarcity of raw materials and the increase in their cost.

C. Actions and resources related to resource use and circular economy policies

CSRD – E5-2 // Law 11/2018 – Circular economy and waste prevention and management - Measures

Grupo SANJOSE, in its commitment to the circular economy and efficient resource management, implements annual measures aimed at optimising the sustainable use of materials, reducing waste generation and promoting reuse and recycling in its operations. The organisation's strategy focuses on conserving raw materials and minimising environmental impact, in line with the principles of efficiency and sustainability.

Responsible sourcing

The organisation prioritises the responsible use of natural resources, selecting materials that reduce the consumption of non-renewable raw materials and dependence on critical resources. It promotes the use of recycled, recyclable and longer-lasting materials, as well as construction solutions that facilitate their reuse or recycling at the end of their life cycle, optimising the value of the resources used and reducing the waste generated on site.

The design of Grupo SANJOSE's operations integrates circular business practices, where the durability and efficiency of materials play a key role. This includes measures such as the return of reusable *pallets* and packaging, the efficient management of construction surplus and the planning of activities to reduce material waste. In addition, collaboration with suppliers who manufacture products from recycled, biodegradable or returnable materials is encouraged, thus contributing to extending the useful life of resources.

To improve the efficiency of resource use on site, Grupo SANJOSE:

- Plans the space in each project in detail, according to local circumstances, the efficient selection of resources and the optimisation of the use of materials.
- Prioritises the reuse and recycling of construction elements, which minimises the use of new resources and reduces waste associated with the construction cycle.
- Promotes industrialised construction solutions and products with maintenance and deconstruction possibilities, facilitating their recycling at the end of their useful life.

Innovation

Innovation in techniques and technologies applied to the construction cycle allows Grupo SANJOSE to offer circular economy solutions, advancing efficiency and innovation in the use of materials. Within the framework of its Innovation Policy, and with funding from the Centre for Technological Development and Innovation of Spain (CDTI), Grupo SANJOSE has developed the following projects:

- The project "[Use of recycled products in civil engineering works](#)" analyses the feasibility of using new materials from recovery processes in civil engineering projects, guaranteeing minimum quality and safety criteria.
- [Remoteblok](#) is a Mixed Reality (MR) project that integrates the principles of the circular economy and the European Union's Level(s) framework, through Extended Reality, into the construction and maintenance processes of the construction sector.
- The project "[Research into the structural behaviour of the granular layers that make up a road surface as a function of humidity](#)" analyses the evolution of road surfaces over time and under traffic pressure, with the aim of establishing maintenance practices that extend the useful life of the materials.

Waste management

In terms of waste management, the Group takes a proactive approach with specific measures that consider the waste hierarchy to minimise its impact:

Preventing waste generation:

- Optimisation of materials needed for construction work, avoiding surpluses that generate waste (Construction).

Reuse:

- Preferential use of suppliers that manufacture recyclable or returnable products, such as pallets or biodegradable materials (Group).
- Planning earthworks to minimise surplus and enable reuse on site (Construction).

Recycling and other forms of recovery:

- Separation of waste by type and management with identified containers, facilitating recycling and recovery by authorised operators (Group).

Disposal

Grupo SANJOSE also constantly monitors the performance of its measures through a comprehensive monitoring and control system, which includes internal and external environmental audits, enabling the implementation of resource management and circular economy practices and identifying improvements and opportunities for optimisation.

For its part, the Group's [Innovation System](#) establishes the principles of the circular economy as a pillar of technological development. This commitment has enabled the development of ambitious innovation projects in the areas of the circular economy, efficient use of resources and construction techniques. This information is detailed in section 3.4.2.d) of this report.

Allocated resources

These action plans do not require operating expenses (OPEX) or investments in fixed assets that exceed the thresholds of financial significance, so the amount of financial resources allocated for this purpose in the financial year or in the future is not provided.

2.5.2. Parameters and targets

a. Targets related to resource use and the circular economy

CSRD – E5-3

In line with its commitment to the circular economy and responsible resource management, Grupo SANJOSE has set a target of recovering at least 75% of the construction and demolition waste (CDW) generated in its works and services during the period 2024-2025. This target is in line with the organisation's overall strategy of minimising the environmental impact of its activities.

To achieve this objective, Grupo SANJOSE has defined a structured process that includes different stages such as: analysis of the estimated quantities of CDW, location and selection of authorised managers to optimise the CDW recovery/management process, and monitoring of the waste managed and recovery percentages.

The performance of this goal is monitored through certifications issued by authorised recovery operators/managers.

b. Input of resources

CSRD – E5-4

In the 2025 financial year, Grupo SANJOSE consumed the following main raw materials and energy for the development of its activity:

Table 35. Main consumption of raw materials (tonnes) by region

CSRD – E5-4 // Law 11/2018 – Consumption of water and raw materials

Raw material	Code	Asia	America	Africa	Europe	Total
Embankments/fillings with contribution	301.1	0	6,852.0	32,816.0	1,754,496.0	1,794,164.0
Fluorinated gas	301.12	0	0	0	0	0
Embankments/backfilling with on-site material	301.2	0	107,900.0	70,284.0	1,158,652.0	1,336,836.0
Concrete	301.3	0	11,589.6	69,297.6	1,507,461.6	1,588,348.8
Rolled steel	301.4	0	5.7	0	3,580.2	3,585.9
Corrugated steel	301.5	0	167.3	2,486.7	48,408.8	51,062.8
Agglomerate	301.6	0	0	0	30,067.0	30,067.0
Natural stone	301.7	0	1,576.8	0	43,065.0	44,641.8
Glass	301.8	0	455.0	0	7,040.0	7,495.0
Wood	301.9	0	240.8	1,028.3	6,536.6	7,805.7
Water consumption from municipal supply	303.1	0	89,494.0	20,725.0	261,221.0	371,440.0
Water consumption from catchment	303.2	0	8,764.0	0	36,020.0	44,784.0

Table 36. Evolution of main raw material consumption 2024-2025

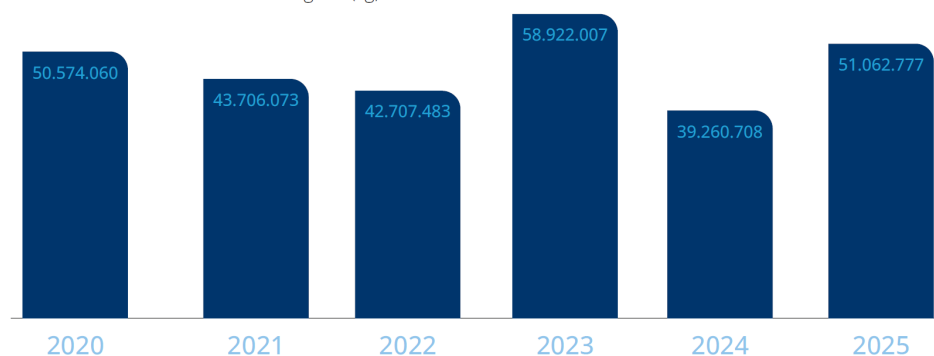
Law 11/2018 – Consumption of water and raw materials

Raw material	Code	2025	2024	Difference
Embankments/fillings with contribution	301.1	1,794,164.0	2,787,964.0	-55.4
Fluorinated gas	301.12	0	0	0.0
Embankments/backfilling with in situ material	301.2	1,336,836.0	1,196,084.0	10.5
Concrete	301.3	1,588,348.8	1,312,852.8	17.3
Rolled steel	301.4	3,585.9	8,865.2	-147.2
Corrugated steel	301.5	51,062.8	39,260.7	23.1
Agglomerate	301.6	30,067.0	66,070.0	-119.7%
Natural stone	301.7	44,641.8	42,560.1	4.7
Glass	301.8	7,495.0	5,785.0	22.8
Wood	301.9	7,805.7	13,585.6	-74.0
Water consumption from municipal supply	303.1	371,440.0	379,319.0	-2.1
Water consumption from catchment	303.2	44,784.0	86,430.0	-93.0

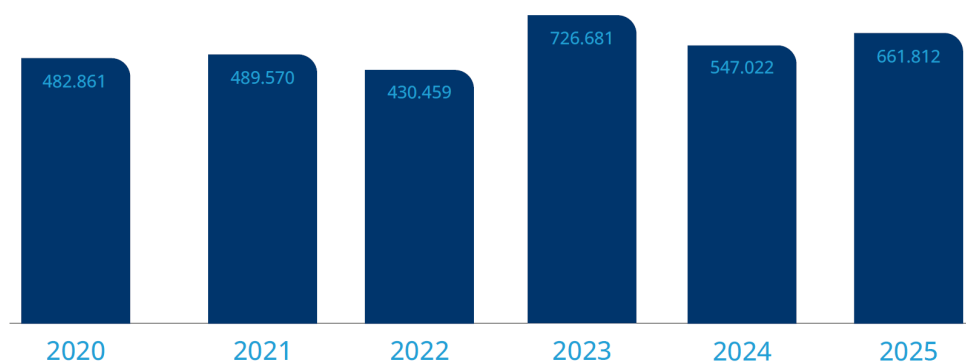
In terms of reused materials, Grupo SANJOSE reuses all of the earthworks/backfill material *on site*.

Figure 5. Evolution of concrete consumption (m³) and corrugated steel consumption (kg)

Evolución del consumo de acero corrugado (kg)



Evolución del consumo de hormigón (m³)



The calculation of the referenced consumption is based on actual data from projects implemented by Grupo SANJOSE. To this end, the managers of each facility (site managers) complete an annual report at the end of the financial year indicating the total consumption for each project. The data was obtained on 30 September 2025, and the information relating to the last quarter has been completed based on estimates made by the personnel in charge of the execution, taking into account the status and planning of the project.

Currently, data collection systems do not allow consumption to be broken down into biological or technical materials or by the sustainable origin of the raw materials used, so Grupo SANJOSE does not publish this information in compliance with the transitional provision for value chain information (ESRS 1-10-2). The Group's Purchasing Department is studying mechanisms to obtain this information in subsequent financial years.

C. Waste management

CSRD – ESRS-E5-5

In 2025, the Group's activity generated waste, of which 98% was non-hazardous waste, similar to the ratio in 2024 (99%). By sector of activity, construction remains the main generator of waste, while Europe is the region with the highest volume:

Figure 6. Distribution of waste by type 2025

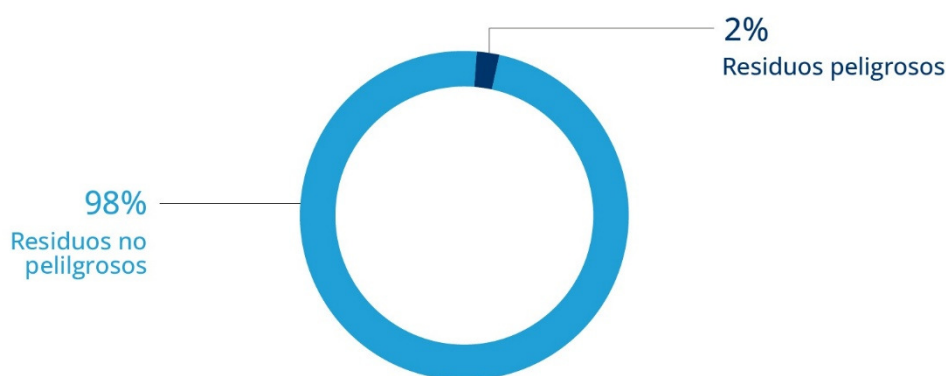


Figure 7. Evolution of waste by area of activity 2024-2025

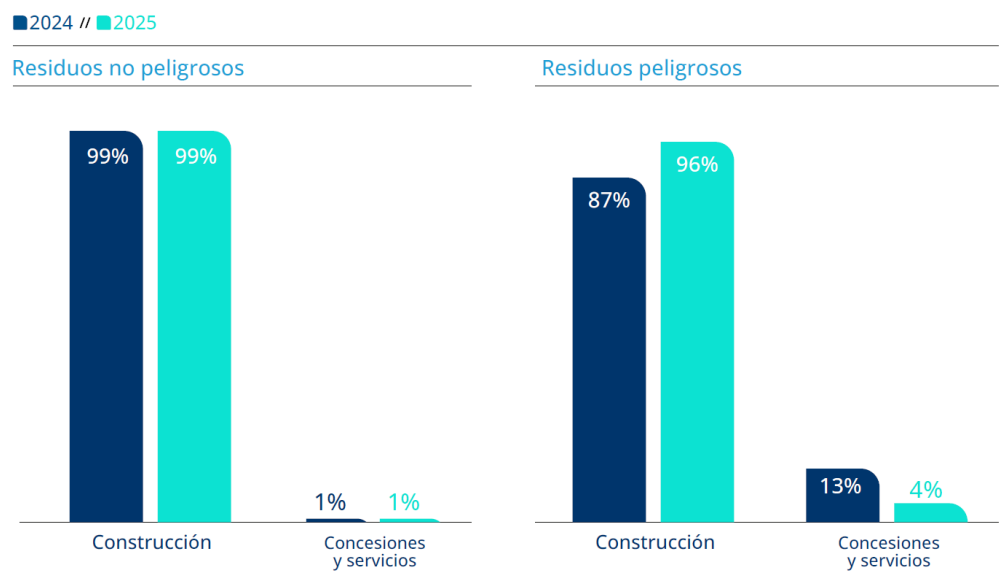
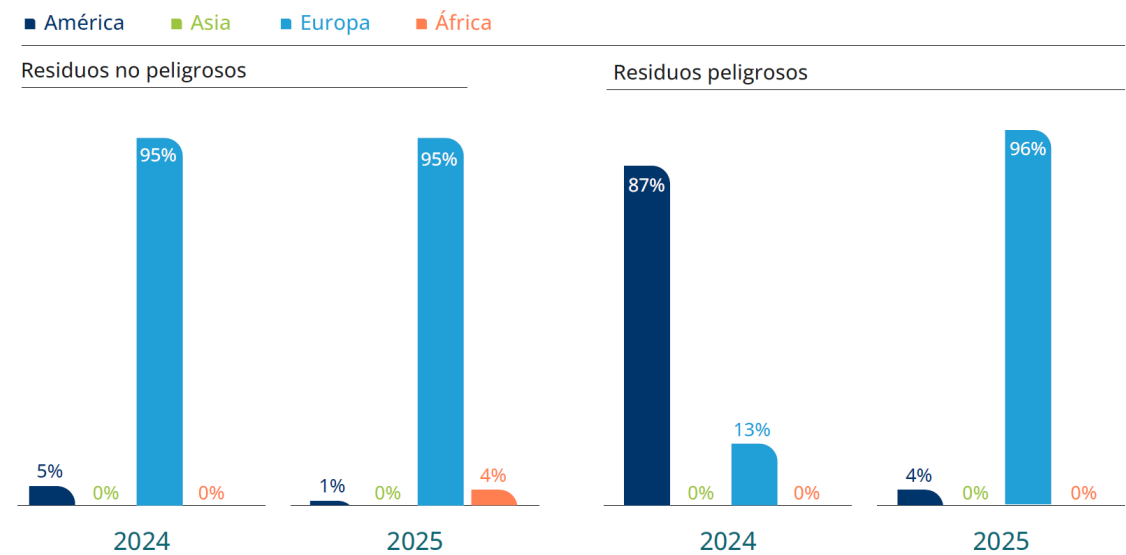


Figure 8. Waste evolution by geographical area 2024-2025



With regard to non-hazardous waste, the distribution by type and its evolution with respect to the previous year was as follows:

Figure 9. Distribution of non-hazardous waste 2025

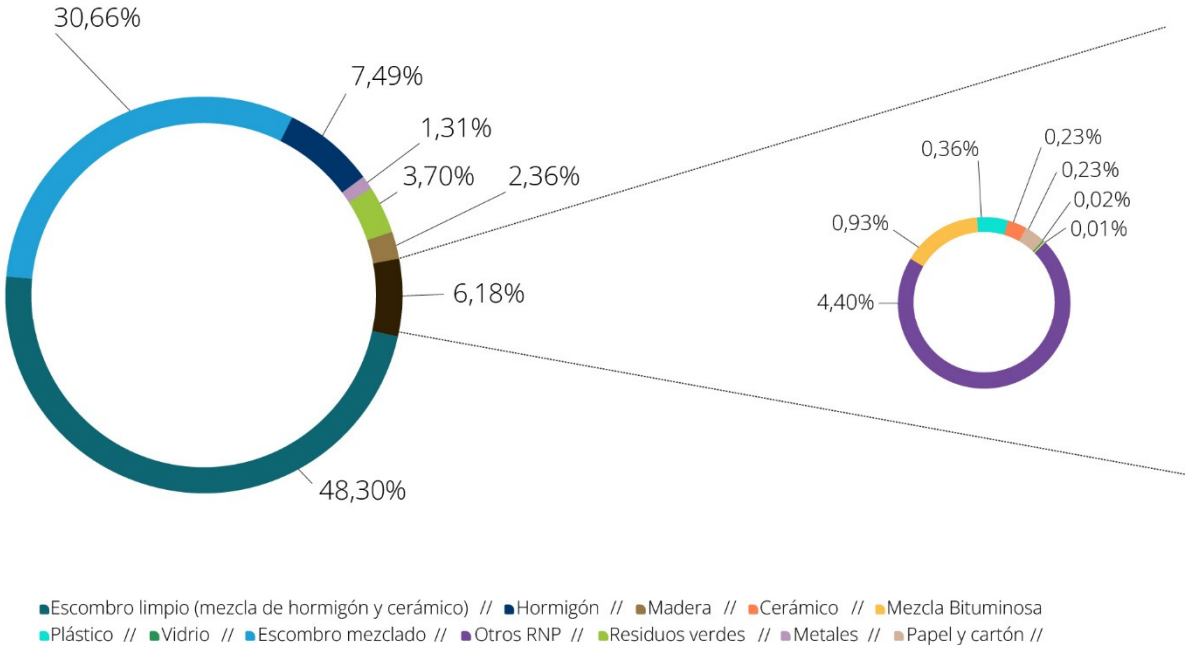
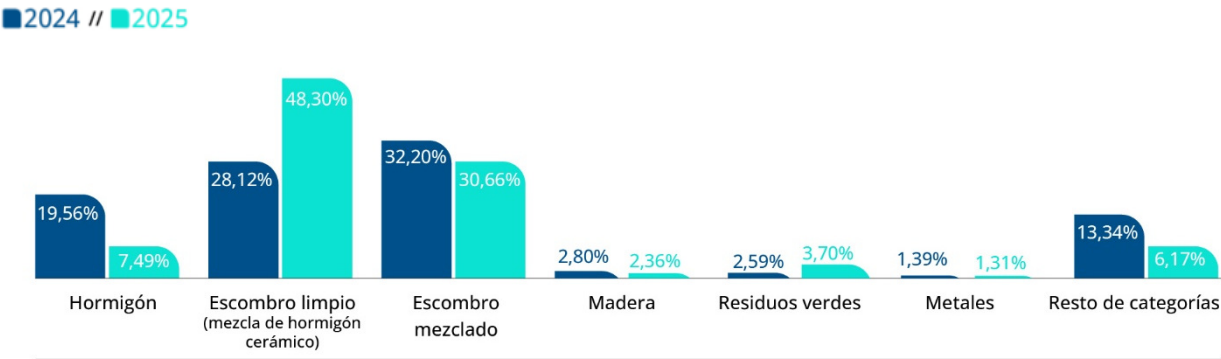


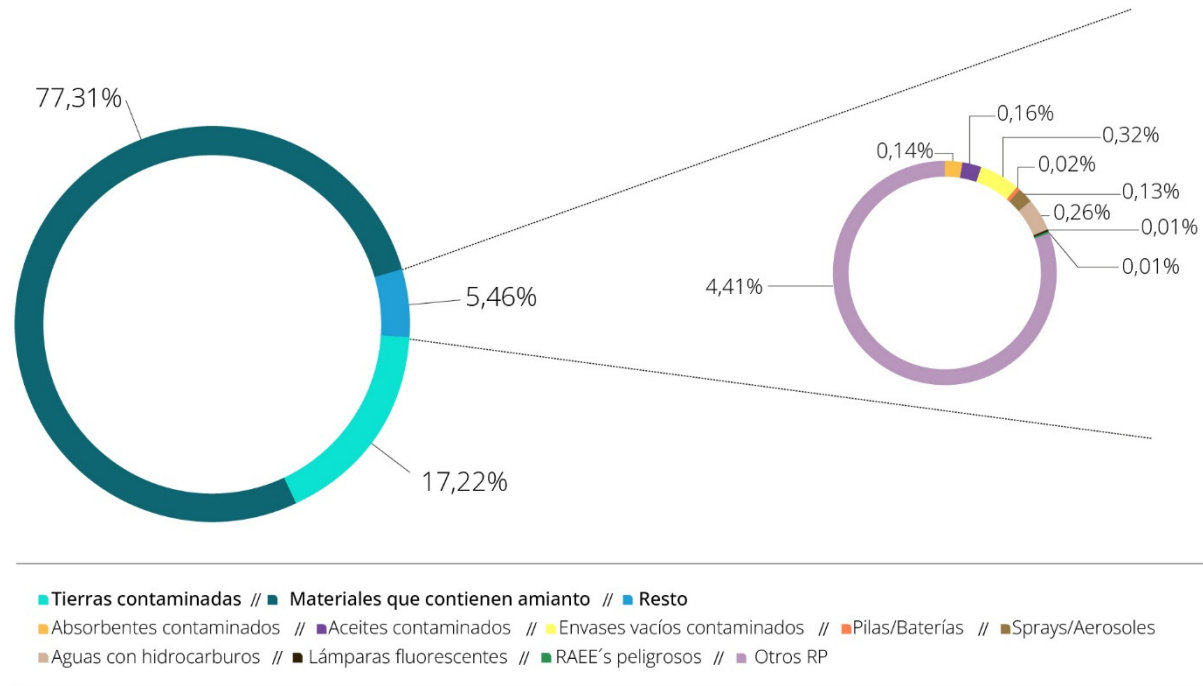
Figure 10. Annual comparison of non-hazardous waste 2024-2025

The fluctuations in the waste generation ratios throughout the periods analysed are mainly due to variations in the Group's portfolio of works and services, as well as the type and execution phases of certain works.



Hazardous waste generated in the 2025 financial year is distributed as follows:

Figure 11. Distribution of Hazardous Waste 2025



Mixed rubble is mainly delivered to treatment plants where the waste undergoes segregation and recovery processes.

Table 37. Tonnes of waste from own operations by type 2025

CSRD – E1-5-5.38 // Law 11/2018 – Sustainable use of resources

Waste	LER code	2024		2025	
		Quantity (tonnes)	Weight of type	Quantity (tonnes)	Weight of type
Non-hazardous waste		340,759	99%	323,569.8	98
Ceramic	170103	629	0.2%	750	0.2
Mixed rubble	170904	110,537	32.2%	99,214	30.7
Clean rubble (mixture of concrete and ceramic)	170107	96,535	28.1%	156,293	48.3
Concrete	170101	67,139	19.6%	24,247	7.5
Wood	170,201	9,627	2.8%	7,635	2.4
Metals	170,405	4,759	1.4%	4,232	1.3
Bituminous mix	170302	6,281	1.8%	3,006	0.9
Other RNP ¹¹	N/A	34,766	10.1%	14,230	4.4
Paper and cardboard	200101	1,644	0.5%	731.7	0.2
Plastic	170,203	2,388	0.7%	1,152	0.4
Non-hazardous WEEE	160214	11	0.0%	39.1	0.0
Green waste	200201	8,899	2.6%	11,973	3.7
Glass	170,202	112	0.0%	67	0.0
Toner	80,318	0.06	0.0%	0.1	0.0
Hazardous waste		3,108	1%	8,057.1	2
Contaminated absorbents	150202	4	0.1%	11.2	0.1
Contaminated oils	130206	0.1	-	13.0	0.2
Water containing hydrocarbons	160708	8.6	0.3%	21.2	0.3
Contaminated empty containers	150110	22	0.7%	26.1	0.3
Fluorescent lamps	200121	0.4	0.0%	0.7	0.0
Materials containing asbestos	170605	94	3.0%	6,229	77.3
Other RP ⁹	N/A	509.1	16.4%	355	4.4
Batteries	160601	1.1	0.0%	1.8	0.0
Hazardous WEEE	160211	2.1	0.1%	0.7	0.0
Sprays / Aerosols	150111	10.9	0.4%	10.5	0.1
Contaminated land	170503	2,455.60	79%	1,387.7	17.2
Fluorinated gases	-	-	-	0.0	0.0

¹¹ In order to present the information in a comparable manner, waste from healthcare activities has been added to Other Non-Hazardous Waste and Other Hazardous Waste.

I the undersigned Juan Amor Fernández, sworn translator for the English Language, duly appointed by the Ministry for Foreign Affairs, European Union and Cooperation, do hereby certify that this translation is a true and faithful translation of the original Spanish document

The above table excludes surplus clean soil and stones from excavation, which were recovered in their entirety.

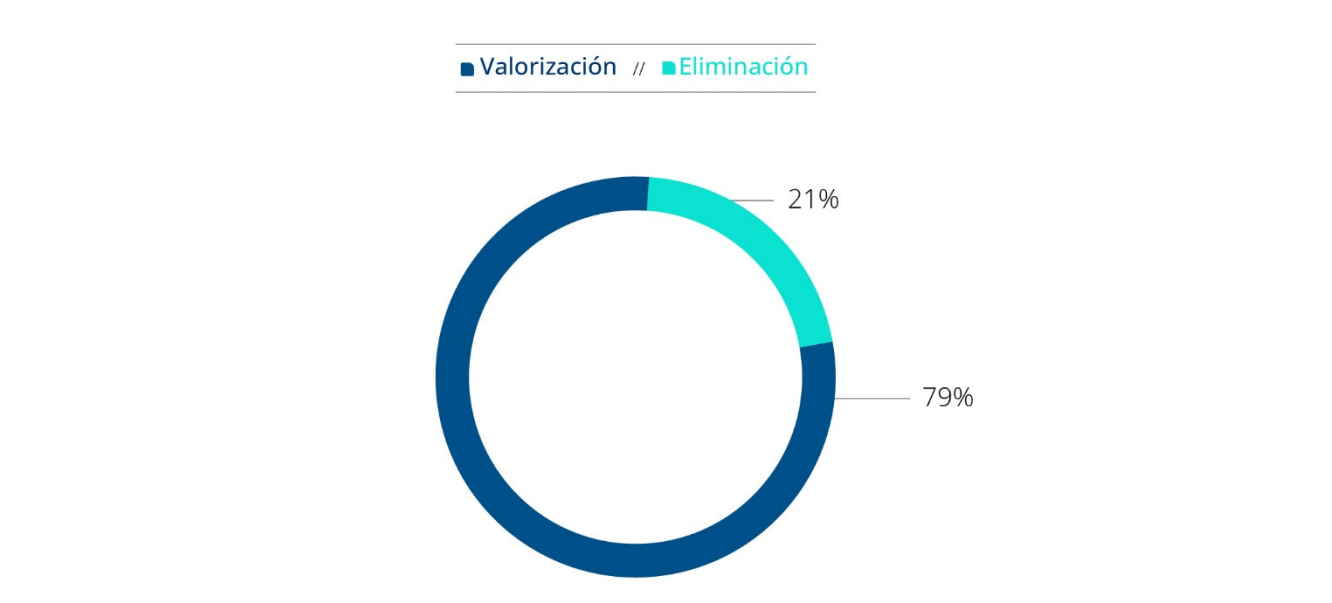
Table 38. Clean soil and stones left over from excavation recovered

Financial year	Volume generated (thousands of m ³)	Recovered (%)
2023	1,731.9	100%
2024	1,059.1	100%
2025	1,209.9	100%

Grupo SANJOSE manages all waste appropriately through authorised waste management companies, which has enabled it to recover 79% of non-hazardous waste.

The recovery and disposal data for 2025 are not comparable with those for previous years due to improvements in the calculation methodology, which have led to lower estimates. In comparable terms, the recovery of hazardous waste stands at 70.4% (77.3% in 2024) and¹².

Figure 12. Comparison of waste distribution by destination in 2025



¹² The complete methodological note can be found in Annex II.

Table 39. Final destination of the total amount (tonnes) of waste from own operations, excluding reuse¹³

CSRD – E1-5 -37, 38, 39 // Law 11/2018 – Sustainable use of resources

Destination	Non-hazardous		Hazardous ¹⁴	
	Total (tonnes)	%	Total	%
Total Recovery	242,799.7	79	-	-
Recycling	-	-	-	-
Other recovery operations	-	-	-	-
Total disposal	64,728.1	21	-	-
Incineration	-	-	-	-
Landfill	-	-	-	-
Other disposal operations	-	-	-	-

The methodology used to calculate the referenced data is based on actual waste generation measurements provided by those responsible for each project. When the financial year ends before the end of the calendar year, an estimate based on the project plan is provided.

In 2025, Grupo SANJOSE began a process of communication with its waste management suppliers with the aim of improving the information available and the analysis of waste by destination. This process has made it possible to improve the information available on the recovery of non-hazardous waste. The integration of waste managers in Spain and Portugal has made it possible to achieve more than 95% of the actual data perimeter. However, the waste managers consulted have not provided updated actual information regarding the recovery of hazardous waste.

¹³ There is currently no information available to disaggregate the destination of recovered waste between recycling and other recovery operations, or the destination of disposed waste between incineration and landfill. The most relevant reused waste is disclosed in Table 36 (Earthworks/on-site fill compensation).

¹⁴ Consultations with authorised waste managers have not yielded actual, up-to-date recovery ratios for hazardous waste.



03

Social information.

Own staff (S1) // Value chain staff (S2) // Affected groups (S3) // End users (S4)

SOCIAL INFORMATION

3.1.

Own staff (S1)

3.1.1 Strategy

a. Impact, risks and opportunities in relation to own personnel

CSRD – ESRS-2 – SBM-3

The talent of the people who form part of Grupo SANJOSE is the key to the strategy and the driving force behind its success. Talent management policies are based on the principles of the United Nations Global Compact and solid ethical codes that seek to create a high-quality, safe working environment that promotes equal opportunities, respect for human rights and sustainability.

The Double Materiality assessment has made it possible to analyse how the group's own staff may be negatively or positively impacted by the group's activities.

Description of own staff

The workers affected are in all cases salaried employees, as Grupo SANJOSE does not have a significant number of non-salaried workers (contractors or temporary agency workers) on its staff. However, it frequently collaborates with subcontractors in the course of its activities. Information on these personnel can be found in chapter 3.2. on S2. "Value chain personnel".

In 2025, Grupo SANJOSE had an average of 4,631 people on its team, of whom 83.5% were men and 16.5% were women.

The workforce is divided between structural staff and construction personnel dedicated to the Group's various sectors of activity, with the majority being construction workers, followed by service personnel.

Description of impacts, risks and opportunities relating to own personnel

- **Impacts.** Grupo SANJOSE's activity generates jobs adapted to different professional profiles with quality conditions and based on transparent negotiation with staff and their representatives. The Group's commitment to talent development and equality has enabled it to improve the skills of its team, increase the presence of women in a traditionally male-dominated environment and create jobs for people with disabilities. However, the sectors in which it operates are characterised by the prevalence of negative incidents such as the difficulty of work-life balance, physical and mental health risks, temporary relocation from one's usual place of residence, and potential cases of harassment or discrimination.
- **Risks.** Grupo SANJOSE's activity requires the continuous availability of labour, so the main risks are related to the difficulty of attracting and developing talent and the expectations of flexibility and work-life balance among workers. On the other hand, exposure to occupational safety risks can entail costs for the company.
- **Opportunities.** Developing the talent available to improve the suitability of their knowledge and skills to the needs of a changing market will enable the Group to have better talent, respond quickly to tension in the labour market and undertake the objectives set out in its strategic plan.

The impacts of the Group's activity on its workforce are mainly due to its business model and are linked to the characteristics of the labour sector in the activities in which it operates. Negative impacts may be specific, such as exposure to occupational accidents, or systemic, for example, those relating to work-life balance and equal treatment and opportunities.

Due to the nature of the activity, no material impacts have been identified in relation to the Group's sustainable transition strategy or in relation to forced, compulsory or child labour. The Group does not carry out any of its operations in regions with high exposure to these practices.

Grupo SANJOSE promotes the following levers that foster positive impacts on its employees:

- **Culture of well-being.** Commitment to team talent and innovative solutions, generating high added value. Likewise, policies designed to balance work and personal life help to maintain sustainable well-being, especially in complex projects where tight deadlines and high demands can pose additional challenges.
- **Safe working environments,** essential in demanding sectors such as construction and engineering.
- **Professional development.** Continuous training is key to strengthening the technical and strategic capabilities of teams. In addition to driving innovation and competitiveness, it helps to adapt skills in an ever-changing global market.
- **Diversity and inclusion,** recognising that these initiatives not only promote cohesion and talent retention, but also mitigate challenges associated with staff turnover or the specific demands of international markets.

This comprehensive approach ensures that teams can perform their duties with excellence, even in complex contexts. It reinforces the Group's commitment to ethical and sustainable management that prioritises both business success and the well-being of its employees.

3.1.2 Management of impacts, risks and opportunities

a. Policies related to own personnel

CSRD – S1-1 // Law 11/2018 – Policies

Grupo SANJOSE manages the impacts on its own personnel through the following policies and procedures.

General Human Resources Policy

The SANJOSE Group bases its Human Resources policy on a structure of values and policies firmly aligned with international principles.

- **Objective and key content:** to ensure a working environment that respects and promotes the best working conditions, including the following areas: safe employment, working hours, adequate wages, social dialogue, freedom of association, collective bargaining and work-life balance.
- **Scope:** national companies do not have and have not established their own collective agreement. Labour relations are regulated by state or provincial collective agreements, negotiated and agreed upon by the trade unions and business organisations corresponding to the activities carried out by each company in the group. At the international level, labour relations are subject to the laws of the countries where the SANJOSE Group operates, addressing specific issues that may arise on a case-by-case basis.
- **Person in charge:** the Chief Executive Officer of the SANJOSE Group, together with the Human Resources department.

Occupational Risk Prevention Policy

The Group has implemented a robust occupational risk management system regulated under its Occupational Risk Policy, available on the corporate website.

- **Objective and key content:** it establishes the priority of worker health and safety in all Group activities, considered superior to any other operational consideration. The key objectives of the policy include reducing accidents, complying with legal requirements and adapting preventive methods to technical progress. In addition, it seeks to provide safe and healthy working conditions, eliminate hazards and minimise risks, and ensure adequate training for employees.

- **Scope:** it has a comprehensive scope and is mandatory for all Grupo SANJOSE personnel. In this way, the implementation of preventive activities is integrated into every level of the Group's structure, from operational positions to management, ensuring that risks are effectively managed at source.
- **Ultimate responsibility:** the Chief Executive Officer of Grupo SANJOSE, together with the Occupational Risk Prevention department, ensures that management provides the necessary means and resources to support all preventive and training activities in the field of ORP. The health and safety of workers is a fundamental pillar of Grupo SANJOSE's strategy, managed independently by the Occupational Risk Prevention (ORP) area, which operates as a separate management entity, separate from the Human Resources department. This management is responsible for ensuring the protection of its own workers, members of the value chain and other groups linked to the group's activities.
- **Stakeholder participation:** the policy encourages worker participation, ensuring their right to be informed, consulted and trained on all aspects of health and safety, and takes into account the interests of stakeholders by incorporating channels for participation and consultation.
- **External standards:** the occupational risk management system is certified under the international standards ISO 45001 and ISO 39001 for the following companies: Constructora San José, S.A., Cartuja Inmobiliaria, S.A.U., EBA, S.L. and Tecnocontrol Servicios, S.A. In addition, San José Constructora Perú S.A. is certified under the ISO 45001 standard.

The Group's companies located outside Spain have local policies and procedures that adapt corporate principles to the regulations in force in each country, thus ensuring the consistency of the prevention model and its full legal compliance:

- In Mexico, Peru and the United States, the policies only incorporate the necessary adaptations to specific regulations.
- In Chile, preventive policies are applied on a project-by-project basis, communicated to staff upon joining the company and available on the official notice boards at each workplace.
- In Portugal, the Group's companies have specific policies in place for the whole country, which maintain the principles of corporate policy and comply with local obligations.
- In Argentina, a specific policy aligned with the corporate policy is applied, based on continuous improvement, the integration of prevention in all activities and the active participation of staff and supply chain e .
- In Italy, where legislation does not require the existence of a formal document equivalent to a prevention policy, the principles and responsibilities in the area of health and safety are integrated into the Documento di Valutazione dei Rischi (DVR), approved by the Datore di lavoro and drawn up by the prevention service.

Equality Policy

Non-discrimination and equal opportunities are key principles for Grupo SANJOSE, which establishes clear policies of equal treatment without distinction of sex, race, religion or other personal conditions. Specifically, since 2010, it has had an Equality Policy based on a commitment to creating and maintaining an equitable working environment, where equal opportunities, non-discrimination, diversity and inclusion are core values.

- **Objective and key content:** this policy establishes equal treatment between women and men as a strategic principle in the management of its human resources, in line with national legislation, such as Organic Law 3/2007 for the effective equality of women and men and Royal Decree-Law 6/2019, which reinforces equal treatment and opportunities in employment and occupation. The policy covers various key areas within the organisation, such as selection and recruitment processes, which are carried out according to objective and transparent criteria, ensuring that merit and ability are valued exclusively, without discrimination on the basis of gender or other personal characteristics. In addition, Grupo SANJOSE is committed to maintaining a harassment-free environment, implementing specific protocols to prevent and manage any incidents of workplace or sexual harassment.

- **Scope:** this equality policy applies to all Grupo SANJOSE staff, without exception.
- **Ultimate responsibility:** its implementation is supervised by the Chief Executive Officer and the Human Resources Department, who ensure that the necessary resources and means are allocated to meet the equality objectives. In this regard, senior management plays an active role in the ongoing supervision of this policy, thus promoting an inclusive and equitable organisational culture.

Staff Selection Policy (Law 11/2018 – Policies against all forms of discrimination)

In line with its commitment to equal opportunities, Grupo SANJOSE has established a Personnel Selection Policy that seeks to guarantee processes that actively promote diversity and equal opportunities, ensuring that all candidates have equal opportunities.

- **Objective and key content:** aligns the selection process with the organisation's values of fairness and justice with the aim of attracting, evaluating and selecting diverse talent. The key content of this policy includes stages designed to eliminate any bias and ensure objectivity in the evaluation of candidates. From the initial request for personnel by internal departments to the recruitment and evaluation phases, transparency and a focus on competencies and skills are prioritised. The tools used, such as psychometric tests and structured interviews, ensure that decisions are made based on objective criteria, promoting equity at every stage of the process.
- **Scope:** covers all personnel selection processes within the organisation's own structure, with an emphasis on incorporating diverse profiles that enrich the work teams.
- **Ultimate responsibility:** the implementation and supervision of this policy is the responsibility of the Human Resources and Training Department, which acts as the guarantor of fairness in each process.
- **External standards:** the policy is backed by international standards and recognised regulations, such as ISO 9001 and ISO 56001 certifications, which promote quality and innovation in processes.

Training Policy (Law 11/2018 – Policies in the field of training)

Grupo SANJOSE has developed a Training Policy that aims to ensure the necessary competence of personnel in all key areas of the company, including those related to environmental performance and compliance with legal and regulatory requirements.

- **Objective and key content:** it establishes a framework that allows for the planning, execution and evaluation of training actions aimed at improving professional performance, in line with the organisation's strategic objectives. The key content of this policy is based on two main pillars: training planning and evaluation of its effectiveness.
- **Scope:** covers all training actions aimed at ensuring the competence of personnel working for the company.
- **Ultimate responsibility:** the implementation of this policy is the responsibility of Senior Management, which promotes staff motivation and awareness regarding the proper performance of their duties. In turn, the Human Resources Director plays a key role in establishing qualification requirements, supervising the proposed training activities and approving the Annual Training Plan. The Training Manager manages the preparation, monitoring and updating of the plan, ensuring that training activities remain aligned with the needs identified.
- **External standards:** the policy is based on international standards, such as ISO 50001, ISO 9001 and ISO 14001, which ensure the integration of good practices in skills management and environmental performance.

Assessment Policy (Law 11/2018 – Policies in the field of training)

In line with its commitment to professional development, Grupo SANJOSE has implemented an Evaluation Policy.

- **Objective and key content:** the policy is intended to guarantee an objective, structured process focused on the development and continuous improvement of its professionals. This procedure is designed to identify strengths and areas for improvement in staff performance, promoting their professional growth and optimising their contribution to the company's objectives.
- **Scope:** it covers all permanent staff employed by the company, adapting to the specific needs of each individual.
- **Ultimate responsibility:** The Human Resources Department leads the implementation of this policy, ensuring that each assessment is carried out in accordance with established procedures. This includes the distribution of assessment models, the recording and analysis of results, and the communication of decisions made.
- **External standards:** the evaluation policy is backed by international standards and audited under recognised regulations such as ISO 9001, ISO 14001, ISO 19650, ISO 50001 and ISO 56001, which guarantee the quality, sustainability and integrity of the process. These standards ensure that the assessment procedure is aligned with the company's strategic and sustainability objectives.

The most significant policies are available to all staff on the [Internal Communication Channel: SOMOS SANJOSE](#).

b. Processes for collaborating with staff and their representatives on incidents

CSRD – S1-2

The information presented below supplements that reported in section 1.1.3.b) "Interests and opinions of stakeholders (SBM-2)".

Grupo SANJOSE collaborates with its employees through direct dialogue and fluid communication with their representatives and compliance with sectoral and provincial labour agreements.

In Spain, the Labour team holds formal meetings with the most representative trade unions —Comisiones Obreras (CCOO) and Unión General de Trabajadores (UGT)— on a quarterly basis. The personnel department is responsible for this collaboration process, as well as for measuring the effectiveness of the agreements reached.

These meetings address relevant issues such as intensive working hours due to heat risk, specific incidents at construction sites, evaluation of the collective agreement pension plan, and monitoring and review of equality plans. This structured dialogue allows for the supervision of the correct application of collective agreements and reinforces a constructive and participatory work environment.

In addition, it holds regular meetings with both its own union representatives and external unions. At these meetings, improvements are discussed, regulated and agreed upon, and any shortcomings or complaints raised by employees are addressed. These meetings are held periodically and can be requested by either party, thus ensuring fluid and proactive communication.

In other countries outside Spain, this function is delegated to local Human Resources managers, who manage day-to-day dialogue and incident resolution in each territory. When the nature of the matter requires it, these cases are escalated to corporate services for analysis and resolution.

For their part, the people who form part of the SANJOSE teams participate in direct dialogue with the company through the channels referred to in the following section.

C. Processes for remedying negative incidents and channels for staff to express their concerns

CSRD – S1-3

The SANJOSE Group has developed a robust approach to remedying negative incidents that may affect its staff. This approach is based on a combination of specific action protocols and procedures that guarantee a rapid and effective response to any eventuality. In addition, they are complemented by a solid insurance scheme that allows for the remediation of incidents that have occurred.

In the area of occupational safety, the Group has a structured flow of action, adapted to the level of severity of each incident:

- Minor accidents are managed directly on site, where they are recorded and analysed, although they do not require formal communication to higher levels.
- In the event of a serious accident, the site manager activates the response protocol, informing the area's prevention technician, who prepares the corresponding investigation documentation. This report is submitted to the Occupational Risk Prevention (ORP) Department and the Insurance Department, ensuring that the facts are rigorously analysed and that the necessary measures are taken to prevent recurrence.
- All very serious accidents are reported directly to management, ensuring the highest level of supervision and follow-up.

The lessons learned from these investigations are systematically transferred to all the Group's construction sites and, where necessary, existing procedures are modified. This was the case in 2024, when the procedure for working at height was updated after conclusions were drawn from a previous serious accident.

There are currently no collective disputes in progress at any of the SANJOSE Group companies, and there is full cooperation and coordination with all the trade unions involved in the Organisation.

Supervision channels and mechanisms

CSRD – S1-3-32b, c, d, e – S1-3-33

Grupo SANJOSE maintains dynamic communication with its staff through various channels of dialogue. In 2025, the Group launched a new [Internal Communication Channel: SOMOS SANJOSE](#). This Channel creates an exclusive space for employees where they can find all the information they need for their work, as well as complementary training and awareness-raising information. Work is currently underway to offer relevant information broken down for each market.

SOMOS SANJOSE is available to 100% of the workforce, including those positions that do not have computer equipment at their workplace. To this end, an extensive communication campaign has been developed, involving sending communications to all staff, sending periodic access codes to those positions without corporate email, and direct communication through managers. It has also been included in the welcome information given to each new hire.

Other channels of communication with employees include:

- [Direct communication](#) through Human Resources representatives or their line manager, as well as suggestion boxes located in all workplaces.
- [Internal communications](#) issued by senior managers, union representatives, or the most representative external unions.
- [Specific channels](#) to ensure that employees can express their concerns or needs directly via email, telephone and in person only when the matter requires it. In addition, specific email and telephone channels have been set up to deal with specific issues such as harassment, equality and other aspects related to occupational health and safety.
- The [Whistleblowing Channel](#) allows employees and third parties to report human rights violations or breaches of the Group's Code of Ethics.
- [Suggestion boxes are available](#) at all workplaces, as well as a virtual suggestion box on the Group's website.

- In terms of [prevention and action in cases of sexual harassment and/or gender-based harassment](#), Grupo SANJOSE has an Action Protocol in place, which aims to establish guidelines for identifying situations that could constitute sexual harassment or gender-based harassment. In addition, the Group has incorporated an Action Protocol against harassment and violence against LGTBI people. (Law 11/2018 – Prevention of harassment).

Concerns are received and handled by staff assigned to the personnel department, ensuring a swift and appropriate response to the needs raised. These staff members are responsible for measuring the effectiveness of the channels, ensuring that they are available, that they are known, and that the necessary measures are activated.

The communication channels are open to all Group employees, as well as to those who perform their duties at its facilities. In the case of employees in vulnerable situations, there are no specific channels. However, their concerns are collected through various channels, both directly and through their representatives.

d. Adoption of measures related to incidents, risks and material opportunities related to own personnel, and the effectiveness of such actions

CSRD – S1-4

The following are the main actions taken by Grupo SANJOSE to manage material impacts, risks and opportunities relating to its own personnel.

In order to facilitate the reading of this document, this disclosure requirement is presented together with information on parameters for each topic related to labour management.

Labour conditions and rights

Safe work

Optimal working conditions are essential to ensure the well-being of the workforce and the sustainability of the business model. Conversely, in a competitive work environment, factors such as high turnover, absenteeism, or low job satisfaction can create significant risks.

In this context, specific actions have been implemented to ensure working conditions that promote stability and commitment among the workforce, addressing both current needs and opportunities to promote a more inclusive and efficient working environment.

These actions are implemented for employees in Spain, which accounts for 79% of the total workforce. In 2025, the [sectoral Pension Plan](#) agreed in the General Construction Agreement, to which Grupo SANJOSE has adhered, was incorporated. This measure constitutes a significant advance in the social protection of workers, improves long-term planning and reinforces the Group's value proposition as an employer.

In other countries, improvements are being made to current legislation with the aim of harmonising working conditions across the Group.

Working hours

Law 11/2018 - Organisation of working time and policies on disconnecting from work

In 2025, Grupo SANJOSE expanded its flexibility policies for its workforce in Spain: it incorporated greater teleworking possibilities, improved flexible working hours and extended the intensive working day during school holidays, allowing for a better work-life balance, especially for workers with dependent children.

Grupo SANJOSE has made working hours more flexible to adapt to the needs of its staff. Employees can choose to start work between 7:30 and 9:30 a.m. and finish between 4:45 and 7:00 p.m., depending on the time allocated for lunch, which varies between 45 minutes and 1 hour. These measures have been implemented as a priority for those workplaces where mobility is strained by reasons external to the company, such as congestion at access points. In exceptional cases, and always subject to production requirements, working hours may be adapted outside these predefined ranges.

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Since 2019, Grupo SANJOSE has implemented an electronic time control system in offices and on construction sites, designed to ensure compliance with legal limits on working hours and prevent work overload. This system not only ensures compliance with legal limits, but also encourages disconnection from work and prevents exhaustion.

To ensure disconnection from work, meetings are strictly organised within the established working hours, except in cases where the nature of the activity and interaction with third parties requires otherwise.

