



2024

Sustainability Report





Contents



Emsa INTRODUCTION

- 01. Message from the CEO
- 02. 2024 Emsa news
- 03. What we do at Emsa
- 04. Supply chain
- 05. Purpose
- 06. Mission / Vision / Values
- 07. Code of ethics
- 08. Governance structure
- 09. Subsidiaries
- 10. Organizational structure
- 11. Commercial structure
- 12. Risk and opportunity management
- 13. External initiatives and partnerships

SUSTAINABILITY STRATEGY

- 14. Responsible declaration
- 15. Presentation of the report
- 16. Methodology and scope
- 17. Stakeholders
- 18. Double materiality
- 19. Sustainable Development Goals

WE CARE ABOUT THE WORLD | [Environment](#)

- 20. Environmental management approach
- 21. Circular economy
- 22. Energy and emissions: air quality and climate change
- 23. Waste and spills
- 24. Training and awareness

WE CARE ABOUT INNOVATION | [Governance](#)

- 25. Economic management approach
- 26. Economic performance
- 27. Digitization
- 28. Supplier management
- 29. Compliance System

WE CARE ABOUT PEOPLE | [Social](#)

- 30. Labor practices and decent work
- 31. Health and wellness at work
- 32. Product information and labeling requirements
- 33. Sponsorships and contributions



“Our commitment is to continue creating value throughout the chain: for our suppliers, our customers, our environment and the industry.”



Message from the CEO

The year 2024 was a turning point for Emsa. We began implementing a **new strategic plan** that will guide us over the next three years. This plan is built on a clear foundation: we want to continue to grow in a solid way, but also **consistent with the challenges and opportunities of our times**.

Responsible management is a **key lever** as we move forward. To us, sustainability is not an aspirational concept, but rather a **practical, measurable and profitable tool**. We know that our greatest impact lies in the products we distribute, in the **suppliers and partners we choose** and in **the people who make up this company**.

That's why we're expanding our portfolio of sustainable alternatives, prioritizing partnerships with organizations that share our vision of responsible business, and promoting an internal culture that reinforces environmental and social awareness in our day-to-day operations.

Our commitment is to continue creating value throughout the chain: for our suppliers, our customers, our environment and for the industry. We do it with rigor, warmth and the conviction that a committed and accessible chemicals industry is not only possible, but also necessary and strategic.

Sincerely,

Jorge Grima
CEO of Emsa Tecnología Química



2024 Emsa news

New developments



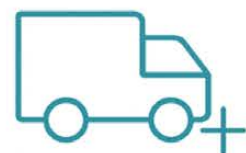
+150
new products



7
new talents



+20%
new customers



+35
new suppliers

Milestones

New strategic plan 2024-2027

We launched a new plan that defines our roadmap for the next three years, focusing on diversification, efficiency and added value.

Record in customer satisfaction

We achieved an average score of **4.42 out of 5** on the satisfaction survey, with a special emphasis on communication, prompt order management and trust in the service.

Advances in the circular economy in construction

More than half of the products sold in this sector come from circular processes, marking a key milestone in our sustainability strategy applied to high-impact sectors.



What do we do at Emsa?



Distribution

The distribution of raw materials is at the heart of our business. We supply products to **more than 25 industrial sectors**, such as paint, adhesives, construction, agriculture, human and animal food, ceramics, detergents and cosmetics.

We buy worldwide and adapt products to our customers' needs, ensuring quality, continuity and tailor-made solutions.



Development and quality

In our laboratory, we perform **quality controls**, collaborate on **formulation improvements** and develop specific solutions for specific sectors where our extensive experience allows us to provide extra value. We are committed to useful, solution-oriented chemistry that has a real impact on our customers' processes.



Customized services

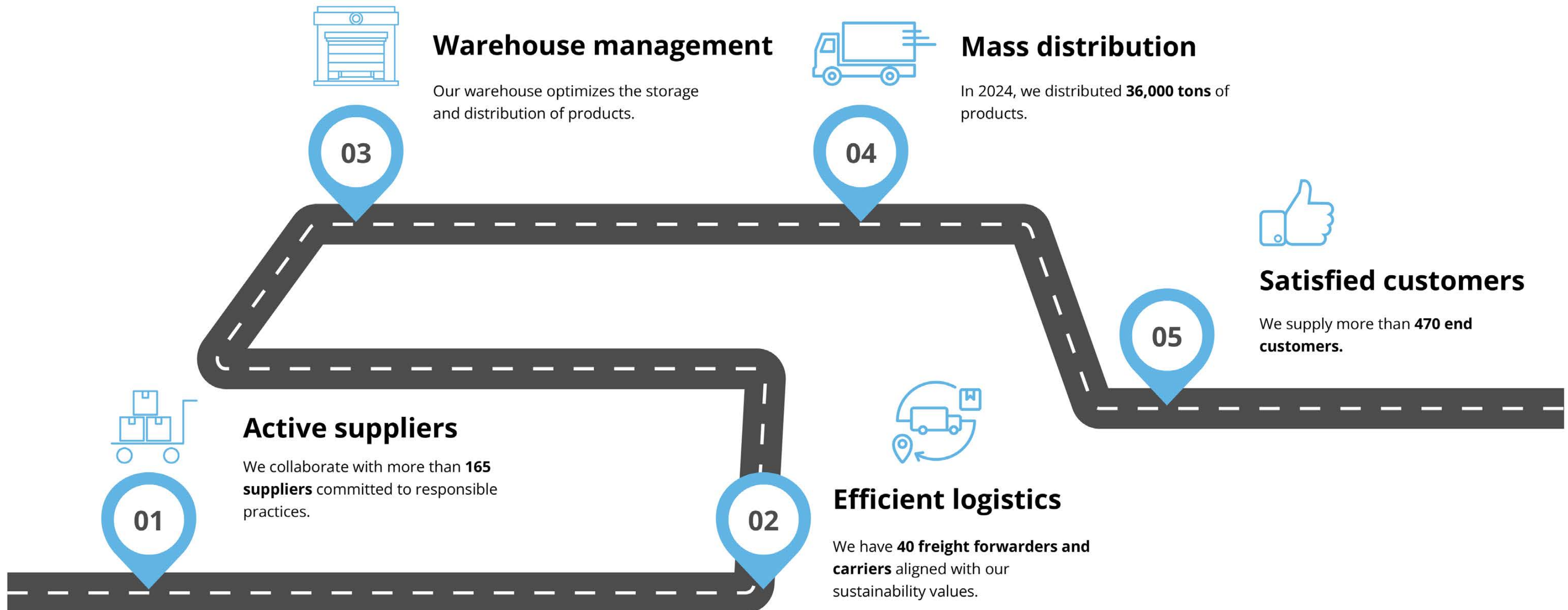
We offer a variety of services that allow us to **tailor products to each customer's processes**. We adapt formats, improve their manageability and facilitate their use in the plant, always with the aim of providing efficiency, flexibility and added value.





Supply chain

At Emsa we see the supply chain as a strategic pillar for making progress in efficiency, traceability and balanced development. In 2024, we managed the distribution of 36,000 tons of products, sourced from 165 active suppliers and shipped to more than 470 customers, with the support of 40 logistics operators who share our standards of quality and responsibility. Our international network covers more than 40 countries of origin and 35 destination countries.





About Emsa



Sustainability
strategy



Environment



Governance



Social

6 | 2024 Sustainability Report

Our purpose

**We care about
making
committed
chemistry
more accessible.**



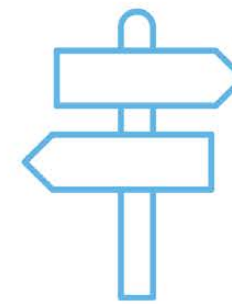


Mission, vision and values



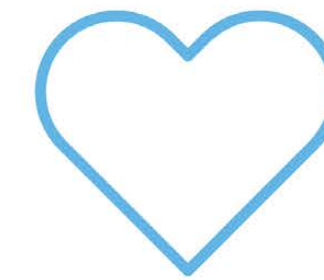
Mission

To be efficient suppliers of strategic products and specialties, providing solutions to adapt them to the market's needs, with a commitment to the environment and ongoing innovation as the driving force that generates added value.



Vision

To be the reference in the supply of strategic resources, specialties and tailor-made solutions in the sectors and markets where we operate, creating an environment that attracts talent in which excellent professionals can develop personally and professionally.



Values

Innovation | commitment | integrity,
responsibility | initiative | adaptability |
teamwork.



Code of ethics

Ethical conduct is the basis of a solid, respected company that is consistent with its values. That's why we have a **Code of Conduct** that not only defines the principles that guide us, but also sets the standard of action expected from all the people who are part of the company.

This code seeks to reinforce a culture based on **integrity, transparency, respect and responsibility**, ensuring that our relationships—internal and external—are always based on trust.

Main aspects of the Code



Behavioral guidelines: establishes the professional, ethical and responsible standards that should guide our daily decisions and actions.



Commitment and compliance: defines clear expectations with respect to personal ethics, respect for people and regulatory compliance.



Prevention of unlawful conduct: a preventive tool against possible irregularities, protecting both the organization and those who are a part of it.

You can view our complete Code of Conduct at the following link: [Code of Conduct](#)





Governance structure

Emsa's governance structure ensures sound, coherent management in line with the company's strategy. It is comprised of supervisory and management bodies that work in a coordinated manner to ensure compliance, operational efficiency and continuous improvement in all key areas of the business.

Oversight bodies

Shareholders' Meeting

The highest decision-making body representing the company's ownership. It is responsible for approving the annual accounts, appointing directors and validating key strategic decisions.

- Managing Director
- Shareholders

Board of Directors

It is responsible for overseeing and guiding the overall management of the company. It approves general policies and ensures regulatory compliance, sustainability and the company's long-term interests.

- Chairman of the Board
- Board Members
- Managing Director
- Secretary of the Board
- CEO
- Advisors

Compliance Committee

It oversees the implementation and evolution of the regulatory compliance system, ensuring the correct application of the Code of Ethics and internal policies on integrity and accountability.

- Compliance Committee Members

Management bodies

Management Committee

The executive body in charge of coordinating the operational strategy and transversal decision making. All of the company's key management areas participate.

- CEO
- Director of Sales and Marketing
- Director of Operations
- Director of Finance and HR
- Director of Corporate and Technical Affairs
- Director of QSHE
- Director of Marketing

GIS Committee

A technical and strategic forum focused on the continuous improvement of the Integrated Management System. It assesses results, risks and opportunities in quality, environment and safety.