Work-life balance

Law 11/2018 – Measures aimed at work-life balance

The SANJOSE Group promotes work-life balance through measures such as flexible working hours and teleworking. In roles where it is possible, staff can telework one day a week (Monday or Friday), depending on production conditions and ensuring 50% attendance in the departments. These policies are complemented by financial measures, such as bonuses to cover the costs of nurseries or care centres for dependent persons.

Table 40. Staff taking leave for family reasons

CSRD – S1-15

Gender	Percentage of staff entitled to family leave	% of staff who took family leave
Male	100%	5.7%
Women	100%	8.0%
Other	100%	0%
Not reported	100%	0%
Total employees	100%	6.1%

Decent wages and welfare

CSRD – S1-10

The Group implements remuneration policies and social benefits designed to improve the satisfaction and loyalty of its team. These include meal vouchers, childcare and transport, as well as medical insurance, offering all members of the SANJOSE Group tools to optimise their net income through tax-exempt compensation formulas. This approach contributes to improving purchasing power and strengthening the teams' commitment to the organisation.

Likewise, all Grupo SANJOSE staff receive salaries above the sector's benchmark indices, in line with the Group's responsible remuneration policy. These conditions are reviewed annually and, on a recurring basis, salary increases above those established in the applicable collective agreements are agreed upon, reinforcing the Group's ability to attract and retain talent in a highly competitive sector.

Collective bargaining

Law 11/2018 – Social dialogue

With regard to the collective agreements applicable to the company, there are mainly four sectors affected, organised as follows:

- All companies engaged in **construction** activity govern their labour relations in accordance with the provisions of the various provincial collective agreements for construction, which, according to their own provisions, apply the General Agreement for the Construction Sector on a subsidiary basis. It should be noted that, for various labour reasons, there are minor exceptions to these provincial construction agreements. Thus, although 94.61% of the workers in these companies (2,441 workers) regulate their labour relations through the aforementioned construction agreements, 4.53% of the workforce, i.e. 117 workers, are governed by the provisions of the relevant regional collective agreement for the iron and steel industry, while a total of 17 workers (0.66%) are covered by the national collective agreement for gardening.

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- With regard to **the Commercial Sector** within the Organisation, the Collective Agreement for all the different companies that comprise it, except Outdoor King S.A., is the provincial agreement for the Textile Trade (Wholesale Fabric Sales) with 64 workers, representing 96.97% of the total for the sector. The company Outdoor King operates under the provincial collective agreement for Wholesale and Retail Trade with 2 employees (3.03%).
- In the **Services Sector**, all the companies and joint ventures that comprise it are governed by the State Collective Agreement for Gardening, with 743 workers, representing 100% of the workforce.
- Finally, in the **Industrial Sector**, the predominant collective agreement is the provincial Collective Agreement for Iron and Steel, with 287 workers, supplemented by the State Collective Agreement for Industry, New Technologies and Services in the Metal Sector. This figure represents 95.35% of the total for the sector. The only exceptions are the companies Enerxias Renovables de Galicia with one employee (0.33%) and San José Energía y Medioambiente with one employee (0.33%), which are governed by the State Collective Agreement for Engineering. In addition, the Sagunto joint venture has 12 employees (3.99%) who are governed by the provisions of the Valencia provincial collective agreement.

Table 41. Collective bargaining coverage

CSRD – S1-8-60.63 // Law 11/2018 – Employees covered by collective agreement

	Collective bargaining coverage	Social dialogue
Coverage rate ¹⁵	SANJOSE Group	SANJOSE
0–19	Other countries	Other countries
20–39		
40–59		
60–79		Spain (75.0%)
80–100	Spain (99.9%)	

Information on collective bargaining coverage and social dialogue is available for the workforce in Spain, where 3,685 people (99.9% of the total workforce in this country) are covered by the corresponding collective agreements. In the rest of the countries, Grupo SANJOSE complies with the various national regulations in force.

Human and labour rights

Law 11/2018 – Human rights

Grupo SANJOSE subscribes to the 10 principles of the United Nations Global Compact, as well as the standards of the International Labour Organisation (ILO) Declaration on labour rights and the OECD Guidelines for Multinational Enterprises. This involves guaranteeing freedom of association, eliminating forced labour and child labour, and fully respecting the dignity and well-being of our employees in every country and region where we operate. With regard to child labour, the Group raises the minimum working age to 18, above the 16 required in Spain, to protect younger workers.

To ensure compliance with these commitments, Grupo SANJOSE implements human rights due diligence mechanisms, including reporting channels and internal auditing and procedures. The Group also maintains open channels of communication with all its stakeholders, including suppliers and customers, and provides training to its staff on human rights, ethics and anti-corruption policies through internal platforms such as the Hal system and the corporate forum, where the Code of Conduct and all the Group's policies are disseminated.

Incidents, complaints and serious incidents related to human rights

CSRD – S1-17 // Law 11/2018 – complaints related to human rights

¹⁵ In the other countries, the regulations in force are followed.

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In 2025, seven communications were received through the Group's various communication channels. Following the analysis and assessment of all incidents, the procedure for potential harassment situations was activated in three notifications. At the end of the financial year, two have been closed and the third is being handled in accordance with the established mechanisms and relevant legislation, with the participation of an independent third party. The remaining notifications were not related to human rights or workplace harassment and have been referred to the appropriate departments.

Equality and diversity

At Grupo SANJOSE, there is a firm commitment to maintaining an environment that facilitates and promotes equal opportunities, non-discrimination, diversity and the inclusion of professionals, with a commitment to a people management model that is committed to and compatible with professional excellence and avoids any type of differentiation based on sex, race, religion or other conditions.

The implementation of measures aimed at promoting an inclusive environment allows the Group to reduce internal tensions, increase team satisfaction and prevent conflicts arising from possible pay inequalities or discrimination. At the same time, these initiatives generate tangible benefits such as improved productivity, a stronger organisational culture and the attraction of diverse talent, which promotes innovation and improves decision-making processes.

Diversity parameters

CSRD – S1-9 // Law 11/2018 – Equality

To define senior management, Grupo SANJOSE uses the criteria set out in its Corporate Governance Report.

Table 42. Number and % of senior management by gender

CSRD – S1-9-65a

Gender	Number of employees in senior management	Percentage representation in senior management
Male	4	57%
Women	3	43%
Other	0	0.0%
Not reported	0	0.0%
Total	7	100%

Table 43. Number of employees by age range

CSRD – S1-9-65b // Law 11/2018 – Distribution of employees by age and country

Age		Total																			
		2024										2025									
< 30 years		533										602									
30–50 years		2,430										2,462									
> 50 years		1,450										1,586									

Age	Spain		Portugal ¹⁶		United Arab Emirates		Chile		Peru		United States		Argentina		Mexico		Italy		India	
Period	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
< 30 years	346	437	41	77	23	5	65	65	2	5	0	3	3	1	52	6	1	3	0	0
30–50 years	1,821	1,885	146	198	125	70	255	235	38	41	4	6	7	8	23	6	5	7	6	6
> 50 years	1,253	1,368	76	92	11	11	92	90	6	11	4	8	3	2	0	0	3	2	2	2

Equality Plans and Policies

Proof of this commitment can be seen in the various [Equality Plans](#) that have been developed in different companies within the Group since 2010, in accordance with legislative changes.

These plans and the associated protocols have been designed and negotiated specifically for application in Spain. However, the procedures, commitments, objectives and measures set out in relation to equality have the potential to be adapted to the different companies that form part of the SANJOSE Group. These adaptations are made in accordance with the legal, cultural and operational particularities of each country, ensuring that the principles of equality are a common pillar in all our international operations.

The plans cover the following topics and actions:

- **Selection and recruitment.** Ensuring equal treatment and opportunities based on objective criteria without gender discrimination in the selection and recruitment processes.
- **Training and awareness.** Ensuring access to training at all levels of the workforce. Raising awareness among staff to ensure training in equality, gender stereotypes and the prevention of sexual and gender-based harassment.
- **Career advancement:** Ensuring that the criterion for professional development is the professional merit of the candidates for the position, incorporating a gender perspective into the promotion processes. Increasing the promotion of women in the company. Ensuring promotion processes that comply with the principle of equal treatment and opportunities based on objective criteria, without direct or indirect discrimination.
- **Joint exercise of work-life balance rights.** Promote a balance between the working and personal lives of staff.
- **Remuneration:** guarantee equal pay for work of equal value.

¹⁶ Includes Cape Verde employees in order to maintain comparability with the data presented in 2024.

- **Prevention and action in cases of sexual and/or gender-based harassment.** Ensure that the necessary procedures and means are in place to prevent, detect and act on situations or behaviour that could be classified as sexual and/or gender-based harassment. Establish measures to prevent situations of sexual and gender-based harassment.
- **Corporate image and communication.** Ensure that mechanisms are in place to ensure accurate information and equal communication between women and men. Ensure an inclusive corporate image and communication.
- **Occupational risk prevention with a gender perspective.** Incorporate the gender perspective into prevention policy, health surveillance and any other obligation related to occupational risk prevention, paying particular attention to the risks associated with pregnancy and breastfeeding.
- **Gender-based violence.** Ensure that any female worker who is a victim of gender-based violence is aware of and can exercise her rights under the law, as well as any improvements in the company.

In line with its commitment to supporting female employees who are victims of gender-based violence, Grupo SANJOSE has established an action protocol that includes:

- Raising awareness among staff about the seriousness of gender violence.
- Access to specific protection measures and support for reintegration into the workplace.
- Prioritising the hiring of women in this situation, promoting their autonomy and empowerment.

Action against harassment

In terms of prevention and action against sexual and gender-based harassment, the Plan includes a detailed action protocol based on two fundamental aspects:

1. **Prevention:** Measures are established to prevent situations of sexual harassment or harassment based on sex, gender identity or sexual orientation. This includes specialised information on policies/action protocols.
2. **Action:** An internal procedure is in place to ensure a rapid and effective response to complaints, providing protection measures for victims and punishing inappropriate behaviour.

In addition, this process will be completed in 2025 with the new [Protocol against Harassment and Violence against LGBTBI People](#). Its objective is to comply with Law 4/2023, of 28 February, for the real and effective equality of transgender people and to guarantee the rights of LGBTBI people. The protocol comprises two types of actions:

1. Measures to achieve real and effective equality and guarantee the rights of LGBTBI people.
2. Specific procedure for complaints that may be made for harassment on the grounds of sexual orientation, sexual identity, gender expression or sexual characteristics of LGBTBI workers.

Training and awareness

With a commitment to promoting equal conditions, Grupo SANJOSE carries out training and awareness-raising activities for its staff, addressing various topics such as work-life balance, shared responsibility, equal opportunities, etc.

Throughout 2025, various awareness-raising activities on equality have been carried out, targeting 762 team members in Spain. In addition, the Group has improved its educational and awareness-raising content through the SOMOS SANJOSE Internal Channel, where a specific channel on this topic has been set up, allowing quick and easy access to all the information.

Measuring the effectiveness of the measures implemented in the area of equality and diversity

In line with this framework of social commitment to equality and non-discrimination, Grupo SANJOSE has established internal control procedures to ensure compliance with these principles, as well as with the established objectives and improvement actions. To this end, an annual review of the indicators defined for each measure is carried out in order to assess its impact. The results of these reviews are used to generate at least one annual report of conclusions, which is submitted for review by the Equality Plan Monitoring and Evaluation Committee.

Furthermore, Grupo SANJOSE guarantees that equality plans will be reviewed in specific situations that require it, such as the detection of negative results in periodic monitoring or failure to comply with legal or regulatory requirements. Reviews are also planned in cases of significant changes in the organisational structure or in the composition of the workforce, ensuring that working conditions and recruitment policies are adjusted to the new contexts without causing harm to workers.

Participation of workers

A joint Negotiating Committee is set up between company representatives, worker representatives and trade union representatives to draw up the various Equality Plans, ensuring the equal participation of all parties in the process of defining goals, monitoring results and continuous improvement.

In addition, through the [Monitoring Committee](#), staff can express disagreements or raise questions about the Group's practices. This committee is responsible for analysing, resolving and, if necessary, incorporating these issues based on objective criteria, ensuring that any negative impact on the workforce is identified and managed in a swift and effective manner.

Resources allocated to equality and diversity initiatives

Law 11/2018 – Equality Plan

Grupo SANJOSE undertakes to provide the necessary material and human resources to ensure the proper implementation, monitoring and evaluation of the various objectives and measures set out in the Equality Plan. To this end, the following resources are made available to the Monitoring Committee and the various persons responsible for the areas involved in the Equality Plan:

- The physical and telematic resources necessary to hold the various meetings of the Committee (meeting rooms, audiovisual equipment, telematic platforms, office supplies, etc.).
- The necessary time allowance for the RLPT representatives of the trade unions, as well as the advisors who form part of the staff, to carry out the functions set out in this Plan.
- The collaboration of internal staff from the different departments or areas involved in the Plan (training, recruitment, personnel, image and communication, etc.).
- The necessary resources for the proper implementation of the measures set out in the Plan.
- Material resources so that staff members can make the most of the various awareness-raising or training activities on equal opportunities, as well as any other activities contained in this Plan (communication channels for this purpose, training rooms, internal forum, training platform, teaching materials, etc.).
- The collaboration of the staff member designated as responsible for Equality in the promotion, supervision, coordination, monitoring and evaluation of the measures established in the Equality Plan.

Remuneration parameters (wage gap and total remuneration)

CSRD – S1-16 // Law 11/2018 – Gap and remuneration

The SANJOSE Group is firmly committed to promoting effective equality between men and women in all areas to which the Group has access, including salary aspects, without neglecting the responsibilities inherent to each job position.

In pursuit of this goal, it calculates and analyses the so-called "wage gap", defined by the European Commission as "the relative difference in the average gross income of women and men within the economy as a whole".

I the undersigned Juan Amor Fernández, sworn translator for the English Language, duly appointed by the Ministry for Foreign Affairs, European Union and Cooperation, do hereby certify that this translation is a true and faithful translation of the original Spanish document

The salary structure in the Organisation is based on the various regulations established in the applicable collective agreements. In an attempt to show a generalised structure, although, as we have said, it is subject to variations depending on the different territorial or functional areas, the most common concepts of the salary structure are as follows:

- Base Salary
- Attendance and Activity Bonuses
- Non-Salary and Transport Bonuses
- Voluntary supplements
- Extra Pay
- Holidays

The wage gap at Grupo SANJOSE stands at 8%, with a greater difference in the categories of managers and operational staff, while in management and foreman positions, the average remuneration is more favourable to women.

The pay gap has been calculated based on the remuneration data of employees in Spain and Portugal, who account for 85.5% of the total workforce. The methodology used weights the results according to the number of employees in each category and country.

In terms comparable to the wage gap reported in 2024, which corresponded to employees in Spain, the gap stands at 5.9% (4.1% in 2024). This difference is mainly concentrated in middle management, technical staff and operational staff, while in the management category there is a gap that benefits women.

Table 44. Gender pay gap

CSRD – S1-16-97a, 98 // Law 11/2018 – Pay gap

		Average remuneration including fixed and variable salary (euro per hour)		
		Men	Women	Gap
Professional category	Managers	€89.7	€95.6	-10.3%
	Middle managers	€38.5	€35.4	8.2%
	Administrative staff	€17.8	€17.1	4.2%
	Technical staff	€25.3	€22.4	11.6%
	Managers	€26.5	€16.4	38.3%
	Foremen	€21.7	€21.3	1.8%
	Operators	€17.1	€13.8	18.8%
Total		€22.4	€20.6	8%

Table 45. Average remuneration by gender, age and professional classification

Law 11/2018 – Average remuneration

			Spain		Portugal	
			Men (€)	Women (€)	Men (€)	Women (€)
Average remuneration	Age	< 30	€30,107	€30,347	€23,757	€21,743
		30	€38,913	€37,439	€38,342	€30,356
		> 50	€41,492	€43,390	€43,386	€16,800
	Professional category	Directors	€155,503	€166,000	€122,285	- €
		Middle managers	€68,966	€61,987	€61,788	€49,000
		Administrative staff	€31,612	€30,441	€21,823	€19,618
		Technical staff	€46,100	€41,111	€32,043	€29,287
		Managers	€47,400	€28,396	€39,875	- €
		Foremen	€39,099	€37,007	€27,996	-
		Operators	€29,747	€24,113	€22,668	€16,800
	Total		€39,106	€36,789	€38,459	€27,587

The remuneration of both the Board of Directors and the Group's senior management is included in the consolidated annual report and in the SANJOSE Group Directors' Remuneration Report. The salary difference between the highest-paid person and the average for all employees is 26.0 (26.6 in 2024).

Staff with disabilities

Law 11/2018 – Persons with disabilities and universal accessibility

In order to promote measures that help to put people with disabilities on an equal footing with those without disabilities, fostering an environment that does not exclude anyone on the basis of their disability, all office facilities that allow it are adapted and equipped accordingly with parking spaces, accesses, toilets, etc., complying with and improving upon the legal provision of November 2013 on the rights of persons with disabilities and their social inclusion.

Similarly, the incorporation of people with any type of disability is actively promoted, provided that they adapt to the existing requirements in the different sectors of the Group. All this is done through open job offers and free access to all types of candidates, as well as equal internal promotion for members of this group who are part of the workforce, with safety and comfort conditions prevailing.

In order to comply with Royal Decree 364/2005, of 8 April, the Spanish companies of the SANJOSE Group have adopted various measures, including obtaining certificates of exceptionality, regulated by the aforementioned Royal Decree. These certificates allow, under certain circumstances, companies with more than 50 employees to be exempt from the obligation to hire a percentage of no less than 2% of people with disabilities, provided that they compensate for this obligation through other legally established means.

- In this context, Tecnocontrol Servicios, S.A. obtained its certificate of exceptionality on 6 August 2025, valid for three years. At the time of the application, the company's eligible workforce was 287 people, which would have meant an obligation to hire 5.74 people with disabilities if this exceptionality had not been granted. Similarly, Cartuja Inmobiliaria submitted an application for a Declaration of Exception on 29 December 2025, also for a period of three years. In this case, with a computable workforce of 173 people, the company would have been obliged to hire three people with disabilities if it had not obtained the aforementioned certificate.
- For its part, Constructora San José, S.A. obtained its certificate of exceptionality on 21 September 2023, also valid for three years. In this case, with a computable workforce of 2,119 people, the obligation would have been to hire a total of 42 people with disabilities, had the exceptionality not been applied.

During the corresponding period, these companies have complied with the required alternative measures. These include entering into commercial contracts with authorised special employment centres, which allows them to offset the obligation to directly hire personnel with disabilities, as established by the Royal Decree. These actions ensure that the SANJOSE Group acts in full compliance with current legislation on inclusion and accessibility in the workplace.

Table 46. Persons with disabilities in Spain

CSRD – S1-12, 79, 80 / Law 11/2018 Persons with disabilities

	No. of jobs			% of total employees		
	Men	Women	Total	Men	Women	Total
Direct recruitment: employees with disabilities	39	6	45	1.2%	1.1%	1.2%
Direct and indirect recruitment (including alternative measures)	-	-	79	-	-	2.1%

Talent recruitment and management

The availability of talent that meets operational needs is one of the main strategic risks facing the Grupo SANJOSE's sectors of activity. In order to respond to this challenge, Grupo SANJOSE is boosting its attractiveness by consolidating a powerful employer brand across diversified channels, such as LinkedIn, leading job portals and job fairs, where it promotes active communication that allows it to project its corporate culture, values and value proposition to workers. Beyond attracting talent, the goal is to protect the culture and values that form the corporate identity and unite all Grupo SANJOSE employees.

Attracting and recruiting talent

Grupo SANJOSE promotes inclusive selection processes, incorporating specific clauses that guarantee equal opportunities, non-discrimination and the protection of groups such as the LGTBI community.

During 2025, a total of 2,768 interviews were conducted (2,474 in 2024) in response to 769 selection processes (563 in 2024). Thirty-three per cent were women and 67 per cent were men (33 per cent and 67 per cent in 2024).

Likewise, in 2025, the technical capacity of the selection team was strengthened through specific training in inclusive selection and bias reduction, ensuring more objective and equitable processes in line with best practices in equality. This approach allows us to move towards a more equitable, pluralistic and respectful work environment, while reinforcing the sustainability of the business model.

With the aim of attracting and training talent and employability in the construction sector, various initiatives have been established to bring the company closer to potential employees and promote knowledge of the sector:

- **Collaboration agreements** with 61 training centres, including universities, institutes and vocational training centres, among others. In 2025, 82 people have completed professional internships in the Group's companies through these agreements.
- **Participation in university and technical job fairs** with a special focus on degrees related to engineering, architecture and vocational training.
- **Organisation of talks, presentations and information sessions** at universities and vocational training institutes, aimed at raising awareness of the company's activities, its values, its commitment to sustainability and career opportunities in the sector.
- **Creation and continuous improvement of career pages** in recruitment tools and corporate channels.

In addition, in 2025, work has been done on the following measures, which will be implemented in 2026:

- **Offering technical training courses** aimed at groups with difficulty accessing the labour market, including young people and other professionals with experience and a need for retraining, contributing to their reintegration into the labour market and strengthening the socio-economic fabric of the environment.
- **Collaboration with training programmes** through the donation of construction materials to facilitate practical learning and the development of technical skills.

Training and talent development

Law 11/2018 – Policies in the field of training

Professional growth is the central focus and priority objective of Grupo SANJOSE, being key to both the present and future of the Group. For this reason, a comprehensive approach to professional development has been consolidated, based on two fundamental pillars: talent management and evaluation programmes. This model allows for the effective management of the impacts, risks and opportunities associated with personnel, recognising that continuous training and skills development are essential for the growth of employees, the mitigation of risks arising from a lack of qualified talent and the capitalisation of opportunities in a dynamic and constantly evolving labour market.

With regard to training, Grupo SANJOSE is committed to providing training that is accessible to all staff and continuous over time. To this end, training plans are designed to meet the specific needs of each business area, responding to both technical demands and regulatory and technological changes. The training plans include:

- **Mandatory training:** ensures that employees have the essential knowledge to operate in a safe and efficient environment, with special emphasis on safety, health, quality and the environment.
- **Specific training:** responds to technical and training needs identified in each business area, designing training activities tailored to the company's operational requirements
- **Training in Equality Policies:** aimed at raising staff awareness of gender equality, diversity and harassment prevention, in line with the company's Equality Plan.
- **Legislative and regulatory changes:** enables a response to legal changes and the adaptation of procedures to new regulations in Risk and Insurance, Compliance.
- **New Technologies (BIM), languages and business management.**

Training is managed through an operating procedure integrated into internal tools, which allows management to identify needs, prioritise them and translate them into sector-specific and annual plans. These plans are dynamic, allowing them to be adapted to regulatory changes and market demands, ensuring that the training provided remains up to date and relevant.

Likewise, the [PHAROS digital platform](#) expands access to a catalogue of courses, both technical and related to cultural values, in Spanish, English and Portuguese, allowing employees and their immediate families to access continuous training free of charge.

In the area of training, the Group facilitates access to internal programmes that are mainly carried out during working hours. These training courses include face-to-face, distance and blended learning, allowing new skills to be developed without significantly affecting personal time.

On the other hand, talent management programmes are designed to promote the long-term strategic development of the workforce, covering different stages of professional growth. Talent management is structured around two key programmes, connected by a cross-cutting emotional component: the transmission of values, principles and organisational culture among professionals, thus reinforcing their integration as fundamental parts of the business.

- For junior profiles, the [Integration and Development Programme \(PID\)](#) plays a fundamental role, accompanying their incorporation and adaptation during their first two years of work. This programme combines technical training, mentoring and biannual evaluations, ensuring the effective integration and commitment of these employees to the company's values and objectives.
- The [Consolidation Programme \(PdC\)](#) supports staff in their transition to higher levels of development, with options ranging from Optimal to Excellence, depending on their degree of professional maturity.

In addition, the [Management Development and Internal Mobility Programme](#) will be implemented, a performance evaluation procedure for structural staff with the aim of assessing the strengths and commitment of the teams.

In terms of impact, a total of 53,806 hours of training were carried out in 2025 (33,447 in 2024¹⁷), combining face-to-face and *online* modalities. In comparable terms, total training hours have increased by 38% compared to those carried out in 2024 due to increased training in Occupational Risk Prevention and the improvement of global skills and tools.

This effort has benefited 1,516 men, who completed 41,172 hours, and 451 women, who completed 12,633 hours of training (1,309 men and 560 women in 2024). The predominantly male participation is consistent with the composition of the workforce, especially in technical and operational sectors. This information includes 713 hours of training for personnel in practice.

This commitment demonstrates Grupo SANJOSE's commitment to the development of its human capital and the integration of training as a strategic tool to meet market challenges.

This data includes training hours in the area of Occupational Risk Prevention, which in 2025 totalled 23,312 hours of training. This training was completed by 1,003 men and 211 women.

¹⁷ In the 2024 EINF, general training (22,367 hours) was presented separately from training in Occupational Risk Prevention (11,080 hours).

Table 47. Financial resources allocated to training and professional development

	Current (€)		Short-, medium- and long-term provision ¹⁸
	OpEx	CapEx	OpEx/CapEx
Training plans	475,194 ¹⁹	N/A	N/A
Talent Management Programmes (PID and PdC)	1,143,254.3	N/A	N/A
TOTAL TRAINING	1,618,448.3	N/A	N/A
Integration and Development Programme (PID)	451,065.4	N/A	N/A
Consolidation Programme (PdC)	692,188.9	N/A	N/A

Finally, performance evaluation is an essential tool for ensuring alignment between individual objectives and the organisation's strategic goals. Through regular processes, skills, competencies and achievements are analysed, allowing areas for improvement to be identified and personalised plans to be designed to optimise performance.

The impact of these actions is measured through constant monitoring and the implementation of adjustments based on the results obtained. This approach not only contributes to improving individual performance, but also reinforces team cohesion and effectiveness, thus consolidating the company's position in the market.

Training and skills development parameters

CSRD – S1-13

Table 48. % of staff by gender who have undergone performance and professional development assessments in Spain and Portugal

CSRD – S1-13-83a

	Male	Women
Staff assessed	232	130
Percentage of total	6.03	16.23
Total	3,849	801
Number of assessments per person ²⁰	1-2	1-2
Percentage of reviews carried out as agreed with management	100%	100%

¹⁸ At present, there are no plans to invest significant resources at the OpEx or CapEx level in the short, medium or long term. Investment will remain similar to the current financial year and will be adapted according to staff growth and contextual needs.

¹⁹ Training courses for all staff, including the Pharos tool and Occupational Risk Prevention and Compliance training.

²⁰ Depending on the performance evaluation programme in which the employee is enrolled, annual or semi-annual reviews are conducted. Grupo San José carries out all the evaluations agreed upon during the financial year.

Table 49. Total and average training hours per employee, by gender and professional category

CSRD – S1-13, 83, 84 // Law 11/2018 – Training hours

By gender	Training hours				
	Male		Women		Total
	Hours	Average per employee	Hours	Average per employee	Hours
TOTAL	41,172	10.7	12,633	15.8	53,806

By gender and professional category	Training hours	
	Male	Women
Management	2,086	216
Middle management	1,375	1,136
Technical staff	17,109	8,083
Administrative staff	1,640	2,616
Supervisory Staff	1,553	8
Foremen	859	
Operating staff / Construction workers	16,055	359
Interns	497	216

Health and safety

Law 11/2018 - Health and safety

Grupo SANJOSE recognises that the health and safety of its workers is a fundamental priority, both because of its direct impact on people's well-being and because of its strategic importance in ensuring operational sustainability. The Group has consolidated a comprehensive approach focused on prevention, mitigation and continuous improvement.

In 2025, the prevention of emerging risks linked to the ageing of the workforce, cardiovascular health and physical and emotional well-being has been reinforced, with a focus on the Spanish market, where the largest number of employees are located.

The **Occupational Risk Prevention (ORP) area** is an independent department with its own entity, which autonomously leads health and safety policies, ensuring the application of specific measures for Group employees in all countries where it operates. This approach allows specific actions and resources to be targeted at protecting people, while promoting a safe and healthy working environment.

Key actions implemented include:

- **Periodic occupational risk assessment**, which allows hazards to be identified and classified and specific plans to be drawn up for each project. These plans incorporate collective and individual preventive measures to reduce the associated risks, as well as monitoring mechanisms to ensure compliance.
- **Regular medical examinations**, both annually and for new hires, to detect and mitigate potential work-related health problems.
- **Prevention training**, with the aim of fostering a culture of prevention that involves all levels of the organisation, regular training in occupational risk prevention is promoted and information campaigns and awareness-raising talks are held.
- **A culture of active participation in safety issues**, offering employees the opportunity to contribute directly to the identification of risks and the implementation of preventive measures. In this way, they are provided with specialised training and opportunities to play roles as representatives in occupational health and safety issues.

Training and awareness

Grupo SANJOSE seeks to create a culture of prevention that involves the entire company in occupational safety practices. Training focuses on safety measures applicable to their activities and the proper use of tools and equipment.

In 2025, a preventive leadership training programme was launched for managers, foremen and technical staff at Cartuja and EBA, with a total of 85 participants. This training, delivered internally by the PRL Department, aimed to fully integrate prevention at all hierarchical levels, developing human, organisational and technical skills. The results show a very positive assessment, especially in content related to the human factor, which has led to its extension to the rest of the Group's companies.

In addition, workshops and talks on well-being and health were given in Spain, focusing on healthy habits, mental health, anxiety management, mindfulness, conscious eating and restorative rest. For its part, the internal communication channel Somos SANJOSE published informative content on prevention and healthy lifestyle habits, provided by the medical service.

Training with road safety simulators was also developed in Madrid, Seville, Malaga, Vitoria, Barcelona and Valladolid.

Safety in adverse weather conditions

Grupo SANJOSE works to protect the health and safety of its team against weather risks exacerbated by climate change.

In Spain, all construction sites develop specific protocols, which are integrated into [Health and Safety Plans](#) and comply with current regulations. These plans incorporate information provided by the State Meteorological Agency (AEMET), which allows critical episodes to be anticipated and reinforced preventive measures to be activated, such as reorganisation of tasks, scheduled breaks, availability of shade and hydration, and temporary suspension of activities when conditions so require.

In other countries, approaches vary according to local regulations and project characteristics, ranging from formal protocols (Mexico, USA) to operational measures such as adjusting working hours (Italy), providing personal protective equipment (Peru) or recommendations adapted to the context of the project (Portugal).

Cardio-protected spaces

The Group's offices in Spain have been equipped with semi-automatic external defibrillators to make them cardio-protected spaces. Staff have received the necessary training to ensure an appropriate response to possible medical emergencies.

Organisational resources

In Spain, the companies Constructora San José, S.A., Cartuja Inmobiliaria, S.A.U., EBA and Tecnocontrol Servicios, S.A. have been certified since 2021 under the ISO 45001 standard, and previously, since 2009, under the OHSAS 18001 standard. In addition, since 2024, these companies have been certified under the ISO 39001 road safety standard.

The Group has a [Joint Prevention Service](#) for these companies. This service covers preventive disciplines such as occupational safety, industrial hygiene, ergonomics and applied psychosociology. In addition, occupational medicine is managed through an external service, which is renewed annually. The rest of the Spanish companies have an external prevention service.

Internationally, the prevention organisation complies with the regulatory requirements of each country, always maintaining corporate health and safety principles, but adapting models and responsibilities to local legal frameworks.

- Chile: each site has its own risk prevention expert and emergency plan, which allows for close preventive management adapted to specific conditions. There is also a general coordinator who channels any relevant issues to the site advisors.
- Peru: there is an OHS manager who coordinates preventive activity in the country. During the financial year, internal procedures were reviewed and updated.
- Portugal: The PRL Department has a manager and several technicians distributed across the Porto, Lisbon and Algarve offices, facilitating continuous operational support. Procedures are under constant review and improvement.
- Mexico: each construction site has a Health and Safety Resident responsible for preventive management.
- Argentina: actively promotes information, consultation and staff participation as a basis for continuous improvement.

- Italy: responsibility for PRL lies with the Datore di Lavoro, in accordance with local regulations. The company has an external Prevention and Protection Service (SPP), renewed in 2025, , as well as a Workers' Representative (RLS) and a *supervisor*, who in this case are the same person.
- United States: the Group has external experts for advice and audits of the prevention system.

Actions in the event of an incident

The SANJOSE Group's [Civil Liability policy](#) ensures adequate coverage for damages resulting from workplace accidents. The coverage extends to international operations, adapting to local requirements, and includes financial compensation and the necessary legal support for Group personnel affected by the claims process. This ensures that personnel have the same level of protection and access to redress mechanisms, regardless of the country in which they operate, in compliance with the applicable collective agreements.

In the event of an incident, Grupo SANJOSE immediately activates its claims management protocols. At the individual level, immediate medical attention is guaranteed, allowing affected workers to receive appropriate treatment in a timely manner. If circumstances require it, comprehensive support is provided, including medical and psychological care, as well as a process of occupational rehabilitation. These measures are complemented by the management of financial compensation provided for in the applicable policies and agreements.

Collective measures include: thorough investigation of incidents to identify causes in order to implement corrective measures and prevent future accidents; review of safety protocols to verify that occupational health and safety procedures are complied with at all times, modifying them if necessary; and evaluation of the health and safety management system to identify possible deficiencies and improve its effectiveness.

Measuring the effectiveness of the measures implemented

Furthermore, Grupo SANJOSE implements a structured approach to assess and guarantee the effectiveness of measures and compliance with objectives related to worker health and safety, using key tools and indicators that allow for the continuous measurement and improvement of actions taken, as well as the anticipation and detection of possible negative impacts.

The different markets adapt this monitoring to local needs. For example, in Spain, compliance, accident rate and performance indicators are particularly important. The former verify the correct application of health and safety procedures in the workplace through internal and external audits, while the latter, which include the analysis of accidents and occupational diseases, are essential for identifying causes, assessing risks and designing preventive measures.

Staff satisfaction is also monitored through the Prevention Delegates, who collect proposals for improvement, suggestions and complaints, and periodic reviews are carried out in the workplaces to assess both safety conditions and the implementation of necessary improvements. These tools allow Grupo SANJOSE to prioritise resources towards critical areas, reducing incidents and strengthening occupational safety.

Health and safety parameters

CSRD – S1-14

With the aim of advancing its commitment to transparency and aligning this Sustainability Report with the requirements established by the CSRD, Grupo SANJOSE has reviewed the indicators and expanded the scope of information on health and safety, broadening the scope of data on occupational risk prevention. However, this information does not include operations in the United Arab Emirates, as this is a residual activity following the completion of the project.

Table 50. Health and safety

CSRD – S1-14-88,90 // Law 11/2018 – Hours of absenteeism

	Employees	
	2024	2025
Percentage of workers covered by the health and safety management system	100%	100%
Number of fatalities due to work-related injuries and health problems	1	0
Number of days lost due to workplace accidents	4,452	4,762
Total hours of absenteeism (Law 11/2018)	895,237	958,404
Hours worked	6,199,691	6,105,868

Table 51. Accidents at work, in particular their frequency and severity, as well as occupational diseases; broken down by sex

CSRD – S1-14 // Law 11/2018 – Accidents, rates and occupational diseases

Severity		Employees	
		Male	Women
Number of workplace accidents			
With sick leave	At the workplace	158	8
	On the way to or from work	27	2
No sick leave	At work	124	2
	In transit	3	7
Total Work-related accidents (S1-14 88)		331	
SEVERITY INDEX ²¹		0.78	
FREQUENCY INDEX (Work-related injury rate) ¹⁰		27.19	
Occupational diseases (S1-14)			
With sick leave		0	0
Without sick leave		0	0

Table 52. Evolution of OHS training

	2024		2025	
	No. of students	Training hours	No. of students	Training hours
Total	1,583	11,080	1,214	23,312
Men	1,325	9,866	1,003	19,579
Women	258	1,215	211	3,733

²¹ Grupo SANJOSE does not currently have this information broken down by gender. As part of the improvement of the reporting system, work will be done to improve the collection of information in order to be able to provide this data.

3.1.3. Own staff parameters

a. Goals related to own staff

CSRD – S1-5

Grupo SANJOSE has not set specific goals in terms of working conditions or talent training. Its commitment to its employees in these areas is managed through compliance with collective agreements or equivalent instruments and ongoing dialogue with employee representatives. The following are the goals for Health and Safety and Equality and Diversity:

Health and safety

Through its Occupational Risk Prevention Department (PRL), the SANJOSE Group establishes measurable strategic objectives aimed at guaranteeing the health and safety of its workers and consolidating a solid preventive culture in all the Group's activities. These objectives are aligned with corporate policies and structured over different time horizons — short, medium and long term — allowing for efficient planning and continuous improvement in preventive performance. The current objectives cover operations in Spain.

Progress towards these goals is measured using key performance indicators (KPIs) related to workplace accidents. These include reported incidents, accidents that have occurred and accident rates. Monitoring these indicators allows the effectiveness of the measures to be assessed and any necessary adjustments to be made.

During the period, the mechanisms for participation in setting and monitoring these objectives were strengthened. Preventive objectives are presented, analysed and reviewed in the Health and Safety Committees, encouraging participation and promoting an active exchange of proposals for improvement. In addition, the Technical Prevention Staff act as a direct channel with the workforce, who convey proposals and concerns that enable the early identification of opportunities for improvement and the integration of prevention into all phases of the project.

In international subsidiaries, the definition of annual health and safety objectives is not formalised, as local regulations in most countries do not require the establishment of documented targets. Preventive management is geared towards legal compliance and the application of internal procedures, with different levels of worker participation depending on the regulatory framework of each country.

Table 53. Health and safety-related targets

Time horizon	Goals
Short term	Increase information on occupational risks through talks and OHS campaigns aimed at staff to promote a preventive culture and reduce incidents.
	Increase OHS training focused on specific topics to improve staff preparedness.
	Implement a simple communication system to share lessons learned from significant incidents or accidents, involving all employees.
	Reduce workplace accident rates in the coming year through continuous improvement in safety practices.
Medium term	Maintain a recognised health and safety management system, with periodic reviews to ensure that internal and external standards remain in force.
	Obtain external recognition or positive reviews for good practices in occupational health and safety management, consolidating the Group's reputation in the field of prevention.

Equality and diversity

The company has defined a series of clear and measurable objectives to promote equality among its workforce, in line with its commitment to equity and non-discrimination. Although these objectives are specifically defined within the different Equality Plans, many of them have been generalised for the business group, fostering a homogeneous corporate culture in line with legal obligations.

The monitoring indicators associated with these objectives are validated at meetings held with the various Negotiating Committees for the Equality Plans. This process ensures a joint and participatory review of the degree of progress in the measures implemented.

In companies that do not have a negotiated equality plan, equality management is articulated through the application of corporate guidelines, mainly through training plans and selection procedures, which include cross-cutting measures aimed at ensuring equal treatment and opportunities. These guidelines allow for a

level of homogeneity and consistency to be maintained throughout the organisation, even in the absence of a formal negotiated plan.

The Group also has common corporate guidelines on equality and diversity, which are applied across all areas. The specific indicators included in the negotiated equality plans are analysed directly in meetings with each Negotiating Committee.

2023 is established as the base year, serving as a starting point for diagnosing the current state of processes and measuring progress over time. These objectives reinforce the corporate policy of equality and social responsibility, focusing on eliminating gender bias and ensuring equal opportunities for all employees.

The objectives have been designed in absolute and relative terms, depending on their nature. For example, the total number of people trained in equality represents an absolute objective, while the percentage of procedures reviewed to ensure they do not contain gender bias is a relative objective. These measurements make it possible to evaluate progress towards a more inclusive and diverse environment.

The fulfilment of these objectives is organised into different timeframes. Short-term goals, such as equality training and the review of selection procedures, had a deadline of December 2023 and were implemented in the first year of the plan. On the other hand, more strategic objectives, such as the implementation of work-life balance policies, the evaluation of equal pay, and the continuous monitoring of indicators, have a broader scope in the medium and long term.

Table 54. Goals related to equality and diversity

Topic	Objectives	Indicator / Results 2025
Selection and recruitment	Ensure equal treatment and opportunities based on objective criteria without gender discrimination in selection and recruitment processes.	100% of selection staff trained in equality 100% of job offers incorporate a commitment to equality
Training and awareness	Raise staff awareness of equality, gender stereotypes and harassment prevention Ensure access to training at all levels of the workforce. Raise awareness and inform staff about work-life balance and shared responsibility.	In 2025, equality awareness actions will be carried out for 762 people in Spain.
Career advancement	Ensure that the criterion for professional development is merit, incorporating the gender perspective into promotion processes. Increase the promotion of women.	130 women participating in the talent management programme and with professional development assessment.
	Ensure that vacancies are advertised to both women and men in the workforce.	769 (100%) vacancies advertised internally
Joint responsibility for work-life balance rights	Promote work-life balance for staff.	One day per week of teleworking, available to 28.5% of the total workforce.
	Ensure the joint exercise of work-life balance rights, informing all staff about them and making them accessible, and improve legal measures to facilitate the balance between personal, family and working life.	165 people working part-time 49 on legal guardianship leave
Under-representation of women	Balance the presence of women and men in the different areas and positions of the company.	Women in the workforce by position
Remuneration	Ensure equal pay for work of equal value.	8% pay gap in the Group, 5.9% in Spain
Prevention and action in cases of harassment	Ensure the necessary procedures and means are in place to prevent, detect and act on situations or behaviour that could be classified as sexual harassment or gender-based harassment.	3 incidents of harassment handled.
Corporate Image and	Ensure neutral use of language in all internal and external	100% of job offers use inclusive

Topic	Objectives	Indicator / Results 2025
Communication	communications.	language
Occupational risk prevention with a gender perspective	Incorporate a gender perspective into prevention policy, health monitoring and any other obligation related to occupational risk prevention, paying particular attention to the risks associated with pregnancy and breastfeeding.	Data broken down by professional category and gender on accidents and occupational diseases.
Gender-based violence	Ensure that any female worker who is a victim of gender-based violence is aware of and can exercise her rights under the law, as well as any improvements in the company.	N/A

b. Parameters related to own personnel

The data is presented at the end of the financial year (31 December) and based on staff count criteria.

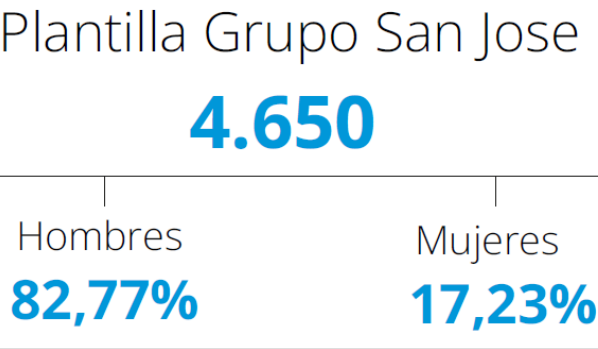


Figure 13. Distribution of employees by geographical area

CSRD – S1-6-50a

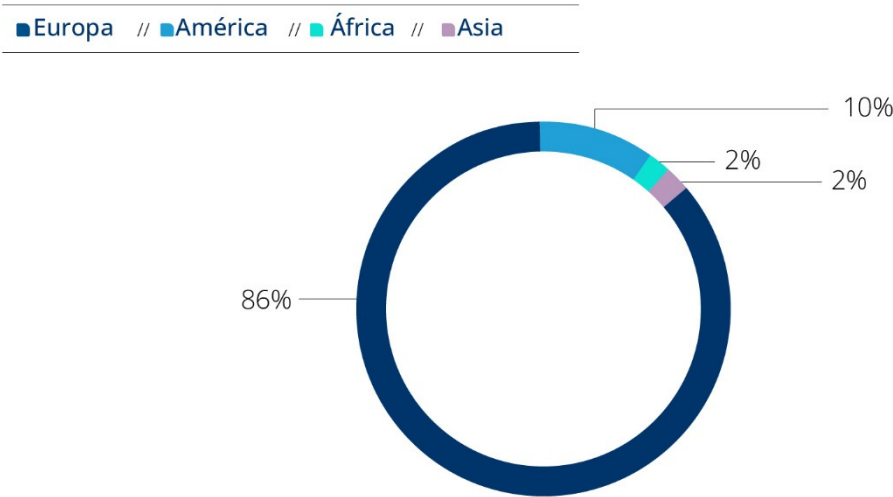


Table 55. Total employees by gender and country

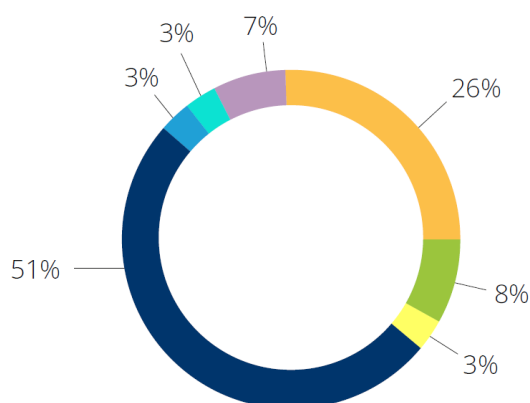
CSRD – S1-6-50a / Law 11-2018 – Total and distribution of employees

Gender	Total	Spain	United Arab Emirates	Portugal	Cape Verde	Chile	Peru	United States	Argentina	Mexico	Italy	India
Male	3,849	3,124	82	222	73	259	39	17	7	10	9	7
Women	801	566	4	64	8	131	18	0	4	2	3	1
Other	0	0	0	0	0	0	0	0	0	0	0	0
Not reported	0	0	0	0	0	0	0	0	0	0	0	0
Total number of employees	4,650	3,690	86	286	81	390	57	17	11	12	12	8

Figure 14. Distribution of employees by professional category

Law 11-2018 – Total number and distribution of employees

■ Operarios // ■ Directores // ■ Mandos intermedios // ■ Administrativos
 ■ Técnicos // ■ Encargados // ■ Capateces

**Table 56. Total number of employees and distribution by gender and professional category**

Law 11/2018 – Distribution of employees by gender and professional classification

Professional category	Number of employees			
	Total			
	Male	Women	Other	Not reported
Address	115	8	0	0
Middle Management	99	43	0	0
Administrative Staff	127	220	0	0
Technical Staff	821	371	0	0
Management Staff	345	4	0	0
Foremen	131	3	0	0
Operating personnel / Construction personnel	2,211	152	0	0
Total number of employees	3,849	801	0	0

Table 57. Distribution by gender, country and professional category

Law 11/2018 – Distribution of employees by gender, professional classification and country

Professional category	Number of employees			
	Spain			
	Male	Women	Other	Not specified
Address	84	5	0	0
Middle Management	58	27	0	0
Administrative Staff	96	171	0	0
Technical Staff	631	253	0	0
Management Staff	275	4	0	0
Foremen	112	3	0	0
Operating staff / Construction staff	1,868	103	0	0
Total number of employees	3,124	566	0	0
United Arab Emirates				
Address	2	0	0	0
Middle Management	0	0	0	0
Administrative staff	5	3	0	0
Technical Staff	10	1	0	0
Management Staff	0	0	0	0
Foremen	1	0	0	0
Operating staff / Construction staff	64	0	0	0
Total number of employees	82	4	0	0
Portugal				
Address	12	0	0	0
Middle Management	14	1	0	0
Administrative Staff	6	12	0	0
Technical Staff	98	50	0	0
Management Staff	45	0	0	0
Foremen	14	0	0	0
Operating staff / Construction staff	33	1	0	0
Total number of employees	222	64	0	0
Cape Verde				
Address	1	0	0	0
Middle Management	5	0	0	0
Administrative Staff	2	2	0	0
Technical Staff	8	3	0	0
Management Staff	14	0	0	0
Foremen	0	0	0	0
Operating staff / Construction staff	43	3	0	0
Total number of employees	73	8	0	0
Chile				
Address	6	2	0	0
Middle Management	14	13	0	0
Administrative Staff	10	20	0	0
Technical Staff	38	51	0	0
Management Staff	4	0	0	0
Foremen	2	0	0	0
Operating personnel / Construction personnel	185	45	0	0
Total number of employees	259	131	0	0
Peru				
Address	3	1	0	0
Middle Management	2	1	0	0
Administrative Staff	3	6	0	0
Technical Staff	16	10	0	0
Management Staff	2	0	0	0
Foremen	2	0	0	0
Operating personnel / Construction personnel	11	0	0	0
Total number of employees	39	18	0	0
United States				

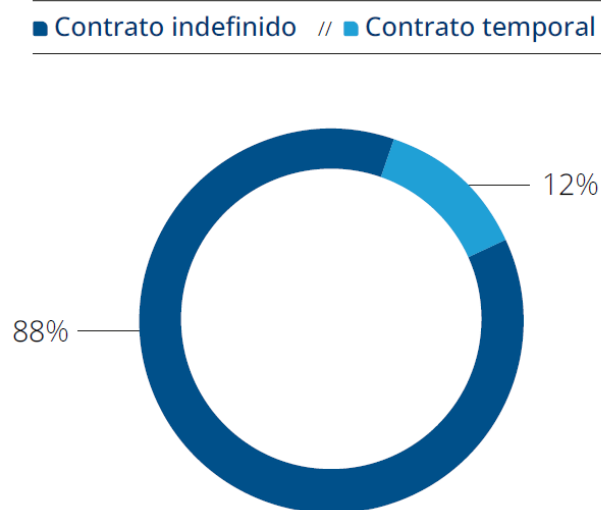
Non-Financial Information Statement 2025 SAN JOSÉ Group

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Address	2	0	0	0
Middle Management	4	0	0	0
Administrative Staff	0	0	0	0
Technical Staff	8	0	0	0
Management Staff	3	0	0	0
Foremen	0	0	0	0
Operating staff / Construction staff	0	0	0	0
Total number of employees	17	0	0	0
Argentina				
Address	2	0	0	0
Middle Management	1	1	0	0
Administrative Staff	3	3	0	0
Technical Staff	1	0	0	0
Management Staff	0	0	0	0
Foremen	0	0	0	0
Operating staff / Construction staff	0	0	0	0
Total number of employees	7	4	0	0
Mexico				
Address	0	0	0	0
Middle Management	0	0	0	0
Administrative Staff	1	1	0	0
Technical Staff	8	1	0	0
Personnel in Charge	1	0	0	0
Foremen	0	0	0	0
Operating personnel / Construction personnel	0	0	0	0
Total number of employees	10	2	0	0
Italy				
Address	2	0	0	0
Middle Management	1	0	0	0
Administrative Staff	0	1	0	0
Technical Staff	1	2	0	0
Management Staff	1	0	0	0
Foremen	0	0	0	0
Operating staff / Construction staff	4	0	0	0
Total number of employees	9	3	0	0
India				
Directors	1	0	0	0
Middle managers	0	0	0	0
Administrative staff	1	1	0	0
Technical	2	0	0	0
Managers	0	0	0	0
Foremen	0	0	0	0
Operators	3	0	0	0
Total number of employees	7	1	0	0

Figure 15. Distribution by type of contract

CSRD – S1-6-50b // Law 11/2018 – Contract types

**Table 58. Number of employees by type of contract distributed by gender, age and professional classification**

CSRD – S1-6-50b -51 // Law 11/2018 – Contract types

		Number of employees	
		Total	
		Permanent contract	Fixed-term contract
Gender	Male	3,415	434
	Female	699	102
	Other	0	0
	Not reported	0	0
Age	< 30	457	145
	30-50	2,193	269
	> 50	1,464	122
Professional category	Directors	119	4
	Middle managers	136	6
	Administrative staff	291	56
	Technical	1,034	158
	Managers	303	46
	Foremen	118	16

Table 59. Number of employees by country, type of contract, gender, age and professional classification

CSRD – S1-6-50b, 51 // Law 11/2018 – Types of contract

		Number of employees					
		Spain		Portugal ²²		United Arab Emirates	
		Permanent	Temporary	Indefinite	Temporary	Indefinite	Temporary
Gender	Male	2,881	243	148	147	82	0
	Female	520	46	27	45	4	0
	Other	0	0	0	0	0	0
	Not reported	0	0	0	0	0	0
Age	< 30	371	66	8	69	5	0
	30-50	1,752	133	99	99	70	0
	> 50	1,278	90	68	24	11	0
Professional category	Directors	89	0	13	0	2	0
	Middle management	84	1	16	4	0	0
	Administrative	232	35	8	14	8	0
	Technical	846	38	63	96	11	0
	Managers	262	17	31	28	0	0
	Foremen	106	9	9	5	1	0
	Operators	1,782	189	35	45	64	0
		Chile		Peru		United States	
		Undefined	Temporary	Indefinite	Temporary	Permanent	Temporary
Gender	Male	259	0	13	26	17	0
	Female	131	0	10	8	0	0
	Other	0	0	0	0	0	0
	Not reported	0	0	0	0	0	0
Age	< 30	65	0	1	4	3	0
	30-50	235	0	18	23	6	0
	> 50	90	0	4	7	8	0
Professional category	Directors	8	0	0	4	2	0
	Middle management	27	0	2	1	4	0
	Administrative	30	0	6	3	0	0
	Technical	89	0	13	13	8	0
	Managers	4	0	2	0	3	0
	Foremen	2	0	0	2	0	0
	Operators	230	0	0	11	0	0

²² Includes employees in Cape Verde.