- CEO
- Director of Sales and Marketing
- Director of Operations
- Director of Finance and HR
- Director of Corporate and Technical Affairs
- Director of QSHE

Sales and Marketing Committee

A place for coordination between the different business areas. It evaluates business performance, defines market priorities and ensures alignment with the global strategy.

- Director of Sales and Marketing
- Director of Finance and HR
- UN Representatives
- Product Manager
- Sales Representative



Subsidiaries

Emsa is organized into three main entities that allow for efficient and specialized management of our operations:

Emsa Tecnología Química

The parent company, responsible for the overall direction and coordination of all activities and strategies involving the group's companies.

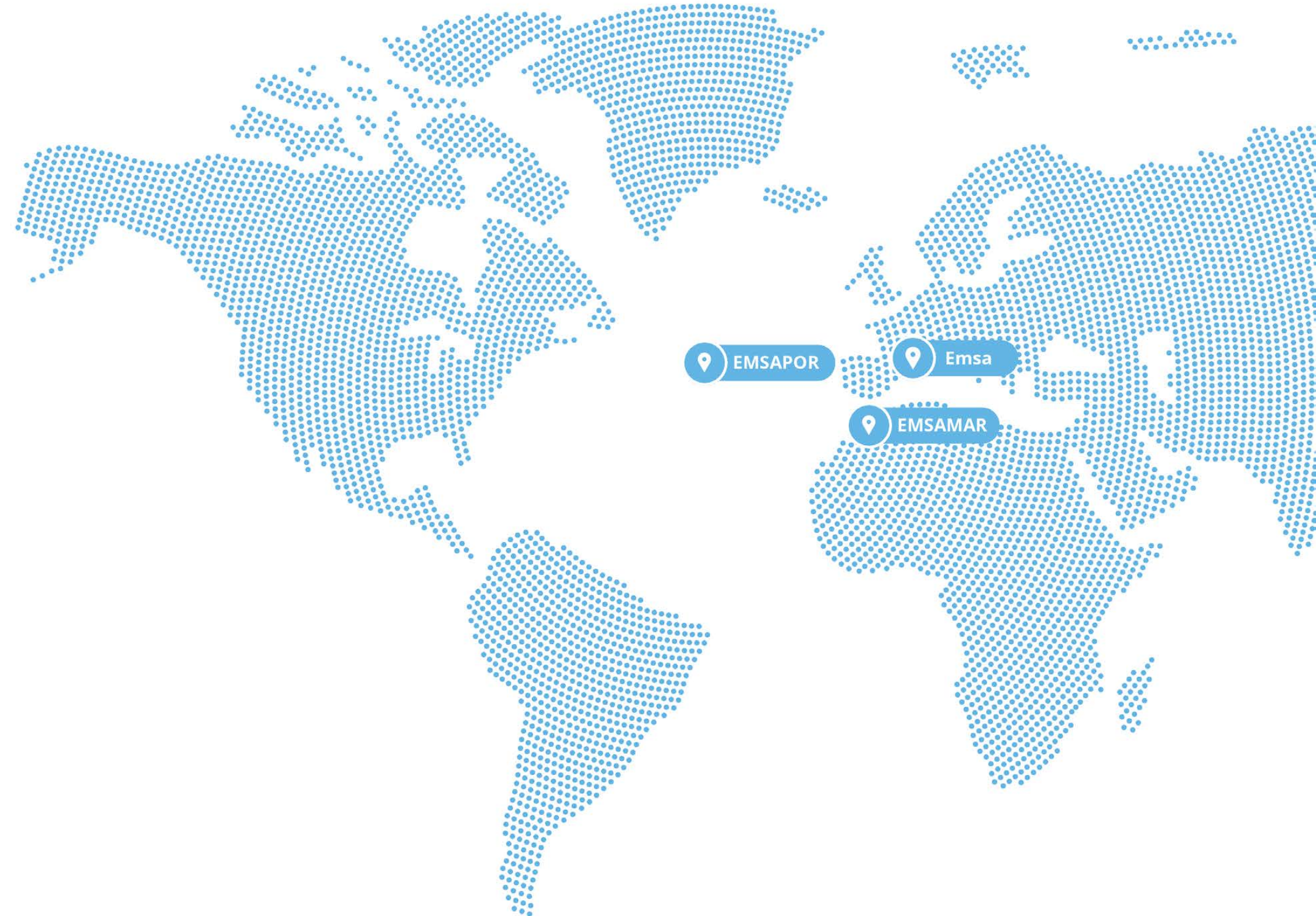
EMSAMAR

The subsidiary in Morocco, dedicated to expanding and consolidating our presence in the North African market.

EMSAPOR

The subsidiary in Portugal, focused on strengthening and developing our operations in the Portuguese market.

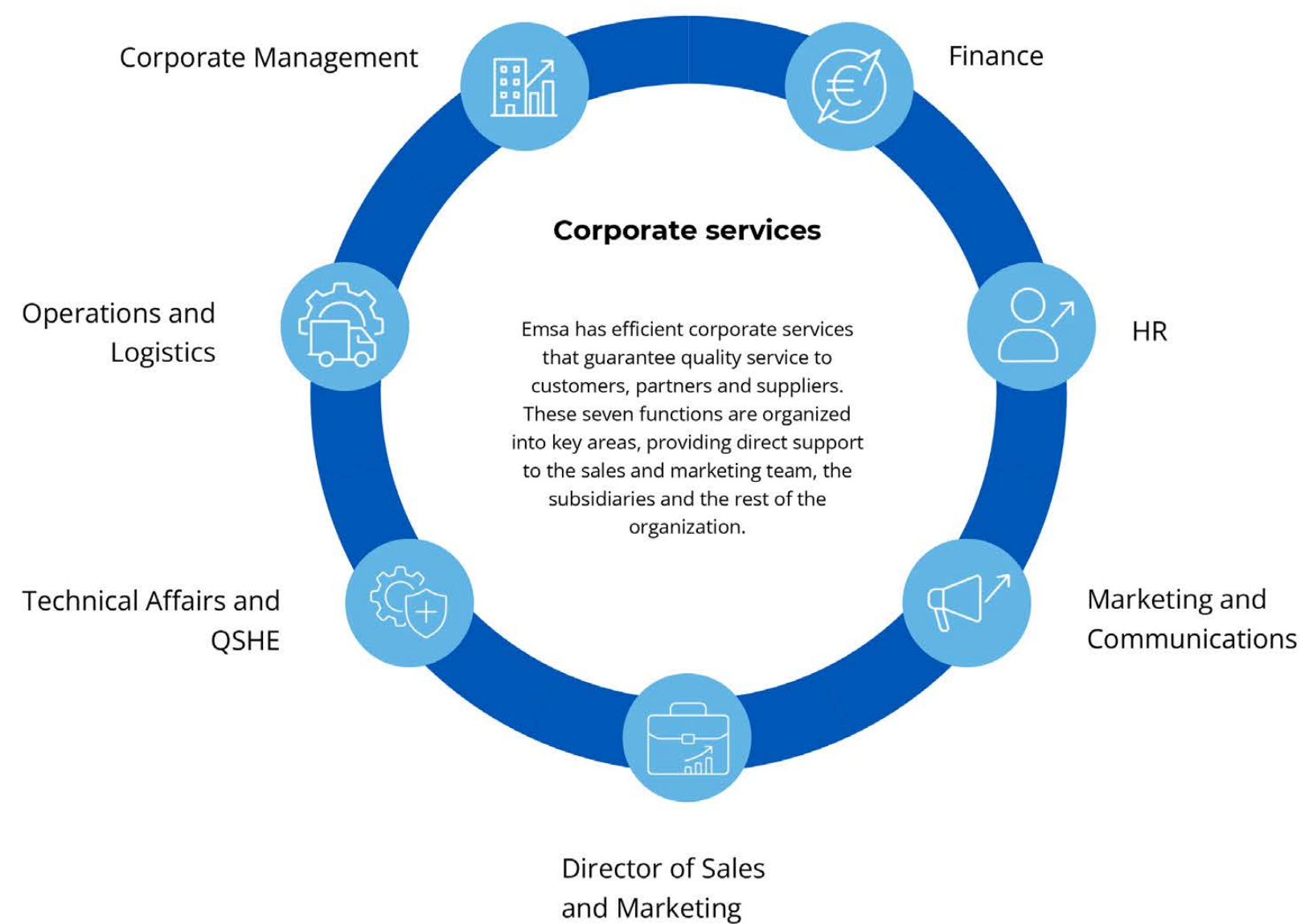
This structure allows us to adapt to the specific needs of each market and offer a closer and more personalized service to our customers and partners.





Organizational structure

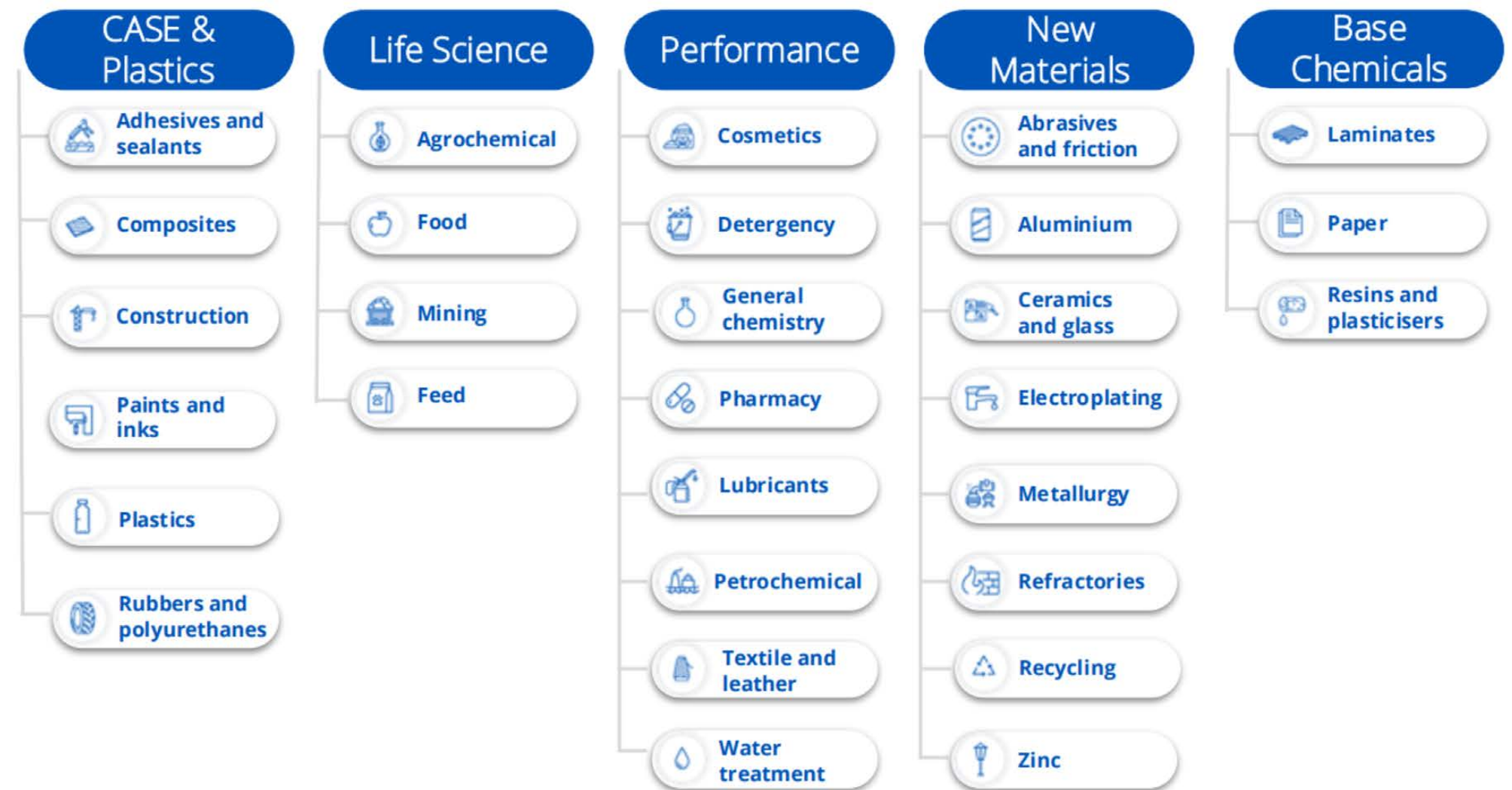
Emsa's team is made up of nearly **50 highly qualified professionals** who respect and share our values: integrity, teamwork and commitment.





Commercial structure

Emsa's commercial organization is structured into five business units, aimed at providing a specialized response to the more than 25 industrial sectors in which we work. Each unit is led by a business manager and managed by teams with technical expertise and specific market knowledge.





Risk and opportunity management

Risk management is not only an essential component for the sustainability of organizations, but has become a fundamental pillar for companies committed to a more responsible and resilient future.

By proactively identifying, assessing and mitigating potential risks, companies can protect their long-term value, strengthen their reputation and contribute to sustainable development.

It is crucial to highlight the active role played by the management bodies in the review and analysis of this map. This review makes it possible not only to detect opportunities to strengthen risk management, but also to design joint action plans involving all levels of the organization.

RISKS	DESCRIPTION	POTENTIAL IMPACT	RISK MANAGEMENT
STRATEGIC RISKS			
Geopolitical risks	Instability and conflicts in certain regions of the world	Shortage of raw materials and impact on delivery schedules	<ul style="list-style-type: none">• Diversify sources of supply• Diversify routes and means of transportation
Climate risks	Intensification of adverse weather phenomena	Supply chain disruption	<ul style="list-style-type: none">• Diversify suppliers and transport routes
REGULATORY HAZARDS			
Risk of changes in the regulatory environment	Changes in product regulation and substance classification	Need to adapt to new regulations	<ul style="list-style-type: none">• Monitor regulatory developments
Criminal risk	Non-compliance with legal norms and internal regulations	Fines, penalties and reputational damage	<ul style="list-style-type: none">• Implement regular audits of Emsa's Compliance System



RISKS	DESCRIPTION	POTENTIAL IMPACT	RISK MANAGEMENT
FINANCIAL RISKS			
Risk of structural changes or crisis in the banking system	Abrupt changes in the banking system would make it difficult for all market players to obtain financial resources	Loss of income and impact on cash flow	<ul style="list-style-type: none">• Increased credit surveillance• Efficient cash management
Changes in tariff policies	Increase in tariffs or application of antidumping measures that make imports more expensive and limit competitiveness	Loss of competitiveness and reduction of market share in the countries affected by the new measures	<ul style="list-style-type: none">• Diversification of supply markets• Increased weight of European sources of supply
TECHNOLOGICAL HAZARDS			
Cybersecurity	Threats to information security and cyber attacks	Loss of sensitive data, disruption of operations and reputational damage	<ul style="list-style-type: none">• Implement robust IT security measures and incident response plans
Technological risks	Loss of positioning due to technological advances by competitors	Loss of opportunities to other companies	<ul style="list-style-type: none">• Investment in artificial intelligence and emerging technologies• Monitoring of trends and movements in the competitive environment



External initiatives and partnerships

Strategic associations



IQS

As a member of the Fundació Empreses del IQS (Institut Químic de Sarrià), we collaborate closely with this educational institution of reference in chemistry and health sciences. This alliance allows us to contribute to the development of the sector and support the training of highly qualified professionals.



AECQ

We actively collaborate with the Spanish Chemical Trade Association (AECQ), participating in working groups and commissions. This collaboration is based on the exchange of knowledge, the joint defense of the sector's interests and the promotion of sustainability and innovation.



Polígons dels Plans Association

We are an active member of this local business group, which promotes collaboration between companies in the industrial park and the sustainable development of the surrounding area. Through this network, we promote joint initiatives in the areas of safety, infrastructure, energy efficiency and continuous improvement of common services.

Certifications



ISO 9001 and ISO 14001

After 16 years of certification, Emsa continuously maintains its management systems according to ISO 9001 (quality) and ISO 14001 (environment) standards. These certifications, in effect since 2008, reflect our commitment to continuous improvement, regulatory compliance and the integration of sustainability into our operational processes.



Responsible Care

Since 2008, Emsa has been part of the Responsible Care Program, a global and voluntary initiative of the chemical industry that promotes continuous improvement in safety, health, environment and transparent communication, all in harmony with the principles of sustainable development.



EcoVadis

EcoVadis is the leading corporate sustainability evaluation platform, which analyses environmental, labor, ethical and responsible procurement criteria. In 2024, we earned the **bronze medal**, and we did so in a year marked by greater stringency and expansion of the criteria evaluated. This result reinforces our commitment to continuous improvement and transparency.



We Care

Sustainability strategy



“Sustainability is not only measured in terms of the goals achieved, but also in the real willingness to improve, communicate, review, listen and evolve.”



Responsible declaration

I am pleased to present Emsa's 2024 Sustainability Report, an exercise that not only accounts for our actions, but also reflects the way we understand our responsibility as an organization.

This report is a tool for transparency, but also for reflection. It allows us to recognize progress, identify areas for improvement and, above all, reinforce the commitment to a more conscious, efficient and connected way of operating with people and the environment.

Although there is no legal obligation to report this information, at Emsa we firmly believe in the value of voluntary transparency. Every piece of data collected has been worked with rigor and faithfully represents the effort to integrate sustainability in all areas of the company.

Throughout this year, challenges have been addressed with a long-term vision: reorganizing our business activities, strengthening traceability and control of the supply chain, betting on responsible digitization and making progress towards a culture of prevention and wellbeing at work.

Sustainability is not only measured in terms of the goals achieved, but also in the real willingness to improve, communicate, review, listen and evolve. For this reason, we will continue to work based on warmth, high standards and responsibility so that every step counts.

Patricia Elvira

Emsa's Director of Corporate Affairs



About Emsa



Sustainability
strategy



Environment



Governance



Social

18 | 2024 Sustainability Report

Presentation of the report

In 2024, Emsa continued to make progress in sustainability, consolidating achievements and facing new challenges.

This report reflects our commitment to a more responsible and transparent model, built together with employees, customers and partners.

Every step counts. Thank you for being part of the journey.

Structure

This report presents Emsa's sustainability activities throughout 2024, organized into three areas representing the pillars of our vision as a company:



We Care about the World

This section includes our environmental initiatives. It reflects our efforts to reduce the impact of our operations and move towards a more efficient and environmentally friendly management.



We Care about Innovation

This section includes aspects of governance, technological development and economic performance. It reinforces our commitment to innovation as a driver of transformation towards a more sustainable and competitive business model.



We Care about People

Here we detail our actions in the social sphere, including the well-being of our employees, our commitment to communities and the promotion of a diverse, safe and inclusive work environment.

Our motto **"We Care"** continues to be the guiding principle that inspires us to operate responsibly with a long-term vision and an organizational culture that is aligned with our mission and values.



Methodology and scope

Transparency, rigor and commitment

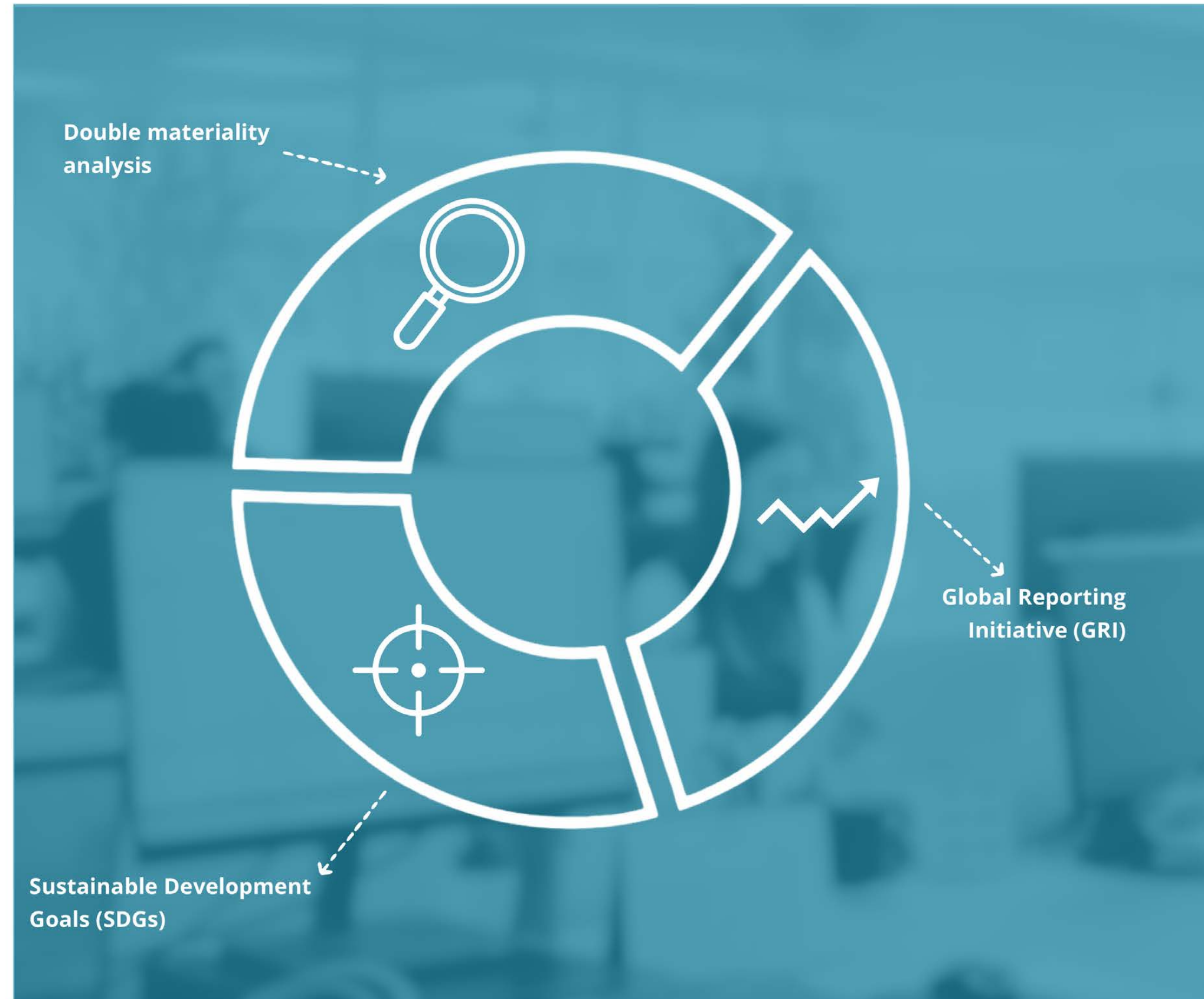
Emsa's Sustainability Report has been prepared based on a solid methodology that reflects our commitment to transparency and continuous improvement. Since 2022, **we have been publishing this report on a voluntary basis** beyond just legal requirements as an exercise of corporate responsibility.