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		Number of employees					
		Mexico		Argentina		Italy	
		Indefinite	Temporary	Indefinite	Temporary	Permanent	Temporary
Gender	Male	0	10	7	0	7	2
	Female	0	2	4	0	3	0
	Other	0	0	0	0	0	0
	Not reported	0	0	0	0	0	0
Age	< 30	0	6	1	0	3	0
	30-50	0	6	8	0	5	2
	> 50	0	0	2	0	2	0
Professional category	Directors	0	0	2	0	2	0
	Middle management	0	0	2	0	1	0
	Administrative	0	2	6	0	1	0
	Technical	0	9	1	0	3	0
	Managers	0	1	0	0	1	0
	Foremen	0	0	0	0	0	0
	Operators	0	0	0	0	2	2
		India					
		Undefined	Temporary				
Gender	Male	1	6				
	Female	0	1				
	Other	0	0				
	Not reported	0	0				
Age	< 30	0	0				
	30-50	0	6				
	> 50	1	1				
Professional category	Directors	1	0				
	Middle managers	0	0				
	Administrative staff	0	2				
	Technical	0	2				
	Managers	0	0				
	Foremen	0	0				
	Operators	0	3				

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Table 60. Turnover rate and number of employees who have left the company (s1-6-50c)

CSRD – S1-6-50c // Law 11/2018 – Employment information: dismissals

The turnover rate has been calculated based on the total number of people leaving the company (either voluntarily or involuntarily) over the average workforce for the financial year (4,631 employees, of whom 3,870 are men and 762 are women).

Gender	Staff turnover rate	Number of employees who have left the company
Male	41.4	1,603
Women	29.9	228
Other	0	0
Not reported	0	0
Total number of employees 2025	39.5	1,831

Table 61. Redundancies

Law 11/2018 – Redundancies

		Total	Spain	United Arab Emirates	Chile	United States	Argentina	Italy
Gender	Male	229	90	15	119	3	1	1
	Female	45	10	3	31	0	1	0
	Other	0	0	0	0	0	0	0
	Not reported	0	0	0	0	0	0	0
Age	< 30	46	17	5	23	0	1	0
	30-50	153	47	13	90	1	1	1
	> 50	75	36	0	37	2	0	0
Professional category	Directors	2	1	0	1	0	0	0
	Middle management	8	2	0	6	0	0	0
	Administrative	13	5	3	3	0	0	0
	Technical	44	14	1	26	2	2	1
	Managers	8	5	0	2	1	0	0
	Foremen	7	6	0	1	0	0	0
	Operators	192	67	14	111	0	0	0



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Table 62. Number by type of contract distributed by gender, age and professional classification²³

Law 11/2018 – Number of contract types

All part-time employees carry out their activity in Spain.

		Number of employees	
		Total	
		Full-time	Part-time
Gender	Male	3,764	85
	Female	770	31
	Other	0	0
	Not reported	0	0
Age	< 30	568	34
	30-50	2,422	40
	> 50	1,544	42
Professional category	Directors	123	0
	Middle managers	142	0
	Administrative staff	342	6
	Technical	1,177	14
	Managers	347	2
	Foremen	133	1
	Operators	2,270	93

²³ This information refers to Spain, where 100% of part-time employees are concentrated. None of the other countries exceed the relevance thresholds (50 employees representing 10% of the population).

SOCIAL INFORMATION

3.2.

Value chain personnel (S2)

3.2.1. Strategy

a. Material incidents, risks and opportunities and their interaction with strategy and business model

CSRD – ESRS 2 – SMB-3

Grupo SANJOSE's activity involves close collaboration with subcontractors. The Group works to ensure prior approval, which allows it to mitigate possible incidents affecting the environment, customers, users and workers in the value chain.

The Group's business model involves potential negative impacts on value chain personnel, specifically those who carry out their activities on the Group's own premises. These impacts are mainly due to the characteristics of the construction sector, such as exposure to occupational risk situations.

- **Impacts:** Grupo SANJOSE generates positive impacts on value chain personnel by imposing social and labour requirements when contracting suppliers. On the other hand, the Group's business model may generate potential negative impacts mainly due to the characteristics of the construction sector, such as exposure to physical and psychosocial risks.
- **Risks:** Risks are identified in relation to the possible indirect breach of labour standards (including those related to work-life balance and occupational health and safety) by suppliers or collaborators, which could result in regulatory sanctions, litigation or reputational damage for the Group.
- **Opportunities:** No material opportunities have been identified.

In the materiality analysis, no operations with significant risks of forced labour, child labour or other human rights issues have been identified. Grupo SANJOSE firmly declares that it does not carry out activities with significant risks of forced, compulsory or child labour and that it does not operate in regions with high exposure to these practices. No material impacts related to specific groups of workers in the value chain were identified either.

3.2.2. Impact, risk and opportunity management

a. Policies related to workers in the value chain

CSRD – S2-1 // Law 11/2018 - Policies

In its [Code of Conduct](#), Grupo SANJOSE establishes a framework of policies and principles applicable to all its employees, managers, administrators and business partners, including subcontractors and suppliers, who adhere to its ethical principles. The Code of Conduct allows it to align its internal policies with the principles of the United Nations Global Compact and the International Labour Organisation (ILO) and reflects its commitment to long-term value creation and respect for stakeholders.

In terms of labour, the Code of Conduct establishes commitments for its own staff and those in the value chain, including the protection of human rights, freedom of association and recognition of collective bargaining, the abolition of forced or compulsory labour and child labour, the promotion of labour development and internal promotion, the protection of workers and prevention of occupational hazards, and the fight against discrimination in employment.

This Code is mandatory in all subsidiaries and geographical areas in which the Group operates. Contractual clauses ensure that agents involved in its value chain are aware of and respect ethical, labour and human rights principles, promoting a culture of regulatory compliance and respect for human rights throughout its value chain.

In accordance with this framework, Grupo SANJOSE requests that suppliers and subcontractors provide the relevant labour documentation for the people involved in its projects, ensuring that no minors are employed and that labour rights are not violated. In addition, the Group prioritises the hiring of suppliers who share its vision of sustainability, promoting a value chain aligned with international standards of ethics, equality and respect for human rights.

To ensure that all employees and third parties understand and comply with the Code of Conduct, the Group disseminates the Code through internal platforms and the corporate website. Grupo SANJOSE also incorporates ongoing training on human rights and compliance policies into its Crime Prevention Training Plans, ensuring that all employees are aware of and participate in the culture of ethical compliance.

Finally, one of the foundations of Grupo SANJOSE's success is the global interconnection of countries and projects with the purchasing centre, through direct communication between managers and the purchasing centre, as well as through its IT tool. This tool allows access at any time to information on a specific project, suppliers, prices, and the quality of execution of a company or subcontractor in the markets in which it operates. This system therefore guarantees efficient management, together with transparency and compliance with the ethical and quality standards established in the Code of Conduct.

b. Processes for collaborating with value chain workers on incidents

CSRD – S2-2

Value chain personnel working at Grupo SANJOSE facilities have access to all the communication and incident reporting channels available to Group employees, as described in Section 3.1.2.c. of this report.

In addition, Grupo SANJOSE promotes open communication and a constant monitoring system to proactively identify and address risks or negative impacts on workers, the environment or the labour relations of subcontractors.

- It promotes the participation of workers through their legitimate representatives.
- The Prevention Delegates, site managers and monitoring committees act as mediators to collect proposals, resolve concerns and ensure that safety and remediation measures are properly implemented.
- Worker satisfaction in the value chain is monitored through Prevention Delegates, who collect proposals for improvement, suggestions and complaints, and periodic reviews are carried out in the workplace to assess safety conditions and the implementation of necessary improvements.

These tools allow resources to be prioritised in critical areas, reducing incidents and strengthening occupational safety.

c. Processes for remedying negative incidents and channels for value chain workers to express their concerns

CSRD – S2-3

Grupo SANJOSE has a [Whistleblowing Channel](#) managed by the Supervisory Body, which allows its own employees and third parties to report incidents related to non-compliance with the principles of the Code of Conduct (see point 4.1.2.c. of this report). In addition, specific email and telephone channels have been set up to deal with issues such as harassment, equality and other matters related to occupational health and safety.

In order to facilitate access to this channel, Grupo SANJOSE has arranged for the email address of the Whistleblowing Channel to be displayed in the site huts. In 2025, no incidents relating to non-compliance or labour rights in the value chain were received.

Finally, when a negative impact occurs as a result of a workplace accident, Grupo SANJOSE activates remediation mechanisms that include coverage through civil liability insurance policies. These policies cover aspects such as legal defence, possible bonds and the amount of claims exceeding the agreed excess for Group personnel affected by the claim.

In addition, Grupo SANJOSE directly assumes certain aspects that are not transferable to the insurance market, such as penalties, excesses, benefit surcharges or effects derived from occupational diseases. These mechanisms allow the economic effects of the impact to be addressed efficiently, ensuring that the rights of the workers affected are respected and that legal responsibilities are managed rigorously.

d. Adoption of measures related to material incidents, risks and opportunities related to workers in the value chain, and the effectiveness of such actions

CSRD – S2-4 // Law 11/2018 – Subcontracting and suppliers

Grupo SANJOSE has implemented a set of measures to mitigate and remedy negative impacts and risks on value chain personnel, ensuring their well-being and protecting their labour and social rights. These actions are applied in construction projects throughout the execution of the works, especially during the initial phase of the subcontracting process, but also in its follow-up.

Among other things, Grupo SANJOSE ensures that suppliers comply with labour legislation, strengthen occupational health and safety, provide continuous training for employees and manage documentation.

Compliance with labour legislation

- To ensure decent working conditions and regulatory compliance, subcontractors are required to comply with all applicable labour laws.
- In terms of occupational health and safety legislation, subcontractors must appoint a qualified person to ensure compliance with these obligations. This measure is mandatory in Spain, while in other countries it is adapted to the reality of the market.
- Regular submission of documentation proving payment of social security, wages and other labour obligations is required, allowing for continuous monitoring of compliance and a rapid response to possible breaches.

Continuous training

Protocols have been adopted to ensure the training and awareness of subcontracted personnel in occupational safety, environmental management and respect for the ethical principles of the SANJOSE Group's Code of Conduct and Anti-Corruption Policy. In all operations, informative talks on occupational risk prevention are given. In addition, in Spain, the SANJOSE Group Safety Manual is provided to personnel accessing the site for the first time. Acceptance of and compliance with these principles are essential conditions for any subcontracting.

Document management

Document management platforms are used to keep relevant information up to date and available, promoting transparency and enabling the early identification and resolution of possible negative impacts on workers.

These platforms allow entries and exits to be recorded using QR codes and facilitate immediate verification that the documentation relating to the safety, health and personnel of subcontractors is complete and up to date during the time of intervention on site, including a requirement for a civil liability policy with employer and cross liability coverage, as well as the specific policies required under the applicable agreement.

Their use is mandatory in Spain and Portugal, while in other countries it is managed according to local regulations and practices. Failure by subcontractors to comply with this obligation may result in the termination of the contract and the requirement to pay compensation.

Protocol in the event of incidents

Grupo SANJOSE has a procedure integrated into its health and safety management system to investigate all accidents/incidents occurring in the workplace, whether involving its own employees, subcontractors or external personnel, with the participation of workers and other relevant stakeholders. In addition, the need for action to eliminate the root causes of the event is assessed, with the aim of preventing it from happening again.

Environmental practices

Grupo SANJOSE ensures that subcontractors adopt sustainable practices that minimise any possible impact on workers and the environment. This includes:

- Compliance with applicable environmental legislation, which must be understood before signing the contract.
- Avoiding spills, littering or any action that causes environmental damage.
- Having the necessary means to properly manage and remove all waste generated, including hazardous and non-hazardous waste.
- Providing the Main Contractor with supporting documents proving the correct management of waste in accordance with current regulations. If waste is temporarily stored on site, this must only be done in previously defined areas and conditions.
- Have all the necessary licences and permits.
- Ensure that its personnel are trained and informed about environmental responsibilities.
- Maintain the equipment and machinery used in good condition, in compliance with regulations, and provide the Main Contractor with documentation proving this.
- Do not perform maintenance on machinery at the site without authorisation from the Main Contractor. Otherwise, maintenance must be performed at authorised workshops or at your own facilities.
- Ensure that compliance with environmental responsibilities does not generate additional costs for the Main Contractor. If unforeseen expenses are incurred, these shall be borne by the Subcontractor.
- The activities of subcontractors are monitored continuously to ensure regulatory compliance and prevent occupational and environmental risks.

3.2.3. Parameters and targets

a. Targets related to the management of incidents, risks and material opportunities

CSR D – S2-5

Grupo SANJOSE has not set specific goals for managing the impacts, risks and opportunities related to value chain personnel. However, it establishes measures to ensure compliance with quality and safety standards through clauses in contracts, the Code of Conduct and supplier evaluation.

The identification of these incidents and the implementation of corrective measures is carried out in collaboration with its value chain, through the Code of Ethics, the purchasing policy and the social clauses in contracts with suppliers.

SOCIAL INFORMATION

3.3.

Affected groups (S3)

3.3.1. Strategy

a. Impact, risks and opportunities in relation to affected groups

CSRD – ESRS 2- SBM-3

The double materiality analysis carried out has enabled the Group to gain a deeper understanding of how communities may be impacted by the Group's activity throughout its value chain.

- **Impacts:** The Group's construction activity generates positive social impacts, especially when projects contribute to increasing the availability of housing or improving essential infrastructure for communities. On the other hand, certain projects may have a temporary impact on the quality of life of nearby communities, particularly due to noise, vibrations or temporary access restrictions. Likewise, in specific projects, incidents related to land use or access to resources may occur, which may affect local communities.
- **Risks:** No material risks have been identified in this area.
- **Opportunities:** No material opportunities have been identified in this area.

Due to its activity, Grupo SANJOSE operates in a wide variety of different socio-cultural environments and contexts, improving the quality of life and connectivity of the cities and territories where it operates. In this way, the Group's activity has a positive impact on a large number of people and communities with very different circumstances.

In general, all people who live, work or travel in the areas adjacent to the projects carried out by the Group are considered to be affected groups, including citizens, workers and private companies. The Group's activity does not have any specific relevant impacts on indigenous peoples or vulnerable groups.

3.3.2. Management of impacts, risks and opportunities related to affected groups

a. Policies related to affected groups

CSRD – S3-1

Grupo SANJOSE aims to create a positive impact on society with each project, promoting growth and improving the quality of life of populations through the construction of services (hospitals, sports centres, green areas, etc.) and their maintenance, and improving access to housing.

Furthermore, the Group is committed to maximising the positive effects of its activity through its charitable work in the countries where it operates.

In terms of human rights, Grupo SANJOSE adopts the 10 principles of the United Nations Global Compact on human rights, labour, the environment and anti-corruption, inspired by the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

b. Processes for collaborating with affected groups on incidents

CSRD – S3-2

Within this management framework, in most cases the client acts as the main point of contact with local communities, leading dialogue and direct communication with residents in the context of each project. The channels of dialogue are adapted to the different needs of the projects:

- Placement of suggestion boxes accessible to groups adjacent to the works
- Formal communication addressed to neighbourhood associations, specifying the type of work and its duration.
- Communication of the contact office address, promoting open and accessible communication.
- In specific situations and at the client's request, meetings have been held with residents to explain the progress of the works.
- Constant dialogue with the client and the relevant local authorities, especially in cases where there may be an impact on biodiversity or archaeological remains.
- General communication channels referred to in point 1.1.2.a. "Dialogue with stakeholders" of this report.

c. Processes to remedy negative incidents and channels for affected groups to express their concerns

CSRD – S3-3

Grupo SANJOSE manages negative impacts on communities affected by its projects by following an approach aligned with applicable regulations and the guidelines of the client or developer, prioritising compliance with legal and technical standards, as well as problem solving in accordance with the requirements established in each project.

The Group guarantees internal supervision of the management and resolution of incidents received, ensuring confidentiality and protection against possible reprisals. The process currently in place follows these steps:

- **Receipt of the incident**, such as specific damage, through the channels mentioned in point 3.3.2.b) of this report.
- **Dialogue process**: the incident is reported to those responsible and dialogue is initiated with the complainant on how to manage the situation.
- **Resolution**: when necessary, Grupo SANJOSE takes an active role in managing and resolving such situations. One of the pillars of incident management is the implementation of civil liability insurance.

- **Closure of the incident:** the person responsible informs the affected party that the incident has been closed.

This approach ensures a swift and appropriate response to any problems that may arise during the execution of the project. However, there is no systematic measurement of whether communities are aware of and trust this process.

On the other hand, Grupo SANJOSE establishes a preventive and guarantee-based system, which allows it to respond quickly to potential incidents.

- Integration of community interests into the initial project design. In collaboration with clients (project developers), the needs of the affected groups are incorporated from the initial design stage, ensuring compliance and extension in the event that the execution of the works involves changes to the initial conditions.
- Analysis of the initial state: when necessary, a notarial report is drawn up on the state of the adjacent dwellings before the start of the works. These reports make it possible to identify potential damage after the execution of the works.
- Warranty period: once the works have been delivered, a warranty period is implemented during which any faults or damage attributable to the company are addressed and resolved.

In terms of commercial relations, the company requires its subcontractors to have their own civil liability policies, ensuring that the parties involved in the projects are prepared to address any impact on communities or the environment.

d. Adoption of measures related to incidents, risks and material opportunities related to the affected groups, and the effectiveness of such actions

CSRD – S3-4 // Law 11/2018 – Impact on local populations and the territory

The SANJOSE Group's approach guarantees a swift response to any incidents that may affect local communities and allows for the continuous evaluation of the effectiveness of the measures.

Repair of potential incidents

Noise pollution

When the Environmental Impact Statement (EIS) included in the Project identifies possible noise impacts in rural and/or urban areas, the Group adjusts its work planning in accordance with the requirements set out in this statement. During the course of the work, specific measures are adopted depending on the environment, with the aim of minimising noise and environmental impacts.

- **In urban areas**, especially in residential, educational or healthcare environments, noise-generating activities are restricted at night, ensuring compliance with current regulations and the well-being of the community.
- **In rural or environmentally valuable areas**, work involving high noise emissions is avoided in environmentally sensitive areas during the nesting and breeding periods of sensitive species.

Cultural heritage

Construction activity can affect archaeological cultural heritage when carried out in sensitive areas or when heritage finds are made during the works. In these special situations, Grupo SANJOSE follows a detailed protocol to ensure their protection.

In sensitive areas, a certified archaeologist is hired to obtain the necessary permits from the competent authority and supervise earthworks to detect possible evidence, recording their findings in monthly reports, having previously documented the environment and its archaeological potential. If relevant remains are found, work is halted, the area is cordoned off, and the Heritage Department is notified to act in accordance with legal provisions.

Property of communities adjacent to the works

In addition to potential damage or inconvenience to neighbours, which is managed through the insurance system and the mechanisms described above, one of the main impacts of construction is related to borrow

pits and landfills that may affect neighbouring properties.

To minimise the impact, Grupo SANJOSE implements specific measures: before starting work, the plots are marked out and a protective buffer zone is established, varying between 2 and 50 metres, depending on the terrain and proximity to inhabited areas. These measures seek to avoid affecting owners of adjacent land or nearby neighbours, thus promoting a safer and more respectful environment during the execution of projects.

Commitment to society

Law 11/2018 – Contributions to foundations and non-profit organisations

Grupo SANJOSE's commitment to the communities where it operates extends beyond the communication and incident management reported above. The Group seeks to generate a positive impact on society with each project and to support initiatives alongside communities that promote growth, add value and facilitate people's daily lives.

During 2025, Grupo SANJOSE has worked on the design of two strategic collaboration programmes focused on training and educating future talent for the construction industry, also catering to people with difficulties accessing the labour market.

In addition, the Group has contributed a total of €26,522 in donations (€44,642 in 2024) to the following social projects in collaboration with local organisations and institutions. The amount of donations in 2025 does not include the design of the aforementioned training projects, which will be implemented throughout 2026.

Spain

- [Seville Psychopaediatrics Foundation](#). Collaboration with the "El patio de mi colegio" (My School Playground) project, supporting the improvement of playground surfaces.
- [Los Leones Club of Seville](#). Support for the actions of the Sandra Ibarra Foundation, the Molinos de Guadaira Association and the SISU Association.
- [University of Granada](#). Support for scholarship students and the Civil Engineering Forum.
- [Collaboration with the INADE Foundation](#), which promotes insurance and financial development.
- [NOSA Terra Foundation](#), with a focus on raising awareness of the contribution of Galician culture, history and heritage.
- [Support for the Charity Races](#) organised by the Official Association of Quantity Surveyors and the Red Cross Race for Children.

Peru

- The [Nuevo Futuro Association of Homes](#), which aims to raise funds to create and maintain homes for abandoned children, with or without physical disabilities.
- The [Alfonsian Family Association](#) focuses on supporting the most vulnerable through donations of basic goods and cultural events.

3.3.3. Parameters and goals

a. Targets related to the management of incidents, risks and material opportunities

CSRD – S3-5

Grupo SANJOSE has not set specific goals in its management of the impacts, risks and opportunities linked to the affected groups.

The effectiveness of the actions carried out is measured by monitoring and measuring the resolution of possible incidents, the renewal of insurance policies and constant dialogue with local entities, whether administrations or civil society.

SOCIAL INFORMATION

3.4.

End users (S4)

3.4.1. Strategy

a. Material incidents, risks and opportunities and their interaction with the strategy and business model

CSRD – ESRS 2 - SBM-3

The SANJOSE Group's business model involves an active relationship with customers. The relationship with users of the assets built or maintenance services is governed by the agreements reached with the customer and the established contract conditions.

Grupo SANJOSE's activity has a positive impact by improving access to modern, high-quality housing, facilities and services. However, poor practice or failure can have a negative impact on safety. This represents a one-off impact, which the Group transfers to the market through its robust insurance system.

In addition, the Double Materiality analysis identifies the increase in housing stock and the improvement of infrastructure as a business opportunity.

- **Impacts:** Improved access to housing, infrastructure and quality services, promoting social inclusion and well-being. The application of safety and quality standards in the design, construction and maintenance of assets has a positive effect on the protection of people and their property. For its part, the Group's activity may have an impact on the users of the housing or infrastructure built or under maintenance, arising from specific incidents in the completion of projects (revisions) or in the service.
- **Risks:** The potential negative impacts on users due to potential incidents in construction or maintenance projects may lead to increased costs or affect the relationship with stakeholders.
- **Opportunities:** Adapting to accessibility, social inclusion and affordable housing requirements can facilitate access to new projects and tenders with ESG criteria, strengthening the Group's reputation.

The content of this section refers to the end users of the assets built by the Group or where SANJOSE performs maintenance tasks, without differentiating between vulnerable groups.

3.4.2. Management of impacts, risks and opportunities in relation to consumers

and end users

a. Policies related to end users

CSRD – S4-1 // Law 11/2018 - Policies

The SANJOSE Group's [Quality and Environmental Policy](#), defined in point 2.3.1.b), reflects a clear commitment to satisfying customer needs and expectations and providing high-quality services. This is achieved through a [Quality and Environmental Management System](#) based on the international standards ISO 9001:2015 and ISO 14001:2015, aimed at ensuring continuous improvement, the effectiveness of its management system and compliance with legal, regulatory and other applicable requirements.

The policy also highlights the involvement of staff in management processes through ongoing training programmes to ensure the necessary qualifications and respond efficiently to customer needs. In addition, it establishes objectives specifically aimed at improving processes and services, seeking to increase customer satisfaction.

b. Processes for collaborating with end users on incidents

CSRD – S4-2

Due to the characteristics of Grupo SANJOSE's business model, the relationship with end users is mainly managed through the property owner or developer (the customer) and not directly. However, Grupo SANJOSE can intervene through the After-Sales Department, which is responsible for the continuous monitoring of incidents associated with the works carried out and in coordination with the developer customer.

In this case, the channels for identifying incidents are:

- [Pre-sale review of the asset](#) by Grupo SANJOSE's technical team before delivery to the client, when the project is delivered and guaranteed by the client.
- [Meetings with the construction team and the property owner](#) to define general protocols for action in accordance with current regulations and the Group's internal criteria.
- [Channels for collecting incidents](#) from users through external platforms enabled by the developers or through the Group's own system.
- The [After-Sales Department](#) promptly incorporates any incidents received through other channels, such as the Group's general communication channels, available on its website, or directly. Recently, a new specific channel has been set up using corporate email accounts dedicated to after-sales.

At the same time, the Group periodically reviews the effectiveness of its communication channels. Indirect monitoring carried out through developers and regular meetings with customers allow us to identify trends, evaluate perceptions of the service and reinforce confidence in incident management, contributing to continuous improvement.

To ensure an effective response, the After-Sales Department is organised territorially according to the size and dispersion of the projects. The teams report to their Territorial Management, which reports to the General Management of Constructora SANJOSE.

c. Processes for resolving negative incidents and channels for end users to express their concerns

CSRD – S4-3

The incident management model combines preventive mechanisms, action protocols and specific insurance coverage, such as post-work civil liability or comprehensive construction policies, which are adapted to the technical particularities and regulatory context of each project. These tools provide clear procedures for dealing with incidents and prioritising those cases in which people's safety may be compromised.

The after-sales service allows for the direct management of those incidents that, according to the terms of the agreement with customers, are applicable to Grupo SANJOSE's operations. These incidents are received daily through the channels agreed with the customer, who is responsible for the relationship with the end user. When necessary, they are assigned to an After-Sales Technician, who records and manages the information in the systems established by the developer or on the Grupo SANJOSE internal platform.

Each incident is analysed from a technical and regulatory perspective to determine its origin. If it is not applicable, it is communicated with an appropriate technical justification; if it is applicable, the resolution method is defined according to the type and urgency, mobilising own resources or specialised subcontractors. Recurring or particularly significant incidents are forwarded to the construction teams and integrated into preventive learning to improve quality in future projects.

The analysis of each case takes into account the type of incident, the applicable regulations, the existence of precedents and the technical specificities of the work, which allows the most appropriate solution to be determined and ensures consistent and rigorous treatment.

Daily monitoring allows trends to be identified and measures to be proposed in terms of service quality and the prevention of future problems. In addition, indicators are available to assess the effectiveness of the process, such as the volume of incidents received and resolved, the average resolution time, the recurrence per project and the level of technical justification in cases where no action is taken. These indicators provide key information for the continuous improvement of the service and to ensure final quality.

d. Adoption of measures related to incidents, risks and material opportunities related to end users, and the effectiveness of such actions

CSRD – S4-4 // Law 11/2018 – Consumers - Measures

Grupo SANJOSE works to minimise incidents that may affect its end users through high quality standards and a commitment to innovation, focused on the continuous improvement of construction processes. In addition, the Group has a comprehensive insurance structure that allows it to respond to incidents when they occur.

Quality and Environmental Management System

Since 1997, the Group has had a management system in place that is constantly being adapted and improved. Its procedures are applied across all the Group's projects. To ensure its correct implementation, SANJOSE has three levels of specialised teams:

- Corporate team responsible for conducting internal audits and coordinating external audits.
- Regional quality and environmental teams that visit construction sites, provide training and supervise the application of procedures and policies.
- Construction quality technicians assigned according to the complexity of each project.

Within this framework, several Group companies have obtained ISO 9001 certification, while others operate in accordance with complementary schemes. In addition, the Group has other certifications, such as those relating to occupational health and safety, which are mentioned throughout this document.

Table 63. 2025 Certificates

Company	Certification scheme	Certificate number
Constructora San José, S.A	ISO 9001	ER-0510/1997
	ISO 14001	GA-2003/0398
	ISO 56001	IDI-0056/2010
	ISO 50001	GE-2013/0010-002/1
	ISO 19650	BIM-2023/0002
	GHG PROTOCOL	GHG-0062/2024
Cartuja, S.A.U	ISO 9001	ER-1363/1999
	ISO 14001	GA-2006/0028
	GHG PROTOCOL	GHG-0142/2023
EBA, Ltd.	ISO 9001	ER-1170/2004
	ISO 14001	GA-2007/0371
	GHG PROTOCOL	GHG-0116/2024
Tecnocontrol Servicios, S.A	ISO 9001	ER-1202/1998
	ISO 14001	GA-2007/0395
	ISO 50001	GE-2013/0010
	UNE 216701	PSE-2016/0030
Constructora San José PORTUGAL, S.A	ISO 9001	ER-0011/2002
	ISO 14001	GA-2009/0351
UDRA Construction Company, LD.A	ISO 9001	ER-0102/2011
	ISO 14001	GA-2011/0013
SANJOSE CONTRACTING LLC	ISO 9001	0702000325
	ISO 14001	0702000326
SAN JOSE TECNOCONTROL, S.A. CONCESSION COMPANY	ISO 9001	BVCSG14726
	ISO 14001	BVCSG14727
SAN JOSÉ CONSTRUCTORA PERÚ, S.A.	ISO 9001	ER-0510/1997-003/00
	ISO 14001	GA-2003/0398-003/00

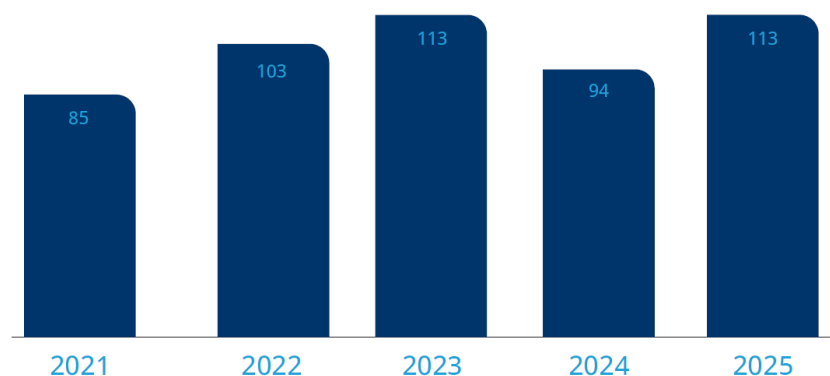
ER: Quality Management System **GA:** Environmental Management System **Innovation:** R&D&I Management System

GE: Energy Management System **PSE:** Energy Service Providers **GHG:** Carbon Footprint

BIM: BIM Information Management System

These certificates are internationally recognised thanks to multilateral recognition agreements (MLAs) signed between accreditation bodies.

As a measure to monitor the effectiveness of these systems, Grupo SANJOSE conducts audits of its management systems. In 2025, 113 audits were carried out relating to quality, environmental management, innovation, energy, energy services, carbon footprint and information management.

Figure 16. Evolution of the number of audits 2021-2025**Table 64. Evolution of the number of audits by business area**

Year	Business areas	No. of audits
2021	Construction - Industrial engineering	61
	Concessions and services	18
	Energy and environment	6
2022	Construction - Industrial engineering	78
	Concessions and services	18
	Energy and environment	7
2023	Construction - Industrial engineering	87
	Concessions and services	17
	Energy and environment	9
2024	Construction - Industrial engineering	71
	Concessions and services	12
	Energy and environment	11
2025	Construction - Industrial engineering	95
	Concessions and services	4
	Energy and environment	14

Innovation and development

Grupo SANJOSE remains committed to technological development and innovation (R&D&I), which it considers key elements for the Group's competitiveness. In this regard, senior management has made a commitment and an organisational structure has been developed to promote the generation of ideas and the most innovative practices, thus laying the foundations for competitive improvement and strategic monitoring.

The innovation system has been recognised through certification in accordance with the requirements of the [ISO 56001](#) standard for the company Constructora San José S.A., with certificate number IDI-0056/2010.

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The Innovation Policy is aimed at applying new construction techniques or new technologies to the construction cycle, promoting applied technology, optimising processes and resources, preserving the environment and the natural surroundings, and constantly seeking opportunities for improvement. This innovation allows SANJOSE to drive progress, offer more efficient solutions tailored to the real needs of its customers and society, increase end-user satisfaction, reduce defects associated with traditional execution, and reduce both after-sales claims and potential repair or renovation costs.

Strategic technological areas include:

- Technologies applicable to the execution of the work.
- Durability and safety of construction.
- New materials and construction processes.
- Renewable energies and energy efficiency.
- Industrial automation.
- Specialised maintenance of facilities.
- Preservation of the environment and natural surroundings, etc.

As part of this commitment, the Group promotes innovative solutions, including modular construction and the installation of prefabricated bathrooms, whose industrialised manufacturing guarantees greater precision, uniformity in finishes and a reduced margin of error during installation.

The company has set out to promote the total digitisation of the process in this area of industrialisation, from design to final installation. Through the use of BIM technologies, Artificial Intelligence and digital traceability systems, it seeks to optimise resource planning, production efficiency and quality control, reducing material consumption, execution times and waste. Monitoring these concepts also allows the effectiveness of the actions implemented to be measured.

This model promotes transparent and responsible management throughout the value chain and reinforces the commitment to sustainable innovation and continuous improvement. The initiative is thus consolidated as an example of technological transformation aligned with the principles of sustainability and industrial competitiveness.

Other R&D&I projects

Within the framework of this policy, Grupo SANJOSE has developed innovation and development projects, for which it has received support and funding from major development centres. The projects have been funded or certified by the Spanish Centre for Technological Development and Innovation (CDTI) and other competent bodies for their accreditation.

Table 65. List of R&D&I projects

Project name	Project number	Funding entity
Selection and evaluation of the potential for planting native xerophytic species in gardens with a continental Mediterranean climate	IDI-2010-0256	CDTI
Research into the structural behaviour of the granular layers that make up a road surface as a function of humidity	DI-2010-1292	CDTI
Acoustic insulation system using tubular screens based on the Kundt effect	IDI-2010-1737	CDTI
Use of recycled products in civil engineering works	IDI-2011-0109	CDTI
Fixed and automatic system for detecting and dissipating fog caused by precipitation using hygroscopic agents.	IDI-2015-0870	CDTI
Remoteblok: system for integrating the principles of the circular economy and the EU's level(s) framework, using extended reality, into construction and maintenance processes in the construction sector.	IDI-2023-0650	CDTI
Project name	Certification body	
Development of a new anchoring system and inspection technique for ventilated facades.	EQA	
Development of pumping tests in tunnels in highly permeable terrain	EQA	
Research and development in ecological and landscape restoration	EQA	
New developments in special curtain walls	EQA	
Development of new energy-efficient systems for sustainable building	EQA	
More efficient solar thermal and photovoltaic plants that minimise their environmental impact	EQA	

Constructora San José, S.A., as a member of SEOPAN, continues to actively collaborate in this organisation's innovation committee, obtaining the information and calls for proposals necessary to continue complementing innovative knowledge in the sector. This year, it has contributed its knowledge of BIM methodology to the collaboration between SEOPAN and the Ministry of Transport and Sustainable Mobility (MITMA), which has approved the BIM Plan, which will transform the way traditional roads are built, turning them into Smart Roads.

Protection through insurance coverage for incidents involving users or constructions

In the event of incidents affecting users or constructions, Grupo SANJOSE has a comprehensive insurance policy that allows these risks to be transferred to the market and provides an effective response to potential incidents.

In order to protect the works in progress during the term of the works contracts against accidental risks arising from design errors, execution, material defects, fire, natural hazards and atmospheric phenomena, theft, strikes, riots, vandalism, etc. , all works are covered by an All Risks Construction insurance programme, which provides comprehensive coverage and significantly limits the standard limiting clauses and exclusions found in this type of policy.

The Risk Management Department works to ensure that all projects are insured under this programme or under similar coverage, regardless of whether they are to be executed 100% by Grupo SANJOSE companies or by a joint venture.

From the initial study and tendering phase of the works, the Risk and Insurance Management Department works in coordination with the contracting, legal and production departments of Grupo SANJOSE to analyse the contractual and legal requirements in this area and assess the need for coverage for risks that affect or may affect the operation. An estimate is made of the costs of the main insurance coverages to be contracted and, in the event of award, work is done to achieve the highest possible level of protection given the specific circumstances of each project.

3.4.3. Parameters and goals

a. Goals related to the management of incidents, risks and material opportunities

CSRD – S4-5

The management of impacts, risks and opportunities related to end users is carried out together with the Group's customers, who are responsible for establishing the quality and safety objectives and measures to be implemented.

For its part, the Group has a Quality and Environmental Management System, as well as a certified Innovation System. This system allows general objectives and internal procedures to be established in order to measure the effectiveness of the actions carried out.



04

Governance information.

Business conduct (G1)

GOVERNANCE INFORMATION

4.1.

Corporate Conduct (G1)

4.1.1 Strategy

a. The role of the administrative, management and supervisory bodies

CSRD – ESRS 2 – GOV-1

Since its inception in the 1970s, Grupo SANJOSE has developed a strong corporate culture based on ethics, regulatory compliance and social responsibility. These principles have been key elements in its business strategy, promoting sustainable development and a commitment to people and the environment. This commitment is reflected in the Grupo SANJOSE [Code of Conduct](#) and in its [Organisation and Management Model for the Prevention of Crime](#).

Responsibility for these issues lies with the Board of Directors, as the highest authority, and the Supervisory Body, which ensures the effectiveness of the Model.

- The Board is ultimately responsible for supervising the proper functioning and compliance with the principles defined by the Group. It has ratified the Code of Ethics of the Group and its subsidiaries, as well as the various policies that manage issues such as supplier management, corporate transparency and the fight against corruption and bribery.
- The internal Supervisory Body is responsible for proposing and submitting to the Board any changes to the key elements of corporate culture. To this end, it maintains a fluid and constant flow of information and communication with the Board of Directors.

In addition, Grupo SANJOSE has external experts to advise and verify compliance with corporate policy. This responsibility currently falls to the law firm MBI Abogados.

DR G1-3 includes further information on the Supervisory Body.

DR GOV-1 contains information on the experience of the administrative, management and supervisory bodies in matters of corporate conduct.

4.1.2 Management of impacts, risks and opportunities

a. Impacts, risks and opportunities related to business conduct

The double materiality analysis has made it possible to establish the impacts and risks in terms of corporate culture. The SANJOSE Group's business model has an impact inherent to the sector due to its exposure to situations of regulatory non-compliance, corruption, bribery or money laundering. This represents a potential risk that the Group transfers to the market through its robust insurance system.

- **Impact:** Non-compliance or malpractice by employees, managers and executives in relation to corruption and bribery, affecting social trust, wealth redistribution, market competitiveness and access to quality services, among other things. This is particularly true in countries with a higher risk of corruption.
- **Risks:** The materialisation of potential incidents of corruption, bribery, anti-competitive practices or money laundering may have consequences such as damage to the reputation or business of Grupo SAN JOSE. In addition, the management of personal data exposes the Group to risks associated with cyberattacks or security breaches, with possible financial and reputational impacts. Likewise, the complexity of the supply chain can generate potential risks related to supply.
- **Opportunities:** A solid relationship with suppliers contributes to the stability and security of supply, improving operational continuity and generating opportunities for advantageous access to critical resources.

b. Corporate culture and business conduct policies

CSRD – G1-1 // Law 11/2018 – Combating corruption and bribery

The corporate culture of Grupo SANJOSE is reflected in tools that enable the formalisation of an internal system of organisation, monitoring and control. The scope of these tools applies to all companies that make up Grupo SANJOSE, regardless of their location or activity. This implementation ensures that each entity linked to the Group operates under the same ethical values, respecting the principles of the Commercial Code and the Securities Market Law.

[United Nations Global Compact](#)

In 2012, the Board of Directors adopted the ten [Principles of the United Nations Global Compact](#) on human rights, labour, the environment and the fight against corruption. This commitment is in line with international frameworks such as the Universal Declaration of Human Rights, the principles of the International Labour Organisation, the Rio Declaration on the Environment and the United Nations Convention against Corruption.

[Code of Conduct](#)

This forms the basis of this model and establishes guidelines for professional, ethical and responsible behaviour, as well as a system for monitoring its application and identifying possible irregularities. The Code of Conduct sets out the basic principles that should guide the activities of the Group and each of its companies and professionals, regardless of the activity they carry out, the country in which they have their registered office and where they carry out their activities. In order to bring it to the attention of its professionals, stakeholders and all third parties with whom it interacts, the Code is published in full on its website – www.gruposanjose.biz. It is also shared with all Group employees through the welcome documentation given to all new recruits, as well as the new Employee Portal.

[Organisational and Management Model for the Prevention of Crime](#)

This is an essential tool for institutionalising this corporate ethical culture, which is already fully integrated into all the Group's companies. This Model is based on clear commitments: respect for the environment, occupational risk prevention and the professional development of its employees. These values are reflected in the Welcome Manual, which highlights care for sustainability and the overall well-being of its team as fundamental principles.

Grupo SANJOSE has identified two types of criminal risks that could affect its activities: specific risks directly related to its operations and general risks applicable to any legal entity.

- Specific risks include urban planning offences, linked to compliance with regulations in construction projects, and environmental offences, related to the environmental impact of its activities. Also

relevant are corruption offences, such as bribery or influence peddling, and offences against workers' rights, including labour violations or discrimination.

- In terms of general risks, the Group identifies offences related to financial management, such as criminal insolvency, and others linked to business ethics, such as misleading advertising or price fixing in tenders.

Anti-Corruption Policy

This policy, in force since 2016, applies to the entire Group and its application and modification is the responsibility of the Board of Directors. The Supervisory Body, for its part, monitors its implementation. The anti-corruption policy develops the corresponding disciplinary framework. It is available on the Group's website and is sent by email to all directors, managers and employees who join the company in the future.

Prevention of Money Laundering

Grupo SANJOSE strictly adheres to current regulations, prohibiting any action related to the acquisition, conversion or transfer of goods of illicit origin. To ensure the proper control and application of these measures, the Group has implemented internal supervision protocols that include specific procedures for control and limitation of powers. These protocols require different levels of approval within the organisation depending on the type of supplier or the volume of the contract, thus establishing effective barriers to prevent irregularities.

Data protection

Grupo SANJOSE has adopted [Security Documents](#) containing technical and organisational measures to guarantee the security of personal data and prevent its alteration, loss, unauthorised processing or access.

In compliance with this requirement, all administrators, managers and employees of Grupo SANJOSE must maintain the strictest confidentiality in matters of data protection, intellectual and industrial property, protecting the confidential information entrusted to them by their clients, employees, candidates in selection processes or other third parties. The Group has civil liability insurance policies for Directors and Managers that cover all subsidiary companies.

C.

CSRD – G1-2 // Law 11/2018 – Subcontractors and suppliers

The Group's purchasing policy reflects a philosophy of balance between decentralisation, which allows adaptation to the particularities of each project and region, and centralised management, which ensures consistency in processes.

Unlike other industrial sectors, procurement in construction is conditioned by the geographical dispersion of works, the temporary nature of supplies and the frequent need to make localised purchases. The remote location of projects and the dependence on materials and services available in a specific area (such as concrete, aggregates or landfills) make it necessary to adapt purchasing processes to the specific conditions of each territory. In addition, regulatory heterogeneity between countries makes it difficult to centralise purchasing, as the technical or regulatory requirements for the same material may vary.

In this context, Grupo SANJOSE establishes flexible purchasing management models that are tailored to the country, the company, the type of work and the volume of contracts. Based on these parameters, specific regulations and procedures are designed for each project, company or country, with the aim of ensuring consistent approval and evaluation, adapted to local needs and aligned with the Group's corporate standards.

This flexibility allows, on the one hand, the implementation of specific adapted procedures, ensuring operational efficiency and compliance with local standards; and, on the other hand, the promotion of local purchasing whenever it adds value to the operation and sustainability of the business.