The process begins with a **double materiality analysis**, which allows us to identify the most relevant issues in terms of their real impact and importance for our stakeholders. We used these issues to define our sustainability strategy, which leads to specific actions.

These actions are managed through a **continuous monitoring and evaluation** system, which allows us to analyze the results and apply corrections when necessary.

The report was prepared in accordance with the **Global Reporting Initiative (GRI)** standards to ensure transparency and comparability. Moreover, we align our objectives to the United Nations **Sustainable Development Goals (SDGs)**, thus contributing to more just and balanced development.

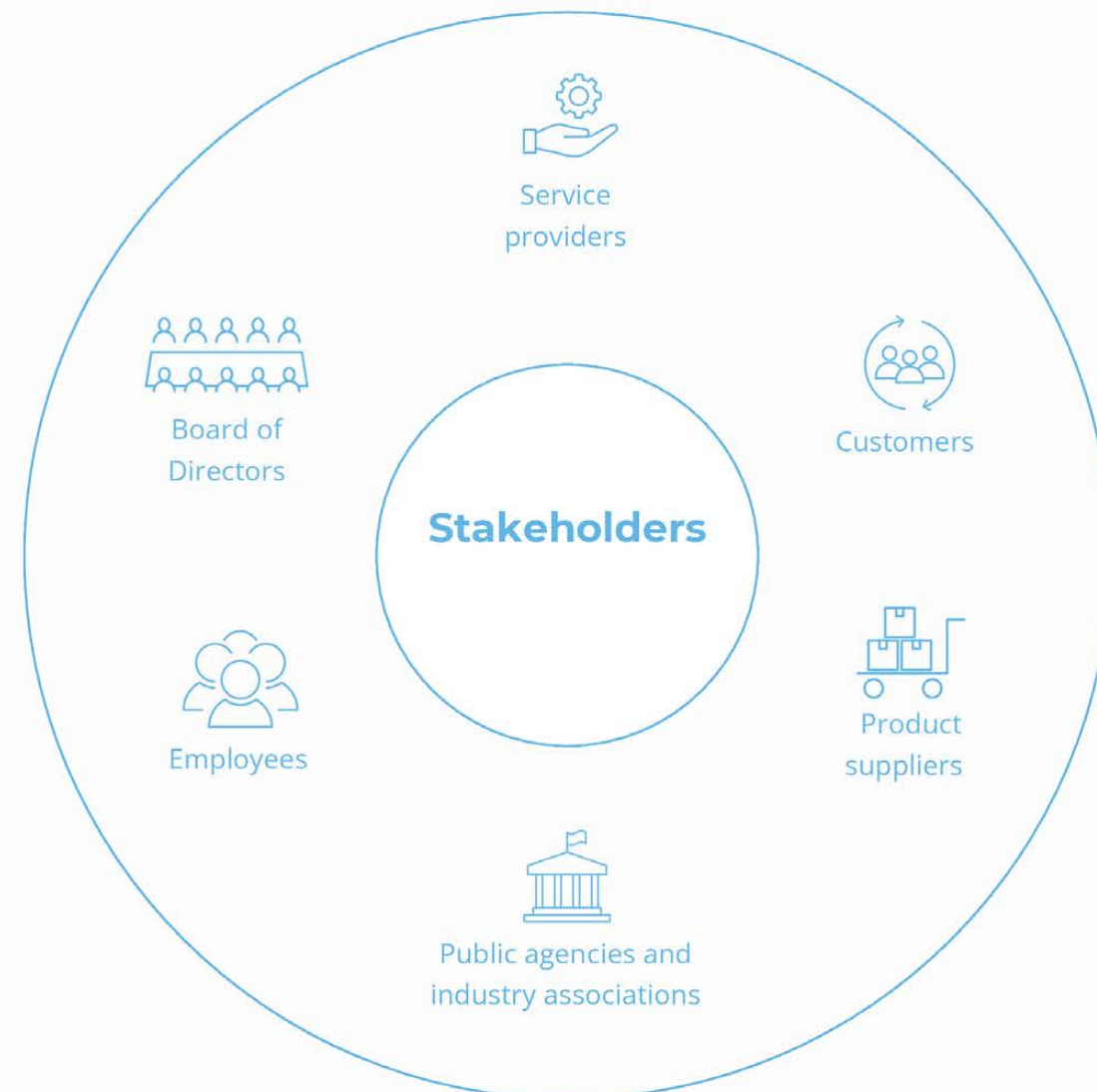
This approach allows us to offer a clear, useful report that is aligned with today's sustainability challenges.





Stakeholders

Active stakeholder engagement is a fundamental pillar of our sustainability strategy. We believe that open and transparent dialogue with our stakeholders is essential to understanding their expectations, identifying opportunities for improvement and building solid and lasting relationships. To this end, we have developed a robust participation framework that includes:



Stakeholder identification and prioritization

We have identified our key stakeholders, including the Board of Directors, employees, product and service suppliers, customers, government agencies and industry associations. Each stakeholder group has been assigned a specific relevance based on its impact on our business and sustainability.

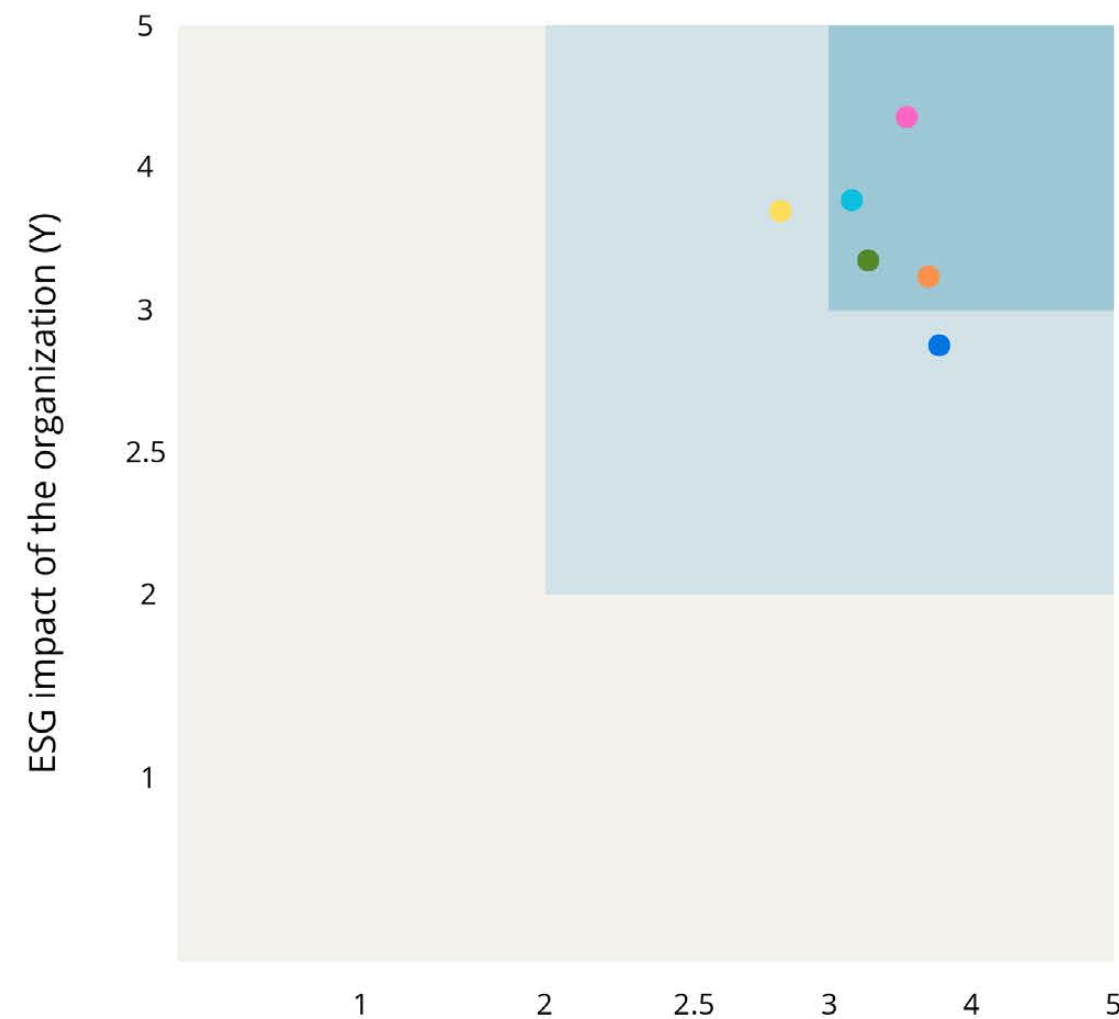
Specific communications with stakeholders

- **Product and service suppliers:** We maintain fluid communication with our suppliers to also assess their sustainability performance and identify opportunities for collaboration on sustainable initiatives.
- **Customers:** Customer satisfaction is a top priority. For this reason, we conduct periodic satisfaction surveys to learn their opinions about our products and services in order to identify areas for improvement and to offer an increasingly satisfactory experience.
- **Employees:** We maintain direct and close communication with the team through different internal channels such as the suggestion box, the internal newsletter and participatory spaces linked to different initiatives. These tools make it possible to gather proposals, share key information and reinforce the collective commitment to the company's values.