The procurement process consists of the following phases:

Request for bids and selection of suppliers

Comparisons are made between at least three suppliers that meet the established criteria, such as applicable regulations, quality of materials, guarantees offered and compliance with sustainability criteria, such as LEED, BREEAM or similar seals. These comparisons are subject to an authorisation process that varies according to the amount and nature of the purchase, ensuring that each decision is aligned with corporate objectives.

In line with its social and environmental responsibility, Grupo SANJOSE prioritises the use of local and recyclable materials, where feasible, in order to reduce its carbon footprint and promote responsible practices. Furthermore, in projects with LEED and BREEAM certifications, it ensures that each phase, from planning to execution, is geared towards reducing environmental impact and promoting sustainable and energy-efficient buildings, contributing to a significant reduction in CO₂ emissions.

Each contract with suppliers, subcontractors and business partners includes a clause that reinforces the commitment to the Group's values and regulatory standards. In addition, suppliers have access to the Code of Conduct, available on the website (www.gruposanjose.biz), which promotes values such as gender equality and environmental responsibility, essential aspects in the company's business relationships.

Supplier approval

In order to formalise a purchase or subcontracting agreement, it is essential that the supplier or subcontractor be approved in the Group's database. This process requires that the person responsible for Administration have the necessary supporting documentation — such as professional accreditations, certifications or proven experience — and use the Initial Assessment form established by the Quality Department. Once the documentation has been reviewed and validated, the supplier is approved and registered in the corporate computer system, ensuring that only those suppliers who meet the established requirements can formalise contracts with the Group.

In addition, when a supplier or subcontractor conditions the progress of a project due to exceptional circumstances, such as the need for advance payments, the Group establishes additional feasibility analysis processes in conjunction with the purchasing and risk departments to ensure the reliability and capacity of the supplier.

Supplier evaluation

During the execution of the contracted work, suppliers and subcontractors are evaluated periodically. This evaluation considers aspects such as compliance with deadlines, quality of supply, and performance in safety and the environment. Any incidents detected are recorded in the computer system, and if a supplier receives a rating of less than 5, the reason for this score is detailed in the report. These evaluations enable those responsible for Production and Purchasing to make informed decisions, such as blocking or temporarily disqualifying suppliers who do not meet the established standards.

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In order to ensure compliance with established standards, Grupo SANJOSE periodically evaluates its suppliers and subcontractors in those markets with active construction projects. According to available data, it is estimated that 8,587 evaluations will have been carried out by 2025. Of these, only 1.58% obtained a negative result (<5), reflecting a low level of risk in the Group's contractual relationship with its business partners. In Europe, the percentage of negative evaluations was 1.67%, while in Latin America it was significantly lower, reaching only 0.46%.

Table 66. Supplier assessments carried out by Grupo SANJOSE

Grupo San José supplier assessments	2025	2024	2023
Evaluations carried out	8,587	9,089	5,790
Negative ratings (<5)	1.6	1.3	1.5

Country	Evaluations of Grupo San José suppliers	2025
Spain	Evaluations carried out	7,313
	Negative evaluations (<5)	1.6
Portugal	Evaluations carried out	628
	Negative ratings (<5)	2.1
Chile	Evaluations conducted	438
	Negative ratings (<5)	0.0
Mexico	Evaluations conducted	88
	Negative ratings (<5)	0.0
Peru	Evaluations conducted	120
	Negative ratings (<5)	2.5%

Furthermore, in 2025, 89% of key contracts were awarded to recurring partners (85% in 2024), demonstrating a stable and reliable supply chain. This percentage varies by continent, reaching 91% in Europe and 68% in the Americas (86% and 73% in 2023). This loyalty to suppliers not only guarantees continuity and quality in projects, but also fosters long-term relationships based on transparency and collaboration, enabling the Group to maintain high standards of quality and sustainability.

Payment practices

CSRD – G1-6

Grupo SANJOSE implements policies and practices aimed at maintaining a fair and balanced relationship with its suppliers, with special attention to small and medium-sized enterprises. An essential part of this commitment is to ensure timely payments, establishing as a general rule that any delay in meeting legal deadlines is solely due to specific incidents related to the delivery of products or the provision of contracted services. In such cases, Grupo SANJOSE assumes the resulting financial costs, complying with the terms agreed in its contracts and respecting current regulations.

In this regard, the SANJOSE Group's usual payment terms are determined by Law 15/2010 of 5 July and its amendments, which establish a maximum payment period of 30 days for commercial transactions, extendable to 60 days when contractually agreed between the parties.

To calculate the average payment period, the methodology established in the ICAC Resolution of 29 January 2016 has been followed, which establishes that commercial creditors for supplies of goods or services included in the items "Suppliers" and "Sundry creditors" of current liabilities in the consolidated balance sheet are considered suppliers. The effective payment date corresponds to the moment when the creditor has the ability to dispose of the funds. Likewise, the SANJOSE Group has not considered the balance of payments made to companies domiciled abroad, as these transactions are outside the scope of Spanish legislation.

During 2025, no legal proceedings were initiated for late payments.

Table 67. Days to pay suppliers

Payment practices	2025	2024
Average number of days it takes the company to pay an invoice from the date on which the contractual or legal payment period begins to be calculated.	23	31
Percentage of invoices paid within less than 60 days	>92,7%	91.4%
Number of legal proceedings currently pending due to late payments.	0	0

To facilitate the reading of this document, this disclosure requirement is presented alongside information relating to payment practice parameters (G1-6).

d. Prevention and detection of corruption and bribery

CSRD – G1-3 // Law 11/2018 – Fight against corruption and bribery

Grupo SANJOSE has a comprehensive system in place to prevent, detect and address possible cases of corruption or bribery, based on the Organisation and Management Model for the Prevention of Crime, the [Code of Conduct and the Anti-Corruption Policy of Grupo SANJOSE](#).

These documents establish the ethical principles that should guide the activities of all employees, managers and administrators, regardless of the country in which they operate or the type of activity they perform. Both the Code and the Anti-corruption Policy strictly prohibit any form of corruption, including bribery and misconduct in business relationships, and define a rigorous control framework that reinforces an environment of integrity and responsibility.

Functions of the Supervisory Body and reporting to the administrative, management and supervisory bodies

The application and effectiveness of the Crime Prevention Model are supervised by the Supervisory Body, which reports directly to the Board of Directors and operates with complete independence. This body is composed of five members appointed by the Board of Directors for a minimum term of one year. Its members are chosen from among internal staff, taking into account a multidisciplinary nature that guarantees a complete overview of the reality of Grupo SANJOSE.

The Supervisory Body includes the key figure of the Compliance Officer, who leads investigations and ensures that review processes are carried out objectively and impartially.

The functions of the Supervisory Body include

- The continuous review and updating of the model, the promotion of its dissemination throughout the organisation and the supervision of training activities in ethics and regulatory compliance.
- Proactive and preventive supervision of the compliance system. This work includes the periodic review of internal procedures, the analysis of relevant information — including media, reports from the legal department, or risk analyses on third parties — and the early identification of potential risks. Based on these analyses, preventive or corrective measures are established to reinforce the integrity of the system and mitigate possible irregularities.
- Management of the Whistleblowing Channel

The Supervisory Body meets at least once a year to review criminal risk prevention activities and propose improvements in its Annual Report. This report details the activities carried out in the last year under the Model, evaluates the effectiveness of the Code of Conduct and the Anti-Corruption Policy, and proposes necessary adjustments to optimise the crime prevention system, in accordance with the Group's commitment to continuous improvement. In addition, the Body meets whenever a relevant circumstance arises that warrants a review or modification of the Model.

Whistleblowing Channel

As part of its functions, the Supervisory Body also manages the Whistleblowing Channel, a confidential tool that allows employees, managers and third parties to safely report any suspicion of corruption or non-compliance. The procedure for managing complaints in the Internal Information System is organised into four main phases:

1. **Receipt of the report.** Complaints can be submitted by email or through an interview with the Compliance Officer. They can be anonymous or confidential, guaranteeing the confidentiality of the informant, accessible only to the Supervisory Body, external professionals if necessary, and relevant judicial or administrative authorities. Upon receipt, the complaint is registered and assigned a code in a restricted access system.
2. **Formal admission.** The report is checked to see if it meets the minimum requirements for investigation, in accordance with the Whistleblower Protection Act. If it does not meet the requirements, it is filed or the complainant is informed so that they can correct the report.
3. **Processing.** The Compliance Officer conducts the investigation, requesting additional evidence and collecting statements from those involved and witnesses, while maintaining the confidentiality of the whistleblower's identity. The accused is guaranteed the right to know the facts attributed to them and to present their defence, preserving both their confidentiality and their rights. The investigation has a maximum duration of three months, which may be extended in particularly complex situations.
4. **Resolution.** At the conclusion of the investigation, the Compliance Officer issues a report that may result in the complaint being closed, referred to the Public Prosecutor's Office in the event of possible crimes, and/or forwarded to the Board of Directors and, in cases of financial or accounting irregularities, also to the Audit Committee.

The [Data Protection Policy of the Internal Information System](#) and the [Internal Information System and Whistleblower Protection Policy](#) guarantee the protection of individuals and their information, taking into account the sensitivity of these channels. Grupo SANJOSE establishes operational tools and processes to ensure the protection of those who detect and report violations, as well as the identity and rights of those under investigation. Among other measures:

- Respect for the anonymity or confidentiality of whistleblowers and those under investigation.
- Appropriate protection measures and prohibition of retaliation.
- The right to submit allegations to clarify the facts under investigation and to exercise their right of defence.

Issues handled by this Internal Information Channel

- | | |
|--|---|
| <ul style="list-style-type: none"> • Urban planning offences. • Environmental offences. • Transnational corruption and bribery offences. • Offences of bribery of public officials. • Offences of influence peddling. • Offences against workers' rights. • Crimes involving the discovery and disclosure of secrets. • Computer hacking offences. | <ul style="list-style-type: none"> • Fraud offences. • Market price manipulation offences. • Insider trading offences. • Money laundering offences. • Offences against the Treasury. • Offences relating to breaches of accounting obligations and false financial information. • Offences involving price manipulation in public tenders and auctions. • Offences involving the redistribution of sexting material |
|--|---|

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In addition to this formal reporting channel, the Group manages incidents reported through other channels, such as the Group's corporate website and the general communication channel, as detailed in section 1.1.3.b) of this report.

To support regulatory compliance and operational control, Grupo SANJOSE uses a corporate ERP system that allows for comprehensive monitoring of financial information and business resources. This system is key to the Group's internal control, facilitating the integrity and accuracy of records and enabling the early detection of possible irregularities or non-compliance.

Compliance training

As a preventive measure, *compliance* training is one of the fundamental pillars of the Group's commitment to regulatory compliance. The Group has a mandatory training programme that seeks to ensure that staff are prepared to operate under the highest standards of ethics and responsibility. This training is continuously reinforced, allowing all employees, managers and administrators to remain up to date and aware of their ethical and regulatory responsibilities.

In 2025, the Group completed the roll-out of this training, ensuring its availability to 100% of the workforce through the new employee channel and email communication. This year, 639 people have completed this training.

The training was initially developed for those roles most exposed to corruption and bribery (4% of the total workforce), comprising the management team, and was subsequently completed by the rest of the workforce.

This training was provided by the law firm MBI Abogados, which is responsible for advising and verifying compliance with corporate policy.

In addition, Grupo SANJOSE has partially transferred the risks arising from possible management malpractice or acts of disloyalty by its own staff, managers and administrators to the insurance market, thereby mitigating the financial risk of these situations.

Confirmed cases of corruption or bribery

CSRD – G1-4

In 2025, no notifications were received regarding corruption and bribery, or the various areas of responsibility of the channel, so the intervention of the Supervisory Body was not necessary.

However, the channel received three reports during the financial year, which were analysed. After determining that the reported incidents did not relate to compliance issues, they were handled in accordance with the process established by the Group:

- Information to the interested party about the channelling of the incident to the appropriate channel
- Information to the relevant manager according to the type of incident
- Analysis and resolution of the incident.

Information relating to these incidents can be found in section 3.1.2. Adoption of measures related to incidents involving own staff. Human and labour rights.



05

Appendix.

Annex 1. Correspondence with reporting requirements

ANNEXES

5.1.

Correspondence with the requirements of Law 11/2018

Requirements of Law 11/2018		Content
GENERAL ASPECTS		
Business model	Description of the business model	20-22
	Geographical presence	21
	Objectives and strategies of the organisation	25
	Key factors and trends	29-35
Materiality	Materiality	37-38
Management approach	Policies applied by the Group	51, 58-59, 65, 68, 82-85, 119, 124, 130, 139-140
	Results of these policies	
	Main risks	30, 50-51, 58, 65, 68, 81, 118, 123, 129, 139
ENVIRONMENT		
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety	50-51, 58, 65, 68
	Environmental assessment or certification procedures	20, 132
	Resources for the prevention of environmental risks	53, 60, 66, 70
	Application of the precautionary principle	25
Pollution	Measures to prevent, reduce or repair carbon emissions and air pollution	58-61
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and waste disposal	68-79
	Actions to combat food waste	Non-material
Sustainable use of resources	Water consumption and supply	71
	Consumption of raw materials	71
	Direct and indirect energy consumption	54
	Measures taken to improve energy efficiency	52
	Use of renewable energy	52
Climate change	Greenhouse gas emissions	56-57
	Measures taken to adapt to the consequences of climate change	53
	Voluntarily established reduction targets	53-54
Protection of biodiversity	Measures to preserve or restore biodiversity	62-66
	Impacts caused by activities or operations in protected areas	67
LABOUR		
Employment	Total number and distribution of employees by gender, age, country and professional classification	109-112
	Total number and distribution of types of employment contract, annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification	113-115
	Number of dismissals by gender, age and professional classification	116
	Average remuneration and evolution broken down by sex, age and professional classification or equal value	96
	Wage gap, remuneration for equal jobs or company average	95-96

Requirements of Law 11/2018		Content
	Average remuneration of directors (including variable remuneration, allowances, compensation, payments into long-term savings schemes and any other payments) broken down by gender	Available in the Corporate Governance Report
	Average remuneration of executives (including variable remuneration, allowances, compensation, payments into long-term savings schemes and any other payments) broken down by gender	96
	Implementation of policies to disconnect from work	88
	Employees with disabilities	97
Organisation of work	Organisation of working time	88
	Number of hours of absenteeism	105
	Measures aimed at work-life balance and promoting shared responsibility	88-89
Health and safety	Health and safety conditions	102-105
	Number of accidents by gender	105
	Frequency rate by gender	
	Severity rate by gender	
	Occupational diseases by gender	
Social relations	Organisation of social dialogue	89-90
	Percentage of employees covered by collective agreements by country	
	Overview of collective agreements, particularly in the field of occupational health and safety	
Training	Policies implemented in the field of training	85
	Training hours by professional category.	101
Universal accessibility for persons with disabilities		97
Equality	Measures adopted to promote equal treatment and opportunities between women and men	91-95
	Equality plans, measures to promote employment, protocols against sexual and gender-based harassment	
	Integration of persons with disabilities	97
	Policy against all forms of discrimination and, where applicable, diversity management	84
<u>HUMAN RIGHTS</u>		
Information on respect for human rights	Application of human rights due diligence procedures	17-18
	Prevention of risks of human rights violations and measures	
	Complaints of human rights violations	91
	Promotion and compliance with the provisions of fundamental ILO conventions	17-18
	Elimination of discrimination in employment and occupation	91-95
	Elimination of forced or compulsory labour	17-18, 118
	Effective abolition of child labour	
<u>CORRUPTION AND BRIBERY</u>		
Information relating to the fight against corruption and bribery	Measures taken to prevent corruption and bribery	143-146
	Measures to combat money laundering	
	Contributions to foundations and non-profit organisations	127
<u>SOCIETY</u>		
Company commitments to sustainable development	Impact on employment and local development	127
	Impact of the company's activity on local populations and the territory	
	Relationships maintained with local community stakeholders and methods of dialogue with them	124-125

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Requirements of Law 11/2018		Content
	Partnership or sponsorship activities	53, 127
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	141-143
	Consideration of social and environmental responsibility in relations with suppliers and subcontractors	
	Monitoring and audit systems and results	
Consumers	Measures for consumer health and safety	131-135
	Complaints systems	27-28,
	Complaints received and resolution	28, 130-131
Tax information	Profits earned country by country	24
	Taxes on profits paid	
	Government grants received	

ANNEXES

5.2

CSRD disclosure requirements covered

Subject standard	Disclosure requirement and page	Subject standard	Disclosure requirement and page
N/A	Taxonomy Regulation – pp. 40–47	S1 – Own employees	- SBM-3 – p. 81 - S1-1 – pp. 82–85 - S1-2 – pp. 86–87 - S1-3 – p. 87 - S1-4 – p. 88 - S1-5 – pp. 106–108 - S1-6 – p. 109 - S1-8 – p. 90 - S1-9 – pp. 91–92 - S1-10 – p. 89 - S1-12 – p. 97 - S1-13 – p. 101 - S1-14 – pp. 104–105 - S1-15 – p. 89 - S1-16 – pp. 95–96 - S1-17 – p. 91
ESRS 2	- BP1 – p. 4 - BP2 – p. 5 - GOV 1 – p. 8 - GOV 2 – p. 17 - GOV 3 – p. 17 - GOV 4 – pp. 17–18 - GOV 5 – p. 19 - SBM 1 – pp. 20–26 - SBM 2 – pp. 26–29 - SBM 3 – pp. 29–36 - IRO 1 – p. 37 - IRO 2 – p. 38		
E1 – Climate Change	- GOV-3 – p. 48 - E1-1 – pp. 48–49 - SBM-3 – p. 49 - IRO-1 – p. 50 - E1-2 – p. 51 - E1-3 – pp. 52–53 - E1-4 – p. 53 - E1-5 – pp. 55–56 - E1-6 – p. 57	S2 – Value chain workers	- SBM-3 – p. 118 - S2-1 – p. 119 - S2-2 – pp. 119–120 - S2-3 – p. 120 - S2-4 – pp. 120–122 - S2-5 – p. 122
E2 – Pollution	- IRO-1 – p. 58 - E2-1 – p. 59 - E2-2 – pp. 59–60 - E2-3 – p. 60 - E2-4 – p. 61	S3 – Affected groups	- SBM-3 – p. 123 - S3-1 – p. 124 - S3-2 – p. 124 - S3-3 – p. 124 - S3-4 – pp. 124–127 - S3-5 – p. 128
E4 – Biodiversity	- E4-1 – p. 62 - SBM-3 – p. 63 - IRO-1 – p. 64 - E4-2 – p. 65 - E4-3 – pp. 65–66 - E4-4 – p. 67 - E4-5 – p. 67	S4 – End users	- SBM-3 – p. 129 - S4-1 – p. 130 - S4-2 – p. 130 - S4-3 – p. 130 - S4-4 – pp. 130–135 - S4-5 – p. 136
E5 – Circular Economy	- IRO-1 – p. 68 - E5-1 – p. 68 - E5-2 – pp. 69–70 - E5-3 – p. 71 - E5-4 – pp. 71–73 - E5-5 – pp. 73–79	G1 – Corporate Culture	- GOV 1 – p. 138 - G1-1 – pp. 139–140 - G1-2 – p. 141 - G1-3 – p. 143 - G1-4 – p. 146 - G1-6 – p. 143

Requirements not included in this table have not exceeded materiality thresholds and are therefore not included in this report. They are listed below: E1-7, E1-8, E1-9, E2-5 and the ESRS E3 Complete standard. Furthermore, Grupo SANJOSE does not report the expected financial effects of its environmental impacts, risks and opportunities in accordance with the gradual introduction of this requirement.

ANNEXES

5.3.

Sources and methodologies used

Calculation of the carbon footprint

The following emission factor sources have been used to calculate Grupo San José's carbon footprint, which we have grouped into categories based on ISO 14064:

Category 1: Direct GHG emissions and removals

Fixed combustion

- MITERD (based on the sixth IPCC report)
- DEFRA (Department for Environment, Food & Rural Affairs)

Mobile combustion

- MITERD (based on the sixth IPCC report)

Emission factors by fuel type	B10	B7	E5	B100
Passenger cars (M1)	2,441	2,517	2,249	0.172
Vans and minibuses (N1)	2,429	2,505	2,246	0.16
Lorries (N2, N3)	2,445	2.52	2,254	0.176
Average	2.438	2.514	2,250	0.169

Category 2: Indirect GHG emissions caused by imported energy

Imported electricity

- Spanish Electricity Network
- IEA (International Energy Agency)
- MITERD (based on the sixth IPCC report)

Category 3: Indirect GHG emissions caused by transportation

Commuting

- DEFRA (Department for Environment, Food & Rural Affairs)
- Valora Consultores own factor.
- OCCC (Catalan Office for Climate Change)

Business travel

- DEFRA (Department for Environment, Food & Rural Affairs)

Category 4: Indirect GHG emissions caused by products used by the organisation

Goods and services

- MITERD (based on the sixth IPCC report)
- DEFRA (Department for Environment, Food & Rural Affairs)
- Ecoinvent v.10

Capital goods

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- DEFRA (Department for Environment, Food & Rural Affairs)
Indirect emissions from imported electricity
- DEFRA (Department for Environment, Food & Rural Affairs)
- IEA (International Energy Agency)
Solid and liquid waste disposal
- DEFRA (Department for Environment, Food & Rural Affairs)
- OCCC (Catalan Office for Climate Change)
IEA (International Energy Agency)

Calculation of the waste recovery rate

The following methodology has been developed to calculate the waste recovery rate:

In the case of non-hazardous waste, the analysis is based on actual data on waste managed in Spain and Portugal, which accounts for more than 95% of total waste. The recovery percentage corresponds to the total waste recovered according to the information provided by authorised waste managers. Where up-to-date information was not available, it was assumed that 100% of the waste had been disposed of.

In the case of hazardous waste, it has not been possible to obtain updated information from authorised waste managers. Therefore, the recovery percentage has been estimated based on the Spanish average recovery rate for each waste category. For those categories for which an updated average was not available, the latest ratios published by the Spanish manager with whom the Group has a centralised agreement have been used.

In order to provide data that is comparable with that reported in previous years, the recovery percentage excludes data on contaminated soil and materials containing asbestos. In both cases, this is waste generated on an ad hoc basis due to specific circumstances in the project portfolio.

Don Juan Amor Fernández, Traductor-Intérprete Jurado de inglés, nombrado por el Ministerio de Asuntos Exteriores, Unión Europea y Cooperación, certifica que la que antecede es traducción fiel y completa al inglés de un documento redactado en español.

I the undersigned Juan Amor Fernández, sworn translator for the English Language, duly appointed by the Ministry for Foreign Affairs, European Union and Cooperation, do hereby certify that the foregoing is a true and faithful translation of the original Spanish document hereunto attached.

Águilas (Murcia) Spain, 25th February 2026





Verification Report

to

GRUPO EMPRESARIAL SAN JOSE, S.A

in relation to the consolidated non-financial and sustainability reporting
"NON-FINANCIAL INFORMATION STATEMENT 2025"
under the Law 11/2018 and the Directive (EU) 2022/2464
corresponding to the fiscal year ending on December 31, 2025.

In Madrid on February 26, 2026

A handwritten signature in blue ink, consisting of stylized, overlapping loops and lines.

Rafael García Meiro
CEO

LIMITED VERIFICATION REPORT ON THE STATE OF THE CONSOLIDATED NON-FINANCIAL AND SUSTAINABILITY REPORTING

To the Board of Directors of the **GRUPO EMPRESARIAL SAN JOSE, S.A.:**

"LIMITED" VERIFICATION CONCLUSION

AENOR has carried out the verification, in accordance with the Law 11/2018, under a limited level of assurance of the Consolidated State of Non-Financial Reporting (hereinafter, SNFR) corresponding to the fiscal year ending on December 31, 2025 of the GRUPO EMPRESARIAL SAN JOSE, S.A. and subsidiary companies that are part of the consolidated management report of the Group (hereinafter, the body), which is included in Section 10 of the management report.

The content of the SNFR includes reporting additional to that required by the current legislation in terms of non-financial reporting. Namely, it includes the Sustainability Reporting corresponding to the fiscal year ending on December 31, 2025 (hereinafter, information on sustainability) prepared by the body, in compliance with the Directive (EU) 2022/2464 on Corporate Sustainability Reporting (CSRD). Said sustainability reporting has been verified under a limited level of assurance.

Based on the proceedings carried out, and on the evidence that we have obtained, nothing has come to our attention that might suggest the following:

- a) The body's State of Non-Financial Reporting corresponding to the fiscal year ending on December 31, 2025 has not been prepared, in all material respects, in accordance with the contents of the current legislation and following the selected criteria of the European Sustainability Reporting Standards (ESRSs), as well as the other criteria described in accordance to what is included for every subject matter in Table Anexo 1 "5.1 Correspondence with the requirements of Law 11/2018" of said State;
- b) The Sustainability Reporting has not been prepared as a whole in all material respects, in accordance with the applicable sustainability reporting framework identified in the attached Note "1.1.1. Basis for elaboration" on sustainability reporting, including:
 - That the description provided on the process to identify the sustainability reporting included in Note "1.1.1. Basis for elaboration" on sustainability reporting is coherent with the implemented process, and that it allows for the identification of material information to be disclosed based on the ESRS requirements;
 - Compliance with the ESRSs;
 - Compliance with the disclosure requirements, included in Subsection "2.1. Introduction to the EU Taxonomy regulation" in the section on environment and sustainability reporting, with the contents of Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.

BASES FOR THE CONCLUSION

AENOR has carried out the verification assignment under a limited level of assurance, in accordance with the governing regulations of the applicable verification activity in Spain. The extension of the procedures applied in a verification assignment with a limited level of assurance is less in comparison with the ones required in a reasonable verification assignment. As a consequence, the safety degree obtained in a verification assignment with a limited level of assurance is less than the safety degree that would have been obtained had a reasonable safety assignment been carried out.

Our responsibilities, in accordance with such regulation, are further described in the Section "Responsibilities of the verifier of our report."

AENOR acts as an independent verification body and complies with the requirements of independence and other ethical requirements, which are applicable based on the requirements of the governing regulation of the sustainability reporting verification activity, and which are based on the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior.

AENOR has a quality management system that ensures compliance with the governing regulations of the sustainability reporting verification activity regarding the quality control based on ISO/IEC 17029:2019. It requires the individual verifier/the verifying company to design, implement and operate a quality management system which includes policies and procedures related to the compliance of the ethical, professional rules and legal requirements, as well as to the applicable legislation.

We consider that the evidence that we have obtained is enough and appropriate to provide a base for our conclusion.

RESPONSIBILITIES OF THE ADMINISTRATORS AND OF THE AUDIT COMMISSION IN RELATION TO THE SUSTAINABILITY REPORTING

The GRUPO EMPRESARIAL SAN JOSE, S.A. Administrators will be responsible for the formulation of the SNFR included in the body's consolidated management report, as well as for the content thereof. The SNFR has been prepared on the basis of the contents included in the current legislation and following the selected ESRS criteria, as well as other criteria described in accordance with what has been mentioned for each subject matter in Table "del Anexo 1 "5.1. Correspondence with the requirements of Law 11/2018" of said State.

This responsibility likewise includes design, implementation, and maintenance of the internal control deemed necessary to allow for the SNFR to be free from material misstatements, due to fraud or error.

The administrators of GRUPO EMPRESARIAL SAN JOSE, S.A are also responsible for the definition, implementation, adaptation and maintenance of the management system from which the necessary information is obtained in preparation of the SNFR.

In relation to the sustainability reporting, the body's administrators are responsible for developing and implementing a process to identify the information to be included in the sustainability reporting, in compliance with the contents of the CSRD, the ESRSs, and the provisions set forth in Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020, and to disclose information on this process in the sustainability reporting itself in Note "1.1.2. a) The role of administrative, management and supervisory bodies (GOV 1)". Said responsibility includes:

LIMITED VERIFICATION REPORT ON THE STATE OF THE CONSOLIDATED NON-FINANCIAL AND SUSTAINABILITY REPORTING ISSUED BY A VERIFIER

- Knowing the context in which these activities and business relations of the body are developed, as well as its stakeholders, in relation to the impacts that the body has on people and the environment;
- Identifying the real and potential impacts (both negative and positive), as well as the risks and opportunities that might affect, or which may be reasonably expected to affect, the financial situation, the financial results, the cash flows, the access to funding, or the cost of equity of the body in the short, medium and long term;
- Assessing the materiality of the identified impacts, risks and opportunities;
- Carrying out hypothesis and estimates that are reasonable depending on the circumstances.

The administrators are likewise responsible for preparing the sustainability reporting, which includes information identified by the process, in accordance with the applicable sustainability reporting framework, including compliance with the ESRs, the disclosure requirements, and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.

Said responsibility includes:

- Designing, implementing and keeping the internal control that the administrators deem relevant to allow for the preparation of the sustainability reporting which is free from material misstatements, due to fraud or error;
- Selecting and applying appropriate methods for the sustainability reporting presentation, and the conduction of reasonable assumptions and estimates, taking into account the circumstances on specific disclosures.

The audit commission is responsible for supervising the drafting and presentation of the sustainability reporting.

INHERENT LIMITATIONS IN THE PREPARATION OF SUSTAINABILITY REPORTING

In accordance with the ESRs, the body's administrators are obliged to prepare prospective information on the basis of assumptions and hypothesis, which shall be included in the sustainability reporting, on facts that may happen in the future, as well as possible future actions which the company could take, where appropriate. The real result may substantially differ from the one estimated, given that it refers to the future, and future events do not generally happen as expected.

In order to determine sustainability reporting disclosures, the body's administrators shall interpret the legal and other terms which are clearly defined, and which may be interpreted otherwise by other people, including the legal conformity of such interpretations and, as a consequence, are subject to uncertainty.

VERIFIER'S RESPONSIBILITIES

AENOR's goals are to plan and carry out the verification assignment, so as to obtain a limited security on whether the SNFR and the sustainability reporting are free from material misstatements, due to fraud or error, and issue a verification report with a limited level of assurance, which contains our conclusions thereto. Misstatements may be due to fraud or error, and they are considered to be material when, individually or in

an aggregated manner, they may be reasonably expected to affect the decisions that the users, to whom the verification report is addressed, make based on such information.

As part of this verification assignment with limited level of assurance, we apply our professional judgement and keep an attitude of professional skepticism throughout the whole assignment. We likewise:

- Design and apply procedures to assess whether the process to identify the information included both in the SNFR and in the sustainability reporting is consistent with the description of the process followed by the body and allows, where appropriate, to identify the material information that will be disclosed based on the ESRS requirements;
- Apply procedures about risk, including the understanding of the relevant internal controls for the assignment, so as to identify the information to be disclosed, where material misstatements are more likely to arise, due to fraud or error, but not with the aim of providing a conclusion on the efficiency of the body's internal control;
- Design and apply procedures that respond to the disclosures included both the SNFR and in the sustainability reporting, where material misstatements are likely to arise. The risk of not detecting a material misstatement due to fraud is greater than in the case of a material misstatement due to error, since fraud may imply collusion, counterfeit, deliberate omissions, intentional misclassifications, or the avoidance of the internal control;
- Provide the body's audit commission with a statement of compliance with the ethical requirements regarding independence, and we have contacted them to inform about those matters that may reasonably entail a threat to our independence and, where appropriate, about the safeguard measures adopted to eliminate or reduce the threat.

SUMMARY OF THE CONDUCTED WORK

A limited verification assignment includes the conduction of procedures to obtain evidence, which can be a basis for our conclusions. The nature, time of performance and extension of the selected procedures depend on the professional judgement, including the identification of the information to be disclosed, since material misstatements are likely to arise, due to fraud or error, in the sustainability reporting.

Our work has focused on putting questions down to the Management, as well as to the different units and components of the GRUPO EMPRESARIAL SAN JOSE, S.A., which have participated in the drafting of the sustainability reporting, on the process reviews to gather and check the information provided in the sustainability reporting, and on the application of hundreds of certain analytical procedures and sample review evidence, which are described below:

Regarding the SNFR verification process:

- Meetings with the body's staff to understand the business model, the applied policies and management approaches, the main risks related to those aspects, and to obtain the necessary information for the external review;
- Scope, importance and integrity analysis of the contents included in the 2025 SNFR, based on the materiality analysis carried out by the body and described in Section "1.1.3. b) Impacts, risks and opportunities: results of the dual materiality analysis (CSRD - ESRS 2 - SBM3)", taking into account those contents required under the current legislation;

- Analysis of the procedures to gather and validate the data presented in the 2025 SNFR;
- Information review regarding risks, policies and managements approaches applied in relation to the material aspects presented in the 2025 SNFR;
- Verification, through evidence, based on the selection of a sample, of the information on the contents included in the 2025 SNFR and its proper compilation from the data provided by the information sources.

Regarding the verification process of sustainability reporting:

- Interviews with the staff of the GRUPO EMPRESARIAL SAN JOSE, S.A:
 - To understand the business model, the applied policies and management approaches, the main risks related to those aspects, and to obtain the necessary information for the external review;
 - To understand the origin of the information used by the Management (e.g., the interaction with the stakeholders, the business plans and the strategy documents), and the review of internal documentation of the body on its procedure.
- To obtain information, through interviews with the body's staff, of the gathering, validation and presentation of information procedures conducted by the body to draft its sustainability reporting;
- Assessment of the consistency of the evidence obtained from our procedures on the process implemented by the body—in order to establish the information that shall be included in the sustainability reporting, together with the process description included in Note “1.1.3. b) Impacts, risks and opportunities: results of the dual materiality analysis (CSRD - ESRs 2 - SBM3)”, and the assessment of whether such process implemented by the body allows for the identification of material information to be revealed, according to the SNFR requirements;
- Assessment of whether all the information identified in the process implemented by the body for the establishment of the information that must be included in the sustainability reporting has been actually included;
- Assessment of consistency of the structure and presentation of the sustainability reporting with the provisions of the ESRs and the rest of the regulatory framework of sustainability reporting applied per body;
- Conduction of inquiries to the relevant staff and analytical procedures on the information disclosed in the sustainability reporting, taking into account the information where material misstatements are likely to arise, due to fraud or error;
- Conduction of substantive sampling procedures on the disclosed information in the selected sustainability reporting, taking into account the information where material misstatements are likely to arise, due to fraud or error;
- Obtention, where appropriate, of the reports issued by accredited independent third parties, which are annexed to the management report in response to the demands of the European legislation. Moreover, in relation to the mentioned information and in accordance with the verification standard, examination exclusively of the verifier's accreditation, and of the fact that the issued report scope corresponds to the one required by the European legislation;

LIMITED VERIFICATION REPORT ON THE STATE OF THE CONSOLIDATED NON-FINANCIAL AND SUSTAINABILITY REPORTING ISSUED BY A VERIFIER

- Obtention, where appropriate, of the documents containing the information incorporated by reference, of the reports issued by auditors or verifiers on such documents. Moreover, in accordance with the verification standard, examination of exclusively the fact that the conditions described in the ESRSs that allow for the inclusion of information by reference in the sustainability report are met in the document referred to by the information incorporated by reference;
- Obtention of a representation letter by the Management and the administrators of the body in relation to the SNFR and the sustainability reporting.

OTHER INFORMATION

The body's People in charge of governance are responsible for the remaining information, which includes the consolidated annual statements, and the rest of information included in the management report. However, it does not include the audit report of the annual statements, nor the verification reports issued by accredited, independent third parties requested by the EU legislation on specific disclosures included in the sustainability reporting, and which are attached as an annex in the consolidated management report.

This verification report does not cover the rest of the information, and we do not express any type of verification conclusion thereof.

In relation to our assignment to verify the sustainability reporting, our responsibility is to read the previously identified information and, in that way, consider whether the other information has material inconsistencies with the sustainability reporting or with the knowledge we have acquired during the verification assignment, which may point to the existence of material misstatements in the sustainability reporting.

AENOR CONFÍA S.A.U.

Francisco Manuel BERMEJO FERRERO (lead verifier)

Date of the verification report

February 26, 2026

C/ GÉNOVA 6, 28004 MADRID (SPAIN)



ANNUAL CORPORATE GOVERNANCE REPORT LISTED COMPANIES

ISSUER'S IDENTIFICATION DETAILS

Financial year-end date: 31/12/2025

TAX Id. # A-36046993

Company Name:

GRUPO EMPRESARIAL SAN JOSÉ, S.A.

Registered office:

ROSALIA DE CASTRO 44, BAJO (PONTEVEDRA)

A. CAPITAL STRUCTURE

A.1 Complete the following table on the share capital and voting rights attributed, including, where applicable, those corresponding to shares with loyalty voting rights, at the end of the financial year:

Indicate whether the company's articles of association contain provision for dual loyalty voting:

☐ Yes

☒ No

Date of last change	Share capital (Euros)	Number of shares	Number of voting rights
27/06/2008	1,950,782.49	65,026,083	65,026,083

Please state whether there are different classes of shares with different associated rights

☐ Yes

☒ No

A.2 Disclose the direct and indirect holders of significant shareholdings on the reporting date, including directors with a significant shareholding:

Name of shareholder	Voting rights attached to shares		% of voting rights through financial		% of total voting rights
	Direct	Indirect	Direct	Indirect	
MS MARIA VIRTUDES SÁNCHEZ AVALOS	4.73	0.00	0.00	0.00	4.73
MR JACINTO REY GONZÁLEZ	24.95	23.34	0.00	0.00	48.29
MS JULIA SÁNCHEZ AVALOS	7.44	0.00	0.00	0.00	7.44
MR JUAN VILLALONGA NAVARRO	2.05	0.00	0.00	0.00	2.05

Breakdown of the indirect holding:

Name of indirect shareholder	Name of direct shareholder	% of shares carrying voting rights	% of voting rights through financial instruments	% of total voting rights
N.A.				

State the most significant shareholder structure changes during the year:

Most significant movements

The shareholder Mr Juan Villalonga Navarro increased his stake by 0.12%, from 1.93% to 2.05%.

The shareholder Mr Jacinto Rey González holds an indirect stake through the company Pinos Altos XR, S.L.

A.3 Give details of the shareholdings, by whatever percentage, at year-end of the members of the board of directors who hold voting rights attributed to shares in the company or through financial instruments, excluding the directors identified in section A.2 above:

Name of director	Voting rights attributed to shares (including loyalty votes)		% of voting rights through financial instruments		% of total voting rights	Of the total voting rights attached to the shares, indicate, if applicable, the % of additional votes attached to the shares that correspond to loyalty voting shares	
	Direct	Indirect	Direct	Indirect		Direct	Indirect
MR ROBERTO ÁLVAREZ ÁLVAREZ	0.28	0.00	0.00	0.00	0.28	0.00	0.00
MR RAMON BARRAL ANDRADE	0.17	0.00	0.00	0.00	0.17	0.00	0.00
MR JACINTO REY LAREDO	0.33	0.00	0.00	0.00	0.33	0.00	0.00
MR JOSÉ MANUEL OTERO NOVAS	0.03	0.00	0.00	0.00	0.03	0.00	0.00
MR ENRIQUE MARTIN REY	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total percentage of voting rights held by the Board of Directors

49.10

Breakdown of the indirect holding:

Name of director	Name of direct shareholder	Voting rights attributed to shares (including loyalty votes)	% of voting rights through financial instruments	% of total voting rights	Of the total voting rights attached to the shares, indicate, if applicable, the % of additional votes attached to the shares that correspond to loyalty voting shares
N/A					

Give details of the total percentage of voting rights represented on the board:

Total percentage of voting rights held by the Board of Directors	57.39
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[The director Mr Enrique Martín Rey holds 152 shares in the company, equivalent to 0.00000157%, a very low percentage to include in the application.]

A.4 If applicable, state any family, commercial, contractual, or corporate relationships that exist among significant shareholders to the extent that they are known to the company, unless they are insignificant or arise in the ordinary course of business, except those that are reported in Section A.6:

Name of related party	Nature of	Brief description
MS JULIA SANCHEZ AVALOS, MS MARÍA VIRTUDES SÁNCHEZ ÁVALOS	Family	These two holders of a significant amount of shares are sisters.

A.5 If applicable, state any commercial, contractual, or corporate relationships that exist between significant shareholders and the company and/or group, unless they are insignificant or arise in the ordinary course of business:

Name of related party	Nature of	Brief description
N.A.		

- A.6** Describe the relationships, unless insignificant for the two parties, which exist between significant shareholders or shareholders represented on the Board and directors, or their representatives in the case of legal-person directors.

Explain, as the case may be, how the significant shareholders are represented. Specifically, state those directors appointed to represent significant shareholders, those whose appointment was proposed by significant shareholders and/or companies in its group, specifying the nature of such relationships or ties. In particular, mention the existence, identity and post of directors, or their representatives, as the case may be, of the listed company, who are, in turn, members of the Board of Directors or their representatives of companies that hold significant shareholdings in the listed company or in group companies of these significant shareholders:

Name or company name of related director or representative	Name or company name of related significant shareholder	Company name of the group company of the significant shareholder	Description of relationship/post
MR JACINTO REY GONZÁLEZ	PINOS ALTOS XR, S.L.	GRUPO EMPRESARIAL SAN JOSÉ, S.A.	Mr Jacinto Rey González is majority shareholder of Pinos Altos XR, S.L.
MR JACINTO REY LAREDO	MR JACINTO REY GONZÁLEZ	GRUPO EMPRESARIAL SAN JOSÉ, S.A.	First-degree family relationship, father, and son
MR ENRIQUE MARTIN REY	MS MARIA JOSÉ AND JULIA SÁNCHEZ AVALOS	GRUPO EMPRESARIAL SAN JOSÉ, S.A.	Mr Enrique Martín Rey is the brother-in-law of Ms Julia Sánchez Avalos and the nephew by marriage of Ms María José and Ms Virtudes Sánchez Ávalos
MR JAVIER REY LAREDO	MR JACINTO REY GONZÁLEZ	GRUPO EMPRESARIAL SAN JOSÉ, S.A.	First-degree family relationship, father, and son

- A.7** State whether the company has been notified of any shareholders' agreements that may affect it, in accordance with Articles 530 and 531 of the Ley de Sociedades de Capital ("Corporate Enterprises Act" or "LCC"). If so, describe these agreements and list the party shareholders:

☐ Yes

☒ No

State whether the company is aware of any concerted actions among its shareholders. If so, provide a brief description:

☐ Yes

☒ No

If any of the aforementioned agreements or concerted actions have been modified or terminated during the year, please specify expressly:

The Company is not aware of the existence of any covenants or agreements between shareholders.

A.8 State whether any individual or company exercises or may exercise control over the company in accordance with Article 5 of the Ley de Mercados de Valores ("Spanish Securities Market Act" or "LMV"). If so, please identify them:

☒ Yes

☐ No

Name or company name
JACINTO REY GONZÁLEZ

A.9 Complete the following table with details of the company's treasury shares:

At the end of the financial year:

Number of direct shares	Number of indirect shares (*)	Total percentage of share capital
		0.00

(*) Through:

Name of direct shareholder	Number of direct shares
NA	

A.10 Provide a detailed description of the conditions and terms of the authority given to the Board of Directors to issue, repurchase, or dispose of treasury shares:

On 30 March 2021, the AGM authorised the board for the derivative acquisition of treasury shares of the company, directly or through entities controlled by it, and for the acceptance of treasury shares as collateral or other form of guarantee, in accordance with the applicable legislation in each case and subject to the following limits and requirements:

- Modalities of the acquisition: acquisition by title of sale or by any other inter vivo act for consideration.
- Maximum number of shares to be acquired: a number such that the par value of the shares to be acquired, added to those owned by both the company and any of its controlled companies, does not exceed 10% of the company's capital stock.
- Minimum and maximum acquisition price: the minimum acquisition price of the shares will be equal to 75% of their listed value on the acquisition date, and the maximum price will be 120% of their listed value on that same date.
- Duration of the authorisation: five years as from 30 March 2021.
- Use of authorisation: the board of directors will make use of this authorisation in the terms established by the internal regulations of the applicable code of conduct of the company in force at that time.
- Possible delivery of shares to workers or executives: the board of directors is empowered to allocate, totally or partially, the treasury shares acquired to remuneration programmes intended to or involved in the delivery of shares or stock option rights, in accordance with the provisions of section 1 a) of article 146 of the Capital Companies Act.

In the event that a pledge, collateral, or guarantee is constituted on treasury shares and the same will be executed, limits and requirements applicable in accordance with the applicable regulations and the present agreement for the acquisition of treasury shares, where appropriate, will be fulfilled.

The board may delegate this authorisation in favour of any other person that it expressly empowers for this purpose.

A.11 Estimated free-floating capital:

	%
Estimated free-floating capital	35.84

A.12 State whether there are any restrictions (article of associations, legislative or of any other nature) placed on the transfer of shares and/or any restrictions on voting rights. In particular, state the existence of any type of restriction that may inhibit a takeover attempt of the company through acquisition of its shares on the market, and those regimes for the prior authorisation or notification that may be applicable, under sector regulations, to acquisitions or transfers of the company's financial instruments.

- ☐ Yes
☒ No

A.13 State if the shareholders have resolved at a meeting to adopt measures to neutralise a take-over bid pursuant to the provisions of Act 6/2007.

- ☐ Yes
☒ No

If so, please explain the measures approved and the terms under which such limitations would cease to apply:

A.14 State if the company has issued shares that are not traded on a regulated EU market.

- ☐ Yes
☒ No

If so, please list each type of share and the rights and obligations conferred on each:

B. ANNUAL GENERAL MEETING

B.1 State whether there are any differences between the quorum established by the Law on Capital Companies (LCC) for General Shareholders' Meetings and those set by the company and if so, describe them in detail:

☐ Yes
☒ No

B.2 State whether there are any differences in the company's manner of adopting corporate resolutions and the manner for adopting corporate resolutions described by the LCC and, if so, explain:

☐ Yes
☒ No

B.3 State the rules for amending the company's Articles of Association. In particular, state the majorities required for amending the Articles of Association and any provisions in place to protect shareholders' rights in the event of amendments to them.

In order for the shareholders' meeting to be able to resolve on the increase or reduction of capital and any other amendment of the articles of association, the issue of bonds, the abolition or limitation of the right of pre-emptive acquisition of new shares, as well as the conversion, merger, demerger or global transfer of assets and liabilities and the transfer of the registered office abroad, the attendance, at first call, of shareholders present or represented by proxy holding at least 50% of the subscribed share capital with voting rights is required.

On second call, the attendance of 25% of such capital will be sufficient, although, when shareholders representing less than 50% of the subscribed share capital with voting rights are present or represented, the resolutions referred to in this paragraph may only be validly adopted with the favourable vote of two-thirds of the share capital present or represented at the meeting.

These provisions are contained in Articles 17 and 21 of the Articles of Association and Articles 14 and 21 of the Meeting Regulations.

B.4 Give details of attendance at General Shareholders' Meetings held during the year of this report and the two previous years:

Date of General Meeting	Attendance data				
	% physically present	% present by proxy	% distance vote		Total
			Electronic voting	Other	
20/04/2023	49.56	18.65	0.28	0.17	68.66
Of which, free-floating:	0.47	6.47	0.28	0.17	7.39
18/04/2024	49.75	16.67	0.02	0.37	66.81
Of which, free-floating:	0.83	4.33	0.02	0.37	5.55
08/04/2025	49.76	16.67	0.02	0.51	66.96
Of which, free-floating:	0.48	4.33	0.00	0.00	4.81

[The AGM for year 2025 was held in person with the possibility of remote attendance, so the data on physical presence includes both physical presence and remote attendance accredited during the holding of the meeting through the platform that the company made available to the shareholders.]

B.5 State whether any point on the agenda of the General Shareholders' Meetings during the year has not been approved by shareholders for any reason.

☐ Yes
☒ No

B.6 State if the Articles of Association contain any restrictions requiring a minimum number of shares to attend General Shareholders' Meetings, or on distance voting:



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☒ Yes
☐ No

Number of shares required to attend General Meetings	100
Number of shares required for distance voting	100

B.7 State whether it has been established that certain decisions other than those established by law exist that entail an acquisition, disposal, or contribution to another company of essential assets or other similar corporate transactions that must be subject to the approval of the General Shareholders' Meeting:

☐ Yes
☒ No

B.8 State the address and manner of access to the page on the company website where one may find information on corporate governance and other information regarding General Shareholders' Meetings that must be made available to shareholders through the company website:

All information on Corporate Governance is available on the Company's website (www.gruposanjose.biz), under the section "Shareholders & Investors", within the subsection "Corporate Governance".

C. COMPANY ADMINISTRATIVE STRUCTURE

C.1 Board of Directors

C.1.1 Maximum and minimum number of directors established in the Articles of Association and the number set by the general meeting:

Maximum number of directors	15
Minimum number of directors	5
Number of directors set by the general meeting	12

C.1.2 Please complete the following table on directors:

Name of director	Representative	Director category	Position on the Board	Date first appointed to Board	Last re-election date	Method of selection to Board
MR JOSÉ LUIS GONZALEZ RODRIGUEZ		Executive	CEO	25/06/2020	18/04/2024	RESOLUTION AGM
MS MARÍA JOSÉ ALONSO FERNÁNDEZ		Independent	DIRECTOR	20/04/2023	20/04/2023	RESOLUTION AGM
MR ROBERTO ÁLVAREZ ÁLVAREZ		Other external	DIRECTOR	27/06/2008	30/03/2022	RESOLUTION AGM
MR RAMÓN BARRAL ANDRADE		Independent	INDEPENDENT COORDINATOR	27/02/2014	30/03/2022	RESOLUTION AGM
MR JACINTO REY GONZÁLEZ		Executive	CHAIRMAN & CEO	18/08/1987	30/03/2022	RESOLUTION AGM
MR JACINTO REY LAREDO		Executive	VICE CHAIRMAN	30/10/2006	30/03/2022	RESOLUTION AGM

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LISTED COMPANIES

Name of director	Representative	Director category	Position on the Board	Date first appointed to Board	Last re-election date	Method of selection to Board
MR JOSÉ MANUEL OTERO NOVAS		Independent	DIRECTOR	28/08/2014	20/04/2023	RESOLUTION AGM
MS AMPARO ALONSO BETANZOS		Independent	DIRECTOR	17/12/2020	08/04/2025	RESOLUTION AGM
MR ENRIQUE MARTIN REY		Proprietary	DIRECTOR	28/06/2013	20/04/2023	RESOLUTION AGM
MS ALTINA DE FÁTIMA SEBASTIAN GONZALEZ		Other External	DIRECTOR	27/06/2008	30/03/2022	RESOLUTION AGM
MR JAVIER REY LAREDO		Executive	SECOND VICE-PRESIDENT	28/06/2012	30/03/2022	RESOLUTION AGM
MR NASSER HOMAID SALEM ALI ALDEREI		Other External	DIRECTOR	17/12/2015	18/04/2024	RESOLUTION AGM

Total number of directors	12
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State if any directors, whether through resignation, dismissal, or any other reason, have left the Board during the period subject to this report:

Director	Director category at time of leaving	Date of last appointment	Date director left	Specialised committees of which he/she was a member	Indicate whether the director left before the end of the term
N/A					

C.1.3 Complete the following tables regarding the members of the Board and their categories:

EXECUTIVE DIRECTORS

Name of director	Post in organisational chart of the company	Profile
MR JOSÉ LUIS GONZALEZ RODRIGUEZ	CEO	Degree in Economics from the University of Santiago de Compostela, with a master's in financial management and international trade from ESEUNE University and Berkeley. He has developed his professional career in different companies belonging to Grupo SANJOSE. He joined in 1999 in the commercial area. Since this date, he has held and held positions of strategic responsibility in the Company, assuming the General Management of the Group. At the end of 2015, he was appointed General Manager of Grupo Empresarial San José and in 2020 CEO.
MR JACINTO REY GONZÁLEZ	Chairman & CEO	Chairman Grupo SANJOSE (Company listed on the Spanish Stock Exchange) Chairman Carlos Casado S.A. (Company listed on the Buenos Aires and New York Stock Exchange) Previously he has been a member of different boards of directors: Banco Simeón, Banco Caixa General, among others.
MR JACINTO REY LAREDO	Vice Chair	He graduated in Law from the Complutense University of Madrid and has a certificate in European Law from San Pablo CEU University. Mr Jacinto Rey Laredo majored in International Law at the University of Columbia, in Communication by the New York University School of Continuing Education and participated in a management development programme (PADE) at the IESE. Almost all his professional career has been within Grupo SANJOSE. He is currently the Deputy-chairman of the Group and the Chairman of SANJOSE Constructora.
MR JAVIER REY LAREDO	Second Vice Chair	Diploma in Business Science by the European University of Madrid. Postgraduate studies by IED in Top Management He has developed his entire professional career within companies of Grupo SANJOSE. Current positions: Deputy to the Chairman and CEO of Grupo SANJOSE, Member of the Board of SANJOSE Constructora, Executive Chairman of Comercial Udra, Director Carlos Casado S.A. Previous professional experience: Chairman of SANJOSE Desarrollos Inmobiliarios, responsible for the domestic and international management (Douro Atlántico Galicia S.L. and Douro Atlántico S.A. in Portugal), Member of the Board of Comercial Udra. Domestic and international management, Managing Director of SANJOSE Constructora, Branch office of Galicia, Management Director of C&C, regional construction, rehabilitation, and conservation company in Galicia.

Total number of executive directors	4
Percentage of the Board	33.33

PROPRIETARY DIRECTORS

Name of director	Name of a significant shareholder who they represent or who has proposed their appointment	Profile
MR ENRIQUE MARTIN REY	MS MARIA JOSÉ AND JULIA SÁNCHEZ AVALOS	Graduate in Business Science from the Complutense University of Madrid (1993 - 1999), MBA from the Escuela de Negocios Caixanova (2000) and Master Programme in Banking and Finance by the ISTP Banking School (2009). He is the Business Manager and Corporate Business Development Manager of Carrión S.A. Establecimiento Financiero de Crédito. Where he has developed his professional career since 2005, after having worked as strategic counsellor for the Instituto Tecnológico de Galicia (ITG) and for LKS Consultores (Grupo Mondragon SCoop).

Total number of proprietary directors	1
Percentage of the Board	8.33

INDEPENDENT EXTERNAL DIRECTORS

Name of director	Profile
Ms MARIA JOSÉ ALONSO FERNANDEZ	Professor of the Department of Pharmacy and Pharmaceutical Technology at the University of Santiago de Compostela (USC). Throughout her scientific career she has worked at prestigious universities such as the University of Paris South (1986-87) and the Massachusetts Institute of Technology (MIT) (1991-92). Since 1987 he has led a pioneering research group in Spain in the field of nanomedicine and bioengineering at the USC. He has mainly worked on the design of new drug and vaccine delivery systems and on the knowledge of their biological behaviour. With regard to its transfer activity to the industrial sector, this activity has focused on its collaboration with 15 medium and large pharmaceutical companies, as well as numerous start-ups, through its involvement in innovative research projects and in the licensing of patents. Moreover, the translational nature of its research activity is in line with its participation as inventor in 22 patent families (77 patents in different countries), most of them generated in collaboration with industry or licensed. She is also directly involved as co-promoter of spin-off companies such as "Advancell", "Smart Vitamins" and "Libera Bio", the latter being the result of an acceleration process promoted by the European Commission (Nanomedicine Translation Advisory Board), as well as the commitment of the Xunta de Galicia through the IGNICIA Valorisation Programme. The company "Libera Bio" has received numerous national and international awards, including two awards from the National Cancer Institute, NCI, in the United States (AIM HI Accelerator Found and Salisbury Award). Ms. María José has led and participated in the coordination of several international scientific associations, including her multiple positions in the Controlled Release Society (CRS) Inc. for more than 10 years, culminating in her presidency of the society (2018-20). She has also been a member of technology platforms such as the European Technology Platform on Nanomedicine, Nanofuture and the Spanish Nanomedicine Platform and of several collaborative networks (Galenos -Erasmus Mundus, Nanofar -Erasmus Mundus, Nabba -Marie Curie, Cost-Nanotheranostics). She is currently on the editorial board of 12 international impact journals and is editor-in-chief of the official journal of the CRS, the Journal of Drug Delivery and Translational Research (DDTR). She and her team have received numerous research awards from scientific associations, scientific journals, and foundations. These include the "Rey Jaime I" Award in the new technologies category, the "Novoa Santos" Award, the "Maurice Maria Janot" award of the International Association of

	Pharmaceutical Technology (APGI), the "Founders Award", the "Outstanding Service Award" and the "Outstanding Service Award", "Outstanding Service Award and Women in Sciences Award of the international Controlled Release Society (CRS), the Medal of the General Council of Pharmacists Associations, as well as the Josefa Wonenburger Award, the Castelao Medal awarded by the Xunta de Galicia, the Medal of Merit in Research and University Education, in its Silver category, which was awarded by the Xunta de Galicia, and the Medal of Merit in Research and University Education, in its Silver category, which was awarded by the Xunta de Galicia. in its Silver category, awarded by the Spanish Government at the proposal of the Ministry of Science and Innovation, the Burdinola Research Prize, awarded by Burdinola, the Honorary Prize for Excellence in Scientific Research, awarded by the AstraZeneca Foundation, the Juan de la Cierva National Research Prize in the area of Technology Transfer 2021, awarded by the Ministry of Science and Innovation, the "ASEICA Women and Science 2022" prize awarded by the Spanish Association for Cancer Research. She is a Full Member of the Royal Academy of Pharmacy of Galicia, the Royal National Academy of Pharmacy, and the Royal Galician Academy of Sciences. She is a member of the National Academy of Medicine of the United States (NAM) (there are only two resident academicians in Spain) and of the Académie Royale de Médecine de Belgique. She is a Fellow of the American Institute for Medical and Biological Engineering (AIMBE) and holds an Honorary Doctorate from the University of Nottingham. Finally, she has been involved in science management and policy through her responsibility as Vice-Rector for Research and Innovation at the University of Santiago de Compostela (2006-10). She has also advised the Ministry of Science and Technology (MICINN) on the drafting of the Law on Science, Technology, and Innovation; she has been a member of the Advisory Board of the Ministry of Health; she has been a board member of the Bankinter Foundation of Innovation; and she currently sits on the advisory boards of several panels, universities, and research centres.
MR RAMÓN BARRAL ANDRADE	Economist Professor at the School of Higher Business Studies of A Coruña, Bachelor of Economic and Business Sciences and Censor Jury of Accounts (promotion 1976). In the professional career of MR Ramón Barral, he emphasises his work in sundry positions of responsibility at Banco Simeon until becoming General Director (1995 - 2003), member of the Mixed Commission for State transfers - Xunta de Galicia (1977 - 1979), Professor of the Middle Management School in the Chamber of Commerce of Pontevedra. Editorial Galaxia advisor. Special attention should be given to the important and lasting collaboration of MR Ramón Barral with Grupo SANJOSE throughout its history, until becoming an advisor and chairman of the audit commissions and appointments, remuneration and good governance of the Group.
MR JOSÉ MANUEL OTERO NOVAS	Professional Lawyer: Law Degree, Extraordinary Award. He entered by Opposition in the Body of State Lawyers in 1967. He entered by Opposition Contest in Inspectors of the Services of the Ministry of Economy and Finance in 1974. He practiced State Advocacy in the Province of Lugo, in the National Court, and finally in the Supreme Court. Also, the Inspection of the Services of the Ministry of Finance, in several tasks. He has been -and still is- Counsellor, or

	sometime President, of several companies, among which stand out: Cepsa, Grupo SANJOSE, Banco Exterior de España, and foreign subsidiaries, Gescafis, Euro Transfac, Unión Inversora Internacional. International Technical Union, The Union and the Phoenix, AGF Unión Fénix Seguros y Reaseguros, Transfesa (Including Presidency) and Transfesa UK, International Real Estate Union, Gran Alacant, Costa Canaria Veneguera, Northwest Corporation, Cementos Cosmos, Society for the Development of Galicia (SODIGA), Vocal Executive Committee and Board of Directors of the Independent Business Confederation of Madrid (CEIM). Social: It has been for the maximum statutory periods Vocal (and Vice President) of the Board of Trustees of the San Pablo CEU University Foundation and of the San Pablo College. President of the Institute of Studies of Democracy of the San Pablo University-CEU. Since 1997, he has been a member of the Social Sciences Jury of the Prince of Asturias Awards every year. Honours: Knight Grand Cross of three Spanish Orders, Carlos III, Isabel the Catholic, and Alfonso X the Wise. Knight Grand Cross of the Order of the Lion of Finland; Idem of the Order of Merit of the Italian Republic; and Idem of the Order of Merit of the Republic of Peru. Gold Medal of the Ibero-American Organization for Education, Science and Culture. Gold Medal of the San Pablo University Foundation.
Ms AMPARO ALONSO BETANZOS	Degree in Chemistry, major in Industrial Chemistry (1984) and PhD in Physics (1988), with an extraordinary award, from the University of Santiago de Compostela. She has been a Postdoctoral Fellow at the Medical College of Georgia, USA (1988-90), where she worked on the development of expert systems for medical applications. Later on, she has worked both in the development of artificial intelligence applications in sundry areas (Environment, Health, Industry 4.0, etc.), as in the development of machine learning algorithms. She is currently a professor at the University of A Coruña (UDC) since 2002 in the area of Computer Science and Artificial Intelligence, where since 1990 she coordinates the LIDIA group (Laboratory of R + D in Artificial Intelligence), which belongs to the CITIC (Centre of Research in Information and Communication Technologies). She is currently commissioner of the UDC for the development of the Artificial Intelligence node of the City of ICT in A Coruña (2019). She has been vice dean and Erasmus coordinator (1999-2005), director of the Department of Computing (2007-09), coordinator of the Intelligent Systems Specialty of the master's in computer science (2006-07) and coordinator of the Master's Degree in Bioinformatics for Health Sciences (2016-17), at the Faculty of Informatics of the UDC. She received in 1998 the L'Oréal-UNESCO Prize for Women in Science in Spain, the Galicia ICT Prize for Digital Innovation in 2004, and the Galicia Prize ICT to Professional Career in 2019. President of the Spanish Association of Artificial Intelligence since 2013, and member of the "Reserve List" of the High-Level Expert Group on Artificial Intelligence (AI HLG) of the European Commission since 2018. She has participated as member of the GTIA, Working Group on Artificial Intelligence, of the Ministry of Science, Innovation and Universities (MINCIU), which collaborated in the drafting of the Spanish Strategy for R & D & I in Artificial Intelligence presented in 2018. He is currently a member of the Group of Work on the role of official Statistics in Data Administration and Management (Data Stewardship), as well as she as a member of the Artificial Intelligence Advisory Council of the Government of Spain. She is also Senior Member of the IEEE and ACM professional

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Total number of independent directors	4
Percentage of the Board	33.33

State whether any independent director receive from the company or any company in the group any amount or benefit other than compensation as a director, or has or has had a business relationship with the company or any company in the group during the past year, whether in his or her own name or as a significant shareholder, director or senior executive of a company that has or has had such a relationship.

In this case, include a statement by the Board explaining why it believes that the director in question can perform his or her duties as an independent director.

Name of director	Description of the relationship	Statement of the Board
N/A		

OTHER EXTERNAL DIRECTORS			
Please identify other external directors and explain why they are not deemed to be proprietary or independent, and their relationship with the company, executives, and shareholders:			
Name of director	Reasons	Company, director, or shareholder to whom the director is related	Profile
MR NASSER HOMAID SALEM ALI ALDEREI	He is a shareholder of San José Contracting, LLC and Tecnocontrol Contracting, LLC, companies owned by Grupo San José companies.	SAN JOSÉ CONTRACTING LLC	Businessman, Commander in the reserve of the Army of the United Arab Emirates. CEO of Gulf Connection. Business consultant / service provider located in Abu Dhabi and with a presence in the United Arab Emirates, which provides support to international companies that intend to establish themselves in their region of influence, an area that due to its growth and financial strength represents an attractive market and great business opportunities for companies in international expansion. This company brings its experience in the strategic planning of implementation, definition of the market of action and of the main objectives. Executive Chairman of New Art. Company specializing in interior design and operating in the United Arab Emirates, Qatar, and Morocco. Currently New Art is part of Gulf Connection. General Director of SANJOSÉ Contracting L.L.C., an Emirati company specializing in all types of construction projects. Local agent / partner of several companies, among which stand out: SANJOSÉ Constructora Lane Middle East Contracting, CPC, Crane Middle East, PMK Consultant, Dal Riada.

MS ALTINA DE FÁTIMA SEBASTIÁN GONZÁLEZ	Ms. Altina Fatima Sebastian was appointed director by first time on 27.06.2008 The article 529 4.i establishes that in no case may be considered independent directors those who have been directors for a continuous period of more than 12 years. For this reason, the Member Ms. Altina Fatima Sebastian changes category from Independent to Other External	GRUPO EMPRESARIAL SAN JOSÉ, S.A	Degree in Economics and Business Administration from the Catholic University of Lisbon, Doctor of Business and Business Management from IESE and she has completed a post-doctorate at Harvard Business School. She is currently a Non-Executive Director, Member of the Audit Committee and Chairman of the Governance Committee of Caixa Geral de Depósito, the largest Portuguese bank, Independent Director of Banco Caixa Geral (former Banco Simeón), Chairman of the Audit and Compliance Committee and Chairman of the Appointments and Remuneration Committee (2003 - October 2019 date of the sale of the Bank to Abanca), Director and Member of the Audit Committee of Grupo Empresarial San José, a company listed on the Madrid Stock Exchange, Member of the Expansión Advisory Board and Economic News and Councilor of the Diaspora of the Portuguese Republic - World Portuguese Network.
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			In addition, she has been an Independent Director, Chairman of the Audit Committee of the Instituição Financeira de Desenvolvimento, bank specialised in financing to SMEs, and Counselor, Chairman of the Audit Committee of Parquesol, a listed company on the Madrid Stock Exchange, and Founding Partner of the AB Research and Diagnostic & Solutions Consultants. She has recently been appointed by the Commission Nacional del Mercado de Valores, member of the jury of the 2019 Antonio Moreno Espejo Journalism Award. In the academic field, she is a professor in the Department of Financial Administration and Accounting of the Complutense University Madrid and Visiting Professor at the Portuguese Catholic University. Her teaching experience is focused on training for executives in the banking sector in Spain, Portugal, Angola, Mozambique, and Ecuador. She has posted seven books and more than one hundred articles in the economic press and magazines specialized in Banking and Finance.
MR ROBERTO ÁLVAREZ ÁLVAREZ	MR Roberto Álvarez Álvarez was appointed director for the first time on 27.06.2008 The article 529k 4.i establishes that members who have been acting as directors for a continuous period of more than 12 years will not be considered as independent directors. For this reason, the Director MR Roberto Álvarez Álvarez changes category from Independent to Other External	GRUPO EMPRESARIAL SAN JOSÉ S.A.	Business Administration for Directors by the Catholic University of Argentina, expert in Capital Markets Dean Witter (New York),

			Technician in Foreign Trade and specialised in Futures Trading at the London School of Economics. In addition to his distinguished career as Director of Grupo SANJOSE, highlights his experience in sundry companies: Director and Partner of Casa de la Bolsa Aldazabal and Cia. founded in 1980, Vice President of Carlos Casado, Director of Mapfre Argentina since year 2000, Board Member of the Stock Exchange of Commerce of Buenos Aires and representative thereof for relations with Spain, Director of Metrogas -company controlled by Repsol- (2002 - 2008), Director of the Boldt Group, Director of Banco Caudal (1989 - 1992), Vice President of the AA of the Museum of Modern Art and Vice President of the Athletic Club San Lorenzo de Almagro
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Total number of other external directors	3
Percentage of the Board	25.00

State any changes in status that have occurred during the period for each director:

Name of director	Date of change	Previous Status	Current status
N/A			

C.1.4 Complete the following table with information relating to the number of female directors at the close of the past 4 years, as well as the category of each:

	Number of female directors				% of directors for each category			
	FY 2025	FY 2024	FY 2023	FY 2022	FY 2025	FY 2024	FY 2023	FY 2022
Executive					0.00	0.00	0.00	0.00
Proprietary					0.00	0.00	0.00	0.00
Independent	2	2	2	1	50.00	50.00	50.00	33.33
Other	1	1	1	1	33.00	33.33	33.33	33.33
Total	3	3	2	2	25.00	25.00	25.00	18.18

C.1.5 State whether the company has diversity policies in relation to the Board of Directors of the company on such questions as age, gender, disability and training and professional experience. Small and medium-sized enterprises, in accordance with the definition set out in the Accounts Audit Act, will have to report at least the policy they have implemented in relation to gender diversity.

- ☒ Yes
☐ No
☐ Partial policies

Should this be the case, describe these diversity policies, their objectives, the measures, and way in which they have been applied and their results over the year. Also state the specific measures adopted by the Board of Directors and the appointments and remuneration committee to achieve a balanced and diverse presence of directors.

In the event that the company does not apply a diversity policy, explain the reasons why.

Description of policies, objectives, measures and how they have been implemented, including results achieved

El The Board of Directors of Grupo Empresarial San José, S.A. agreed in 2016 on its director selection policy, which was revised at the board meeting held on 22 May 2025 to bring it into line with the new regulations established in Organic Law 2/2024 of 1 August on equal representation and balanced presence of women and men, which will apply to the Company on 30 June 2027. This policy recognises the essential nature of transparency in the selection process for directors for the Group's corporate governance strategy.

Likewise, corporate regulations on directors establish, among others, the following principles, and objectives:

- Maximum attention to people, to the quality of their working conditions, equality, and training.
- Respect for diversity through a policy of equal opportunities, as well as human and professional development.
- Information transparency policy.

The management of the human resources of Grupo San José is inspired by the ethical codes of equal opportunities, cultural diversity, internal promotion of the best and demand for values such as merit, ability, involvement, responsibility, perseverance, commitment, and honesty.

These commitments should inspire all the policies of selection, promotion, and access to training, compensation, and work/life balance within Grupo San José.

Any form of discrimination within Grupo San José is strictly forbidden (be it for reasons of ethnicity, race or national origin, sex, sexual identity, or orientation, for reasons of gender, illness, religion, political option, social origin, or disability).

Through a public, specific and verifiable policy, it is ensured that the proposals for appointment or re-election are based on a prior analysis of the needs of the board of directors, while at the same time favouring the diversity of knowledge, experiences, age and gender in its composition.

The board of directors will choose candidates who meet the qualities and aptitudes for their appointment, with the advice and report of the Appointments, Remuneration and Good Governance Committee. An adequate balance will be sought in order to enrich decision-making and provides plural points of view to the debate on matters within its competence.

The Appointments, Compensation and Good Governance Committee will also ensure that the selection procedures do not suffer from implicit biases that may imply any discrimination and, in particular, facilitate the selection of female directors. In this sense, in addition to promoting the diversity of knowledge and experience in the board, the policy of selecting directors shall seek to achieve an appropriate balance on the board of directors, facilitating the selection of individuals of the under-represented gender in numbers that enable compliance with the recommendations and legal obligations in force at any given time..

The proposal for the appointment or re-election of the members of the board of directors corresponds to the Appointments, Compensation and Good Governance Committee, in the case of independent directors, and to the board itself in all other cases.

Said proposal will be accompanied in any case by a report on the competence, experience, and merits of the proposed candidate. The Appointments, Compensation and Good Governance Committee will assess the skills, knowledge and experience required for the board of directors. For this purpose, it will define the functions and aptitudes necessary to be fulfilled in each vacancy and assess the time and dedication necessary to perform the tasks effectively.

C.1.6 Describe the measures, if any, agreed upon by the appointments committee to ensure that selection procedures do not contain hidden biases which impede the selection of female directors and that the company deliberately seeks and includes women who meet the target professional profile among potential candidates, and which makes it possible to achieve a balance between men and women. Indicate whether the company takes measures to boost the presence of women on senior executive positions.

Explanation of measures

The company maintains its objective of seeking to increase the number of female directors on the board of directors in order to achieve a more balanced presence of men and women as vacancies arise.

However, as mentioned in section C.1.5 above, when proposing new directors, the Appointments committee primarily assesses the qualities and aptitudes of the directors and their performance on the board of directors, in order to achieve an adequate balance in the composition of the board.

In other words, in the selection of directors, the Appointments committee scrupulously respects gender diversity, in compliance with current regulations, although it gives priority to the real needs and specific objectives demanded by society at any given time and, consequently, it focuses particularly on the experience and knowledge of the person proposed as director.

In the event that there are few or no female directors in spite of any measures adopted, please explain the reasons that justify such a situation:

Explanation of reasons

The company plans to continue to increase the number of female directors and senior managers with sufficient experience and expertise to contribute to the development of its business in compliance with the policy of non-discrimination on the grounds of sex established in its CSR documentation and in the approved director selection policy, with the aim that by 2027, there will be a minimum presence of 40% of people of the under-represented sex on the board of directors.

It should be highlighted that among those people who hold a senior management post (seven in total), three of them are women, and our company therefore complies with the established percentage (40%) to incentivise the minimum presence of the least represented sex in senior management.

- C.1.7 Describe the conclusions of the appointments committee regarding verification of compliance with the selection policy for directors in order to promote an adequate composition of the members of the Board of Directors.

The Appointments Committee has applied during 2025. the same criteria as in previous years for the appointment of directors.

The criteria used are based on policies devoted to searching for and recruiting candidates who best meet our requirements in terms of suitable competence, knowledge and experience to undertake the role entrusted to them, ensuring equality through the policies governing its actions and promoting the company's growth in different fields.

In 2025 no new directors have been appointed, only one director whose appointment had expired was re-elected .

- C.1.8 If applicable, please explain the reasons for the appointment of any proprietary directors at the request of shareholders with less than a 3% equity interest:

Name of shareholder	Reason
N/A	

State whether the Board has failed to meet any formal requests for membership from shareholders whose equity interest is equal to or higher than that of others at whose request proprietary directors have been appointed. If this is the case, please explain why the aforementioned requests were not met:

[] Yes
[✓] No

- C.1.9 State the powers delegated by the Board of Directors, as the case may be, to directors or board committees:

Name of director or committee	Brief description
JACINTO REY GONZÁLEZ	As joint and several CEO of Grupo Empresarial San José he has all the powers delegated by the Board except for those, which by law, cannot be delegated.
JOSÉ LUIS GONZALEZ RODRÍGUEZ	As joint and several CEO of Grupo Empresarial San José he has all the powers delegated by the Board except for those, which by law, cannot be delegated.

- C.1.10 Identify any members of the Board who are also directors, representatives of directors or officers in other companies in the group of which the listed company is a member:

Name of director or committee	Name of the Company	Position	Does the director have executive powers?
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	GSJ SOLUTIONS	Sole director	Yes
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Constructora San JOSÉ Colombia, sas	Liquidator	Yes
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Fotovoltaica el gallo, 10, S.L.	Sole director	Yes
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Poligeneración parc del alba, st4, S.A.	Sole director	Yes

Name of director or committee	Name of the Company	Position	Does the director have executive powers?
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Comercial Udra SAU	Director	No
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Pinar Villanueva SA	Joint director	No
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Sanjosé maroc, SARLAU	Joint and several director	Yes
MR JOSÉ LUIS GONZALEZ RODRÍGUEZ	Sociedad consesionario San JOSÉ – tecnocontrol, SA	Director	Yes
MR ROBERTO ÁLVAREZ ÁLVAREZ	Carlos Casado	Deputy Chairman	No
MR ROBERTO ÁLVAREZ ÁLVAREZ	Tecnoartel	Director	No
MR JACINTO REY GONZÁLEZ	San José Peru SAC	Chairman	Yes
MR JACINTO REY GONZÁLEZ	San José Contracting LLC	General Manager	Yes
MR JACINTO REY GONZÁLEZ	San José Constructora Peru, S.A.	Chairman	Yes
MR JACINTO REY GONZÁLEZ	Inmobiliaria 2010, S.A.	Chairman	Yes
MR JACINTO REY GONZÁLEZ	Carlos Casado, S.A.	Chairman	Yes
MR JACINTO REY GONZÁLEZ	Sociedad concesionaria San José Tecnocontrol	Chairman	Yes
MR JACINTO REY GONZÁLEZ	San José Tecnologías Perú, SAC	Chairman	Yes
MR JACINTO REY GONZÁLEZ	Inmobiliaria Americana de Desarrollos Urbanísticos SAU	Sole Director	Yes
MR JACINTO REY GONZÁLEZ	Desarrollos Urbanísticos Udra, S.A.	Sole Director	Yes
MR JACINTO REY LAREDO	Udra Obras Integrales	Chairman	Yes
MR JACINTO REY LAREDO	SJB Mullroser Baugesellschaft MBH	Joint and several Director	Yes
MR JACINTO REY LAREDO	San José BAU GmbH	Sole Director	Yes
MR JACINTO REY LAREDO	Constructora Udra Lda	Sole Director	Yes
MR JACINTO REY LAREDO	San José Construction Group	Sole Director	Yes
MR JACINTO REY LAREDO	Constructora San José, S.A.	CEO	Yes

Name of director or committee	Name of the Company	Position	Does the director have executive powers?
MR JACINTO REY LAREDO	San José France, S.A.	Sole Director	Yes
MR JACINTO REY LAREDO	Constructora San José Cabo Verde, S.A.	Director	Yes
MR JACINTO REY LAREDO	Udra México, S.A. CV	Chairman	Yes
MR JAVIER REY LAREDO	Constructora San José representação em Portugal	Legal representative	Yes
MR JAVIER REY LAREDO	San José Concesiones y Servicios	Sole Director	Yes
MR JAVIER REY LAREDO	Carlos Casado, S.A.	Director	Yes
MR JAVIER REY LAREDO	Tecnoartel	Chairman	Yes
MR JAVIER REY LAREDO	Centro Comercial Panamericano	Chairman	Yes
MR JAVIER REY LAREDO	Inmobiliaria sudamericana de desarrollos urbanísticos	Chairman	Yes
MR JAVIER REY LAREDO	Constructora San José, S.A.	Director	Yes
MR JAVIER REY LAREDO	Comercial Udra, S.A.	Chairman & CEO	Yes
MR JAVIER REY LAREDO	Cadena de Tiendas SAU	Sole Director	Yes
MR JAVIER REY LAREDO	Constructora San José representação em Portugal	Legal representative	Yes

C.1.11 List any directors or representatives of legal person-directors of your company who are members of the Board of Directors of other companies listed on the official securities markets other than group companies, and have communicated that status to the Company:

Name of director	Name of listed company	Post
MR ROBERTO ÁLVAREZ ÁLVAREZ	Udra Argentina, S.A.	DIRECTOR
MR ROBERTO ÁLVAREZ ÁLVAREZ	Aldazabal y Cia (Casa de Bolsa)	DIRECTOR
MR ROBERTO ÁLVAREZ ÁLVAREZ	Fundación Bolsa de Comercio (Argentina)	OTHER
MR ROBERTO ÁLVAREZ ÁLVAREZ	Bolsa de Comercio de Buenos Aires	DIRECTOR
MR RAMON BARRAL ANDRADE	Editorial Galaxia, S.A.	DIRECTOR
MR RAMON BARRAL ANDRADE	Barral e Fillos, S.L.	MEMBER
MR JACINTO REY GONZÁLEZ	Udra Argentina, S.A.	CHAIRMAN – CEO
MR JACINTO REY GONZÁLEZ	Pinos Altos de Argentina, S.R.L.	JOINT AND SEVERAL DIRECTOR
MR JACINTO REY GONZÁLEZ	Pinos Altos XR, S.L.	SOLE DIRECTOR

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MR JOSÉ MANUEL OTERO NOVAS	Patronato Fundación San Pablo CEU	PATRON
MS AMPARO ALONSO BETANZOS	Sociedade Para o Desenvolvimento de Proxectos Estratéxicos de Galicia, S.L..	DIRECTOR
MS AMPARO ALONSO BETANZOS	Asociación Española de Inteligencia Artificial	CHAIRWOMAN
MR ENRIQUE MARTIN REY	Financiera Carrión, S.A.	OTHER
MS, ALTINA DE FATIMA SEBASTIAN	Caixa Geral de Depositos	DIRECTOR

The position of Independent Director that Ms Amparo Alonso Betanzos holds in the Sociedade Para o Desenvolvimento de Proxectos Estratéxicos de Galicia, S.L.. is a position for which she only receives an allowance to attend board meetings.

The position of Director of Mr Roberto Álvarez in the company Aldazabal y CIA (Brokerage House) is remunerated.

The position held by Mr Enrique Martín Rey in Financiera Carrión is remunerated.

State, if applicable, other remunerated activities of the directors or representatives of the directors, whatever its nature, other than those indicated in the previous table.

Identification of the member or representative	Other remunerated activities
MR JOSÉ MANUEL OTERO NOVAS	A practising lawyer
MS AMPARO BETANZOS ALONSO	University Professor at the University of A Coruña
MS ALTINA DE FATIMA SEBASTIAN GONZÁLEZ	Complutense University of Madrid – Graduate Professor, and Master University of Barcelona – graduate consultant Professor training members of the boards of directors of rural banks and saving banks, all these are remunerated activities.

Ms Amparo Alonso Betanzos is a paid university professor at the University of A Coruña.

Mr José Manuel Otero Novas' role as a lawyer is remunerated.

C.1.12 State whether the company has established rules on the number of boards on which its directors may hold seats, providing details if applicable, identifying, where appropriate, where this is regulated:

[] Yes
[✓] No

C.1.13 State total remuneration received by the Board of Directors:

Board remuneration in financial year (thousand euros)	3994
Amount of funds accumulated by current directors through long-term savings schemes with vested economic rights (thousands of euros)	-
Amount of funds accumulated by current directors for long-term savings schemes with non-consolidated economic rights (thousands of euros)	-

Amount of funds accrued by former directors through long-term savings schemes (thousands of euros)	-
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C.1.14 Identify senior management staff who are not executive directors, and their total remuneration accrued during the year:

Name	Position
MR JOSÉ ANTONIO SÁNCHEZ DE ROJAS PANFIL	Director of Consolidation and in-house control
MS CRISTINA GONZÁLEZ LÓPEZ	Tax Director
MR FRANCISCO RAMIREZ SAN EMETERIO	Production director Constructora San José
MR JOSÉ MIGUEL VALCARCEL ARMESTO	Building procurement director Constructora San José
MR JUAN ARESES VIDAL	Director General of Civil Works Constructora San José
MS ESTELA AMADOR BARCIELA	HR Director
MS LOURDES FREIRÍA BARREIRO	Director general of insurance
No. of women in senior executive positions	3
% of total senior executives	42.86
Total senior management remuneration (thousand euros)	1394

C.1.15 State whether the Board's rules were amended during the financial year:

[☒] Yes
[☐] No



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C.1.16 Specify the procedures for selection, appointment, re-election, and removal of directors: the competent bodies, steps to follow and criteria applied in each procedure.

Members of the board of directors are appointed by the shareholders' meeting or, in the event of an early vacancy, by the board itself by co-optation.

Proposals for the appointment or re-election of board members are made by the Appointments, Remuneration and Good Governance Committee in the case of independent directors, and by the board itself in all other cases.

The proposal will be submitted together with a report on competence, excellence and merits of the member which will be attached to the Minutes for the General Meeting or the Meeting of the Board.

Proposals for the appointment or reappointment for members other than independent members will be backed up by a report from the Appointments, Compensation and Good Governance Committee. The Appointments and Compensation Committee will assess the quality of the work performed and the dedication to the position during the term of office.

The board of Directors includes proprietary, independent, executive, and other external members.

Proprietary and independent members should be a majority regarding executive members due to the complexity of the Group and the participation percentage of the executive members in the company's capital.

Independent members should be well known professionals with sound experience and competence.

C.1.17 Explain how the annual evaluation of the Board has given rise to significant changes in its internal organisation and to procedures applicable to its activities:

Description of changes

As a result of the self-assessment of the Board of Directors, no changes to the internal organisation and procedures applicable to its activities have been identified, as necessary.

Describe the evaluation process and the departments assessed by the Board of Directors with the help, if any, of external advisors, regarding the function and composition of the board and its committees and any other area or aspect that has been evaluated.

Description of the assessment process and the departments assessed

The Appointments, Compensation and Corporate Governance Committee has carried out an assessment of the role of the board and its committees, as a result of which it noted that these committees work normally and satisfactorily and therefore it did not deem it necessary to make any changes regarding the conclusions reached in the self-assessment carried out in previous years.

The outcome of this assessment has been communicated to the board of directors, which has agreed with its conclusion.

C.1.18 Describe, in those years in which the external advisor has participated, the business relationships that the external advisor or any group company maintains with the company or any company in its group.

Not applicable.

C.1.19 State the situations in which directors are required to resign.

According to Article 25 of the Board of Directors Regulations, Directors will resign from their posts upon expiration of the period for which they were appointed for, whenever decided by the General Meeting or when incurring into a legal reason for such resignation.

Members of the Board will place their post at the dismissal of the Board of Directors and resign whenever incurring into prohibitions established by the Companies Act and any other legal applicable provisions.

The board of directors will not propose the removal of any independent director before the expiry of the term of office established in the bylaws for which he/she was appointed, except where just cause is found by the board following a report from the Appointments, Remuneration and Corporate Governance Committee. In particular, just cause will be understood to exist when the director has failed to comply with the duties inherent to his/her office. The removal of independent directors may also be proposed as a result of takeover bids, mergers or other similar corporate transactions entailing a change in the structure or distribution of the company's capital.

C.1.20 Are any qualified majorities other than those established by law required for any specific decision?

☐ Yes

☒ No

If so, please explain.

C.1.21 Explain whether there are any specific requirements, other than those relating to directors, to be appointed as chairman of the Board of Directors:

☐ Yes

☒ No

C.1.22 State whether the Articles of Association or the Board Rules establish any limit as to the age of directors:

☐ Yes

☒ No

C.1.23 State whether the Articles of Association or the Board Rules establish any term limits for independent directors or other more stringent requirements in addition to those established by law:

☐ Yes

☒ No

C.1.24 State whether the Articles of Association or Board Rules establish specific rules for granting proxies to other directors at Board meetings, how they are to be delegated and, in particular, the maximum number of proxies that a director may have, as well as if there is any limit regarding the category of director to whom a proxy may be granted beyond the limitations imposed by law. If so, please briefly describe the rules.

Article 26 of the Articles of Association and 20 of the Board of Directors' Regulations state that representation will be held by other member and when not being able to attend personally, the proxy will have been provided clear and detailed instruction on the issues of the agenda, when applicable.

Non-executive members can only delegate their representation on non-executive members.

C.1.25 State the number of meetings held by the Board of Directors during the year, and if applicable, the number of times the Board met without the chairman present. Meetings where the chairman sent specific proxy instructions are to be counted as attended.

Number of Board meetings	5
Number of Board meetings without the chairman	0

State the number of meetings held by the coordinating director with the other directors, where there was neither attendance nor representation of any executive director:

Number of meetings	0
---------------------------	---

Please specify the number of meetings held by each committee of the Board during the year:

Number of meetings held by the Appointments, Remuneration and Corporate Governance Committee.	4
Number of meetings held by the Executive Committee	0
Number of meetings held by the Audit Committee	5
Number of meetings held by the International Executive Committee	0

C.1.26 State the number of meetings held by the Board of Directors during the financial year and information regarding the attendance of its members:

Number of meetings with the attendance of at least 80% of the directors	5
Attendance % of total votes during the financial year	87.00



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Number of meetings with all directors attending in person or by proxy with specific instructions	
% of votes cast in person and by proxy with specific instructions of all votes cast during the year	87.00

C.1.27 State if the individual and consolidated financial statements submitted to the Board for preparation were previously certified:

- ☐ Yes
☒ No

Identify, if applicable, the person/s who certified the individual and consolidated financial statements of the company for preparation by the Board:

C.1.28 Explain any measures established by the Board of Directors to prevent the individual and consolidated financial statements prepared by the Board from being submitted to the General Shareholders' Meeting with a qualified audit opinion.

The Group has an internal control system whose main aim is to minimise the Group's exposure to risks due to the intrinsic conditions of the activity it performs and the legal framework of the countries where it operates.

Within the internal control system, overseeing financial information (ICSFI) is especially important, its aim is to ensure the adequate generation of financial information at an individual and consolidated level within the Group, respecting the criteria and applicable accounting regulations. The Administration and Finance Department is responsible for the application of the SCIF and that it be updated.

Additionally, the Internal Audit Department of the Group is entrusted with direct responsibility for the generation of the financial statements and explanatory notes and periodic information to be published both individually and/or consolidated for the companies that make up the Group, among other things:

1. Reviewing financial information,
2. Confirming that it reflects the reality of the business, and that applicable accounting regulations have been properly implemented,
3. Checking that any judgments and estimates made by the Management and Finance Department are reasonable and consistent.

Once the accounting information has been generated as described in the previous paragraphs, it is subject to review by the external auditor. The level of internal confidence about the correctness and goodness of the accounting information is very high. However, in addition to avoid the existence of possible exceptions that may arise from work of the external auditor, the following work procedure is established:

-It is coordinated with the external auditor so that several reviews are carried out at various times throughout the year: half-year review (July), preliminary stage of the review work by the audit (November) and final stage of the audit work (months of February and March).

-The external auditor is immediately informed of any extraordinary operation that could be subject to interpretation or complex application of the accounting regulations, in order to check the registration and / or valuation criteria, information to be provided, etc.

-The final stage of the audit work begins prior to the closing of the annual accounts but before the Board of Directors prepares the financial statements.

Finally, before the Board of Directors prepares the financial statements, the audit committee reviews the financial information. With regard to the half-yearly and annual closes, and partly justified by the fact that such information is subject to review and audit, the audit committee receives the conclusions issued by the external auditor, and reviews a draft of the auditor's report. It confirms that the auditor's report is correct and free of any qualifications (since the Group's policy in this respect is to analyse any recommendations made). In order to prepare the financial information, the Board of Directors relies on the positive opinion of the Audit Committee.

C.1.29 Is the secretary of the Board also a director?

- ☒ No
☐ Yes

If the secretary is not a director, please complete the following table:

Name of the secretary	Representative
MR FERNANDO CALBACHO LOSADA	

C.1.30 State, if any, the concrete measures established by the entity to ensure the independence of its external auditors, financial analysts, investment banks, and rating agencies, including how legal provisions have been implemented in practice.

Article 33 of the Company's articles of association and Article 16 of the Board Regulations empower the audit committee to propose to the board the selection, appointment, reappointment, and removal of the external auditor as well as to set out the conditions of recruitment and to regularly gather information on the audit plan while preserving its independence in the exercise of its functions.

The Committee is also empowered to establish the appropriate relations with the external auditor and to receive information on those matters that may jeopardise its independence and any other matters related to the process of auditing, as well as any other communications envisaged in the audit legislation and auditing standards.

In any case, the audit committee receives annually from the external auditors a declaration of their independence in relation to the entity or entities directly or indirectly related to it, as well as information on additional services of any kind rendered and the corresponding fees received from the external auditor, or by any person or entity related to the external auditor, in accordance with the legislation on the audit of accounts.

The audit committee will issue on an annual basis, prior to the issuance of the audit report, a report in which it expresses an opinion on the independence of the statutory auditor. This report should contain an assessment of the provision of the additional services referred to in the preceding paragraph, individually considered and as a whole, other than the statutory audit and in relation to the independence regime or to the audit regulations.

For the effective exercise of its functions, the audit committee may seek the assistance of experts when, for reasons of independence or specialisation, it cannot make sufficient use of the Company's technical resources.

The committee may also request the assistance of any officer or employee of the Company, and may even require their attendance without the presence of any other executive.

C.1.31 State whether the company changed its external auditor during the year. If so, please identify the incoming and outgoing auditor:

☒ Yes
☐ No

If there were disagreements with the outgoing auditor, explain the content of these disagreements:

☐ Yes
☒ No

C.1.32 State whether the audit firm provides any non-audit services to the company and/or its Group and, if so, the fees paid, and the corresponding percentage of total fees invoiced to the company and/or Group:

☒ Yes
☐ No

	Company	Group Companies	Total
Amount invoiced for non-audit services (thousand euros)	39	50	89
Amount invoiced for non-audit services/Amount invoiced for audit services (in %)	58.34	23.89	30.91

C.1.33 State whether the auditors' report on the financial statements for the preceding year contains a qualified opinion or reservations. If so, please explain the reasons given to the shareholders at the General Meeting by the chairman of the audit committee to explain the content and extent of the aforementioned qualified opinion or reservations

[] Yes
[✓] No

C.1.34 State the number of consecutive financial years during which the current audit firm has been auditing the financial statements of the company and/or group. Furthermore, state the number of years audited by the current audit firm as a percentage of the total number of years that the financial statements have been audited:

	Individual	Consolidated
Number of consecutive years	3	3

	Individual	Consolidated
Number of years audited by the current audit firm/number of fiscal years the company or its group has been audited (by %)	9.68	9.68

C.1.35 State whether there is a procedure whereby directors have the information necessary to prepare the meetings of the governing bodies with sufficient time and provide details if applicable:

[✓] Yes
[] No

Breakdown of procedure

Pursuant to article 26 of the board regulations, directors will diligently inform of board of the company's progress, for which purpose they may request information from executives of the company, informing the chairman or chief executive officer accordingly. Likewise, any director may request, through the chairman, the deputy-chairman, the CEO, the secretary, and the deputy secretary of the board of directors, any information as may be reasonable. The right to information extends to subsidiaries, whether in Spain or abroad. Overall, each member of the board must have access to all the information communicated to the board of directors.

The chairman, the deputy-chairman, the CEO, the secretary, and the deputy secretary of the board of directors will endeavour to respond to requests for information made by the members of the board of directors by providing them directly with the information required or by offering them appropriate interlocutors within the organisation. If, in the opinion of the chairman, such a request for information could be detrimental to the interest of the company, the matter will be submitted for to the board of directors for decision.

In order to be assisted in the exercise of their duties, article 27 of the board regulations provides that the directors and the committees and commissions of the board may request the chairman of the board of directors to engage legal, accounting, financial or other experts.

The engagement must necessarily deal with specific problems of a certain importance and complexity that arise in the performance of their duties.

C.1.36 State whether the company has established rules whereby directors must provide information regarding and, if applicable, resign, in circumstances that may damage the company's standing and reputation. If so, provide details:

☒ Yes
☐ No

Breakdown of procedure

According to article 25 of the Board of Directors Regulations, Directors will resign from their posts upon expiration of the period for which they were appointed, whenever having incurred into legal prohibitions established by the Companies Act or any other applicable regulations.

C.1.37 State, unless there have been special circumstances that have been recorded in the minutes, if the board has been informed or has otherwise learned of any situation that affects a director, related or not to their performance in the company itself, that could harm credit and reputation of this one:

☐ Yes
☒ No

C.1.38 Detail any material agreements entered into by the company that come into force, are modified, or are terminated in the event of a change in control of the company following a public takeover bid, and their effects.

No agreement has been formalised.

C.1.39 Identify individually for directors, and generally in other cases, and provide detail of any agreements made between the company and its directors, officers or employees providing severance payments or golden parachutes in the event of resignation or unfair dismissal or termination of employment due to a takeover bid or any other type of transaction.

Number of beneficiaries	4
Type of beneficiary	Description of agreement
Executive directors	The Contract contained in the contract of the 3 executive directors is as follows: In the event of termination of the contract at the company's discretion, the executive director will be entitled to receive severance indemnity, except in the event that such termination is due to a serious breach of any of the obligations of the executive director, in which case he will not be entitled to receive any compensation for the termination of the contract. The termination indemnity will be equivalent to: (i) Three annual payments of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received, if the aggregate of these two amounts is less than 750,000 euros. (ii) Two annuities and a half of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received, if the aggregate of these two amounts is more than 750,000 euros but less than 1,100,000 euros. (iii) Two annuities

Number of beneficiaries	4
Type of beneficiary	Description of agreement
	of remuneration annual of the executive director at the time of cessation and of the last annual variable remuneration received, if the aggregate of these two amounts is greater than 1,100,000 euros. Withdrawal compensation will be deducted on account of Personal Income Tax of and Social Security contributions in charge of the executive director according to current legislation. Likewise, the contract of the CEO, Mr José Luis González Rodríguez, provides that in the event of termination, the executive director will be entitled to receive a severance payment, except that such termination is due to a serious breach of any of the director's duties, in which case the executive director will not be entitled to any compensation for the termination of this Contract. Any severance payment will be equivalent to 2 annual payments of the fixed remuneration that the executive director had been receiving at the time of the termination of the Contract.