Double materiality

Impact matrix



Primary

- Efficient resource management (raw materials, energy, water, life cycle...)
- Waste management and circular economy (packaging)
- Product information and labeling requirements
- Quality employment

Secondary

- Consumer health and safety
- Economic and financial health

Material topics



Economic and financial health: Maintaining a sound economy is essential to our growth and ability to contribute positively to the business environment.



Efficient resource management: We efficiently manage resources such as raw materials, energy and water, considering the life cycle of our products to reduce environmental impact.



Waste management and circular economy: We focus on the proper management of waste and the promotion of a circular economy, paying special attention to packaging and waste management.



Product information and labeling: We guarantee the transparency and safety of our products by providing accurate and complete information.



Quality employment: We value our employees and are committed to providing a work environment that promotes their well-being and professional development.

These material topics will guide our future strategies toward a more sustainable future. The pursuit of excellence defines our company, which is why this document offers a global vision on sustainability that goes beyond materiality.







Sustainable Development Goals (SDGs)

In line with the **2030 Agenda** commitments, we have integrated the United Nations **Sustainable Development Goals (SDGs)** as a fundamental part of our sustainability strategy.

Based on the double materiality analysis and the initiatives developed in our different areas of activity, we have identified how we actively contribute to progress towards these global objectives.

We shall highlight those where Emsa can make the greatest positive impact and contribute differential value:

Matter	Reason for materiality	Associated GRI	Priority Sustainable Development Goals (SDGs)
Health and wellness	We work to improve the health and well-being of our employees and the communities in which we operate.	417	
Decent work and economic growth	We promote decent work and inclusive and sustainable economic growth.	201 403 401	
Industry, innovation and infrastructure	We promote inclusive and sustainable industrialization and foster innovation.	308	
Sustainable production and consumption	We guarantee sustainable consumption and production methods.	301 302 305 306	





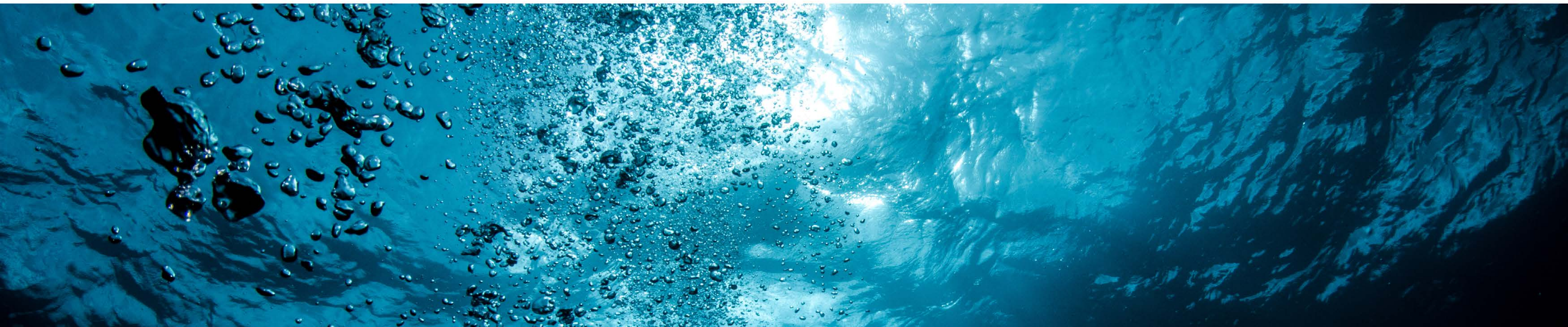
Correlation between the SDGs and the contents of the sustainability report



Block	Section	Primary SDG	Secondary SDG
Environment	• Circular economy, materials and suppliers		
	• Energy and emissions: air quality and climate change		
	• Waste management and circular economy		
	• Training and awareness		
	• Community participation: CleanUp Day		
Governance	• Economic performance		
	• Digitization		
	• Supplier management		
	• Compliance System		
Social	• Labor practices and decent work		
	• Health and wellness at work		
	• Product information and labeling requirements		
	• Health and wellness		

We Care about the World

Environment





“Rather than talking about absolute commitment, we prefer to talk about informed responsibility: we know where we are, we measure what we do and we work rigorously to improve.”



Environmental management approach

At Emsa we are fully aware of the impact that the chemical industry can have on the environment. That is why, rather than talking about absolute commitment, we prefer to talk about informed responsibility: we know where we are, we measure what we do and we work rigorously to improve.

Our environmental management system, certified under ISO 14001 since 2008, guides our work in key areas such as the circular economy, renewable energies, emissions and logistics efficiency.

Throughout 2024, we have continued to move forward, with a realistic and demanding outlook. We know that there is still a long way to go, but we also know that sustainability is built on constant improvement and well-founded decisions.

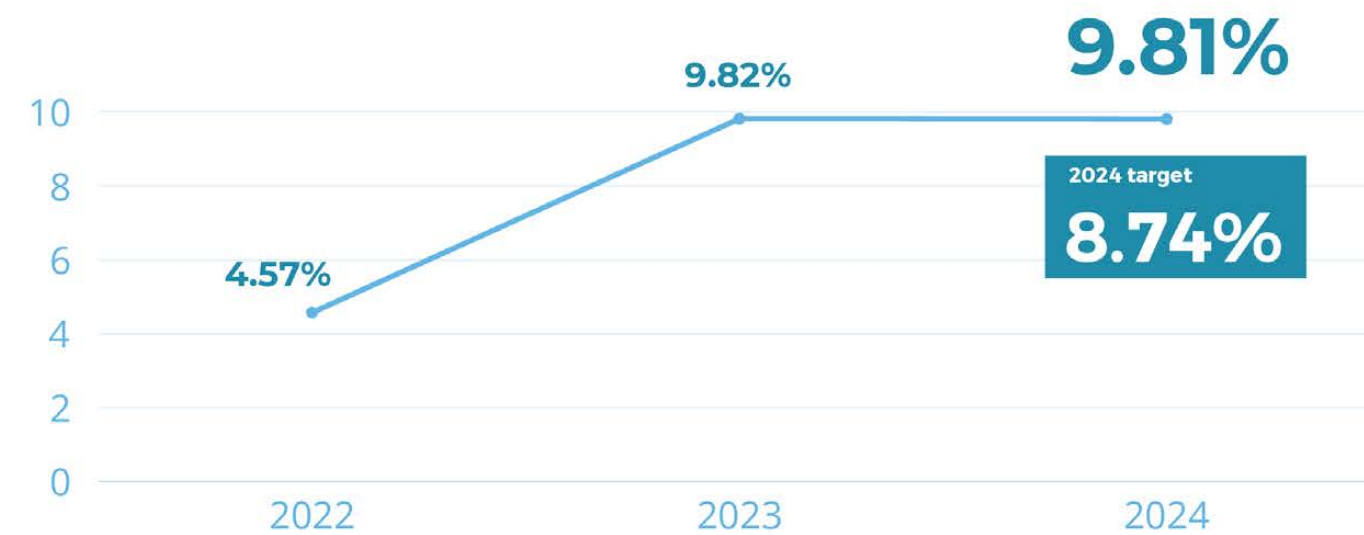
We will continue to work responsibly, with data and judgment, to reduce our impact and add value wherever we operate.

María Llorca
Director of QSHE



Circular economy: what you can't see matters too

This year, **9.81% of the tons sold correspond to products made from** materials or circular processes, calculated on the total tons sold. This figure exceeds the target set for 2024 (8.74%) and reinforces our commitment to solutions that reduce the use of virgin resources and favor the recovery of materials within the value chain.



% tons sold corresponding to products manufactured from circular economy materials or processes, out of total tons sold.

Construction: our major circular milestone

54.92%

In the construction sector, more than half of the products sold come from circular processes. This figure consolidates a milestone in our strategy, which is committed to sustainable solutions in high-volume and high-impact sectors as well.

Sodium thiocyanate: from residue to resource

+40%

* % reduction of CO₂ emissions

Sodium thiocyanate, recovered from coke plant wastewater, allows a **reduction of more than 40% of CO₂ emissions** compared to traditional cyanide synthesis. This process transforms a toxic effluent into a valuable raw material, closing the sulfur and nitrogen cycle and reducing the extraction of virgin resources.

In addition, reusing ammonia and heat from the system itself leads to energy savings and less environmental risks.



Save energy



Significantly reduce emissions



Conserve natural water resources



Energy and emissions: air quality and climate change

We are aware that **the pace of progress in energy is not yet what we would like it to be**. 2024 has been a year marked by a certain stabilization in the indicators, but also by a clearer awareness of the adjustments needed to make more consistent progress. Despite this, we are staying the course: we are committed to a more efficient and responsible energy model, with decisions aligned with the long term.