State if, further to the cases outlined in the regulations, these contracts have been communicated to and/or approved by management bodies of the company or of the Group. If they have, specify the procedures, events, and nature of the bodies responsible for their approval or for communicating this:

	Board of Directors	General Shareholders' Meeting
Body authorising the severance terms	√	
	Yes	No
Are these terms notified to the Annual General Meeting?	√	

Information has been made available to the Meeting by means of the Annual Corporate Governance Report.

C.2 Committees of the Board of Directors

C.2.1 Provide details of all committees of the Board of Directors, their membership, and the proportion of executive, proprietary, independent, and other external directors that comprise them:

Appointments, Compensation and Good Governance Commission		
Name	Position	Category
MR ROBERTO ÁLVAREZ ÁLVAREZ	MEMBER	Other external
MR RAMÓN BARRAL ANDRADE	CHAIRMAN	Independent
MR JOSÉ MANUEL OTERO NOVAS	MEMBER	Independent
MR ENRIQUE MARTIN REY	MEMBER	Proprietary

% of executive directors	0.00
% of proprietary directors	25.00
% of independent directors	50.00
% of other external directors	25.00

Explain the duties exercised by this committee, describe the rules and procedures it follows for its organisation and function. For each one of these functions, briefly describe its most important actions during the year and how it has exercise in practice each of the functions attributed thereto by law, in the Articles of Association or other corporate resolutions.

Article 34 of the articles of association and Articles 17 and 18 of the Board of Directors' Regulations deal with the composition, standards, performance, and functionality of the Appointments, compensation, and Governance Committee.

The Appointments, Remuneration and Governance Committee will consist of a minimum of three members and a maximum of 5 members. The Committee will be composed exclusively of non-executive directors appointed by the Board of Directors, two of whom, at least, must be



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independent directors. The Chairman of the Committee will be appointed from among the independent directors. The term of office of the Chairman will be four (4) years and may be reappointed after the expiry of one (1) year from the date of termination. Any member of the management or of the company is obliged to attend the meetings of the Committee when required to do so.

The request for information to the Committee will be issued by the Board of directors or the Chairman. The Committee will meet, whenever called by the Chairman, when most of its members request it, or whenever required by the Board of Directors. Without prejudice to this, the Committee will meet at least twice a year. The Secretary will take record of the resolutions of the Committee, which will be adopted by a majority of its members.

Without prejudice to the aforementioned regulation, the Board of Directors may establish any other additional rules of operation for the Committee.

The role of the Committee is to:

1. Assess the competencies, knowledge and experience required for the Board of Directors.
2. Set goals for the representation of the under-represented sex in the Board and draw up guidelines on how to achieve this goal.
3. Submit to the board of directors proposals for the appointment of independent directors, as well as proposals for the re-election or removal of such directors by the general meeting of shareholders.
4. Report on the proposals for appointment of the remaining directors for their designation.
5. Report on proposals for the appointment and removal of senior executives and the basic conditions of their contracts.
6. Examine and organise the succession of the chairman of the board of directors and the chief executive officer of the company.
7. Propose to the Board of Directors the remuneration policy for directors and executives.
8. Propose to the Board of Directors sustainability strategies, plans, policies and objectives and assess the progress and the degree of compliance with the sustainability plans and objectives established.
9. Control and follow-up regarding transparency in Company activities, compliance with the Company's rules on governance and with the Company's internal regulations on conduct by members of the board and the Company's management.
10. Ensure that the Company's policy on remuneration is observed.
11. Ensure that supervening conflicts of interest do not damage the independence of the external advice provided to the committee.
12. Verify the information on directors' and senior directors' remuneration contained in different company documents.
14. Propose to the board of directors any amendments to the rules governing it.
15. Within the scope of its role, present to the board of directors for review and approval any proposals it deems appropriate.

During the year 2025 the committee has exercised some of these functions as follows:

1. It has reviewed and analysed the drafts of the IAGC and IAR reports and has forwarded its comments and observations to the secretary so that he may incorporate them into the reports and, consequently, has agreed to submit such reports for approval by the board of directors.
2. It has proceeded with the analysis and report on the fixed remuneration of directors in their capacity as such and on the fixed and variable remuneration of executive directors.
3. It carried out the self-assessment process of the board itself as well as of the audit and the CNRB&GC committees. The evaluation was carried out by obtaining the opinion of the directors by means of personal interviews conducted by the Chairman of the committee with the members of the commission and committee, subsequently submitting the content of these conversations to all members of the committee for consideration.
4. It has proposed the re-election of an independent director.
5. It has reported on the proposal to approve the policy for the selection, appointment and removal of directors.
6. It has analysed the settlement of the variable remuneration for the 2024 financial year of the executives who report directly to the board.

Executive Committee		
Name	Position	Category
MR JACINTO REY GONZALEZ	CHAIRMAN	Executive
MR JACINTO REY LAREDO	MEMBER	Executive
MR JOSÉ MANUEL OTERO NOVAS	MEMBER	Independent
MR JAVIER REY LAREDO	MEMBER	Executive

% of executive directors	75.00
% of proprietary directors	0.00
% of independent directors	25.00
% of other external directors	0.00

Explain the functions delegated or attributed to this committee, other than those already described in section C.1.9, and describe the procedures and rules for its organisation and operation. For each one of these functions, briefly describe its most important actions during the year and how it has exercise in practice each of the functions attributed thereto by law, in the Articles of Association or other corporate resolutions

The Executive Committee is dealt with in Article 31 of the By-Laws and Article 14 of The Board's Regulations. The Executive Committee will be comprised of a minimum of three (3) and a maximum of five (5) directors, nominated by the Board of Directors among its components, for a period equal to the term in the office of each Member of the Board.

The Executive Committee will have the powers which may be delegated by the Board of Directors, which in turn will determine the rules for the operation of the same.

The Chairman of the Board of Directors will chair the Executive Committee. In the absence of the Chairman, the Deputy-Chairman will exercise his functions, and if there are several, it depends on number priority, and in the absence of all of them, the Member the Committee designates from among its directors.

The secretary and deputy-secretary of the board of directors will be the secretary and deputy-secretary of the executive committee. If there were several, the one corresponding by priority of number, and in the absence of all of them, the director designated for such purpose from among the members.

The Executive Committee is bound by the following performance rules:

1. The Executive Committee will meet according to the schedule of meetings to be set at the beginning of each year and whenever the Chairman deems it appropriate in order to ensure the proper performance of the Committee.
2. Insofar, provided it is not incompatible with their nature, the provisions of the Articles of association relating to the convening of meetings will apply.
3. Executive Committee will be quorate when at least half of its members are present or represented. Whenever Directors Member of the Executive Committee cannot personally attend the meeting, Directors may delegate their representation to another attendee members by letter addressed to the Chairman.
4. Meetings will be chaired by the Chairman of Board. In the absence of the Chairman, his duties will be exercised by the Deputy-Chairman, and in the event of being several, priority will be set out by number, and in default of all, the Director appointed by the Committee from among its members to fulfil this function.
5. Secretary and Deputy Secretary of the Board of Directors will act as Secretary and Deputy-Secretary of the Executive Committee and, in the event of being several, priority will be set out by number, and in the absence of all, the Director appointed by the Commission from among its members to fulfil this function.
6. Resolutions will be adopted by an absolute majority of those present at the meeting.
7. The Executive Committee may pass resolutions without a calling a meeting pursuant to the same conditions of the Board.

Notwithstanding the foregoing, the Board of Directors may establish any additional rules or operating rules applicable to the Executive Committee. The Board of Directors will have knowledge of matters discussed and any decisions adopted by the Executive Committee.

Similarly, the Board of Directors may constitute, if so deemed desirable or necessary, other commissions, including an Audit Committee and an Appointments, compensation, and Governance Commission.

Without prejudice to the possible attribution of other functions decided by the board of directors, the advisory committees will have powers for providing information, advice and proposals in the matters determined in the following articles, as well as in any others that the board of directors may deem appropriate. The powers of the committees to make proposals do not preclude the board from deciding on these matters on its own initiative.

The chairman of each of the advisory committees will be appointed by the board of directors from among its members and must in any case be an independent director.

The secretary of the committees will be the secretary of the board of directors. In the absence or inability of the secretary, this function may be performed by the deputy secretary and, alternatively, by the person appointed by the committee itself from among its members. In all matters not

specifically provided for, the rules of operation established by these regulations in relation to the executive committee will apply as long as they are compatible with the nature and function of the committee concerned.

International Executive Committee		
Name	Position	Category
MS MARIA JOSÉ ALONSO FERNANDEZ	MEMBER	Independent
MR ROBERTOÁLVAREZ ÁLVAREZ	MEMBER	Other external
MR JACINTO REY GONZALEZ	CHAIRMAN	Executive
MR JACINTO REY LAREDO	MEMBER	Executive
MR JAVIER REY LAREDO	MEMBER	Executive
MR NASSER HOMAID SALEM ALI ALDEREI	MEMBER	Other external

% of executive directors	50.00
% of proprietary directors	0.00
% of independent directors	16.67
% of other external directors	33.33

Explain the functions delegated or attributed to this committee, other than those already described in section C.1.9, and describe the procedures and rules for its organisation and operation. For each one of these functions, briefly describe its most important actions during the year and how it has exercise in practice each of the functions attributed thereto by law, in the Articles of Association or other corporate resolutions.

Article 18 (2) of the regulations of the Board of Directors reflects the composition, functioning and internal regulation of the International Executive Committee.

Composition.

The International Executive Committee will comprise a maximum of twelve members, who will be appointed by the Board of Directors under the unique proposal of the Chairman.

The members of the International Executive Committee will be either members of the Board of Directors, as directors, or either technicians, with the character of international advisors or sector experts, especially appointed for this function.

The International Executive Committee is responsible for the information, monitoring, advisory and proposal of matters of its competence in the international arena. The Committee will be chaired by the Chairman of the Board of Directors.

The resolutions of the Committee, adopted with the Chairman, will be considered as legal decisions by the Chairman in accordance with the delegated powers of the Board.

The members of the International Executive Committee will cease by substitution, the termination of the period which they have been appointed for, willingly or by loss of the condition of Member.

Functioning

The International Executive Committee will meet whenever the Chairman deems it appropriate. The sessions of the Committee may be plenary or by sections, consisting of the latter in private meetings with the members invited in each case by the Chairman, in response to a variety of countries, areas of specialization or sectors of activity.

Competencies:

Without prejudice to other tasks assigned by the Board of Directors, the International Executive Committee will have the following powers:

a) To collaborate in the development of the Group's international area in all its divisions, both in construction and in concessions, energy, and real estate projects and urban or any other type of business.

- b) To contribute to the increase of the international relations of the Group with public and private, local, and international partners.
- c) To search for new business opportunities and projects, elaborate proposals for foreign, either public or private, institutions, and other entities that develop projects worldwide.
- d) To raise capital and investment financing for international projects.
- e) To propose projects with the appropriate partners.

Audit Committee		
Name	Position	Category
MR RAMÓN BARRAL ANDRADE	MEMBER	Independent
MR JOSÉ MANUEL OTERO NOVAS	CHAIRMAN	Independent
MR ALTINA DE FÁTIMA SEBASTIÁN GONZÁLEZ	MEMBER	Other external

% of executive directors	0.00
% of proprietary directors	0.00
% of independent directors	66.67
% of other external directors	33.33

Explain the functions, including, if applicable, those additional to those provided for by law, attributed to this committee, and describe the procedures and rules of organisation and operation thereof. For each of these functions, indicate its most important actions during the year and how it has exercised in practice each of the functions attributed to it, either by law or in the bylaws or in other corporate resolutions.

The audit Committee is governed by Article 33 of the Articles of Association and Articles 15 and 16 of the Board of Directors' Regulations.

The audit Committee will be composed exclusively of non-executive directors appointed by the Board of Directors, two of whom, at least, will be independent directors and one of them will be appointed taking into account the knowledge and experience in the field of accounting or audit or both.

The Chairman of the Audit Committee will be appointed from among the independent directors who form part of the Committee and must be replaced every four years, and may be re-elected once after a period of one year from its cessation.

The mandate of members of the Committee will end by replacement, at the end of the period for which they were appointed, by own will or by the loss of the condition of member. The audit Committee will meet at least four times a year.

The responsibilities of the Committee, among other things, are to:

- a) Report to the AGM on any issues arising in connection with matters within the committee's remit.
- b) Supervise the effectiveness of the company's internal control, internal audit and risk management systems and financial and non-financial risk regarding the Company and the group, including operational, technological, legal, company, environmental, sustainability, policy, and reputational risk.
- c) Set up a communication channel between the management of the risk and sustainability control Departments with the main verifier responsible for sustainability.
- d) Request that the verifier regularly attend the committee's meetings.
- e) Supervise internal control on the approach to calculating key sustainability indicators (KPI).
- f) Supervise the process of preparing and presenting mandatory financial and non-financial information.
- g) Raise with the board of directors the proposals for selecting, appointing, re-electing and replacing the external auditor.
- h) Appoint the sustainability information verifier and set the rules applicable to their selection, draft their declaration of independence and set up communication between the verifier and the committee.
- i) Set up the appropriate links with the external auditor and the verifier to receive information on those issues that may place their independence at risk.
- j) Issue a report, before the annual accounts audit report is issued, giving an opinion about the independence of the accounts auditor and the verifier.
- k) Provide information about any links transactions that must be approved by the Gen meeting of the board of directors and oversee the internal procedure established by the company for those of them whose approval has been delegated.
- l) Provide a prior report to the board of directors on all matters provided for in the law, the articles of association and the regulations of the board and, in particular, on the following:
 1. The financial information that the company must periodically disclose to the public.

2. The creation or acquisition of shareholdings in special purpose vehicles or entities domiciled in countries or territories considered tax havens.
- m) Ensure the independence of the unit that assumes the internal audit function, propose the selection, appointment, and removal of the head of the internal audit service.
- n) Establish and supervise a mechanism that allows employees and other persons related to the Company to report any irregularities of potential importance, including financial and accounting irregularities, or any other irregularities of any other nature related to the company, which they may have detected within the company or its group.
- o) In general, to ensure that the policies and systems established for internal control are effectively applied in practice.
- p) In the event of resignation of the external auditor, examine the circumstances giving rise to such resignation.
- q) Ensure the external auditors and the verifier's remuneration.
- n) Ensure the Company notifies the CNMV of any change of auditor.
- o) When circumstances so advise, ensure that the external auditor meets with the board of directors.
- p) Ensure that the Company and the external auditor comply with current regulations on the provision of non-audit services.

When exercising its duties, the audit committee may seek the assistance of experts.

During 2025, the main actions of the committee within the scope of its competencies were:

- The committee has focused its activity on complying with its legal and statutory functions.
- It approved the Group's internal audit plan for 2025.
- It has reported on related-party transactions with significant shareholders and directors and "intra-group" related-party transactions.
- It follows up and kept the board of directors informed about the work being carried out by internal audit during every quarter.
- It has overseen the process of preparing and presenting mandatory financial information.
- It has ensured that the external auditors have carried out their duty. It has provided information on the proposed fees presented by the Group's Auditor.
- It has prepared the report on the independence of the external auditors which has been drafted based on the declaration of Independence presented by PwC.
- It has analysed the status of the Group's internal control system and the risks to which it is exposed.
- It has received regular information from some of the main directors from presentations made by the former to the committee.
- It has issued its opinion on the appropriateness of the proposed verifier.

Identify the directors who are member of the audit committee and have been appointed taking into account their knowledge and experience in accounting or audit matters, or both, and state the date that the Chairperson of this committee was appointed.

Name of directors with experience	MR RAMÓN BARRAL ANDRADE / MR JOSÉ MANUEL OTERO NOVAS / MS ALTINA DE FÁTIMA SEBASTIÁN GONZÁLEZ
Date of appointment of the chairperson	28/07/2022

C.2.2 Complete the following table with information regarding the number of female directors who were members of Board committees at the close of the past four years:

		Number of female directors							
		FY 2025		FY 2024		FY 2023		FY 2022	
		Number	%	Number	%	Number	%	Number	%
Appointments, and Good Governance Committee		0	0.00	0	0.00	0	0.00	0	0.00
Executive Committee		0	0.00	0	0.00	0	0.00	0	0.00
International Committee	Executive	1	16.67	1	16.67	1	16.67	0	0.00
Audit Committee		1	33.33	1	33.33	1	33.33	1	33.33

C.2.3 State, where applicable, the existence of any regulations governing Board committees, where these regulations may be found, and any amendments made to them during the year. Also state whether any annual reports on the activities of each committee have been voluntarily prepared.

The Board of Directors' committees are regulated by article 31 of the articles of association (the executive committee), article 33 (the audit committee) and article 34 (the appointments, remuneration and good governance committee), and by the following articles of the board of directors' regulations: article 14 (executive

committee), articles 15 and 16 (audit committee), and articles 17 and 18 (the appointments, remuneration and good governance committee) and article 18 bis (international executive committee).

In the 2025 financial year, the following amendments have been made to these articles.

Annual reports are issued on the activities of the audit, nomination, and remuneration committees.

D. RELATED-PARTY AND INTRAGROUP TRANSACTIONS

D.1 Explain, if applicable, the procedure and competent bodies for the approval of related-party and intra-group transactions, indicating the general internal criteria and rules of the company governing the abstention obligations of the directors or shareholders affected and detailing the internal reporting and periodic control procedures established by the company in relation to those related-party transactions whose approval has been delegated by the board of directors.

Pursuant to article 32 of the board regulations, the board of directors will be competent to approve all related-party transactions under the terms established by law, subject to a report from the audit committee.

The board's power to approve related-party transactions may be delegated in the following cases:

- (a) transactions between companies forming part of the same group which are carried out in the ordinary course of business and on an arm's length basis.
- (b) transactions entered into under contracts whose standardised terms and conditions are applied on a masse basis to a large number of customers, at prices or rates generally established by the supplier of the goods or services, and for an amount not exceeding 0,5 % of the company's net turnover.

In such cases, approval of the related-party transaction will not require a prior report from the audit committee.

However, at the board of directors' meeting held on 12 May 2022, an internal procedure was approved to delegate the approval, reporting and periodic control of related-party transactions to the audit committee.

This procedure provides for the coordinating director to be delegated the power to approve the following related-party transactions:

- (a) Transactions between companies forming part of the same group that are carried out in the scope of ordinary management and on an arm's length basis.
- (b) transactions entered into under contracts whose standardised terms and conditions are applied on a masse basis to a large number of customers, at prices or rates generally established by the supplier of the goods or services, and for an amount not exceeding 0,5 % of the company's net turnover.
- (c) Transactions entered into by the company with its parent or other companies of the group subject to conflict of interest, provided that these transactions refer to the ordinary course of business, including those resulting from the execution of a framework agreement or contract, and concluded at arm's length.

The company that intends to carry out any of the transactions referred to in a), b) and c) will notify the co-ordinating director, with a copy to the head of the financial department, indicating the details of the transaction envisaged, and in particular the identity of the related party or parties.

Such communication must be made in writing before the transaction is entered into and may not be formalised before the coordinating director giving the authorisation in writing. This authorisation must be given, where appropriate, within a maximum period of five working days, and will not require a prior report from the audit committee.

The co-ordinating director will periodically inform the audit committee of the transactions notified and authorised, so that the latter may review that all transactions comply with the requirements of the regulations of the board.

The financial department will draw up a register of all communications received, and transactions authorised by the coordinating director.

D.2 List individually those transactions that are significant due to their amount or relevant due to their subject matter carried out between the company or its subsidiaries and shareholders holding 10% or more of the voting rights or represented on the company's board of directors, indicating which body was competent to approve them and whether any shareholder or director affected abstained. In the event that the board was competent, indicate whether the proposed resolution was approved by the board without the majority of independent directors voting against:

	Name of significant shareholder	Shareholding %	Name of company or entity within the group	Amount (thousand euros)	Authorising body	Significant abstain shareholders or member	The proposal has been approved by the board without a majority of negative votes
(1)	PINOS ALTOS XR, S.L.	23.34	Grupo Empresarial San José, S.A.	113	Board of Directors	Jacinto Rey González, Jacinto Rey Laredo and Javier Rey Laredo	YES
(2)	PINOS ALTOS XR, S.L.	23.34	Xornal de Galicia, S.A.	1,193	Board of Directors	Jacinto Rey González, Jacinto Rey Laredo and Javier Rey Laredo	YES
(3)	PINOS ALTOS XR, S.L.	23.34	Carlos Casado	22	Board of Directors	Jacinto Rey González, Jacinto Rey Laredo and Javier Rey Laredo	YES
(4)	PINOS ALTOS XR, S.L.	23.34	Constructora San José, S.A.	164	Board of Directors	Jacinto Rey González, Jacinto Rey Laredo and Javier Rey Laredo	YES

	Name or company name of the shareholder or any of their subsidiary cos.	Nature of the relationship	Transaction and other relevant information
(1)	PINOS ALTOS XR, S.L.	Trade	Leasing meeting hall for board, exec. Cttee. And directors of GESJ meetings, other meetings and client service.
(2)	PINOS ALTOS XR, S.L.	Trade	Participatory loan Pinos Altos to Xornal de Galicia renewable on an annual basis
(3)	PINOS ALTOS XR, S.L.	Trade	Leasing office in Argentina to Carlos Casado.
(4)	PINOS ALTOS XR, S.L.	Trade	Leasing office in Argentina to Constructora San JOSÉ.

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- D.3** List individually the transactions that are significant due to their amount or relevant due to their subject matter carried out by the company or its subsidiaries with the directors or executives of the company, including those transactions carried out with entities that the director or executive controls or jointly controls, indicating which body was competent to approve them and whether any shareholder or director affected abstained. In the event that the board was competent, indicate whether the proposed resolution was approved by the board without the majority of independent directors voting against:

	Name or corporate name of the directors or managers or of their controlled entities or entities under joint control	Name or corporate name of the subsidiary company or entity	Relationship	Amount (thousand euros)	Authorising body	Significant abstain shareholders or member	The proposal to the meeting, where applicable, has been approved by the board without any votes against from the majority of independent directors
N/A							

	Name or corporate name of the directors or managers or of their controlled entities or entities under joint control	Nature of the transaction and other relevant information
N/A		

- D.4** Report on an individual basis on significant intra-group transactions due to their amount or relevant due to their subject matter carried out by the company with its parent company or with other entities belonging to the parent company's group, including the listed company's own subsidiaries, unless no other related party of the listed company has an interest in such subsidiaries or the latter are wholly owned, directly or indirectly, by the listed company

In any event, note any intragroup transaction conducted with entities established in countries or territories which are considered tax havens:

Name of entity within the group	Brief description of the transaction	Amount (thousand euros)
Constructora Udra Limitada	Corporate guarantee (comfort letter) of Constructora San José, S.A. for the renewal of a line of guarantees granted by Banco Sabadell to Constructora San José representation in Portugal and Constructora Udra Limitada, in the amount of €7,000,000. This guarantee replaced the one already provided by Constructora San José, S.A. (Spain) to guarantee the line of guarantees that is being renewed and extended	7,000

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Name of entity within the group	Brief description of the transaction	Amount (thousand euros)
Constructora Udra Limitada	Corporate guarantee (comfort letter) of Constructora San José, S.A. for the renewal and extension of a confirming line granted by BBVA bank to Constructora Udra Limitada, for an amount of €1,500,000. This guarantee replaced the one already provided by Constructora San José, S.A. (Spain) to guarantee the confirming line that is being renewed and extended	1,500
Constructora San José, S.A.	Grupo Empresarial San José, S.A. has provided the necessary comfort letter guarantee for the development of Constructora San José's business and projects in Malta.	
Constructora San José Perú, S.A.	Corporate guarantee granted by CSJ in favour of BBVA branch in Peru to carry out business and projects in that country.	
Altacus, S.A., Cirilla, S.A., Lysistrata, S.A.	Commitment to provide a guarantee granted by CSJ in favour of ING to guarantee the financing of its investee companies within the framework of Plan VIVE 3, arising from its percentage shareholding in the same.	
Cabo Verde	Corporate guarantee granted by CSJ in favour of Banco Caixa Económica de Cabo Verde, S.A., to undertake business in Cabo Verde.	
Constructora San José, S.A. Portugal branch and Udra Limitada	Corporate guarantee granted by Constructora San José, S.A. in respect of a line of guarantees granted by Banco BPI, S.A. to Constructora San José Portugal branch and Constructora Udra Limitada, for an amount of €5,000,000	5,000

D.5 List individually any transactions that are significant in amount or material in terms of their subject matter carried out by the company or its subsidiaries with other related parties that are significant in accordance with International Accounting Standards as adopted by the EU and have not been reported under the preceding headings.

Name of the related party	Brief description of the transaction	Amount (thousand euros)
N/A		N.A.



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D.6 Describe the mechanisms in place to detect, determine and resolve potential conflicts of interest between the company and/or its group and its directors, senior management, or significant shareholders.

The regulations of the board of directors set out in detail the general obligations of directors in accordance with the provisions of articles 225 et seq. of the Companies Act.

Pursuant to article 28, directors must perform their duties and comply with the duties imposed by law and the by-Laws with the diligence of an orderly businessman, taking into account the nature of the position and the functions entrusted and subordinate, in all cases, their own interests to the interests of the company.

The directors will have the appropriate dedication and will adopt the necessary measures for the proper management and control of the company.

In the performance of their duties, directors have the duty to demand and the right to obtain from the company the appropriate and necessary information to enable them to fulfil their duties.

Directors will perform their duties with the loyalty of a faithful representative, acting in good faith and in the best interests of the Company.

This

Loyalty commits Directors to:

- a) Not to use powers for purposes other than those for which they have been granted to.
- b) Keep secret all information, data, reports, and records released within the performance of this position, even after its office, unless requested by law.
- c) Not to take part in the decision-making process of the any issues, agreements, or decisions which the director or any other person linked to the same may be interested in, either directly or indirectly. Decisions affecting his condition as member are excluded, such as the renewal or cessation of Directors.
- d) To develop the tasks and functions under the principle of personal liability regardless any third parties.
- e) To adopt as many measures may be deemed necessary so as not to incur in any conflict of interest with the company.

Specifically, the commitment to avoid any conflict of interest, obliges Directors:

- a) Not to perform transactions with the Company, other than ordinary transactions, under standard conditions for clients, understanding as such those which request equity, or financial information of the Company.
- b) Not to use the name of the Company or the condition of Director to force any private transactions.
- c) Not to use company assets, even confidential information of the company, with private purposes.
- d) Not to take advantage of the Company's business opportunities.
- e) Not to get any advantages or disadvantages from third parties other than courtesy events.
- f) Not to develop activities which may involve direct or indirect competence with to the company or represent a conflict of interest.

The board regulations regulate duties of confidentiality (article 29), non-competition (article 30), conflicts of interest (article 31), related-party transactions (article 32), confidential or reserved information (article 33) and exemption of directors from certain duties (article 34).

D.7 Indicate whether the company is controlled by another entity within the framework of Article 42 of the Commercial Code, listed or not, and has, directly or through its subsidiaries, business relationships with said entity or any of its subsidiaries (other than those of the listed company) or develops activities related to those of any of them.

[] Yes

[☒] No

E. RISK MANAGEMENT AND CONTROL SYSTEMS

E.1 Explain the scope of the company's Risk Management and Control System, including tax compliance risk.

Grupo SANJOSÉ is a group of companies operating globally in sundry fields of activity: construction, concessions, maintenance, real estate, etc.

To do this, it relies on a local office in each of the countries where it is present, with professionals with great experience and knowledge related to the country and the type of activity. Additionally, it has support and control departments at central level, located at the Group's headquarters in Madrid, highlighting mainly the Tax and Consolidation and Audit Department.

The scope of the risk management system covers the entire Group, regardless of the activity and / or geographical region.

The Tax Department reviews the local operations of each company, confirms the taxes applicable to it and checks that the forecasts and settlements made are correct and timely. To this end, it relies on tax experts contracted in each of the geographical areas where the Group operates.

The Internal Audit Department of the Group is based on the principles of:

- Integral management of risk.
- Valuation of risks and establishment of the level of risk assumed.
- Respect for the ethical code and anti-corruption code, and
- Consistence and coherence of the internal control system of financial information.

It identifies and evaluates the risks to which it is exposed. This process allows to identify in advance and assess the risks to which the Group is exposed, based on its probability of occurrence and the potential impact on the strategic objectives of the business, in order to take management and assurance measures tailored to the nature and location of the risk.

The Board of Directors approves the policy on control and risk management that the Audit Committee, or other special according to the matter, analyses and evaluates together with the reports of the Internal Audit Department.

E.2 Identify the bodies within the company responsible for creating and executing the Risk Management and Control System, including tax compliance risk.

Without prejudice to the supervisory functions that correspond to the Board according to the Law and the Articles of Association, the Board of Directors and the Audit Committee supervise the work carried out by the different departments of the Group for the purpose of correct application of the Internal Control System.

The Group has a risk management policy and has approved the periodic monitoring of internal information and control systems. This function is transferred to the Audit Committee, which periodically checks the correct design and development of the internal control system.

In the preparation and execution of the risk management system, it is particularly important that all business divisions and the management of the investee companies identify and assess risks, including those of a fiscal nature, which are faced in the achievement of business targets with the aim of identifying in advance the mitigating measures that minimise or eliminate the possibility of occurrence of a risk and its impact on the Group's objectives.

E.3 State the main risks, including tax compliance risks, and those deriving from corruption (with the scope of these risks as set out in Royal Decree Law 18/2017), to the extent that these are significant, which may affect the achievement of business objectives:

The main risks to which the Group is exposed, arising from the type of activity it carries out and related to the risks inherent to the markets where it operates, which affect the development of the Group's strategy, its ability to create value and, in general, the achievement of its objectives, are the following:

- Market risk: in particular, those relating to the demand for and price of the services and products offered by the Group, as well as the availability and price of the resources it uses. In recent years, the level of uncertainty in economic activity worldwide has increased, mainly as a result of the geostrategic crises arising from the military conflicts in Europe and the Middle East, with a negative effect on the energy market and world trade, which has led to higher prices for productive resources, mainly energy, as well as greater risk due to the lack of availability of raw materials. There has also been an increase in the cost of skilled labour. The uncertainty affecting these risk factors worldwide has been further aggravated by the protectionist measures and the foreign policy adopted by the United States. All this could have a negative impact on the Group's results and margins.

- Regulatory and political risk: relating to compliance with legal requirements that affect the development of the activity. The number of countries in which the Group operates is high, being subject to the regulatory framework of each country. Additionally, some of the assets managed by the Group are subject to specific regulations, considered in the preparation of their business plans. There may be unforeseen regulatory or legislative changes that may modify the legal and regulatory environment, conditioning the Group's ability to manage and capitalise on its businesses. In certain cases, the Group's adequate and complete business development may be affected and conditioned by political decisions or changes in governance structures that may be contrary to the interests of the Group, increasing the difficulty of achieving the business plan.

- Compliance with environmental regulations and adequate management and minimisation of possible damage to the environment: the Group is especially aware of the importance of proper environmental management, waste management and minimisation of possible negative impacts on the environment derived from the development of its activity.

- Information security and cyber-attacks: occurrence of criminal acts, cybernetic in nature, which may affect their assets and suppose prolonged paralysis of operations.

- Work risk: provision of labour-intensive services, diversity of geographical locations and applicable labour laws, all this together with the need to carry out physical work in high-risk environments and the requirement to protect and safeguard the physical integrity of our employees. Likewise, the possibility that individual or collective conflicts may arise with employees that damage the productive capacity of the Group and / or the corporate reputation.

- Financial risk: exposure to credit risk, liquidity risk, foreign exchange risk and interest rate risk. The Group's financial and solvency structure minimises these risks for the most part.

- Operational risk: The Group's activity consists mainly of the design, development, and management of construction projects. The Group is endowed with very demanding controls in order to ensure the proper development of its activity, and the provision of services of maximum quality to its customers. Compliance with the quality levels and delivery deadlines of the goods and services provided by the Group.

- Breach of contract with third parties: potential breach of contractual obligations assumed with third parties (customers, suppliers, financial entities, public administrations, etc.) that may cause sanctions or endanger the continuity of the projects and / or the Group's financial position.

- Risk of fraud and corruption: the diversity of projects, geographical locations and the high number of clients, suppliers, workers and, in general, interest groups with which they interact, expose the Group to the risk of fraudulent practices that pursue a profit at the expense of generating a direct financial loss to the Group, or to any of the members of the related interest groups.

E.4 State whether the entity has a risk tolerance level, including tolerance for tax compliance risk.

Grupo SANJOSÉ has a level of risk tolerance, including tax risks, consistent with the expected profitability.

Taking into account the strategic objectives of the Group and the strategic lines for its achievement, the acceptable level of risk for each risk group, type of business and geographical location is approved, as well as the permitted deviation levels. The acceptable risk levels are periodically updated in line with the variations in the corporate strategy and the business risk profile.

The combination of the impact and the probability of occurrence determines the level of severity of the risk.

E.5 State which risks, including tax compliance risks, have materialised during the year.

The main risks to which the Group has been exposed in the financial year 2025 were as follows:

- Financial risk - exposure to the exchange rate: Argentina should be highlighted here because during the most recent financial years there has been a significant depreciation of its currency. Likewise, and due to the high levels of inflation accumulated in recent years since 2018, international organisations have classified the Argentine economy as hyper-inflationary.

- Market risk - Increase in prices of productive resources: during the most recent financial years a general increase in prices has become apparent, affecting the world economy and justifying the application of restrictive monetary policies by the main central banks. During the financial year 2024 there has been a certain level of price stability and some countries have begun to adopt expansive monetary policies (for example, in the Eurozone). However, the tariff policies that it is predicted will be adopted by the United States as well as the uncertainty generated by the development of geostrategic conflicts existing in Europe has ensured that this underlying risk remains, generating a certain level of uncertainty as to how prices will evolve over the short and medium term.

- Market risk - Reduction in demand: the current situation of uncertainty regarding the evolution of geostrategic conflicts, the effects these are having on the main worldwide trade flows, together with restrictive monetary policies directed at controlling inflation, are all having a negative impact on worldwide economic activity and, especially the market demand for construction and infrastructure.

- Contract non-compliance: possible breaches of contracts, either by customers or suppliers, negatively affecting the foreseen margins, and resulting, in some cases, in unilateral contractual termination.

E.6 Explain the response and monitoring plans for all major risks, including tax compliance risks, of the company, as well as the procedures followed by the company in order to ensure that the board of directors responds to any new challenges that arise.

The risk management system is mainly focused on: i) identify the risks to which the Group may be exposed to by the intrinsic characteristics of the activity or markets where it operates, ii) quantifying their potential impact, iii) defining action policies to meet the objectives defined, iv) establishing the necessary controls to minimise possible contingencies that may arise, and create actions or responses to those contingencies once occurred.

In this regard, the monitoring and response plans for major risk events are:

- In the face of demand risk: the commercial and research department has multiple instruments for detecting and evaluating new business opportunities, establishing regular contracting meetings and being in full coordination with the Production Department and the Group's General Management. Likewise, we attempt to find contractual formulas that satisfy both parties and minimise exposure to variations in the price of raw materials and production resources in general. In addition, at a strategic level, the Group evaluates new markets that offer business opportunities but always in an environment of judicial certainty.

- Regarding the risk of information security and cyber-attacks: the IT department is endowed with the material elements and protocols to guarantee back-ups and security of information, limitation in access to systems, etc.

- Regarding environmental risk: the Group periodically carries out external quality and environmental audits in order to confirm that the appropriate procedures are maintained to guarantee that, in the development of the activity, either directly or through subcontractors, environmental regulations are complied with, and procedures are carried out with maximum respect for the environment.

- Regarding possible work risks: i. The risk to physical safety at work: The Group has a highly demanding industrial risk control system, which in the first instance is based on continuously training and raising the awareness of its employees, both active and passively, as well as in supplying the appropriate protection measures (signalling, clothing, et cetera) and carrying out internal and external compliance audits. ii. the risk of employment conflict, the Group is endowed with a human resources department that, centrally, establishes recruitment, training, and professional follow-up policies, etc., coordinating with HR departments in each of the geographical locations where the Company operates, its main aim being to comply with employment legislation and respect workers' rights.

Additionally, and in coordination with the Human Resources and Production Department, the Occupational Risk Prevention Department should be highlighted, its main aim being to maximise the safety and protection levels of workers in the different workplaces.

- Regarding financial risks:

- I. Liquidity risk: activity budgets are carried out and monitored periodically, specifically, treasury estimates, daily, weekly, and monthly.
- II. Interest rate and exchange rate risk: the Group's policy is to obtain financing at local level, and in the currency which the flows and rents derived from the development of the activity are obtained in. When it is not feasible to contract fixed interest rates, the contracting of derivative financial instruments is valued.
- III. Credit risk: the Group has a credit risk management department, which assesses the solvency of the clients beforehand, and establishes credit limits for each one.

- Risk of production: a supervision and authorisation system is established with the objective of not assuming risk positions in bids submitted, as well as in the production and development stage of works.

- Risk of fraud and corruption: a very strict system is established in the granting of powers to the governing body and employees of the Group, as well as in the realisation and control of payments. The Group has a code of conduct and an anti-corruption policy that, among other measures, establishes the creation of a whistle-blower channel which not only affects the Group's workers, directors, and managers but also its suppliers, clients and other linked physical or legal persons.

F. INTERNAL RISK MANAGEMENT AND CONTROL SYSTEMS RELATED TO THE PROCESS OF PUBLISHING FINANCIAL INFORMATION (ICFR)

Describe the mechanisms comprising the System of Internal Control over Financial Reporting (ICFR) of your company.

F.1. Control environment

Report on at least the following, describing their principal features:

F.1.1 The bodies and/or departments that are responsible for (i) the existence and maintenance of an adequate and effective ICFR; (ii) their implementation; and (iii) their supervision.

The Internal Control System on Financial Information (ICFR) of Grupo SANJOSE is based on the principles and good practices of the reports published by the Committee of Sponsoring Organisations of the Treadway Commission that sets out the main guidelines for the implementation, management, and control of a system of internal control and corporate risk management.

The Board of Directors formally assumes the ultimate responsibility for the existence and correct application of Internal Control Systems on Financial Information: it verifies the existence and supervises the correct application of the Internal Control over Financial Reporting Systems.

The Board of Directors' role is to approve the risk control and management policy, and the regular monitoring of internal information and control systems. This function is carried out by the audit committee which, mainly through the annual internal audit plan, reviews and assesses adequate design and effectiveness of the Group's internal control system

The design, implementation, and operation of ICFR is the responsibility of the General Directorate of Administration and Finance Group, as set out in the Group's Policy on Supervision of Internal Control over Financial Reporting. However, regardless of whether this department is responsible, maximum involvement of the Group's management is required to be as involved as possible, insofar as the financial information is fed by the information generated by the different business and support areas, and must reflect the reality of the activity carried out by the Group.

The Internal Audit Department of Grupo SANJOSE is responsible for carrying out the supervision and evaluation tasks that arise from the Group's annual audit plan, those that may be expressly entrusted to it by the Group's Audit Committee, or any other tasks deemed appropriate and opportune.

F.1.2 State whether the following are present, especially if they relate to the creation of financial information:

Departments and/or mechanisms in charge of: (i) design and review of corporate structure; (ii) clear definition of lines of responsibility and authority with an adequate distribution of tasks and functions; and (iii) assurance that adequate procedures exist for proper communication throughout the entity.

The board of directors, on the basis of the reports drawn up by the Appointments, Remuneration and Corporate Governance Commission, and with the advice and participation of the Human Resources Department, as well as any other department deemed appropriate, is responsible for setting the structure for the first reporting line, in particular that related to the appointment and dismissal of senior management members. The latter, in turn, are responsible for setting changes in the structure within their departments, in coordination with the Human Resources Directorate, and with the prior authorisation of the board of directors.

With regard to the units and departments that directly intervene in the process of preparing and controlling financial information, the General Management and Finance Division of the Group are responsible for the design and definition of the organisational structure, establishing the main lines of responsibility and authority, with an adequate distribution of tasks and functions. The support and advice of the Human Resources Department is essential.

The Group has a section on the Intranet where the organisation chart and the functions of the main area managers are published. Access to such content is restricted according to the type of user.

Code of conduct, the body approving this, degree of dissemination and instruction, including principles and values, (state if there is specific mention of transaction recording and creation of financial information), a body charged with analysing breaches and proposing corrective actions and sanctions.

Grupo SANJOSE has an Organisation and Management Model for the Prevention of Crimes that has as its main objective to institutionalise the corporate ethical culture of the Group, which is oriented towards the compliance with the regulatory framework and the development and improvement of corporate social responsibility.

The Model is mainly composed of the Code of Conduct and the Anticorruption Policy, being approved by the Group's Board of Directors, and informed to the rest of the organisation, published on the Group's corporate website.

It contemplates formative actions that will affect the whole of the organisation, so that the adequate diffusion, understanding and commitment of all the affected agents is guaranteed.

The principles that constitute the sources which the Code of Conduct of the Group is based on, are those included in the United Nations Global Compact in the area of human rights, which are the following:

- To support and respect the protection of internationally proclaimed human rights.
- To not be complicit in human rights abuses.
- To uphold the freedom of association and the effective recognition of the right to collective bargaining.
- To eliminate all forms of forced and compulsory labour.
- To effectively abolish child labour.
- To eliminate the discrimination in respect of employment and occupation.
- To support a precautionary approach to environmental challenges.
- To undertake initiatives to promote greater environmental responsibility.
- To encourage the development and diffusion of environmentally friendly technologies.
- To work against corruption in all its forms, including extortion and bribery.

The Model considers as a basic pillar to ensure an adequate compliance culture, the existence of a series of tools, manuals, protocols, and procedures that the Group has implemented, which allow mitigating the risk of default or violation. It is worth highlighting the existence of computer control tools implemented in the Group, especially the ERP: Sigrid Gestión. It is a computer system aimed at management and planning of resources and business activities. It provides a complete computer system that, among others, includes the management of human resources, the planning and control of financial resources, commercial management, the integral management of works and projects, etc. In particular, it provides a powerful support for the registration of financial information and document management, ensuring an adequate and complete system of registration, documentation, and approval of transactions.

The ERP becomes a key element in the internal control system, especially in the system of internal control of financial information.

The body in charge of analysing potential breaches and proposing, if necessary, corrective actions and sanctions is the Surveillance Body. It is a body of internal character in charge of supervising the operation and compliance of the Model through the execution of, among others, the following functions:

- Revision of the adequacy of the Model and promotion of its update whenever it considers it appropriate.
- Promotion of the dissemination of the Model and supervision of the training activities carried out.
- Reception and management of complaints received through the Whistleblowing Channel.
- Instruction of internal review processes that are carried out when there is any indication of unlawful acts.
- Inform the Board of Directors.

The Supervisory Body is appointed by the Board of Directors, following a report from the Appointment, Remuneration and Good Governance Committee, and enjoys full autonomy and independence for the performance of its functions.

Whistle-blower channel, which allows notifications to the audit committee of irregularities of a financial and accounting nature, in addition to potential breaches of the code of conduct and unlawful activities undertaken in the organisation, reporting, as the case may be, if this is of a confidential nature.

The Organisation and Management Model for the Prevention of Crimes established by the Group contemplates, among others, the existence of a whistleblowing channel.

The directors, executives and employees of the Group have the obligation to inform the Surveillance Body of any fact that they believe may constitute an offence or breach of the Model and the controls which the Model refers to (Code of Conduct, Anti-Corruption Policy, and other tools, manuals,

protocols and internal procedures).

For the reporting of allegedly unlawful or constitutive acts of noncompliance (including irregular conduct of a financial, accounting or any other similar nature), the complainant may use any of the following channels, constituting the group's whistle-blower channel:

- By email, at the address established by the Group for these purposes.
- By telephone through a personal interview or conversation with the Compliance Officer.

Regardless of the formula chosen by the complainant, the Group fully guarantees the confidentiality of the identity of the complainant and, as the case may be, their anonymity.

The Compliance Officer will implement whatever measures deemed appropriate so as to assess, analyse and resolve the complaints, for what he may rely, on absolute discretion and confidentiality, on the support and advice on internal and/or external advisors.

With regards to accounting and financial irregular conducts, the Surveillance Body will report the issue to the Audit Committee.

Training and periodic refresher programmes for staff involved in the preparation and revision of financial information, as well as assessment of the ICFR (Internal Control System for Financial Information), that covers at least accounting rules, audits, internal control, and risk management.

Staff of Grupo SANJOSE involved in the preparation and review of financial information and the assessment of the ICFR receive training and updating on the regulations and the good practice necessary to guarantee the reliability of the financial information generated.

F.2 Assessment of financial information risks

Report on at least the following:

F.2.1 The main characteristics of the risk identification process, including error and fraud risk, as regards:

Whether the process exists and is documented.

The identification of risks is one of the most important stages in the overall process of the ICFR of Grupo SANJOSE. It has a double objective: a) To guarantee with reasonable security the reliability of the financial information provided to the market and, b) To support the responsibilities of the people involved in the preparation of the financial information.

The presence of the SANJOSE Group in various business areas and in different countries with different regulatory, political, and social environments means that the risks to be identified and managed are of a very varied nature. These are identified and analysed in the first instance by the General Management and Board of Directors of the Group, in order to adequately define the registration and control processes of the information and documentation, or to include the modifications to existing processes, in demand of the specific characteristics of the business to be carried out or of the regulatory framework of the country where the activity is carried out.

Additionally, among the works scheduled in the Group's Audit Plan, a review of the financial / accounting magnitudes of each unit that makes up the Group is included, as well as the most relevant transactions that may have been carried out, with a relatively high frequency throughout the year. In this work carried out by the Group's Internal Audit Department, the identification of risks, including errors or fraud, is particularly important, affecting the review processes contemplated in the Annual Audit Plan.

Annually, included as part of the Group Audit Plan that is presented to the Audit Committee for its approval, the Internal Audit Department identifies, evaluates, and updates the risks which the Group is exposed to, and proposes the proposed actions for review and control.

If the process covers all of the objectives of financial information, (existence and occurrence; completeness; valuation; delivery; breakdown and comparability; and rights and obligations), whether it is updated and with what frequency.

The identification and assessment of risks carried out by the Group covers all the objectives of the financial information: existence and occurrence, integrity, valuation, presentation, breakdown, and comparability, rights, and obligations.

The identification and evaluation of risks is carried out by the Administration and Finance Department, in a continuous manner, in response to the modifications that may occur in the Group's activity or business (new businesses, new locations, etc.). guaranteeing its adequate updating.

Additionally, the Internal Audit Department, on a monthly basis, reviews the main risk indicators that it has established, in order to guarantee the work previously carried out by the Administration and Finance Department.

The existence of a process for identifying the scope of consolidation, taking into account, among other factors, the possible existence of complex company structures, shell companies, or special purpose entities.

The Group relies on a documented internal process that guarantees the correct definition of the consolidation perimeter and the identification of any possible alteration that may affect it, through an adequate segregation of functions in the application, authorisation, communication and registration of any incorporation, merger, spin-off, acquisition or sale transaction of companies, as well as of any other corporate transaction, that implies for its execution, directly, and in a coordinated manner, the Corporate Departments of Central Administration, Consolidation, Legal and Tax, among others.

This process considers the possible existence of complex corporate structures, instrumental entities, or special purpose entities, among others, through the establishment of an adequate segregation structure of request, authorisation, and communication functions to carry out any corporate transaction in the Group.

If the process takes into account the effects of other types of risk (operational, technological, financial, legal, tax, reputational, environmental, etc.) to the extent that they affect the financial statements.

The design of the ICFR of the Group is made from a global perspective, taking into account the possible effects of other risks (operational, technological, legal, reputational, environmental, etc.), including references and links to them.

The governing body within the company that supervises the process.

The Internal Audit Department of the Group is responsible for supervising the adequacy and correct application of the ICFR, in particular:

- a) It follows up on the recommendations made and confirm their correct implementation by the General Directorate of Administration and Finance.
- b) It issues an opinion (binding) on the changes proposed by the General Directorate of Administration and Finance, etc.
- c) The General Directorate of Administration and Finance is responsible for periodically evaluating the ICFR, and ensuring its proper updating.

The risk identification process is presented, at least on an annual basis, by the Internal Audit Department to the Audit Committee for its supervision.

F.3. Control activities

State whether the company has at least the following, describing their main characteristics:

- F.3.1 Review and authorisation procedures for financial information published by the stock markets and a description of the ICFR, indicating those responsible, as well as documentation describing the flow of activity and controls (including those relating to the risk of fraud) of the various types of transactions which may materially affect the financial statements, including financial closing procedures and the specific review of judgements, estimates, valuations and relevant forecasts.

The financial information and the description of the ICFR that is published in the securities markets is generated by the General Directorate of Administration and Finance. In the process of generating financial information, the control and authorisation procedures carried out by the different hierarchical and liability levels are particularly important.

The Internal Audit Department of the Group directly intervenes in the preparation of the individual and consolidated financial statements of each and every one of the companies that make up the Group and, in particular, of the financial information to be published periodically, reviewing and confirming the financial statements, as well as judgments, estimates, valuations and relevant projections taken into account by the General Directorate of Administration and Finance in its preparation.

As established in Article 16.7 of the Regulations of the Board of Directors, it is established as a function of the audit committee "to inform, in advance, to the board of directors, on all the matters foreseen in the Law, the bylaws and in the regulations of the board and, in particular, on: i) The financial information that the society must make public periodically. "

In the development of its functions, the audit committee requires explanations and / or documentation to the managers or workers they deem appropriate. In particular, the presence of the General Director of Administration and Finance and the Director of Internal Audit is required. Likewise, and at least referred to the half-year and annual closings, the presence of the external Auditor is required to confirm that said information is complete and that the criteria consistent with the previous annual closing have been followed.

Prior to its publication, the financial information is reviewed by the board of directors, based on the report presented by the chair of the audit committee. Additionally, it may require the presence, explanations and / or documentation to the people it deems appropriate and necessary to guarantee the quality of the information to be published.

F.3.2 Internal IT control policies and procedures (access security, change controls, their operation, operational continuity, and segregation of duties, among others) which support relevant processes within the company and relate to the creation and publication of financial information.

El Grupo SANJOSÉ has policies, standards and procedures of internal control of information systems and security management set within the MSIS or Management System of Safety of Information Systems, in accordance with international standards, such as ISO 27001, ISO27002.

Access to information systems is managed in accordance with the job title of positions, limitations are established by applicable regulations and business needs in order to ensure the reliability of the information.

Following corporate policy, Companies of the Group, coordinated by the Director of Systems, define access profiles, modification, validation, or query information based on each user's role, assigned under the criteria of an adequate segregation of duties.

Procedures have been established to ensure that installed software cannot be changed without specific permission. All information systems are protected against viruses and software updates are available to prevent hacking into information systems.

F.3.3 Internal control policies and procedures intended to guide the management of activities subcontracted to third parties, as well as those aspects of assessment, calculation or evaluation entrusted to independent experts, which may materially affect financial statements.

As a general rule, Grupo SANJOSÉ performs management controls of activities which may affect the reliability of financial statements by the direct use of internal resources, avoiding outsourcing activities.

The management of assessment activities, calculation or assessment procedures commissioned to independent experts refer mainly to real estate appraisal. The selection of such companies is performed according to methods consistent with the criteria established by "The Royal Institution of Chartered Surveyors" in implementing International Assessment Standards.

The reports on assets assessment are subjected to an internal review process to verify the adequacy of hypotheses and most significant assumptions used, as well as its compliance with International Accounting and Financial Assessment Standards.

F.4 Information and communication

State whether the company has at least the following, describing their main characteristics:

- F.4.1** A specifically assigned function for defining and updating accounting policies (accounting policy area or department) and resolving doubts or conflicts arising from their interpretation, maintaining a free flow of information to those responsible for operations in the organisation, as well as an up-to-date accounting policy manual distributed to the business units through which the company operates.

The accounting policies adopted by the Group are in accordance with the provisions of the International Financial Reporting Standards adopted in the European Union (IFRS-EU), taking into account all the principles and accounting standards and the criteria for valuation of mandatory application of the IFRS-EU.

Due to the complexity of the applicable accounting regulatory framework, as well as the relative frequency of changes in the standard, the Group places great importance on the function of defining, maintaining, interpreting, and guaranteeing the application in a homogeneous manner.

This function is carried out in the General Administration and Finance Department, especially in the Consolidation Department, and there is full coordination with the Administration Department.

The Group has the appropriate procedures and mechanisms to transmit to the personnel involved in the process of preparing the financial information, the applicable performance criteria, as well as the information systems used in such processes.

- F.4.2** Measures for capturing and preparing financial information with consistent formats for application and use by all of the units of the entity or the group, and which contain the main financial statements and notes, as well as detailed information regarding ICFR.

The Group's financial information is produced through a process consisting of aggregating individual financial statements for further consolidation in response to consolidation and accounting regulations on consolidated financial information publishing in the markets.

All of the units within the SANJOSE Group are required to generate financial information with the utmost detail and rigour, in compliance with local accounting regulations, as well as to identify, assess and inform the Group of any aspects where local regulations differ from Group regulations. There is a CFO responsible for each level of aggregation.

The Consolidation Department establishes the Group's accounting criteria and, together with the local finance departments, ensures that the process of standardising local financial information is carried out correctly prior to its aggregation, and identifies and analyses potential problems which may arise, reporting the same to the General Direction of Administration and Finance.

All of the Group's companies are integrated into the Group's ERP (with the exception of a few small ones). This guarantees the accessibility to the accounting information at maximum detail, as well as the homogeneity in the application of the accounting policy. Additionally, in the process of aggregation and consolidation of the financial statements, the Group employs a computerised procedure, which includes multiple checks and automatic rework/life balance of the information, in order to guarantee the security of the process and the integrity and goodness of the information processed in search of inconsistencies in the registered data, before its validation.

F.5 Supervision of system performance

Describe at least the following:

F.5.1 The activities of the audit committee in overseeing ICFR as well as whether there is an internal audit function that has among its mandates support of the committee and the task of supervising the internal control system, including ICFR. Additionally, describe the scope of ICFR assessment made during the year and the procedure through which the person responsible prepares the assessment reports on its results, whether the company has an action plan describing possible corrective measures, and whether its impact on financial reporting is considered.

Among the functions of the Audit Committee, the Board of Directors Regulation includes the monitoring of accounting and financial information, internal and external audit services, and corporate governance.

The ICFR monitoring activities undertaken by the Audit Committee include the following:

- To approve the internal audit plan for the assessment of Internal Control Systems of Financial Information Reporting and receive regular information on worked performed and a corrective action plan.
- To monitor the independence and efficacy of internal auditing; proposing the selection, appointment, re-election, and removal of the head of internal audit; proposing the department's budget; receiving regular feedbacks on its activities; and verifying whether senior management is acting on the findings and recommendations of the reports.
- To review on a semi-annual and quarterly basis the preparation of financial statements.

The Group has an Internal Audit Department responsible for the assurance and consulting functions, among other, supporting the Audit Committee on monitoring the internal control system of financial reporting.

The Internal Audit Department submits to the Audit Committee its annual working plan, reports directly of all incidents identified in its development, proposing possible corrective measures on the same. Likewise, work progress is reported regularly, and especially of the possible incidents identified in the development of the same, also informing of the corrective measures applied by the organisation to avoid its future occurrence.

F.5.2 If there is a procedure by which the account auditor (in accordance with the contents of the Normas Técnicas de Auditoría (NTA) - "Auditing Standards"), internal auditor and other experts may communicate with senior management and the audit committee or senior managers of the company regarding significant weaknesses in internal control identified during the review of the annual accounts or any others they have been assigned. Additionally, state whether an action plan is available for correcting or mitigating any weaknesses found.

The Audit Committee maintains a stable and professional relationship with the external auditors of Grupo SANJOSE and the main Group companies, with strict respect for their independence. This relationship facilitates communication and discussion of significant weaknesses of internal control identified during the revision of financial statements.

In addition, the audit committee requires the presence of the external auditor at least every six months. The external auditor reports on the external audit plan and the results of its execution, as well as on any shortcomings in the internal control system which may have been identified in the course of their work.

Likewise, the Department of Internal Audit assesses correction measures regarding implementing time and method. The Internal Audit Department reports on a regular basis to the Audit Committee of the main weaknesses identified as well as the correction process implemented.



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F.6 Other relevant information

None

F.7 External auditor's report

Report on:

F.7.1 If the ICFR information submitted to the markets has been subject to review by the external auditor, in which case the entity will include its report as an attachment. If not, reasons why should be given.

Grupo San JOSÉ does not subject the ICFR information submitted to the markets to the review of external auditors.

G. EXTENT OF COMPLIANCE WITH CORPORATE GOVERNANCE RECOMMENDATIONS

Specify the company's level of compliance with recommendations from the Good Governance Code of Listed Companies.

In the event that a recommendation is not followed or only partially followed, a detailed explanation should be included explaining the reasons in such a manner that shareholders, investors and the market in general have enough information to judge the company's actions. General explanations are not acceptable.

1. That the Articles of Association of listed companies do not limit the maximum number of votes that may be cast by one shareholder or contain other restrictions that hinder the takeover of control of the company through the acquisition of shares on the market.

Complies [X] Explanation []

2. That, when the listed company is controlled, within the frameworks of Article 42 of the Commercial Code, by another entity, listed or not, and has, directly or through its subsidiaries, business relationships with said entity or one of its subsidiaries (other than those of the listed company) or carry out activities related to those of any of them publicly report with precision about:

a) The respective areas of activity and eventual business relationships between, on the one hand, the listed company, or its subsidiaries and, on the other, the parent company or its subsidiaries.

b) The mechanisms envisaged to resolve eventual conflicts of interest that may arise

Complies [] Complies Partially [] Explanation [] Not applicable [X]

3. That, during the course of the ordinary General Shareholders' Meeting, complementary to the distribution of a written Annual Corporate Governance Report, the chairman of the Board of Directors makes a detailed oral report to the shareholders regarding the most material aspects of corporate governance of the company, and in particular:

a) Changes that have occurred since the last General Shareholders' Meeting.

b) Specific reasons why the company did not follow one or more of the recommendations of the Code of Corporate Governance and, if so, the alternative rules that were followed instead.

Complies [] Complies Partially [X] Explanation []

The Board of Directors informs the AGM of any relevant deviations from the recommendations of the Code of Corporate governance.

4. That the company has defined and promoted a policy of communication and contact with shareholders, institutional investors and proxy advisors that complies in all aspects with rules preventing market abuse and gives equal treatment to similarly situated shareholders. And that the company has made such a policy public through its web page, including information related to the manner in which said policy has been implemented and the identity of contact persons or those responsible for implementing it.

And that, without prejudice to the legal obligations for the dissemination of privileged information and other regulated information, the company also has a general policy regarding the communication of economic-financial, non-financial and corporate information through the channels it considers adequate (communication media, social networks or other channels) that contributes to maximizing the dissemination and quality of information available to the market, investors and other interest groups.

Complies [X] Complies Partially [] Explanation []

5. That the Board of Directors should not propose to the General Shareholders' Meeting any proposal for delegation of powers allowing the issuance of shares or convertible securities without pre-emptive rights in an amount exceeding 20% of equity at the time of delegation.

And that whenever the Board of Directors approves any issuance of shares or convertible securities without pre-emptive rights the company immediately publishes reports on its web page regarding said exclusions as referenced in applicable company law.

Complies [X] Complies Partially [] Explanation []

6. That listed companies which draft reports listed below, whether under a legal obligation or voluntarily, publish them on their web page with sufficient time before the General Shareholders' Meeting, even when their publication is not mandatory:

a) Report regarding the auditor's independence.

b) Reports regarding the workings of the audit committee and the appointments and remuneration committee.

c) Report by the audit committee regarding related-party transactions.

Complies [X] Complies Partially [] Explanation []

7. That the company reports in real time, through its web page, the proceedings of the General Shareholders' Meetings.

And that the company has mechanisms that allow the delegation and the exercise of the vote by telematic means and even, in the case of companies with high capitalisation and to the extent that it is proportionate, the attendance and active participation in the General Meeting

Complies [] Complies Partially [] Explanation [X]

Given that the company does not have a high level of stock market capitalisation and due to its low broadcasting percentage, it is not considered necessary to carry out a live transmission of the meeting. Article 19 of the general meeting regulations provides for the possibility so shareholders can cast their vote by post or electronic communication.

However, it should be noted that the last six shareholders' meetings have been held both online and in person, so that all shareholders wishing to do so were able to follow the meetings live on the company's web site.

8. That the audit committee ensures that the financial statements that the board of directors present to the general meeting of shareholders are prepared in accordance with accounting regulations. And that in those cases in which the account auditor has included any caveat in its audit report, the chairman of the audit committee clearly explains at the general meeting the opinion of the audit committee on its content and scope, becoming available to shareholders at the time of the meeting, together with the rest of the proposals and reports of the board, a summary of said opinion.

Complies ☒] Complies Partially ☐] Explanation ☐]

9. That the company permanently maintains on its web page the requirements and procedures for certification of share ownership, the right of attendance at the General Shareholders' Meetings, and the exercise of the right to vote or to issue a proxy.

And that such requirements and procedures promote attendance and the exercise of shareholder rights in a non-discriminatory fashion.

Complies ☒] Complies Partially ☐] Explanation ☐]

10. That when a verified shareholder has exercised his right to make additions to the agenda or to make new proposals to it with sufficient time in advance of the General Shareholders' Meeting, the company:

- a) Immediately distributes the additions and new proposals.
- b) Publishes the attendance card credential or proxy form or form for distance voting with the changes such that the new agenda items and alternative proposals may be voted upon under the same terms and conditions as those proposals made by the Board of Directors.
- c) Submits all of these items on the agenda or alternative proposals to a vote and applies the same voting rules to them as are applied to those drafted by the Board of Directors including, particularly, assumptions or default positions regarding votes for or against.
- d) That after the General Shareholders' Meeting, a breakdown of the results of said additions or alternative proposals is communicated.

Complies ☐] Complies Partially ☐] Explanation ☐] Not applicable ☒]

11. That, in the event the company intends to pay for attendance at the General Shareholders' Meeting, it establishes in advance a general policy of long-term effect regarding such payments.

Complies [☐] Complies Partially [☐] Explanation [☐] Not applicable [X]

12. That the Board of Directors completes its duties with a unity of purpose and independence, treating all similarly situated shareholders equally and that it is guided by the best interests of the company, which is understood to mean the pursuit of a profitable and sustainable business in the long term, and the promotion of continuity and maximisation of the economic value of the business.

And that in pursuit of the company's interest, in addition to complying with applicable law and rules and in engaging in conduct based on good faith, ethics and a respect for commonly accepted best practices, it seeks to reconcile its own company interests, when appropriate, with the interests of its employees, suppliers, clients and other stakeholders, as well as the impact of its corporate activities on the communities in which it operates and the environment.

Complies [X] Complies Partially [☐] Explanation [☐]

13. That the Board of Directors is of an adequate size to perform its duties effectively and collegially, and that its optimum size is between five and fifteen members.

Complies [X] Explanation [☐]

14. That the Board of Directors approves a selection policy devoted to favour a balance composition of the board and that:

a) Is concrete and verifiable.

b) Ensures that proposals for appointment or re-election are based upon a prior analysis of the needs of the Board of Directors.

c) Favours diversity in knowledge, experience, age, and gender. For these purposes, it is considered that the measures that encourage the company to have a significant number of senior managers favour gender diversity.

That the resulting prior analysis of the needs of the Board of Directors is contained in the supporting report from the appointments committee published upon a call to the General Shareholders' Meeting submitted for ratification, appointment, or re-election of each director.

The appointments committee will annually verify compliance with the selection policy of directors and explain its findings in the Annual Corporate Governance Report.

Complies [X] Complies Partially [☐] Explanation [☐]

15. That proprietary and independent directors constitute a substantial majority of the Board of Directors and that the number of executive directors is kept at a minimum, taking into account the complexity of the corporate group and the percentage of equity participation of executive directors.

And that the number of female directors represents at least 40% of the members of the board of directors before the end of 2022 and thereafter, not previously being less than 30%.

Complies [☐] Complies Partially [X ☐] Explanation [☐]

Proprietary and independent directors constitute a majority of 8 to 4 as compared to executive directors.

Regarding the percentage of women members of the board of directors, it should be noted that in the 2023 AGM, a new female director was appointed, so that the board of directors has 3 female directors, i.e. 25% of the members of the board.

At the ordinary shareholders meeting held in 2025 the re-election of Ms Amparo Alonso Betanzos was proposed and she was re-elected by the Board.

16. That the percentage of proprietary directors divided by the number of non- executive directors is no greater than the proportion of the equity interest in the company represented by said proprietary directors and the remaining share capital.

This criterion may be relaxed:

a) In companies with a high market capitalisation in which interests that are legally considered significant are minimal.

b) In companies where a diversity of shareholders is represented on the Board of Directors without ties among them.

Complies [X ☐] Explanation [☐]

17. That the number of independent directors represents at least half of the total number of directors.

Nonetheless, when the company does not have a high level of market capitalisation or in the event that it is a high cap company with one shareholder or a group acting in a coordinated fashion who together control more than 30% of the company's equity, the number of independent directors represents at least one third of the total number of directors.

Complies [☐] Explanation [X ☐]



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18. That companies publish and update the following information regarding directors on the company website:

- a) Professional profile and biography.
- b) Any other Boards to which the director belongs, regardless of whether the companies are listed, as well as any other remunerated activities engaged in, regardless of type.
- c) Category of directorship, indicating, in the case of individuals who represent significant shareholders, the shareholder that they represent or to which they are connected.
- d) The date of their first appointment as a director of the company's Board of Directors, and any subsequent re-election.
- e) The shares and options they own.

Complies ☒] Complies Partially ☐ Explanation ☐]

19. That the Annual Corporate Governance Report, after verification by the appointments committee, explains the reasons for the appointment of proprietary directors at the proposal of the shareholders whose equity interest is less than 3%. It should also explain, where applicable, why formal requests from shareholders for membership on the Board meeting were not honoured, when their equity interest is equal to or exceeds that of other shareholders whose proposal for proprietary directors was honoured.

Complies ☐ Complies Partially ☐ Explanation ☐ Not applicable ☒]

20. That proprietary directors representing significant shareholders must resign from the Board if the shareholder they represent disposes of its entire equity interest. They should also resign, in a proportional fashion, in the event that said shareholder reduces its percentage interest to a level that requires a decrease in the number of proprietary directors representing this shareholder.

Complies ☒] Complies Partially ☐ Explanation ☐ Not applicable ☐]

21. That the Board of Directors may not propose the dismissal of any independent director before the completion of the director's term provided for in the Articles of Association unless the Board of Directors finds just cause and a prior report has been prepared by the appointments committee. Specifically, just cause is considered to exist if the director takes on new duties or commits to new obligations that would interfere with his or her ability to dedicate the time necessary for attention to the duties attendant to his post as a director, fails to complete the tasks inherent to his or her post, or enters into any of the circumstances which would cause the loss of independent status in accordance with applicable law.

The dismissal of independent directors may also be proposed as a result of a public takeover bid, merger or similar transaction entailing a change in the shareholder structure of the company, provided that such changes in the structure of the Board are the result of the proportionate representation criteria provided for in Recommendation 16.

Complies [X] Complies Partially [] Explanation []

22. That companies establish rules that oblige directors to inform and, where appropriate, to resign when situations that affect them arise, related or not to their performance in the company itself, that may harm its credit and reputation, and, in particular, that oblige them to inform the board of directors of any criminal case in which they appear as investigated, as well as their procedural vicissitudes.

And that, having been informed or the board having otherwise known any of the situations mentioned in the previous paragraph, examine the case as soon as possible and, taking into account the specific circumstances, decide, following a report from the appointments and remuneration, whether or not to adopt any measure, such as opening an internal investigation, requesting the resignation of the director or proposing the removal. And that it be reported on the matter in the annual corporate governance report, unless there are special circumstances that justify it, which must be recorded in the minutes. It without prejudice to the information that the company must disseminate, if appropriate, at the time of the adoption of the corresponding measures.

Complies [X] Complies Partially [] Explanation []

23. That all directors clearly express their opposition when they consider any proposal submitted to the Board of Directors to be against the company's interests. This particularly applies to independent directors and directors who are unaffected by a potential conflict of interest if the decision could be detrimental to any shareholders not represented on the Board of Directors.

Furthermore, when the Board of Directors makes significant or repeated decisions about which the director has serious reservations, the director should draw the appropriate conclusions and, in the event the director decides to resign, explain the reasons for this decision in the letter referred to in the next recommendation.

This recommendation also applies in the case of the secretary of the Board of Directors, despite not being a director.

Complies [X] Complies Partially [] Explanation [] Not applicable []

24. That when, either by resignation or by resolution of the general meeting, a director ceases in the position before the end of the mandate, he/she sufficiently explains the reasons for his resignation or, in the case of non-executive directors, his/her opinion on the reasons for the removal, in a letter that will be sent to all members of the board of directors.

And that, without prejudice to the fact that all this is reported in the annual corporate governance report, insofar as it is relevant for investors, the company publishes the termination as soon as possible including sufficient reference to the reasons or circumstances provided by the director.

Complies [☒] Complies Partially [☐] Explanation [☐] Not applicable [☐]

25. That the appointments committee ensures that non-executive directors have sufficient time in order to properly perform their duties.

And that the Board rules establish the maximum number of company Boards on which directors may sit.

Complies [☐] Complies Partially [☒] Explanation [☐]

The Company requires Members of the Board to devote sufficient time to properly carry out the tasks inherent to their position; the mechanism to achieve this is the remuneration system associated to the Board meetings of the, Committees, and the global allocation established by the Shareholders' Meeting.

Although the Board's Regulation does not set a maximum number of boards the Member may form part of, members of the board attending other boards are not numerous, so therefore it is not appreciated that there is a specific need to limit it.

26. That the Board of Directors meets frequently enough so that it may effectively perform its duties, at least eight times per year, following a schedule of dates and agenda established at the beginning of the year and allowing each director individually to propose items that do not originally appear on the agenda.

Complies [☐] Complies Partially [☒] Explanation [☐]

When approving the annual calendar of meetings, the board of directors sets 5 meetings with a pre-established date, without prejudice to the fact that, if necessary, other meetings of the board may be held. During 2024 six meetings were held.

Board meetings are scheduled on a quarterly basis in order to report financial information to the market. In addition, a further board meeting is foreseen at the same date of the AGM so as to adopt or execute any resolution resulting from this meeting, if applicable.

Furthermore, the company's articles of association provide that the board of directors may also be convened by the co-ordinating director with the possibility for the latter to include new items on the agenda of a board meeting already convened.

The board of directors will also meet when requested to do so by directors representing at least one third of the members of the board of directors, if the chairperson fails to convene the meeting within one month, counting from when requested to do so by the directors, without just cause.

For all the above, the company considers that the board of directors meets with the necessary frequency to perform its functions effectively and does not consider it necessary to hold a minimum number of eight meetings per year.

27. That director absences only occur when absolutely necessary and are quantified in the Annual Corporate Governance Report. And when absences occur, that the director appoints a proxy with instructions.

Complies [☐] Complies Partially [☒] Explanation [☐]

The director residing in the UAE does not usually attend the meetings of the board of directors nor does he delegate his representation to another director

28. That when directors or the secretary express concern regarding a proposal or, in the case of directors, regarding the direction in which the company is headed and said concerns are not resolved by the Board of Directors, such concerns should be included in the minutes, upon a request from the protesting party.

Complies [☒] Complies Partially [☐] Explanation [☐] Not applicable [☐]

29. That the company establishes adequate means for directors to obtain appropriate advice in order to properly fulfil their duties including, should circumstances warrant, external advice at the company's expense.

Complies [☒] Complies Partially [☐] Explanation [☐]

30. That, without regard to the knowledge necessary for directors to complete their duties, companies make refresher courses available to them when circumstances require.

Complies [☐] Explanation [☒] Not applicable [☐]

Although there are no special refresher programmes in the company, directors are provided with information and advice from all company departments regarding the functions inherent to their position. Likewise, they receive timely information on new legislative developments affecting their competencies and those of the committees of which they are members.

31. That the agenda for meetings clearly states those matters about which the Board of Directors is to make a decision or adopt a resolution so that the directors may study or gather all relevant information ahead of time.

When, under exceptional circumstances, the chairman wishes to bring urgent matters for decision or resolution before the Board of Directors which do not appear on the agenda, prior express agreement of a majority of the directors will be necessary, and said consent will be duly recorded in the minutes.

Complies [☒] Complies Partially [☐] Explanation [☐]

32. That directors will be periodically informed of changes in equity ownership and of the opinions of significant shareholders, investors and rating agencies of the company and its group.

Complies [☒] Complies Partially [☐] Explanation [☐]

33. That the chairman, as the person responsible for the efficient workings of the Board of Directors, in addition to carrying out his duties required by law and the Articles of Association, should prepare and submit to the Board of Directors a schedule of dates and matters to be considered; organise and coordinate the periodic evaluation of the Board as well as, if applicable, the chief executive of the company, should be responsible for leading the Board and the effectiveness of its work; ensuring that sufficient time is devoted to considering strategic issues, and approve and supervise refresher courses for each director when circumstances so dictate.

Complies [☒] Complies Partially [☐] Explanation [☐]

34. That when there is a coordinating director, the Articles of Association or the Board rules should confer upon him the following competencies in addition to those conferred by law: chair of the Board of Directors in the absence of the chairman and deputy chairmen, should there be any; reflect the concerns of non- executive directors; liaise with investors and shareholders in order to understand their points of view and respond to their concerns, in particular as those concerns relate to corporate governance of the company; and coordinate a succession plan for the chairman.

Complies [☐] Complies Partially [☒] Explanation [☐] Not applicable [☐]

The coordinating director is specifically empowered by the articles of association and by the regulations of the board to perform the duties referred to in the wording of this recommendation, but he is not expressly empowered to coordinate the chairman of the board's succession plan.

35. That the secretary of the Board of Directors should pay special attention to ensure that the activities and decisions of the Board of Directors take into account the recommendations regarding good governance contained in this Code of Good Governance and which are applicable to the company.

Complies [☒] Explanation [☐]

36. That the Board of Directors meets in plenary session once a year and adopt, where appropriate, an action plan to correct any deficiencies detected in the following:

- a) The quality and efficiency of the Board of Directors' work.
- b) The workings and composition of its committees.
- c) Diversity of membership and competence of the Board of Directors.
- d) Performance of the chairman of the Board of Directors and the chief executive officer of the company.
- e) Performance and input of each director, paying special attention to those in charge of the various Board committees.

In order to perform its evaluation of the various committees, the Board of Directors will take a report from the committees themselves as a starting point and for the evaluation of the Board, a report from the appointments committee.

Every three years, the Board of Directors will rely upon the assistance of an external advisor for its evaluation, whose independence will be verified by the appointments committee.

Business relationships between the external adviser or any member of the adviser's group and the company or any company within its group will be specified in the Annual Corporate Governance Report.

The process and areas assessed will be described in the annual corporate governance report.

Complies ☐ Complies Partially ☒ Explanation ☐

To date, the board has not deemed necessary to request the services of an external adviser to assess its performance.

37. When there is an executive committee with the presence of at least two non-executive directors, at least one of them being independent; and that its secretary is the secretary of the board of directors.

Complies ☐ Complies Partially ☐ Explanation ☒ Not applicable ☐

The Executive Committee consists of three executive directors and an independent director since this is understood to be the best arrangement in order to meet the group's management requirements. The secretary of the committee is elected from among its members at the beginning of the meeting.

38. That the Board of Directors must always be aware of the matters discussed and decisions taken by the executive committee and that all members of the Board of Directors receive a copy of the minutes of meetings of the executive committee.

Complies ☐ Complies Partially ☒ Explanation ☐ Not applicable ☐

Minutes of the meetings held by the Executive Committee are available to directors.

39. That the members of the audit committee as a whole, in particular its chairman, are appointed in consideration of their knowledge and experience in accountancy, audit and risk management issues, and both financial and non-financial.

Complies [X]

Complies Partially []

Explanation []

40. That under the supervision of the audit committee, there must be a unit in charge of the internal audit function, which ensures that information and internal control systems operate correctly, and which reports to the non-executive chairman of the Board or of the audit committee.

Complies []

Complies Partially [X]

Explanation []

The Company has a unit that assumes the internal audit function and which ensures that the information and internal control systems work properly. Although functionally dependent on the general manager, it is available to the chairman of the audit committee for any issues or tasks he may entrust to it. The audit committee's chairperson usually attends this committee's meetings.

41. That the head of the unit that assumes the internal audit function presents to the audit committee, for its approval by the latter or by the board, its annual work plan, informs it directly of its execution, including possible incidents and limitations to the scope that are presented in its development, the results and the follow-up of its recommendations and submits an activity report at the end of each year.

Complies [X]

Complies Partially []

Explanation []

Not applicable []

42. That in addition to the provisions of applicable law, the audit committee should be responsible for the following:

1. With regard to information systems and internal control:

a) To supervise and evaluate the process of preparation of the financial and non-financial information, as well as the control and management systems of financial and non-financial risks related to the company and, where appropriate, to the group - including operational , technological, legal, social, environmental, political and reputational or related to corruption issues - reviewing the compliance with regulatory requirements, the proper delimitation of the consolidation perimeter and the correct application of accounting criteria.

b) To ensure the independence of the unit that assumes the internal audit function; to propose the selection, appointment and removal of the person in charge of the internal audit service; to propose the budget for this service; to approve or propose approval to the board of the guidance and annual work plan of internal audit, ensuring that its activity is primarily focused on relevant risks (including reputational risks); to receive periodic information about your activities; and verify that senior management takes into account the conclusions and recommendations of its reports.

c) To establish and supervise a mechanism that allows employees and other people related to the company, such as directors, shareholders, suppliers, contractors, or subcontractors, to report potentially significant irregularities, including financial and accounting irregularities, or of any other nature, related to the company that they notice within the company or its group. Said mechanism must guarantee confidentiality and, in any case, foresee cases in which communications can be made anonymously, respecting the rights of the complainant and the accused.

d) Generally, to ensure that the policies and systems established in the field of internal control are applied effectively in practice

2. With regard to the external auditor:

a) In the event that the external auditor resigns, examine the circumstances which caused said resignation.

b) Ensure that the remuneration paid to the external auditor for its work does not compromise the quality of the work or the auditor's independence.

c) Insist that the company file a relevant fact with the CNMV when there is a change of auditor, along with a statement on any differences that arose with the outgoing auditor and, if applicable, the contents thereof.

d) Ensure that the external auditor holds an annual meeting with the Board of Directors in plenary session in order to make a report regarding the tasks accomplished and regarding the development of its accounting and risks faced by the company.

e) Ensure that the company and the external auditor comply with applicable rules regarding the rendering of services other than auditing, proportional limits on the auditor's billing, and all other rules regarding the auditor's independence.

Complies [X]

Complies Partially []

Explanation []

43. That the audit committee may require the presence of any employee or manager of the company, even without the presence of any other member of management.

Complies ☒] Complies Partially ☐] Explanation ☐]

44. That the audit committee be kept abreast of any corporate and structural changes planned by the company in order to perform an analysis and draft a report beforehand to the Board of Directors regarding economic conditions and accounting implications and, in particular, any exchange ratio involved.

Complies ☐ X] Complies Partially ☐] Explanation ☐] Not applicable ☐]

45. That the risk management and control policy identify and determine, at a minimum:

a) The various types of financial and non-financial risks (among those operational, technological, legal, social, environmental, political, and reputational) which the company faces, including financial or economic risks, contingent liabilities, and other off-balance sheet risks.

b) A risk control and management model based on different levels, of which a specialised risk committee will be part when the sectoral regulations provide for it, or the company deems it appropriate.

c) The level of risk the company considers acceptable.

d) Means identified in order to minimise identified risks in the event they transpire.

e) Internal control and information systems to be used in order to control and manage identified risks, including contingent liabilities and other off-balance sheet risks.

Complies ☐ X] Complies Partially ☐] Explanation ☐]

46. That under the direct supervision of the audit committee or, if applicable, of a specialised committee of the Board of Directors, an internal control and management function should exist delegated to an internal unit or department of the company which is expressly charged with the following responsibilities:

a) Ensure the proper functioning of risk management and control systems and, in particular, that they adequately identify, manage, and quantify all material risks that may affect the company.

b) Actively participate in the creation of the risk strategy and in important decisions regarding risk management.

c) Ensure that the risk management and control systems adequately mitigate risks as defined by policy issued by the Board of Directors.

Complies ☐ X] Complies Partially ☐] Explanation ☐]

47. That members of the appointment and remuneration committee – or of the appointments committee and the remuneration committee if they are separate – are chosen taking into account the knowledge, ability, and experience necessary to perform the duties they are called upon to carry out and that the majority of said members are independent directors.

Complies ☐ Complies Partially ☒ Explanation ☐

The appointments, remuneration and good governance committee is comprised of two independent directors, the proprietary director and one of the other external directors, the status of the latter has changed, given that he went from independent to other external, since he had been working as a director in this post for 12 continuous years.

48. That high market capitalisation companies have formed separate appointments and remuneration committees.

Complies ☐ Explanation ☐ Not applicable ☒

49. That the appointments committee consult with the chairman of the Board of Directors and the chief executive of the company, especially in relation to matters concerning executive directors.

And that any director may ask the appointments committee to consider potential candidates he or she considers appropriate to fill a vacancy on the Board of Directors.

Complies ☒ Complies Partially ☐ Explanation ☐

50. That the remuneration committee exercises its functions independently and that, in addition to the functions assigned to it by law, it should be responsible for the following:

a) Propose basic conditions of employment for senior management.

b) Verify compliance with company remuneration policy.

c) Periodically review the remuneration policy applied to directors and senior managers, including remuneration involving the delivery of shares, and guarantee that individual remuneration be proportional to that received by other directors and senior managers.

d) Oversee that potential conflicts of interest do not undermine the independence of external advice rendered to the Board.

e) Verify information regarding remuneration paid to directors and senior managers contained in the various corporate documents, including the Annual Report on Director Remuneration.

Complies ☒ Complies Partially ☐ Explanation ☐

51. That the remuneration committee consults with the chairman and the chief executive of the company, especially in matters relating to executive directors and senior management.

Complies ☒ Complies Partially ☐ Explanation ☐

52. That the rules regarding composition and workings of supervision and control committees appear in the rules governing the Board of Directors and that they are consistent with those that apply to mandatory committees in accordance with the recommendations above, including:

a) That they are comprised exclusively of non-executive directors, with a majority of them independent.

b) That their chairmen be independent directors.

c) That the Board of Directors select members of these committees taking into account their knowledge, skills and experience and the duties of each committee; discuss their proposals and reports; and detail their activities and accomplishments during the first plenary session of the Board of Directors held after the committee's last meeting.

d) That the committees be allowed to avail themselves of outside advice when they consider it necessary to perform their duties.

e) That their meetings be recorded and the minutes be made available to all directors.

Complies [X] Complies Partially [] Explanation [] Not applicable []

53. That the supervision of compliance with the policies and rules of the company in environmental, social and corporate governance matters, as well as the internal codes of conduct, will be attributed to one or distributed among several committees of the board of directors, which may be the audit committee, the appointment committee, a committee specialised in sustainability or corporate social responsibility or another specialist committee that the board of directors, in exercise of its self-organisation powers, has decided to create. And that such committee is made up solely of non-executive directors, being the majority independent and specifically assigned the minimum functions indicated in the following recommendation.

Complies [X] Complies Partially [] Explanation []

54. That the minimum functions referred to by the above-mentioned recommendation are as follows:
- a) Verification of compliance with internal codes of conduct and the company's corporate governance rules, making sure corporate culture is in line with the same.
 - b) Supervision of the application of the policy on communication strategy on financial and non-financial information, as well as the communication and relationship with shareholders and investors, including small- and medium-sized shareholders.
 - c) The periodic evaluation and review of the suitability of the company's corporate governance system, with the goal that the company promotes company interests and take into account, where appropriate, the legitimate interests of other stakeholders.
 - d) Follow-up of corporate social responsibility strategy and practice in environmental and social terms.
 - e) Supervision and evaluation of the way relations with various stakeholders are handled.
- Complies ☒ Complies Partially ☐ Explanation ☐
55. That the sustainability policy in terms of environmental and social issues identifies and includes the following:
- a) Concrete practices in matters related to shareholders, employees, clients, suppliers, social issues, the natural environment, diversity, fiscal responsibility, respect for human rights, and the prevention of unlawful conduct.
 - b) The methods or systems for monitoring compliance with policies, associated risks, and their management.
 - c) Means of supervising non-financial risk, ethics, and business conduct.
 - d) Communication channels, participation, and dialogue with stakeholders.
 - e) Responsible communication practices that impede the manipulation of data and protect integrity and honour.
- Complies ☐ Complies Partially ☐ Explanation ☐
56. That director remuneration is sufficient in order to attract and retain directors who meet the desired professional profile and to adequately compensate them for the dedication, qualifications and responsibility demanded by the post, while not being so excessive as to compromise the independent judgment of non-executive directors.
- Complies ☒ Explanation ☐

57. That only executive directors receive remuneration linked to corporate results or personal performance, as well as remuneration in the form of shares, options, or rights to shares or instruments whose value is indexed to share value, or long-term savings plans such as pension plans, retirement accounts or any other retirement plan.

Shares may be given to non-executive directors under the condition that they maintain ownership of the shares until they leave their posts as directors. The foregoing will not apply to shares that the director may be obliged to sell in order to meet the costs related to their acquisition.

Complies ☒ Complies Partially ☐ Explanation ☐

58. That as regards variable remuneration, the policies incorporate limits and administrative safeguards in order to ensure that said remuneration is in line with the work performance of the beneficiaries and is not based solely upon general developments in the markets or in the sector in which the company operates, or other similar circumstances.

And, in particular, that variable remuneration components:

a) Are linked to pre-determined and measurable performance criteria and that such criteria take into account the risk undertaken to achieve a given result.

b) Promote sustainability of the company and include non-financial criteria that are geared towards creating long term value, such as compliance with rules and internal operating procedures and risk management and control policies.

c) Are based upon balancing short-, medium- and long-term objectives, permitting the reward of continuous achievement over a period of time long enough to judge creation of sustainable value such that the benchmarks used for evaluation are not comprised of one-off, seldom occurring, or extraordinary events.

Complies ☐ Complies Partially ☐ Explanation ☐ Not applicable ☐

59. That the payment of the variable components of the remuneration is subject to verification that the performance or other conditions previously established have been effectively met. The companies will include in the annual directors' remuneration report the criteria regarding the time required and methods for such verification based on the nature and characteristics of each variable component.

That, additionally, the companies value the establishment of a reduction clause ('malus') based on the deferral for a sufficient period of the payment of a part of the variable components that implies their total or partial loss in the event that previously at the time of payment, an event occurs that makes it advisable.

Complies ☐ Complies Partially ☒ Explanation ☐ Not applicable ☐

As a general rule, variable remuneration is determined and paid on the basis of the results recorded after the end of the financial year and after the issuance of the audit report. The company considers this to be a sufficient safeguard to check that the previously established performance conditions have been met and therefore it has not considered it necessary to regulate an additional or specific mechanism for the deferral or reimbursement of the payment of variable components.

On the other hand, the remuneration policy approved by the AGM on 18 April 2024 for financial years 2025, 2026 and 2027 stipulates that the determination and payment of the variable components of remuneration will take place once the preparation and auditing of the financial statements is complete, in order to verify that the conditions taken into account to determine them have been effectively fulfilled and will take into account any qualifications in the auditor's report that reduce the results for the year.

Likewise, should any event occur following that determination and, as the case may be, affecting the payment of said variable remuneration, the Board of Directors will assess whether it is appropriate to cancel, in whole or in part, the settlement of the variable remuneration, or, if appropriate, to offset it against future payments.

60. That remuneration related to company results takes into account any reservations which may appear in the external auditor's report which would diminish said results.

Complies ☒ Complies Partially ☐ Explanation ☐ Not applicable ☐

61. That a material portion of variable remuneration for executive directors depends upon the delivery of shares or instruments indexed to share value.

Complies ☐ Complies Partially ☐ Explanation ☒ Not applicable ☐

The AGM held on 30 March 2022 passed a resolution according to which members of the Board of Directors who have the status of executive directors, as well as any other executives as the Board of Directors may determine, could be entitled to receive shares in the Company as part of their variable remuneration.

It was also agreed to empower the board of directors to carry out the necessary actions for the implementation of the remuneration set out in the aforementioned resolution and in particular to determine the requirements and conditions to be met by the beneficiaries so as to be entitled to the remuneration by means of the delivery of shares.

The requirements and conditions to be met by the beneficiaries of this remuneration system have not yet been established.

62. Once the shares, options or financial instruments corresponding to the remuneration systems have been attributed, the executive directors cannot transfer their ownership or exercise them until after a period of at least three years has elapsed.

The exception is the case in which the director maintains, at the time of the transfer or exercise, a net economic exposure to the variation in the price of the shares for a market value equivalent to an amount of at least twice the annual fixed remuneration through the ownership of shares, options, or other financial instruments.

The foregoing will not apply to the shares that the director needs to dispose of to satisfy the costs related to their acquisition or, after a favourable assessment by the appointments and remuneration committee, to deal with extraordinary situations that may require it.

Complies ☐ Complies Partially ☐ Explanation ☒ Not applicable ☐

The Board of Directors has not yet determined the requirements and conditions to be fulfilled by the beneficiaries in order to be entitled to remuneration by delivery of shares.

63. That contractual arrangements include a clause which permits the company to seek reimbursement of variable remuneration components in the event that payment does not coincide with performance criteria or when delivery was made based upon data later deemed to be inaccurate.

Complies [☐] Complies Partially [☐] Explanation [☒] Not applicable [☐]

Variable remuneration is determined and paid up based on the profit/(loss) for the year and upon the issuance of the audit report. The company understands that this constitutes a sufficient safeguard to verify that it meets conditions previously established, and therefore has not considered necessary the regulation of an additional or specific deferral mechanism or reimbursement of the payment of variable components.

Further, and as indicated in section G 59 above, the remuneration policy approved by the shareholders' meeting held on 18 April 2024 for the financial years 2025, 2026 and 2027 provides that the determination and payment of the variable components of the remuneration will be carried out once the financial statements have been prepared and audited in order to verify that the conditions established have been effectively met, and they will take into account any subsequent exceptions that appear in the auditor's report and reduce said results.

Likewise, should any event occur following that determination and, as the case may be, affecting the payment of said variable remuneration, the Board of Directors will assess whether it is appropriate to cancel, in whole or in part, the settlement of the variable remuneration, or, if appropriate, to offset it against future payments.

64. That payments made for contract termination will not exceed an amount equivalent to two years of total annual remuneration and that it will not be paid until the company has verified that the director has fulfilled all previously established criteria for payment.

For the purposes of this recommendation, among the payments for contractual termination, any payments whose accrual or payment obligation arises as a consequence or on the occasion of the termination of the contractual relationship that bound the director with the company, including long-term savings systems and amounts paid under post-contractual non-competition agreements, are taken into consideration.

Complies [☐] Complies Partially [☐] Explanation [☒] Not applicable [☐]

Compensation for the termination of the contracts of executive directors consists of an escalation based on total remuneration and varies between an amount equivalent to a minimum of two and a maximum of three years of said remuneration. Contracts provide that the aforementioned amounts are paid at the time that the resolution or termination of the contract takes place.

H. FURTHER INFORMATION OF INTEREST

1. If there is any aspect regarding corporate governance in the company or other companies in the group that has not been included in other sections of this report, but which is necessary in order to obtain a more complete and comprehensive picture of the structure and governance practices in the company or group, describe it briefly below.

2. This section may also be used to provide any other information, explanation or clarification relating to previous sections of the report, so long as it is relevant and not redundant.

Specifically, state whether the company is subject to any corporate governance legislation other than that prevailing in Spain and, if so, include any information required under this legislation that differs from the data requested in this report.

3. The company may also state whether it voluntarily complies with other ethical or best practice codes, whether international, sector-based, or other. In such a case, name the code in question and the date the company began following it. It should be specifically mentioned that the company adheres to the Code of Good Tax Practices of 20 July 2010.

Grupo Empresarial San José has assumed as own the principles and guidelines enshrined in the United Nations Global Compact.

This Annual Corporate Governance Report was approved by the Board of Directors of the company at the meeting held on:

26/02/2026

State whether any directors voted against or abstained from voting on this report.

[] Yes

[✓] No



ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

ISSUER'S IDENTIFICATION DETAILS

Year-end date: 31/12/2025

TAX Id. # A-36046993

Company Name:

GRUPO EMPRESARIAL SAN JOSE, S.A.

Registered office:

ROSALIA DE CASTRO 44, BAJO (PONTEVEDRA)

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1.1. Explain the current director remuneration policy applicable to the year in progress. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific, and concrete.

The specific determinations for the year in progress should be described, both the remuneration of directors in their status as such and as a result of their executive functions carried out for the Board pursuant to the contracts signed with executive directors and to the remuneration policy approved by the General Shareholders' Meeting.

In any event, the following aspects should be reported:

- a) Description of the procedures and company bodies involved in determining and approving the remuneration policy and its terms and conditions.
- b) Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.
- c) Information on whether any external advisors took part in this process and, if so, their identity.
- d) Procedures contemplated in the current remuneration policy for directors to apply temporary exceptions to the policy, conditions under which those exceptions may be invoked, and components that may be subject to exception according to the policy.

The board of directors is the competent body to determine the exact amount to be paid each year to each director of the Company within the limit set by the annual general meeting. This agreement must be adopted with the prior proposal of the appointment, remunerations, and Governance Committee, and in a manner consistent with the remuneration policy approved by the board.

Remuneration paid to each director will be determined in consideration of the given functions and responsibilities, the participation in the different committees and other objective circumstances deemed relevant.

Rules for the determination, approval, and application of the remuneration policy for the executive directors of Grupo Empresarial San José for the performance of executive functions in the Company (other than the functions linked to their status as members of the Board) are the following:

1st Fixed Remuneration

Executive directors may receive a maximum fixed annual remuneration which as overall will not exceed the amount of two million, five hundred thousand euros (€2,500,000).

At the proposal of the Appointments, Remunerations and Good Governance Committee, the Board will establish the amount of the fixed remuneration of each of the executive directors, in a way that is competitive with respect to other comparable entities by market and size and considering the circumstances of each financial year.

2nd Attendance allowances

3rd Variable remuneration

Annual variable remuneration

Executive directors will receive a variable annual cash remuneration which will be determined every year on the grounds of the achievement of the Company's economic, financial, and strategic objectives in the previous financial year. Likewise the degree of compliance with the social responsibility objectives set annually by the Board will be taken into account.

Annual variable remuneration will not exceed 200% of the fixed annual remuneration.

Medium and long-term annual remuneration

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

The company also contemplates the possibility of establishing incentive programs linked to the achievement of medium and long-term strategic objectives with the aim of promoting the retention and motivation of executive directors and aligning their performance with maximising sustainably over time the value of the San José Company Group.

The specifics of mid and long term variable remuneration will be implemented by the Board following a proposal by the Committee.

These systems could include the delivery of Company shares, of options over said shares or of remuneration rights linked to the value of the same, upon the agreement of the general meeting of shareholders following a proposal by the Board based on a report from the Committee. To this end the meeting held on 30 March 2022 agreed that members of the board of directors who had the status of executive director could receive Company shares as part of their variable remuneration.

This form of remuneration shall have a maximum duration of 4 years from the date of approval of the resolution of the board. The maximum number of shares that may be allocated in each financial year to this remuneration system shall be 650,260 shares.

The meeting resolved to empower the board of directors to carry out the necessary actions for the implementation of the aforementioned remuneration, and in particular to determine the requirements and conditions to be met by its beneficiaries in order to be entitled to the remuneration through the delivery of shares. The board of directors has not yet implemented the remuneration through the delivery of shares or options, nor has it fixed the requirements and conditions to be met by its beneficiaries.

The determination and payment of the variable components of the remuneration will be carried out once the annual statements have been prepared and audited. In order to verify that the conditions established for its determination have been effectively met, and will take into account any exceptions that appear in the auditor's report and reduce, where appropriate, said results. Likewise, in the event that after the determination and, where appropriate, payment of said variable remuneration, an event occurs that makes it advisable, the board of directors will assess whether it is appropriate to cancel, totally or partially, the liquidation of the variable remuneration, or if necessary, offset it with future settlements.