Renewable energy consumption

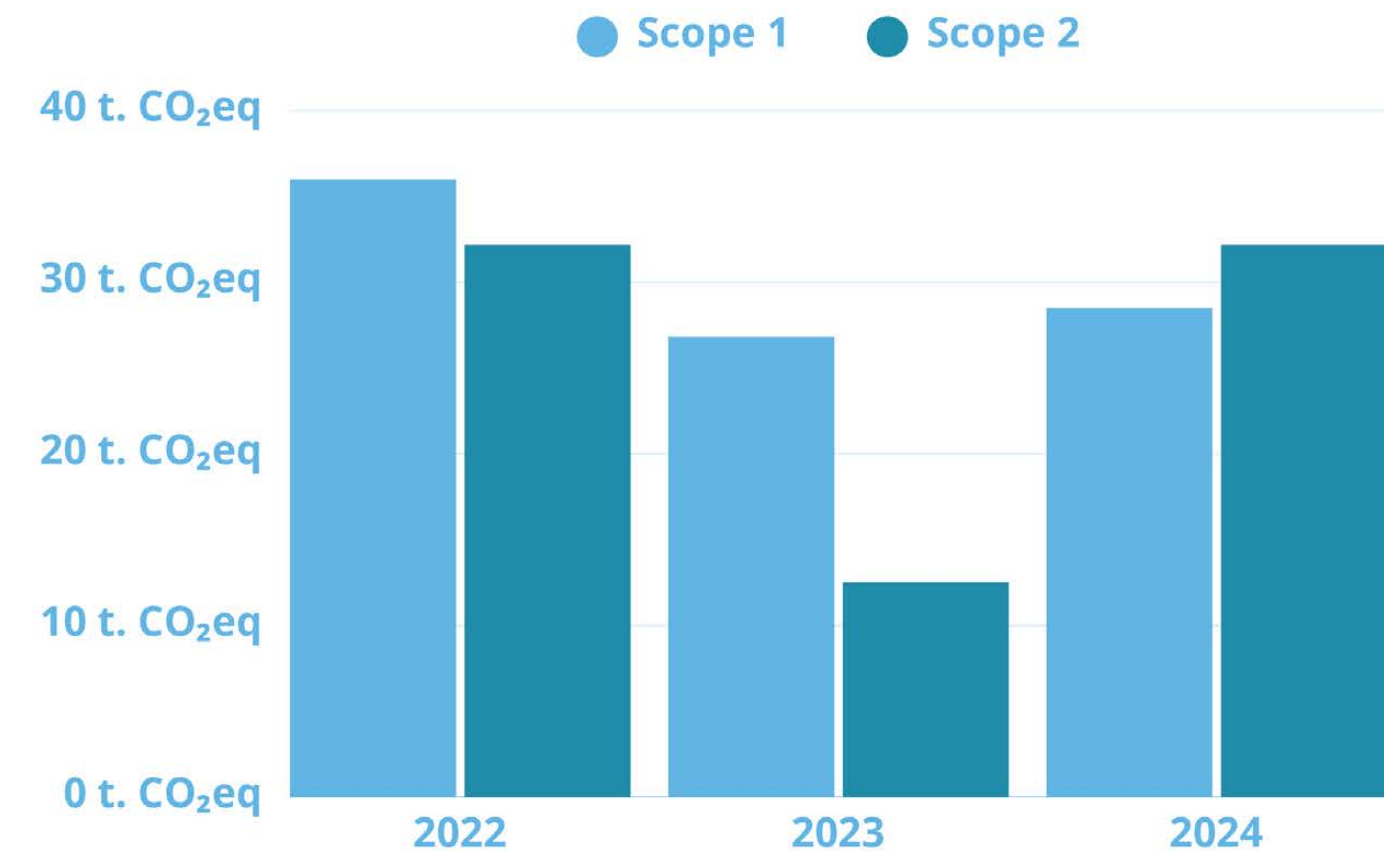


In recent years, we have been able to steadily increase the use of renewable energy at our facilities. However, in 2024 we were unable to maintain that trend due to price fluctuations and the limited availability of green energy in the market.

This situation has prevented us from acquiring renewable energy under the necessary conditions, but we have reinforced our commitment by setting ourselves the objective of recovering and surpassing the previous level in the short term, moving towards a more stable, cleaner and more accessible energy model.

CO₂ emissions – Scopes 1 and 2

Direct emissions (scope 1) increased slightly compared to 2023, due to increased travel and business activity following the internal reorganization. **Indirect emissions (scope 2)** also rebounded to levels comparable to 2022.





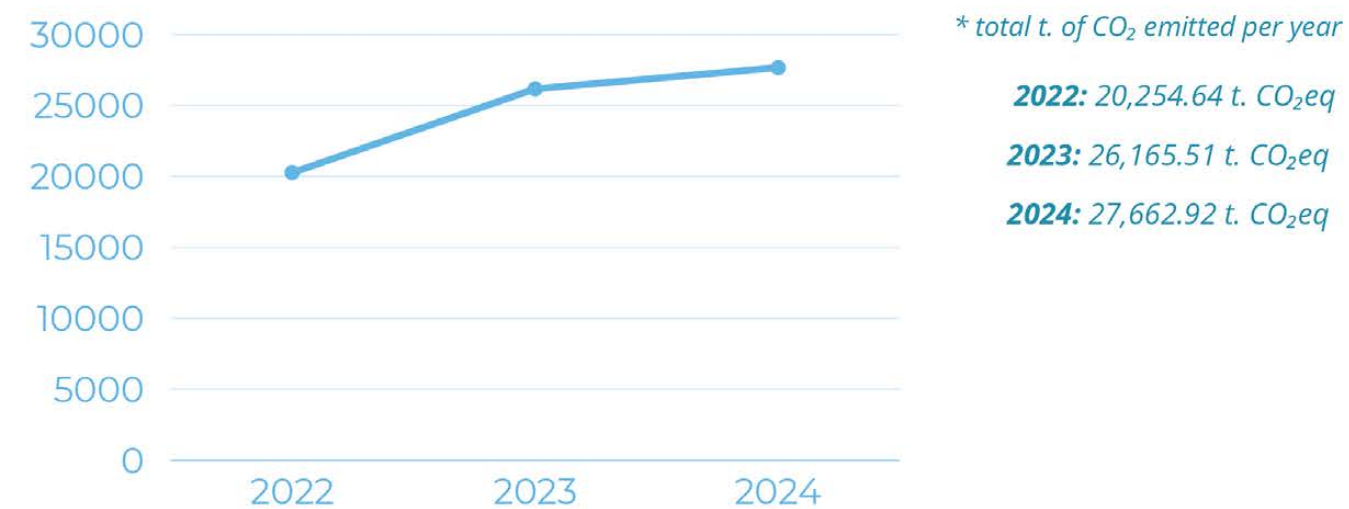
Emission reduction in the vehicle fleet

The fleet renewal process continues. In 2024, **14.29% of our vehicles were zero-emission**, maintaining the proportion achieved the previous year.



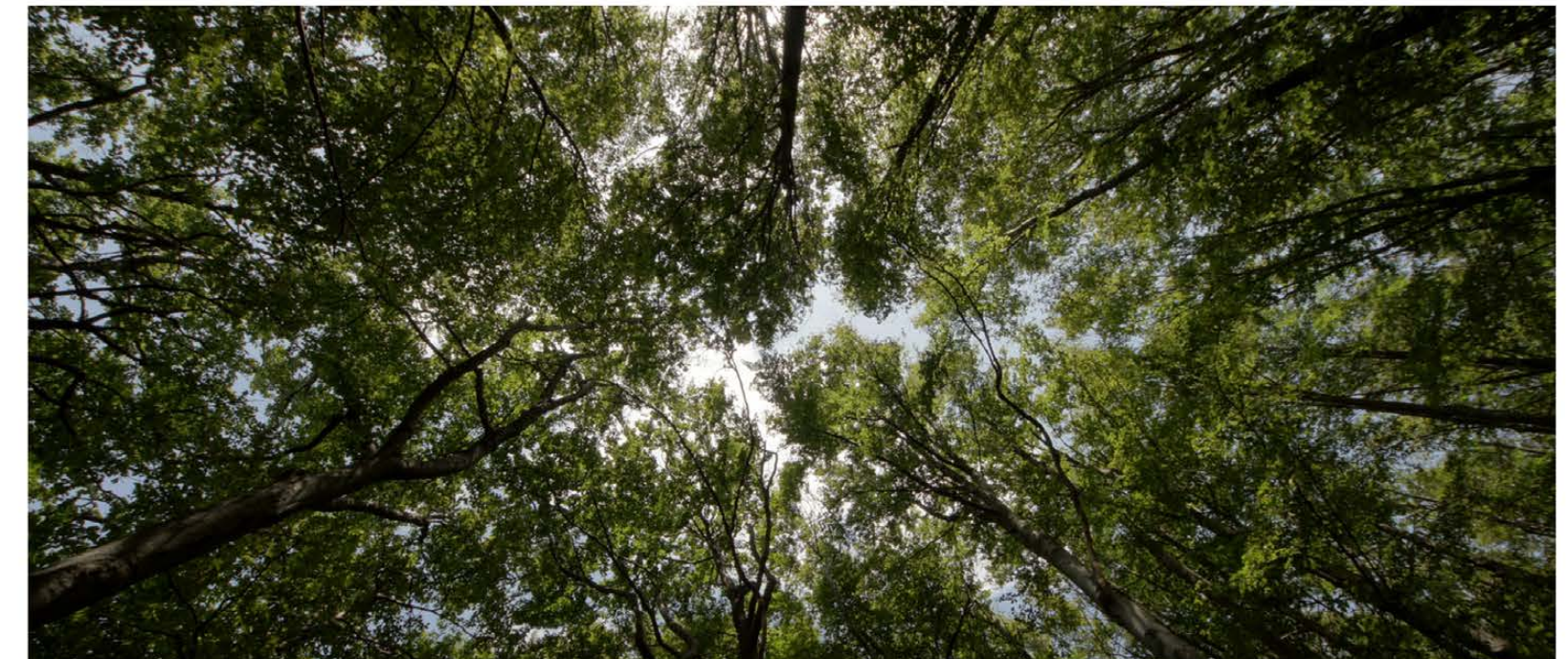
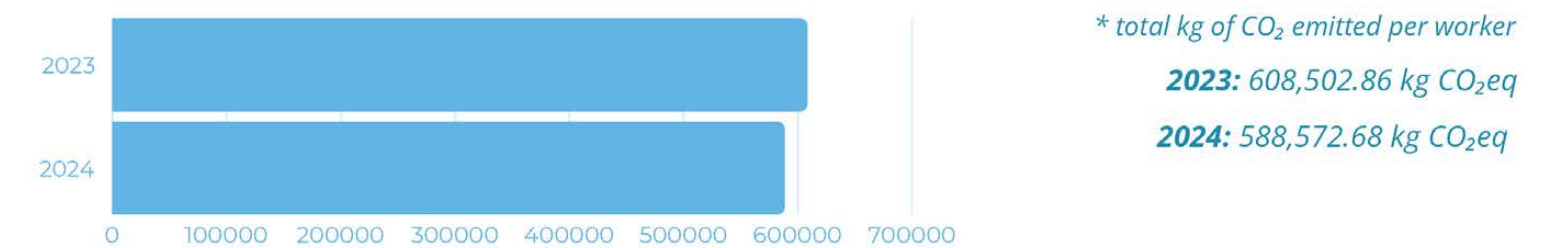
CO₂ emissions - Scope 3

Emissions associated with product transport and the supply chain reached **27,662.92 tCO₂eq**, a slight increase. This increase is linked to a higher volume of merchandise from more distant countries. The new strategic plan provides for greater control and the search for **closer and more sustainable sources of supply**.



Carbon footprint per employee

Despite the overall increase in emissions, the **footprint per employee has decreased**, reflecting an improvement in operational efficiency and maintaining our commitment to more sustainable management in the long term.

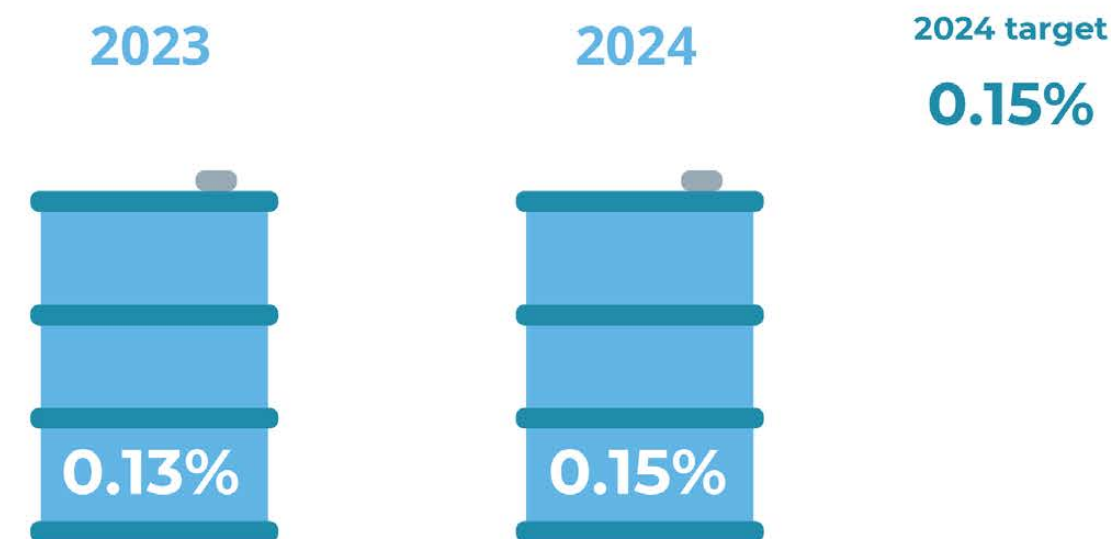




Waste and effluents: control and continuous improvement

Packaging waste from the production process

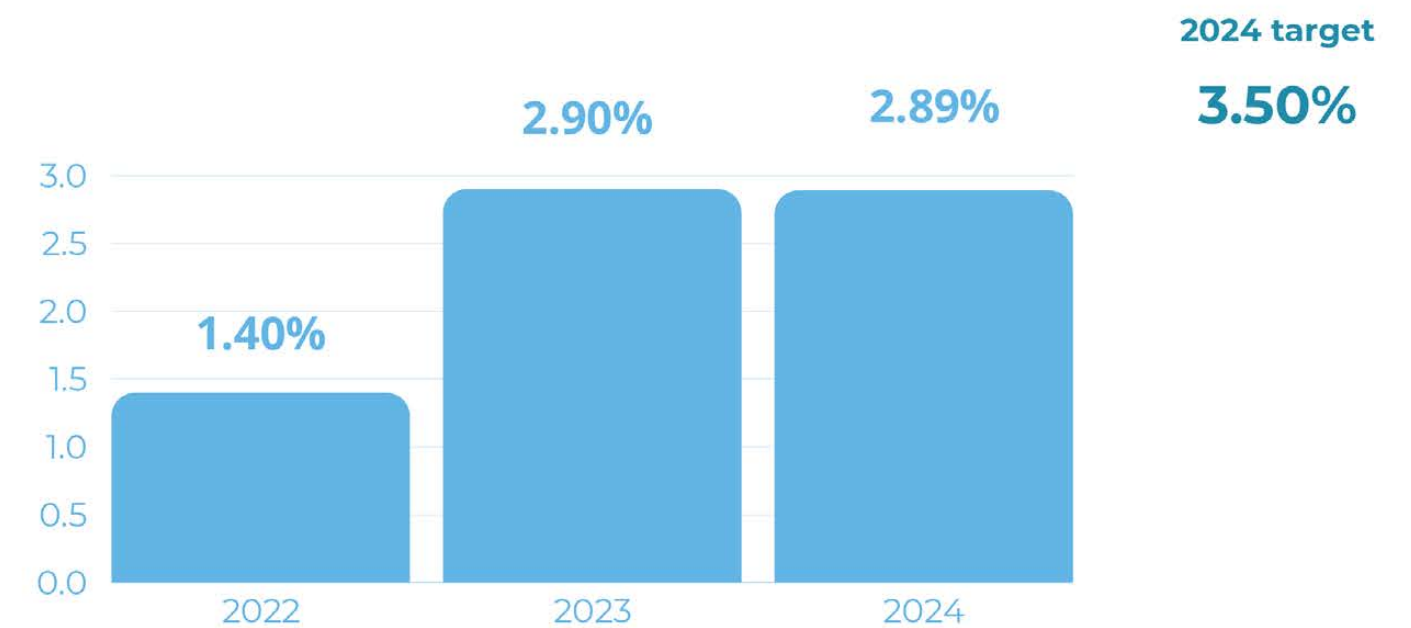
In 2024, packaging waste generated during the production process accounted for **0.15%** of the total tons produced. The target set for this year was met, maintaining the level of efficiency in industrial waste management.



* % waste generated by packaging during the production process

Product sold in bulk

2.89% of total product sold in 2024 was distributed in bulk. The 2023 volume has been maintained, although it is still below the target set for the year. We continue to work on logistics solutions to increase this modality, reducing packaging and associated waste.



* % t. of product sold in bulk/total t. sold

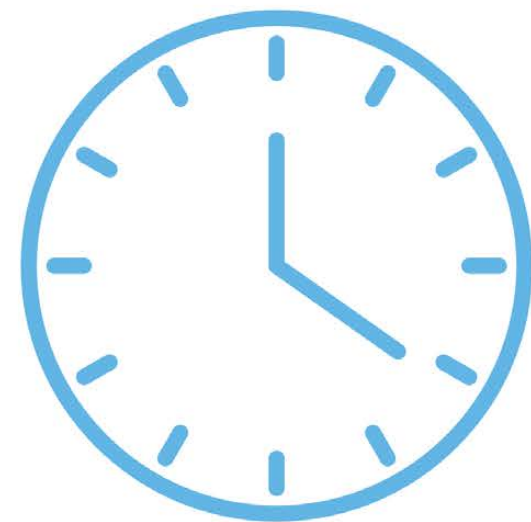


Training and awareness

Occupational risk prevention training

Safety starts with knowledge. Training has been reinforced for **production and warehouse** personnel, focusing on two key areas: **safe handling of chemical products** and **industrial waste management**.

Training given



2022

1.3 h

2023

2 h

2024

3 h

* total hours spent on training per employee

Training provided in 2024



2 hours per worker in **safe handling of chemical products**.



1 hour per worker in **waste management**.

*Production or warehouse worker

Safe handling of chemicals

2 hours of training per worker were provided on correct handling, use of protective equipment and action in risk situations. This training included chemical products commonly used in our facilities, addressing both specific risks and protocols for action and prevention.

Industrial waste management

In addition, each production and warehouse worker received **1 hour of training** on the responsible management of waste generated in our operations. Internal procedures were reviewed and the importance of proper segregation, traceability and compliance with current regulations was reinforced.



WORLD CLEANUP DAY

At Emsa we understand that sustainability is not only driven by processes, but also by collective awareness. That's why we promote the active participation of our team in initiatives that connect with our surroundings and reinforce a shared environmental culture.

One of the most representative examples is our involvement in **World Cleanup Day**. Emsa participates year after year with a clear objective: to contribute in a tangible way to the improvement of the environment.

Since 2022 we have collected **more than 790 kg of waste**, increasing our impact every year:



2022 **200 kg**

2023 **220 kg**

2024 **370 kg**

Beyond the figures, this type of action strengthens our team's environmental commitment and puts our values into practice, with a direct impact on the territory.



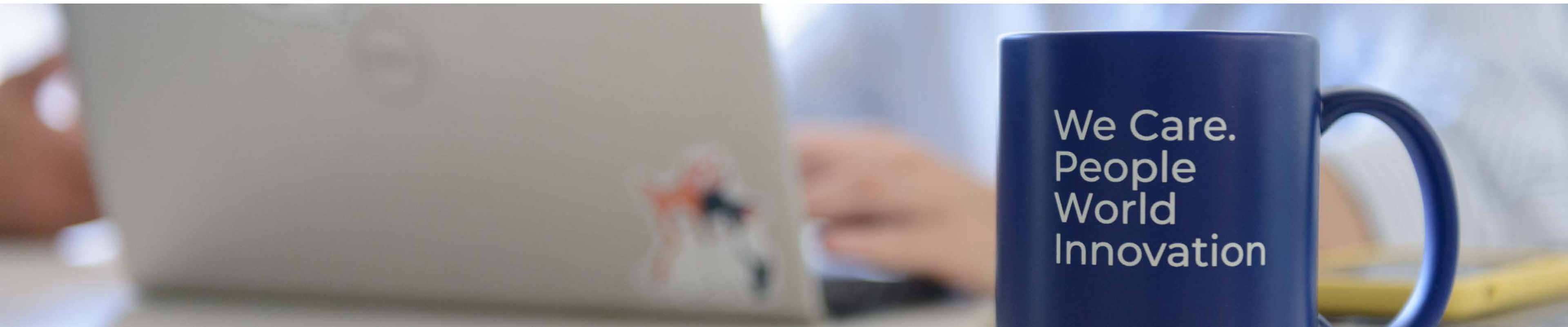
What is World Cleanup Day?



World Cleanup Day is a global movement that mobilizes millions of people in more than 180 countries to clean up natural and urban spaces contaminated by waste. It is celebrated every year in a simultaneous day of collective action, with the objective of generating environmental awareness and reducing the impact of waste on the planet.

We Care about Innovation

Governance





“We reinvest in technology, processes and people, convinced that sustainability and operational efficiency are the way to remain competitive in an increasingly demanding environment.”



Economic management approach

We manage our resources with a clear principle: financial strength is the basis for being a reliable and long-lasting partner. Our priority is to maintain a stable economic structure that will allow us to grow in a sustained and responsible manner.

The new 2024-2027 strategic plan reinforces this approach with a firm commitment to diversification and specialties, which will enable us to increase margins without losing agility. We reinvest in technology, processes and people, convinced that sustainability and operational efficiency are the way to remain competitive in an increasingly demanding environment.

Juan Ruiz

Chief Financial Officer - Emsa Tecnología Química



Economic performance

2024 has been a demanding year for the chemical sector. Market instability, regulatory pressure and the adjustment of demand in some industrial segments have conditioned the economic performance of many companies in the region. Emsa has not been immune to this context, which has tested the operational resilience and adaptability of the entire team.