4th Assistance benefits and risk coverage

5th Indemnity clauses

In accordance with section 6 of article 529 (19) of the Law on Capital Companies, the board of directors is empowered to apply temporary exceptions to the remuneration policy. The application of this temporary exception must be justified by the approval of corporate operations that result in the benefit of the Company. The appointments, remuneration and good governance committee will be responsible for analysing the concurrent circumstances and submitting the corresponding report to the board of directors. On the basis of the information provided by this committee, the board will be the one that will ultimately decide on its approval, which, in any case, may only affect the variable component of remuneration.

Although no external advisor has been involved in the determination, approval and implementation of the remuneration policy, the remuneration of comparable companies has been taken into account to establish the criteria and amounts of directors' remuneration. In particular, the report by the Observatory on the Remuneration of Directors and Senior Executives in Listed Companies, prepared by Cuatrecasas, Georgeson and WTW, in collaboration with Emisores Españoles, has been analysed.

A.1.2 Relative importance of variable remuneration items vis-à-vis fixed remuneration (remuneration mix) and the criteria and objectives taken into consideration in their determination and to guarantee a suitable balance between the fixed and variable components of the remuneration. In particular, state the actions adopted by the company in relation to the remuneration system to reduce exposure to excessive risks and adapt this to the long-term objectives, values and interests of the company, which will include, as the case may be, mention of any measures to guarantee that the long-term results of the company are taken into account in the remuneration policy, the measures adopted in relation to those categories of staff whose professional activities have a material impact on the risk profile of the company, and any measures to avoid conflicts of interest.

Furthermore, state whether the company has established any period for the accrual or vesting of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or the handover of accrued and vested financial instruments, or if any clause has been approved reducing the deferred remuneration or that obliges the director to return remuneration received, when such remuneration has been based on certain figures that have clearly been shown to be inaccurate.

In accordance with Article 25.3 of the articles of association, the AGM sets the maximum amount of the annual remuneration that the Company allocates to all its directors in their capacity as such.

The setting of the exact amount to be paid in each year within that limit and its distribution among the different directors will correspond to the Board of Directors.

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

The maximum amount of annual remuneration for all the directors in their capacity as such is set at one million, five hundred thousand, euros (EUR 1,500,000). This maximum amount will remain valid as long as its amendment is not approved.

The remuneration that corresponds to the directors due to their status as such may include, within the legal and statutory framework, the following concepts:

- a) Annual fixed allocation: Directors may receive a fixed annual amount that is in line with market standards, taking into account the functions and responsibilities attributed to each director, the membership of Board committees and the other objective circumstances as may be deemed appropriate by the Board of Directors.
- b) Attendance allowances: The directors may receive certain amounts as attendance fees, either to the meetings of the Board or to the meetings of the committees which they belong to.
- c) Statutory services and risk coverage: The Company will pay premiums corresponding to the civil liability insurance policy for directors and executives.

The remuneration attributed to each director will be determined in consideration of the functions and responsibilities attributed to each director, their membership in the different committees and the other objective circumstances considered relevant.

Remuneration for different concepts is determined by the Board on the ground of the performance, responsibility and dedication of each member taking into consideration compensation by market.

The four executive directors have received variable remuneration during 2025 for a total amount of 1,550,000 euros, representing less than 100% of their respective fixed remuneration. As explained in section B7, the board of directors has set this variable remuneration based on the general evolution and development of the activity, business and value of the Company (and in particular with respect to the 2024 results, due to their positive evolution, the increase in turnover, of the contracted portfolio in that year and the level of cash), as well as other factors such as the performance of their executive duties, their personal performance and non-financial factors.

As indicated in section A.1.1. above, the determination and payment of the variable components of the remuneration shall be made after the annual accounts have been drawn up and audited in order to verify that the conditions established for their determination have been effectively met and shall take into account any qualifications stated in the auditor's report that reduce, where appropriate, such results. Should any event occur subsequent to the determination and payment of such variable remuneration that makes it advisable, the board of directors shall assess whether it is appropriate to cancel, in whole or in part, the settlement of the variable remuneration, or to offset it against future settlements.

A.1.3 Amount and nature of fixed components that are due to be accrued during the year by directors in their status as such.

It is expected that the amount of the fixed components to be accrued in 2026 by directors in their capacity as such will be approved at the meeting of the board of directors that is expected to be held next May.

The joint amount accrued by the directors during the 2025 has been as follows:

- a) Annual fixed allocation of approximately 375,000 euros.
- b) Board attendance fees amounting to 110,000 euros.
- c) Compensation for membership of commissions amounting to 47,000 euros.
- d) Bylaws and risk coverage: The company pays the amount of the premium corresponding to the civil liability policy for directors and executives amounting to 269,945 euros.

A.1.4 Amount and nature of fixed components that are due to be accrued during the year for the performance of senior management functions of executive directors.

The total fixed amount to be accrued by executive directors for the performance of their executive functions in 2026 will be set at the meeting of the board of directors that will take place next May.

Until then, executive directors will continue to receive the same fixed remuneration that they would have received in 2025.

Fixed amounts received in 2025 by the executive directors has amounted to € 1,807,142.

A.1.5 Amount and nature of any component of remuneration in kind that will accrue during the year, including, but not limited to, insurance premiums paid in favour of the director.

The company pays the amount of the premium corresponding to the civil liability policy for directors and executives and a private healthcare assistance insurance amounting to €269,945.

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A.1.6 Amount and nature of variable components, differentiating between those established in the short and long term. Financial and non-financial, including social, environmental and climate change parameters selected to determine variable remuneration in the year in progress, explaining the extent to which these parameters are related to performance, both of the director and of the company, together with their risk profile, and the methodology, deadline necessary and techniques established to determine the degree of compliance with the parameters used in the design of the variable remuneration at the end of the year explaining the criteria and factors that apply in terms of the time required and methods to verify that the performance conditions have been duly fulfilled.

State the range, in monetary terms, of the different variable components according to the degree of compliance with the objectives and parameters established, and whether any maximum monetary amounts exist in absolute terms.

1. Annual variable remuneration.

Executive directors may receive variable annual remuneration in cash to be determined each year based on the achievement of the Company's economic, financial, and strategic objectives in the previous year. Likewise, consideration will be given to the degree of compliance with the social responsibility objectives defined annually by the board, based on the importance they have in the creation of value, in the contribution to the business strategy and in the long-term sustainability of the Company.

Once the annual accounts have been prepared and audited, and after a report from the committee, the board shall determine the amount to be received by each executive director based on the degree of fulfilment of the objectives set for his position, the responsibilities of the executive director and the results of the company during the year. Executive directors do not participate in the deliberation and adoption of this decision.

Unless the board sets specific annual objectives, the objectives to which such remuneration is linked shall be understood to be the following:

- i. A portion shall be determined on the basis of the overall performance and development of the Company's business, business and value, and the proper and proper performance of the executive director's duties, his personal performance, and non-financial factors, such as compliance with the Company's internal rules and procedures and its risk control and management policy.
- ii. Another part shall be established according to economic indicators:
 - By membership of the executive committee: up to a maximum of 1% of the EBITDA of the Company.
 - By membership of the international executive committee: up to a maximum of 1.5% of the international turnover of the Company.

Annual variable remuneration shall not exceed 200% of annual fixed remuneration.

The Board of Directors shall pass on May 2026 the amount of the variable compensation for directors for their performance in 2025. In the previous year, it amounted to EUR 1,550,000.

2. Variable medium and long-term remuneration

To-date, the Company has no medium and long-term variable remuneration system.

The annual report on directors' remuneration for the previous year is submitted to the advisory vote of the shareholders' meeting.

A.1.7 Main characteristics of the long-term savings systems. Among other information, state the contingencies covered by the system, whether through defined contributions or benefits, the annual contribution that needs to be made to the defined contribution system, the benefits directors are entitled to in the event of defined benefit systems, the conditions under which economic rights are vested for directors and their compatibility with any other type of payment or severance pay as a result of the early termination or dismissal of the director, or deriving from the termination of the contractual relation, on the terms provided, between the company and the director.

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State if the accrual or vesting of any of the long-term saving plans is linked to achieving certain objectives or parameters related to the short- or long-term performance of the director.

The Company does not make contributions to pension plans, individual and defined contribution systems, for executive directors, with coverage for contingencies such as retirement, disability, death, and severe dependence.

The company does not have any amount recorded or accumulated for pension, retirement, or similar benefits.

A.1.8 Any type of payment or severance pay for early termination or dismissal of the director, or deriving from the termination of the contractual relation, on the terms provided between the company and the director, whether voluntary resignation by the director or dismissal of the director by the company, as well as any type of agreement reached, such as exclusivity, post-contractual non-competition, continuance in office or loyalty, which entitle the director to any type of remuneration.

There are no compensation or protection clauses for termination of functions of directors in their capacity as such.

Three executive directors (the chairman, the deputy-chairman, and a member) have foreseen in their respective contracts the following payments/compensation in case of termination of their contract:

Severance grant: In the cases of termination envisaged in the contract, the executive director will be entitled to receive compensation for termination, except in the event that such termination is due to a serious breach of any of the obligations of the executive director, in which case the director executive will not be entitled to receive any compensation. Severance grant shall be equivalent to:

- (i) Three annual payments of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate of these two amounts is less than EUR 750,000.
- (ii) Two and a half years of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate of these two amounts is greater than EUR 750,000, yet less than EUR 1,100,000.
- (iii) Two annuities of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate is greater than EUR 1,100,000.

Likewise, the contract of the CEO, Mr José Luis González Rodríguez, includes severance pay of two years' fixed remuneration received at the time of termination of the contract, as well as a post-contractual non-competition clause for a period of two years..

A.1.9 State the conditions that contracts should respect for those exercising senior management functions as executive directors. Among others, information should be provided on the duration, limits on amounts of severance pay, minimum contract term clauses, notice periods and payment in lieu of these notice periods, and any other clauses relating to hiring bonuses, compensation, and golden parachute clauses for early termination of the contractual relationship between the company and the executive director. Include, among others, any clauses or agreements on non-competition, exclusivity, continuance in office and loyalty, and post-contractual non-competition, unless these have been explained in the previous section.

Executive directors' contracts will remain in force as long as they continue to be director executives of the Company.

In the cases of termination provided for in the contract, the executive director will be entitled to receive a compensation for termination according to the terms detailed in the above-mentioned paragraph.

The executive director may terminate the contract unilaterally and by his own will, bringing it to the attention of the Company in writing at least three months in advance. In case of non-compliance with the notice obligation, the executive director shall compensate the Company with an amount equivalent to the fixed remuneration applicable in the moment of termination of the contract corresponding to the unfulfilled period of notice.

During the period of notice, the Company may exempt the executive director from the performance of duties, although said director will continue to be entitled to the remuneration thereon.

The termination of the contract due to the unilateral withdrawal of the executive director will imply, automatically and with effect as from the same date the contract is terminated upon, the resignation from the position of director, and the revocation of as many faculties said director had been delegated in his favour by the board of directors, as well as all the powers granted to the director by the company.

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During the term of the contract and unless there was express and written consent of the company, the executive director shall provide its services exclusively for the Company and the companies of its group.

The executive director may not provide any kind of services, directly or indirectly, under any kind of legal relationship, for third parties, or for his/her own account, even when the activities carried out are not concurrent with those of the company or those of the group, and all professional activity shall be dedicated to the company and the companies of the group

The provision of services or the performance of any other activity that results, for any reason, relevant or may require dedication by the executive director will require the prior authorisation of the board of directors.

The executive director undertakes to use the information of the company solely and exclusively for the purpose of complying with the functions entrusted in the contract. In addition, the executive director undertakes to keep and treat as confidential information and, in particular, not to disclose it to any third party or employee of the company without the prior consent of the company, except in the exercise of the functions entrusted in the contract or by legal imperative, and not to reproduce it, transform it or, in general, use it in a different way other than what is necessary for the exercise of the professional activity.

The executive director undertakes to return immediately to the company, upon request of this during the term of the contract and, in any case, and without need of request, upon its extinction, any kind of confidential information that has been disclosed to or has been created by the executive director.

The contract entered into with the CEO, Mr José Luis González Rodríguez, includes a non-competence clause for a two-year period.

A.1.10 The nature and estimated amount of any other supplementary remuneration accrued by directors in the year in progress in consideration for services rendered other than those inherent in the post.

Directors are not expected to receive any significant remuneration for services rendered other than those inherent to their position.

The four executive directors are not expected to receive additional remuneration other than that provided in their respective contracts for the provision of services.

A.1.11 Other items of remuneration like those deriving from the company providing advances, loans, guarantees or any other remuneration to the directors.

The company has not granted or plans to grant advances, credits, or guarantees to members of the board of directors.

A.1.12 The nature and estimated amount of any other planned supplementary remuneration accrued by directors in the year in progress that is not included in the previous sections, whether payment is made by the company or another group company.

Directors will not earn any supplementary remuneration, other than that indicated in this report.

A.2 Explain any significant change in the remuneration policy applicable in the current year resulting from:

- a) A new policy or a modification of the policy already approved by the General Meeting.
- b) Significant changes in the specific determinations established by the board for the current year regarding the remuneration policy in force with respect to those applied in the previous year.
- c) Proposals that the board of directors has agreed to submit to the general shareholders' meeting to which this annual report will be submitted, and which are proposed to be applicable to the current year.

During 2025, there have been no significant changes in the company's remuneration policy.

A.3. Identify the direct link to the document where the current company remuneration policy is posted, which must be available on the web page of the company.

https://www.grupo-sanjose.com/data/pdf/1740733685_742989305.pdf

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- A.4** Explain, taking into account the data provided in Section B.4, the outcome of voting, of a consultative nature, by shareholders at the General Shareholders' Meeting on the annual report on remuneration for the previous year.

The item on the agenda of the shareholders' meeting at which the annual remuneration report for the previous year was put to a consultative vote was approved by 98.23% of the capital present or represented.

The Company has interpreted this vote as clear shareholder approval of the remuneration policy established by the company.

B. OVERALL SUMMARY OF HOW REMUNERATION POLICY HAS BEEN APPLIED DURING THE YEAR ENDED

- B.1.1** Explain the process followed to apply the remuneration policy and determine the individual remuneration contained in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the Board of Directors and, as the case may be, the identity and the role of the external advisors whose services have been used in the process to apply the remuneration policy in the year ended.

Regarding those directors who have exclusively received attendance allowance for meetings of the board and the meetings of the commissions which they belong to, once the attendance of the member has been verified at the corresponding meeting, the payment order is notified to the financial department (Treasury) that carries out the payment in the following days.

Regarding the compensation consisting of an annual fixed allocation for directors in their condition as such, the Appointments, Remuneration and Good Governance Committee prepares a reasoned report in consideration of the duties and responsibilities attributed to each director, with the remuneration proposal addressed to the board of directors, which, if appropriate, proceeds to its approval.

For executive directors, in addition to the fixed remuneration established in their respective service lease contracts, the board of directors sets the variable remuneration corresponding to the previous year, following a report and proposal from Appointments, Remunerations and Good Governance Committee. Likewise, should there be any modification in the fixed remuneration of executive directors, the new amount would be agreed by the board of directors following a report and proposal by the appointments, remuneration and good governance committee.

The Appointments, Remunerations and Good Governance Committee is informed in advance and reports to the board on any decision to be adopted with regard to the application of the remuneration policy of each member.

- B.1.2** Explain any deviation implemented during the period to the procedure established for applying the remuneration policy.

No deviations were implemented to the application procedure.

- B.1.3** Explain whether any temporary exception to the remuneration policy has been applied and, if so, explain the given circumstances for such exceptional application, specific components of the remuneration policy implemented and the reasons for which the company deems such exceptional measures were necessary to face long-term interests and company sustainability as a whole. Specify, also, the impact of said

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exceptional measures on the remuneration of each member.

No exceptional measures were applied to the remuneration policy.

B.2 Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and adapting them to the long-term objectives, values and interests of the company, including a reference to the measures that have been adopted to guarantee that the long-term results of the company have been taken into consideration in the remuneration accrued and that a suitable balance has been attained between the fixed and variable components of the remuneration, the measures that have been adopted in relation to those categories of staff whose professional activities have a material repercussion on the company's risk profile and the measures that have been adopted to avoid conflicts of interest, if appropriate.

The board of directors determines the variable remuneration for each year once the financial statements have been formulated and audited. Further, in 2025 it also did so upon the AGM having approved the financial statements; circumstance which is expected to occur again this year 2026.

The board deems that so as to establish the remuneration accrued, long-term outcome of the company and a balance between fixed and variable components should be achieved.

Likewise, the company's remuneration policy includes the power of the board to cancel, in whole or in part, the settlement of remuneration (or, where appropriate, offset it with future settlements) in the event that there is a subsequent modification of the profit/(loss) of the financial statements for the year which such remuneration was based on.

However, to date it has not been necessary to correct any dysfunction in the company's remuneration system, since the forecasts considered for the calculation of the remuneration proposals have coincided with the actual results.

The board considers that the decisions adopted have taken into account the risks that the audit committee analyses on a regular basis after gathering information from the external auditors, in order to reduce exposure to risks and adjust it to the objectives, values and long-term interests of company.

The measures adopted to avoid conflicts of interest have consisted of the affected directors, and in particular the executive directors, not participating in the remuneration decision-making process.

B.3 Explain how the remuneration accrued over the year meets the provisions contained in the current remuneration policy.

Furthermore, report on the relationship between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, as the case may be, how the variations in the performance of the company have influenced changes in the remuneration of directors and how the latter contribute to the short- and long-term results of the company.

The total remuneration of directors approved by the board of directors in 2025 represented 35.43% of the maximum amount of the current annual remuneration for all the directors.

In 2025 the directors have received a total remuneration that the board of directors considers consistent with the profit for the year.

The remuneration accrued and consolidated in the year complies with the current remuneration policy because it adheres to the different compensation concepts, respects the limits set in the policy and has been agreed based on the results obtained by the company both, in the previous financial year and in the forecast of those that will be obtained according to its strategic plan.

The variations in the performance of the company influence the variation in the remuneration of the directors, as was already noted in a restrictive sense in the period in which the company was subject to the restrictions of the refinancing of its debt (years from 2014 to 2018), and in the opposite direction with the extraordinary results obtained in 2019 due to the cancellation of its short-term and medium-term financial debt.

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For the reasons mentioned above, there has been no accrued remuneration whose payment has been deferred.

B.4 Report on the result of the consultative vote at the General Shareholders' Meeting on remuneration in the previous year, indicating the number of votes against that may have been cast:

	Number	% of total
Issued votes	39,528,108	60.79

	Number	% of issued
Negative votes	688,365	0.69
Positive votes	38,827,298	98.23
Blank votes		0.00
Abstentions	12,445	0.03

Notes

B.5 Explain how the fixed components accrued during the year by the directors in their capacity as such have been determined and how they have changed with respect to the previous year

The annual fixed allocation to directors in 2025 has been determined by the board of directors, on the proposal of the Appointments, Remunerations and Good Governance Committee, taking into account the functions actually performed, the special complexity to the dedication provided and to the different responsibilities assumed by each director.

This allocation in 2025 was approximately €20,000 higher than in the previous year.

Relative percentage and variation with regard to the previous year is as follows:

RAMON BARRAL ANDRADE 14.67%. The amount received has not changed.
 JOSE MANUEL OTERO NOVAS 16.00%. The amount has been increased by 5,000 euros.
 AMPARO ALONSO BETANZOS 9.46%. The amount received has not changed.
 ENRIQUE MARTIN REY 9.33%. The amount received has not changed.
 ALTINA DE FÁTIMA 9.33%. The amount received has not changed.
 ROBERTO ÁLVAREZ ÁLVAREZ 32.00%. The amount has been increased by 10,000 euros.
 NASSER AL DAREI 0% No changes recorded.
 MARIA JOSE ALONSO FERNANDEZ, 9.33%. The amount received has increased by 5,000 euros.

On the other hand, members have received attendance fees amounting to €2,000 for meetings of the board of directors, and €3,000 for meetings of the executive commission, €1,500 for meetings of the audit committee and the appointments, remunerations, and corporate governance committee and €3,000 for meetings of the international executive committee. These amounts are the same as those applied in previous years.

B.6 Explain how the salaries accrued by each one of the executive directors over the past financial year for the performance of management duties were determined, and how they have changed with respect to the previous year.

Fixed salaries accrued in 2025 by the executive directors were the following:

Jacinto Rey González: € 600,000, same amount accrued in the previous year.
 Jacinto Rey Laredo: €485,714 - 35,714 euros more than in the previous year.
 Javier Rey Laredo: €385,714 - 35,714 euros more than in the previous year.
 José Luis González Rodríguez: € 335.714 – 50,000 euros more than in the previous year.

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Said salaries are regulated under the terms of the corresponding service contracts, which provide that they can be modified annually by resolution of the board of directors at the proposal of the Appointments, Remunerations, and Good Governance Committee of the Company.

B.7 Explain the nature and the main characteristics of the variable components of the remuneration systems accrued in the year ended.

In particular:

- a) Identify each of the remuneration plans that have determined the different variable remuneration accrued by each of the directors during the year ended, including information on their scope, date of approval, date of implementation, vesting conditions, if any, vesting periods and term, criteria used to assess performance and how this has impacted on the setting of the variable amount accrued, as well as the measurement criteria used and the time required to be able to adequately measure all the conditions and criteria stipulated, explaining in detail the criteria and factors applied in terms of the time required and methods for verifying that the performance or other conditions to which the accrual and vesting of each component of variable remuneration was linked have been effectively met.
- b) In the case of share options and other financial instruments, the general characteristics of each plan will include information on both the conditions to acquire unconditional ownership (vesting) and to exercise these options or financial instruments, including the price and term to exercise them.
- c) Each one of the directors, together with their category (executive directors, proprietary external directors, independent external directors, and other external directors), that are beneficiaries of remunerations systems or plans that include variable remuneration.
- d) As the case may be, information is to be provided on periods for the accrual or deferment of payment applied and/or the periods for withholding/unavailability of shares or other financial instruments, if they should exist.

Explain the short-term variable components of the remuneration systems:

Unless the Board sets specific annual objectives, the objectives to which such remuneration is linked shall be understood to be the following:

i.- A part of the variable remuneration shall be established according to the performance of the business and the value of the Company, as well as appropriate development of functions and responsibilities as executive directors, personal performance, and non-financial factors, such as the compliance with rules and internal procedures in terms of risk management.

ii.- Another part shall be established according to economic indicators:

- By membership of the executive committee: up to a maximum of 1% of the EBITDA of the Company.
- By membership of the international executive committee: up to a maximum of 1.5% of the international turnover of the Company.

Annual variable remuneration of executive members amounted in 2025 to €1,550,000.

As for now, delivery of shares or rights on shares or any other financial instruments are not considered.

Explain the long-term variable components of the remuneration systems:

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During year 2025, no long-term variable remuneration has been accrued.

B.8 Indicate whether certain variable components have been reduced or clawed back when, in the case of the former, payment has been vested and deferred or, in the case of the latter, vested and paid, on the basis of data that have subsequently proved to be inaccurate. Describe the amounts reduced or clawed back through the application of the reduction or clawback clauses, why they were implemented and the years to which they refer.

No. This has not occurred up to the date of preparation of this report.

B.9 Explain the main characteristics of the long-term savings systems where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefit that are financed, totally or partially, by the company, whether through internal or external contributions, indicating the type of plan, whether it is a defined contribution or benefit, the contingencies covered, the conditions for vesting economic rights for directors and their compatibility with any type of severance pay for early termination or termination of the contractual relationship between the company and the director.

The company does not currently have any long-term saving systems.

B.10 Explain, where appropriate, the severance pay or any other type of payment deriving from early dismissal or early resignation, or from the termination of the contract upon the terms provided for therein, accrued and/or received by directors during the year ended.

The early termination of the director in his/her condition as such, for any reason, does not imply any compensation in favour of the director.

Contracts of executive directors provide for the termination of the contractual relationship in the following terms:

TERMINATION OF THE CONTRACT

The contract will be terminated for the following reasons.

1.- Termination by mutual agreement of the Parties. The Contract may be terminated by the agreement between the executive director and the Company, as agreed by the Parties.

2.- Termination for unilateral will of the executive director

The executive director may terminate the contract unilaterally, informing the Company in writing at least three months in advance. In the event of default of notice, the executive director shall indemnify the Company with an amount equivalent to the fixed remuneration applicable at the time of termination of the contract corresponding to the period of unfulfilled notice. During the period of notice, the Company may exempt the executive director from the performance of his/her duties, although he/she will continue to receive the corresponding remuneration.

The termination of the contract by unilateral will of the executive director will automatically imply, with effect as from the same date on which the contract is terminated, his/her resignation from the position of director, and the revocation of any powers delegated to him/her by the board of directors, as well as all the powers granted to by the Company.

3.- Termination for reasons attributable to the Company

3.1 Termination at the Company's discretion

The contract will be terminated by the will of the Company expressed by agreement of the board of directors, in accordance with the provisions of its by-Laws.

The contract will also be terminated in the event of (i) cessation or non-renewal of the executive director as a director by resolution of the AGM, or (ii) total or partial revocation, as the case may be, of the powers delegated to the director by the board of directors or of the powers granted by the Company. However, the termination and subsequent and immediate appointment as director or the total or partial revocation of the aforementioned powers or powers and the subsequent and immediate delegation or granting of faculties or powers of analogous content shall not entail the termination of the Contract.

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In the event of termination provided for in clause 10.3.1 of the contract, the executive director shall be entitled to receive the compensation for termination indicated below, except in the event that such termination is due to a serious breach of any of the obligations of the executive director, in which case the executive director will not be entitled to receive any compensation.

3.2 Other reasons for termination

The contract will automatically be terminated, as a consequence of the death of the executive director or due to his/her legal incapacitation, declaration of total or superior permanent disability, or incapacity or temporary impossibility for the exercise of his/her functions for a period exceeding 12 months.

In any of the above cases, the revocation, if any, of the faculties and powers of the Executive Director will be automatic and neither this nor, where appropriate, his/her successors will be entitled to receive compensation, without prejudice to the endowments, insurance system or insurance that the Company would have contracted for on behalf of the Executive Director in these cases, which will be consolidated in favour of this or its successors in title.

Severance pay:

In the cases of termination envisaged in the contract, the executive director will be entitled to receive compensation for termination, except in the event that such termination is due to a serious breach of any of the obligations of the executive director, in which case the director executive will not be entitled to receive any compensation.

Severance pay will be equivalent to:

- (i) Three annual payments of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate of these two amounts is less than EUR 750,000.
- (ii) Two and a half years of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate of these two amounts is greater than EUR 750,000, yet less than EUR 1,100. 000 euros.
- (iii) Two annuities of the annual fixed remuneration of the executive director at the time of termination and of the last annual variable remuneration received by the executive director, if the aggregate is greater than EUR 1,100,000

Regarding the contract of the CEO, Mr José Luis González Rodríguez, his severance pay will consist of two annuities of the fixed remuneration received by him at the moment of termination of the contract.

B.11 Indicate whether there have been any significant changes in the contracts of persons exercising senior management functions, such as executive directors, and, where appropriate, explain such changes. In addition, explain the main conditions of the new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.

During the financial year 2025, the contracts of executive directors have not been modified, apart from the increase in the fixed remuneration of three of them under the terms referred to in section B6, agreed by the board of directors following a report from the Appointments, Remunerations, and Good Governance Committee.

B.12 Explain any supplementary remuneration accrued by directors as consideration for services rendered outside of their post.

The Second Deputy Chairman Mr Javier Rey Laredo received €15,440 as compensation for the services rendered to PAMSA, an investee company in which of Grupo San José has a 20% ownership interest.

B.13 Explain any remuneration deriving from advance payments, loans or guarantees granted, indicating the interest rate, their key characteristics and the amounts eventually returned, as well as the obligations taken on by way of guarantee or collateral.

The company has not granted advance payments, loans, or guarantees to any members of the board of directors.

B.14 Itemise the remuneration in kind accrued by the directors over the year, briefly explaining the nature of the different salary components



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Directors of the company have not accrued any remuneration in kind unless executive directors who enjoy small compensation lacking significant importance consisting of medical insurance and the civil liability insurance programme for members and executives.

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- B.15** Explain the remuneration accrued by directors by virtue of payments made by the listed company to a third company at which the director renders services when these payments seek to remunerate the director's services to the company.

Directors of the company have not accrued any remuneration under this heading.

- B.16** Explain and detail the amounts accrued during the year in relation to any other remuneration item other than those listed above, whatever its nature or the group entity paying it, including all benefits in any form, such as when it is considered a related-party transaction or, especially, when it significantly affects the true and fair view of the total remuneration accrued by the director, explaining the amount granted or pending payment, the nature of the consideration received and the reasons why it would have been considered, where appropriate, if applicable, that it does not constitute remuneration to the director in his capacity as such or in consideration for the performance of his executive duties. and whether or not it has been considered appropriate to include it among the amounts accrued under "other items" in section C.

There are no other items of remuneration other than those mentioned in the sections above.

C. ITEMISED INDIVIDUAL REMUNERATION ACCRUED BY EACH DIRECTOR

Name	Type	Period of accrual financial year 2025
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	Independent Director	From 01/01/2025 to 31/12/2025
Mr ROBERTO ÁLVAREZ ÁLVAREZ	Other External Director	From 01/01/2025 to 31/12/2025
Mr RAMÓN BARRAL ANDRADE	Coordinating Director	From 01/01/2025 to 31/12/2025
Mr JACINTO REY GONZÁLEZ	Executive Chairman	From 01/01/2025 to 31/12/2025
Mr JACINTO REY LAREDO	Executive Deputy Chairman	From 01/01/2025 to 31/12/2025
Mr JOSÉ MANUEL OTERO NOVAS	Independent Director	From 01/01/2025 to 31/12/2025
Ms MARÍA AMPARO ALONSO BETANZOS	Independent Director	From 01/01/2025 to 31/12/2025
Mr ENRIQUE MARTÍN REY	Proprietary Director	From 01/01/2025 to 31/12/2025
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	CEO	From 01/01/2025 to 31/12/2025
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	Other External Director	From 01/01/2025 to 31/12/2025
Mr JAVIER REY LAREDO	Executive Deputy Chairman	From 01/01/2025 to 31/12/2025
Mr NASSER HOMAID SALEM ALI ALDAREI	Other External Director	From 01/01/2025 to 31/12/2025

C.1 Complete the following tables regarding the individual remuneration of each director (including the salary received for performing executive duties) accrued during the year.

a) Remuneration from the reporting company:

i) Remuneration in cash (in thousand euros)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance grant	Other grounds	Total in f. year 2025	Total in f. year 2024
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	35	10							45	42
Mr ROBERTO ÁLVAREZ ÁLVAREZ	120	10	6						136	128
Mr RAMÓN BARRAL ANDRADE	55	10	14						79	82
Mr JACINTO REY GONZÁLEZ		10		600	400				1,010	1,012
Mr JACINTO REY LAREDO		10		486	350				846	812
Mr JOSÉ MANUEL OTERO NOVAS	60	10	14						84	82
Ms MARÍA AMPARO ALONSO BETANZOS	35	10							45	47
Mr ENRIQUE MARTÍN REY	35	10	6						51	53
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ		10		336	400				746	648
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	35	10	6						53	56
Mr JAVIER REY LAREDO		10		386	400				796	712
Mr NASSER HOMAID SALEM ALI ALDAREI										

Notes

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

ii) Table of movements in the remuneration system based on shares and gross profits from shares or consolidated financial instruments .

Name	Name of Plan	Financial instruments at start of financial year 2025		Financial instruments vested during financial year 2025		Financial instruments consolidated during the financial year				Instruments matured but not exercised	Financial instruments at end of financial year 2025	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No of equivalent/vested shares	Price of consolidated shares	Gross profit from vested shares or financial instruments (thousand €)	No. of equivalent shares	No. of instruments	No. of equivalent shares
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	Plan							0,00				
Mr ROBERTO ÁLVAREZ ÁLVAREZ	Plan							0,00				
Mr RAMÓN BARRAL ANDRADE	Plan							0,00				
Mr JACINTO REY GONZÁLEZ	Plan							0,00				
Mr JACINTO REY LAREDO	Plan							0,00				
Mr JOSÉ MANUEL OTERO NOVAS	Plan							0,00				
Ms MARÍA AMPARO ALONSO BETANZOS	Plan							0,00				
Mr ENRIQUE MARTÍN REY	Plan							0,00				
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	Plan							0,00				
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	Plan							0,00				
Mr JAVIER REY LAREDO	Plan							0,00				

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Name of Plan	Financial instruments at start of financial year 2025		Financial instruments vested during financial year 2025		Financial instruments consolidated during the financial year				Instruments matured but not exercised	Financial instruments at end of financial year 2025	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No of equivalent/vested shares	Price of consolidated shares	Gross profit from vested shares or financial instruments (thousand €)	No. of equivalent shares	No. of instruments	No. of equivalent shares
Mr NASSER HOMAID SALEM ALI ALDEREI	Plan							0,00				

Notes

iii) Long-term savings systems

Name	Remuneration from vesting of rights to savings systems
Ms MARÍA JOSÉ ALONSO FERNANDEZ	
Mr ROBERTO ÁLVAREZ ÁLVAREZ	
Mr JACINTO REY GONZÁLEZ	
Mr JACINTO REY LAREDO	
Mr JAVIER REY LAREDO	
Mr JOSÉ MANUEL OTERO NOVAS	
Ms MARÍA AMPARO ALONSO BETANZOS	
Mr ENRIQUE MARTÍN REY	

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration from vesting of rights to savings systems
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	
Mr ALTINA DE FÁTIMA SEBASTIÁN GONZÁLEZ	
Mr JAVIER REY LAREDO	
Mr NASSER HOMAID SALEM ALI ALDAREI	

Name	Contribution over the year from the company (thousand EUR)				Amount of funds accrued (thousand EUR)			
	Savings systems with vested economic rights		Savings systems with non-vested economic rights		Savings systems with vested economic rights		Savings systems with non-vested economic rights	
	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ								
Mr ROBERTO ÁLVAREZ ÁLVAREZ								
Mr RAMÓN BARRAL ANDRADE								
Mr JACINTO REY GONZÁLEZ								
Mr JACINTO REY LAREDO								
Mr JOSÉ MANUEL OTERO NOVAS								
Ms MARÍA AMPARO ALONSO BETANZOS								
Mr ENRIQUE MARTÍN REY								
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ								

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Contribution over the year from the company (thousand EUR)				Amount of funds accrued (thousand EUR)			
	Savings systems with vested economic rights		Savings systems with non-vested economic rights		Savings systems with vested economic rights		Savings systems with non-vested economic rights	
	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ								
Mr JAVIER REY LAREDO								
Mr NASSER HOMAID SALEM ALI ALDAREI								

Notes

iv) Details of other items

Name	Item	Amount remunerated
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	Item	
Mr ROBERTO ÁLVAREZ ÁLVAREZ	Item	
Mr RAMÓN BARRAL ANDRADE	Item	
Mr JACINTO REY GONZÁLEZ	Item	
Mr JACINTO REY LAREDO	Item	
Mr JOSÉ MANUEL OTERO NOVAS	Item	
Ms MARÍA AMPARO ALONSO BETANZOS	Item	

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Item	Amount remunerated
Mr ENRIQUE MARTÍN REY	Item	
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	Item	
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	Item	
Mr JAVIER REY LAREDO	Attendance allowance Board of Directors of an investee company	17
Mr NASSER HOMAID SALEM ALI ALDAREI	Item	

Notes

- b) Remuneration of company directors for sitting on the boards of other group companies:
i) Remuneration in cash (thousand EUR)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance grant	Other grounds	Total in f. year 2025	Total in f. year 2024
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ										
Mr ROBERTO ÁLVAREZ ÁLVAREZ		43							43	58
Mr RAMÓN BARRAL ANDRADE										
Mr JACINTO REY GONZÁLEZ		43							43	48
Mr JACINTO REY LAREDO										
Mr JOSÉ MANUEL OTERO NOVAS										
Ms MARÍA AMPARO ALONSO BETANZOS										

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Fixed remuneration	Per diem allowances	Remuneration for membership on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance grant	Other grounds	Total in f. year 2025	Total in f. year 2024
Mr ENRIQUE MARTÍN REY										
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ										
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ										
Mr JAVIER REY LAREDO		17							17	19
Mr NASSER HOMAID SALEM ALI ALDAREI										

Notes

ii) Table of changes in share-based remuneration schemes and gross profit from vested shares or financial instruments.

Name	Name of Plan	Financial instruments at start of financial year 2025		Financial instruments vested during financial year 2025		Financial instruments consolidated during the financial year				Instruments matured but not exercised	Financial instruments at end of financial year 2025	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No of equivalent/vested shares	Price of consolidated shares	Gross profit from vested shares or financial instruments (thousand €)	No. of equivalent shares	No. of instruments	No. of equivalent shares
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	Plan							0.00				

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Name of Plan	Financial instruments at start of financial year 2025		Financial instruments vested during financial year 2025		Financial instruments consolidated during the financial year				Instruments matured but not exercised	Financial instruments at end of financial year 2025	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No of equivalent/vested shares	Price of consolidated shares	Gross profit from vested shares or financial instruments (thousand €)	No. of equivalent shares	No. of instruments	No. of equivalent shares
Mr ROBERTO ÁLVAREZ ÁLVAREZ	Plan							0.00				
Mr RAMÓN BARRAL ANDRADE	Plan							0.00				
Mr JACINTO REY GONZÁLEZ	Plan							0.00				
Mr JACINTO REY LAREDO	Plan							0.00				
Mr JOSÉ MANUEL OTERO NOVAS	Plan							0.00				
Ms MARÍA AMPARO ALONSO BETANZOS	Plan							0.00				
Mr ENRIQUE MARTÍN REY	Plan							0.00				
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	Plan							0.00				

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Name of Plan	Financial instruments at start of financial year 2025		Financial instruments vested during financial year 2025		Financial instruments consolidated during the financial year				Instruments matured but not exercised	Financial instruments at end of financial year 2025	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No of equivalent/vested shares	Price of consolidated shares	Gross profit from vested shares or financial instruments (thousand €)	No. of equivalent shares	No. of instruments	No. of equivalent shares
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	Plan							0.00				
Mr JAVIER REY LAREDO	Plan							0.00				
Mr NASSER HOMAID SALEM ALI ALDAREI	Plan							0.00				

Notes

iii) Long-term savings systems

Name	Remuneration from vesting of rights to savings systems
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	
Mr ROBERTO ÁLVAREZ ÁLVAREZ	

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration from vesting of rights to savings systems
Mr RAMÓN BARRAL ANDRADE	
Mr JACINTO REY GONZÁLEZ	
Mr JACINTO REY LAREDO	
Mr JOSÉ MANUEL OTERO NOVAS	
Ms MARÍA AMPARO ALONSO BETANZOS	
Mr ENRIQUE MARTÍN REY	
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	
Mr JAVIER REY LAREDO	
Mr NASSER HOMAID SALEM ALI ALDAREI	

Name	Contribution over the year from the company (thousand EUR)				Amount of accumulated funds (thousand EUR)			
	Savings systems with vested economic rights		Savings systems with non-vested economic rights		Savings systems with vested economic rights		Savings systems with non-vested economic rights	
	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ								
Mr ROBERTO ÁLVAREZ ÁLVAREZ								
Mr RAMÓN BARRAL ANDRADE								
Mr JACINTO REY GONZÁLEZ								
Mr JACINTO REY LAREDO								

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Contribution over the year from the company (thousand EUR)				Amount of accumulated funds (thousand EUR)			
	Savings systems with vested economic rights		Savings systems with non-vested economic rights		Savings systems with vested economic rights		Savings systems with non-vested economic rights	
	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024	Financial year 2025	Financial year 2024
Mr JOSÉ MANUEL OTERO NOVAS								
Ms MARÍA AMPARO ALONSO BETANZOS								
Mr ENRIQUE MARTÍN REY								
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ								
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ								
Mr JAVIER REY LAREDO								
Mr NASSER HOMAID SALEM ALI ALDAREI								

Notes

iv) Details of other items

Name	Item	Amount remunerated
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	Item	

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Item	Amount remunerated
Mr ROBERTO ÁLVAREZ ÁLVAREZ	Item	
Mr RAMÓN BARRAL ANDRADE	Item	
Mr JACINTO REY GONZÁLEZ	Item	
Mr JACINTO REY LAREDO	Item	
Mr JOSÉ MANUEL OTERO NOVAS	Item	
Ms MARÍA AMPARO ALONSO BETANZOS	Item	
Mr ENRIQUE MARTÍN REY	Item	
Mr JOSÉ LUIS GONZÁLEZ RODRÍGUEZ	Item	
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	Item	
Mr JAVIER REY LAREDO	Item	
Mr NASSER HOMAID SALEM ALI ALDAREI	Item	

Notes

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

c) Summary of remuneration (thousand €):

This should include a summary of the amounts corresponding to all the remuneration items included in this report that have accrued to each director (thousand €).

Name	Remuneration accrued at the Company					Remuneration accrued at group companies					TOTAL FINANCIAL YEAR 2025 COMPANY + GROUP
	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 company	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 group	
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	45				45						45
Mr ROBERTO ÁLVAREZ ÁLVAREZ	136				136	43				43	179
Mr RAMÓN BARRAL ANDRADE	79				79						79
Mr JACINTO REY GONZÁLEZ	1,010				1,010	43				43	1,053
Mr JACINTO REY LAREDO	846				846						846
Mr JOSÉ MANUEL OTERO NOVAS	84				84						84
Ms MARÍA AMPARO ALONSO BETANZOS	45				45						45
Mr ENRIQUE MARTÍN REY	51				51						51
Mr JOSÉ LUIS	746				746						746



ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration accrued at the Company					Remuneration accrued at group companies					TOTAL FINANCIAL YEAR 2025 COMPANY + GROUP
	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 company	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 group	
GONZÁLEZ RODRÍGUEZ											

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration accrued at the Company					Remuneration accrued at group companies					TOTAL FINANCIAL YEAR 2025 COMPANY + GROUP
	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 company	Total Cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration for other items	Total financial year 2025 group	
Ms ALTINA FÁTIMA SEBASTIÁN GONZÁLEZ	53				53						53
Mr JAVIER REY LAREDO	796				796	17			17		813
Mr NASSER HOMAID SALEM ALI ALDAREI											
TOTAL	3891				3891	103			103		3994

Notes

C.2 Indicate the evolution in the last 5 years of the amount and percentage variation of the remuneration accrued by each of the directors of the listed company that have been in that position during the year, of the consolidated profit/(loss) of the company and of the average remuneration on an equivalent full-time basis of employees of the company and its subsidiaries who are not directors of the listed company.

	Accrued amounts and annual variation %								
	Financial year 2025	Variation % 2025/2024	Financial year 2024	Variation % 2024/2023	Financial year 2023	Variation % 2023/2022	Financial year 2022	Variation % 2022/2021	Financial year 2021
Executive directors									
Mr JACINTO REY GONZÁLEZ	1060	-8.46	1158	-8.68	1268	-7.38	1369	-12.47	1564

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

	Accrued amounts and annual variation %								
	Financial year 2025	Variation % 2025/2024	Financial year 2024	Variation % 2024/2023	Financial year 2023	Variation % 2023/2022	Financial year 2022	Variation % 2022/2021	Financial year 2021
Mr JACINTO REY LAREDO	1053	-0.66	1,060	-8.46	1,158	-8.68	1,268	-7.38	1,369

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

	Accrued amounts and annual variation %								
	Financial year 2025	Variation % 2025/2024	Financial year 2024	Variation % 2024/2023	Financial year 2023	Variation % 2023/2022	Financial year 2022	Variation % 2022/2021	Financial year 2021
Mr JACINTO REY LAREDO	846	4.19	812	1.75	798	4,59	763	6.56	716
Mr JAVIER REY LAREDO	813	11.52	729	1.82	716	5,14	681	7.75	632
Mr JOSE LUIS GONZÁLEZ RODRÍGUEZ	746	15.12	648	0.00	648	6,23	610	8.93	560
External directors									
Ms. ALTINA DE FATIMA SEBASTIAN GONZÁLEZ	53	-5.36	56	1.82	55	1.85	54	-6.90	58
Mr ROBERTO ÁLVAREZ ÁLVAREZ	179	-3.76	186	7.51	173	11.61	155	-7.19	167
Mr NASSER HOMAID SALEM ALI ALDAREI	0	-	0	-	0	-	0	-	0
Mr ENRIQUE MARTÍN REY	51	-3.77	53	10.42	48	9.09	44	-20.00	55
Mr JOSÉ MANUEL OTERO NOVAS	84	2.44	82	7.89	76	11.76	68	-9.33	75
Ms MARÍA AMPARO ALONSO BETANZOS	45	-4.26	47	11.90	42	20,00	35	-12.50	40
Ms MARÍA JOSÉ ALONSO FERNÁNDEZ	45	7.14	42	35.48	31	-	0	-	0
Mr RAMÓN BARRAL ANDRADE	79	-3.66	82	7.89	76	4.11	73	1.39	72
Consolidated Profit/(loss) for the year									
	40,848	26,09	32,397	51.30	21,412	39.13	15,390	11.01	13,863
Average									



ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

	Accrued amounts and annual variation %								
	Financial year 2025	Variation % 2025/2024	Financial year 2024	Variation % 2024/2023	Financial year 2023	Variation % 2023/2022	Financial year 2022	Variation % 2022/2021	Financial year 2021
remuneration of employees									
	39	2.63	38	8.57	35	9.38	32	14.29	28

Notes



ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

D. OTHER INFORMATION OF INTEREST

Whether there are any relevant issues relating to directors' remuneration that you have not been able to address in the previous sections of this report, but which are necessary to provide more comprehensive and fully reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

There are no relevant issues outside of those provided in this report.

This annual remuneration report has been approved by the board of directors of the company at its meeting on:

26/02/2026

State whether any directors voted against or abstained from voting on this report.

☐ Yes
☒ No

STATEMENT OF RESPONSIBILITY

The board of directors of Grupo Empresarial San José, S.A., at its meeting on February 26, 2026, has formulated the consolidated annual accounts of the Company and its group companies for the financial year ended December 31, 2025, as well as the consolidated management report (which includes the statement of non-financial information, the annual corporate governance report and the annual report on directors' remuneration), in a European Electronic Unique Format (FEUE).

For the purposes of RD 1362/2007, of October 19 (art. 8.1 b) and art. 10) the administrators of Grupo Empresarial San José, S.A. undersigned, make the following declaration of responsibility:

To the best of your knowledge, the consolidated annual accounts prepared in accordance with the applicable accounting principles offer a complete image of the consolidated equity, the consolidated financial situation and the consolidated results of the Company and the companies included in the consolidation taken as a whole, and that the consolidated management report includes a faithful analysis of the evolution and business results of the issuer and the companies included in the consolidation taken as a whole, and also includes a description of the main risks and uncertainties to which they are subject. faces.

The administrators, as proof of their agreement, sign below

Mr. Jacinto Rey González

Mr. Jacinto Rey Laredo

Mr. Javier Rey Laredo

Ms. Amparo Alonso Betanzos

Ms. Altina de Fátima Sebastián González

Mr. Ramón Barral Andrade

Mr. José Manuel Otero Novas

Mr. Roberto Alvarez Álvarez

Mr. Enrique Martín Rey

Mr. Nasser Homaïd Salem Ali Aldarei

Mr. José Luis González Rodríguez

Ms. María José Alonso Fernández

At the request of the president, today's board of directors meeting was held in a mixed format (in person and online via videoconference). All the directors attended the meeting except for: Mr. Nasser Homaïd Salem Ali Aldarei, who has not expressed any discrepancy regarding the formulation of the financial information; Mr. Javier Rey Laredo, who has delegated his representation with voting instructions in favor of Mr. Jacinto Rey Laredo; and Ms. María José Alonso Fernández, who has delegated his representation with voting instructions in favor of Mr. Ramón Barral Andrade.

Javier Alonso

Secretario del consejo de administración

Don Juan Amor Fernández, Traductor-Intérprete Jurado de inglés, nombrado por el Ministerio de Asuntos Exteriores, Unión Europea y Cooperación, certifica que la que antecede es traducción fiel y completa al inglés de un documento redactado en español.

I the undersigned Juan Amor Fernández, sworn translator for the English Language, duly appointed by the Ministry for Foreign Affairs, European Union and Cooperation, do hereby certify that the foregoing is a true and faithful translation of the original Spanish document hereunto attached.

Águilas (Murcia) Spain, 26th February 2026

JUAN AMOR FERNÁNDEZ
Traductor-Intérprete Jurado
Alemán, Inglés, Italiano,
Portugués, Catalán
Número 132