Building the foundations of the future

More than a year of growth, 2024 has been a year of analysis, order and redefinition for Emsa. We have taken advantage of this period to review structures, prioritize efforts and move forward in the construction of a more diversified and agile model, aligned with the objectives of our new strategic plan. In this process, we have also reorganized our business units from seven to five more compact and focused divisions: **Performance, Base Chemical, New Materials, Life Science and CASE & Plastics.**

Figures that consolidate a solid base

Emsa Group turnover totaled around **66 million euros**, and the total sales volume reached **36,000 tons**. Although the figures fall short of the targets set, they reflect a solid base from which to continue moving forward with focus and determination.

Turnover

66M

millions of euros

Sales volume

36,000

tons





Economic performance

TURNOVER AND VOLUME

We have invoiced 66 million euros and distributed 36,000 tons of product. Although we have not achieved our initial objectives, we maintain a solid customer base and a growing product portfolio.



MARKET STRATEGIES

In 2024, we added 150 new products, bringing the total number of active products to 520. This expansion reinforces our diversification strategy and consolidates our presence in key sectors such as human food.



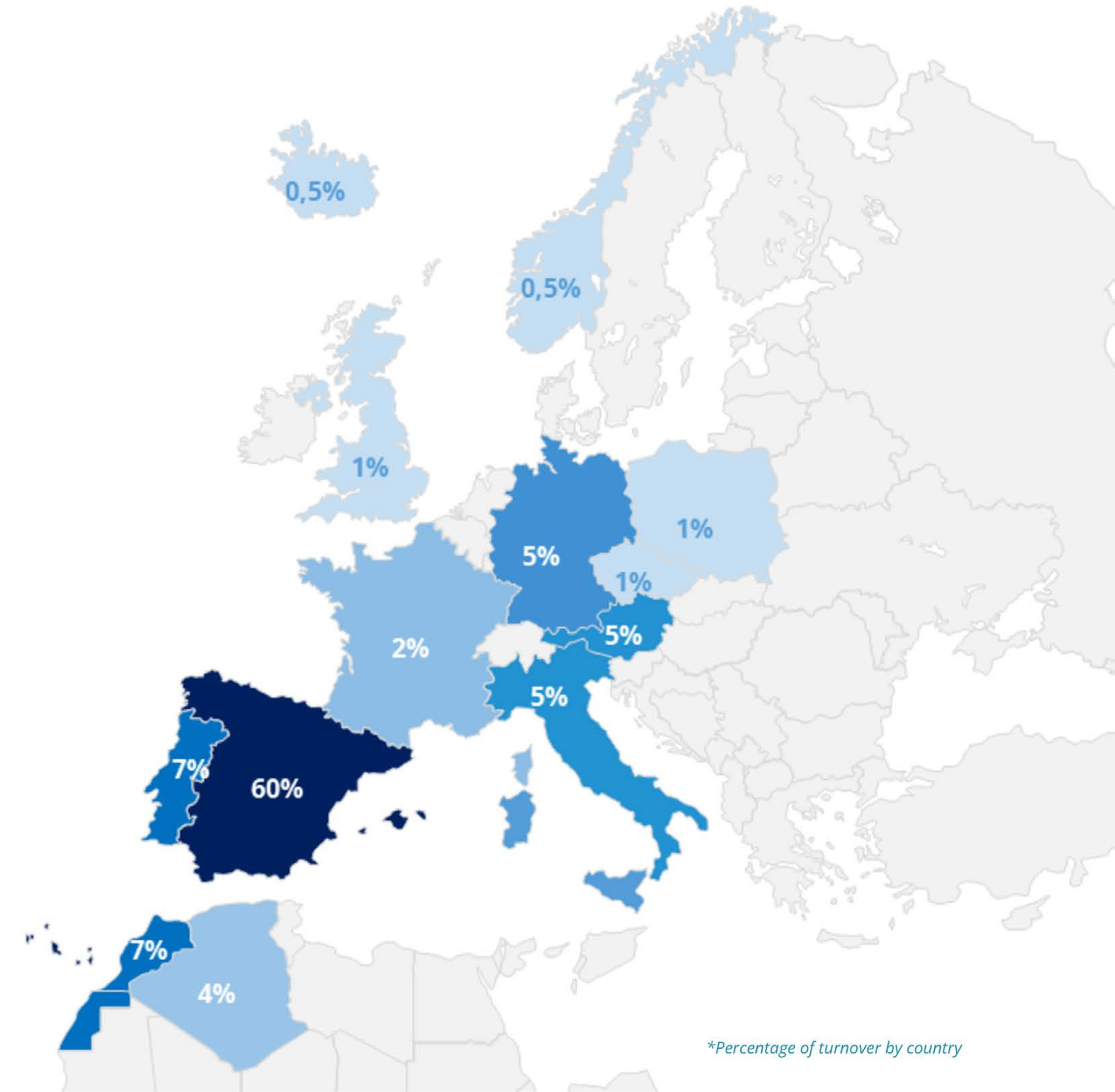
EFFICIENCY

We have reorganized our business units from seven to five more focused and operational ones. In addition, the creation of the Traffic department has improved logistical efficiency and internal coordination.



MARGIN

Although the context has been demanding, a stable margin on sales has been maintained. This reflects the strength of our operating model and our focus on higher value-added specialties.



*Percentage of turnover by country



Digitization

Digitization and technological enhancement

We understand digitization as a key tool to reinforce what defines us: proximity to customers and suppliers, operational agility and the ability to offer effective responses in a constantly changing environment.

Throughout 2024, we have driven technology solutions that improve efficiency, strengthen our digital security and enable more transparent and connected management, aligned with our vision of sustainability and service.

Lines of action

Process optimization and operational efficiency

Regulatory compliance

Logistics management

Digital marketing and communication

Cybersecurity and internal systems





Technological progress

We continue to advance in digitization as a way to reinforce our strategic positioning, based on proximity to customers and suppliers, operational efficiency and sustainability. These improvements are grouped into the following key areas:

Process optimization and operational efficiency	The use of artificial intelligence has been introduced in areas such as marketing and business, and the supplier approval process has been digitalized, improving traceability and agility in management.
Logistics management	We have implemented a procurement tracking tool that allows us to check the status of receipts and transport in real time, improving logistical visibility and coordination.
Cybersecurity and internal systems	The remote access system has been upgraded with a new VPN, strengthening data protection and internal connections.
Regulatory compliance	We have adapted to Extended Producer Responsibility (EPR), complying with the new legal requirements regarding packaging and waste.
Digital marketing and communication	New digital product and supplier pages have been developed as part of a digital package for principals, which improves their visibility and reinforces our commercial communication channel.

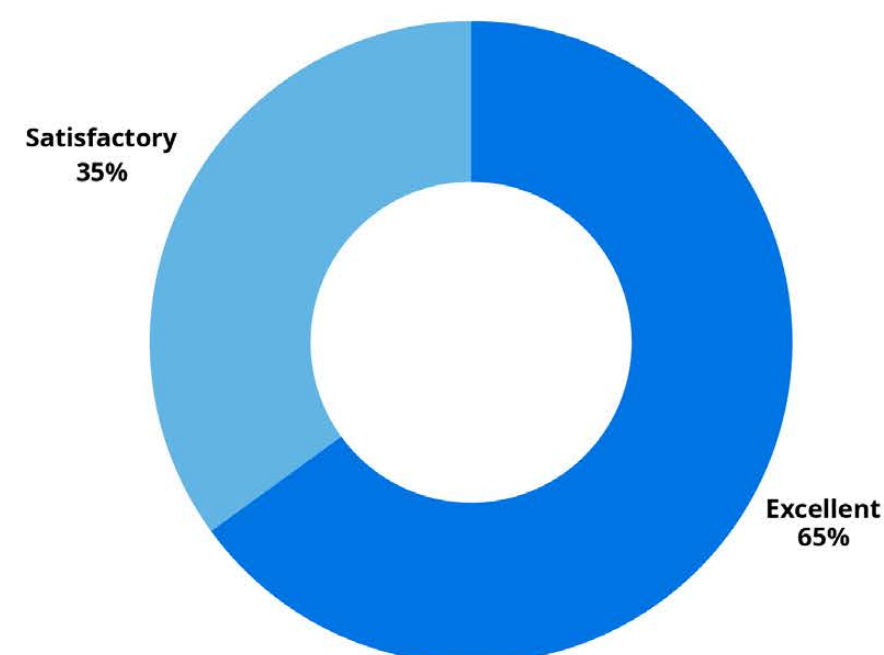


Supplier management

Supplier evaluation

We carefully select our suppliers and conduct periodic evaluations to ensure that their products, processes and services meet our standards. This process allows us to ensure a solid supply chain, aligned with our quality criteria and sustainability principles.

In 2024, **65%** of the suppliers evaluated were rated **excellent**, and the remaining **35%** were rated **satisfactory**. There were no cases with unsatisfactory results, which reinforces the level of demand and commitment we share with our strategic partners.



2024 evaluation of Emsa raw material suppliers

Supplier approval

Approval is a key step to ensure that our suppliers meet the quality, traceability and regulatory compliance standards required by Emsa. This process is performed prior to the start of the business relationship and is reviewed periodically.

In 2024, we were able to **approve and evaluate 100% of new suppliers of active raw materials**, thus consolidating a basis for safe, responsible collaboration aligned with our sustainable management principles.





Actions with suppliers

At Emsa, we believe that a responsible supply chain is much more than an operational network: it is a shared model of work, commitment and value. Our suppliers are an extension of our way of doing business, which is why we seek relationships based on mutual trust, transparency and a common vision of sustainability.

We work to build a collaborative ecosystem, in which each role-player—supplier, client and internal team—contributes to a joint objective: to offer competitive, safe and sustainable solutions that generate a positive impact throughout the chain.

Integration and expansion

We have added more than **35 new suppliers**, bringing our total assets to 165, in order to diversify our supply and guarantee the availability of strategic raw materials.

Digital homologation

The supplier approval process has been completely digitalized, improving traceability, reducing lead times and facilitating the continuous updating of requirements and audits.

Supplier code of conduct

In October 2024, we launched a specific Code of Conduct for suppliers, which defines ethical, sustainability and compliance standards. At year-end, **51% of our active suppliers** had already adhered to this code, **compared to 38% in 2023**.

2023



38%

2024



51%



Compliance System

Throughout 2024, we have continued to strengthen our Compliance model through concrete actions that consolidate a culture based on ethics, regulatory compliance and shared responsibility. These actions have focused on training, improvement of procedures, internal communication and the relationship with our stakeholders.

Actions performed in 2024

Training and awareness

- **87.0%** of personnel have received training in ethics and the Compliance System.
- **92.6%** have been trained in the harassment prevention protocol.
- Training is integrated into the induction plans for all new recruits.
- Internal communication has been reinforced through the corporate newsletter, with specific publications in January and March 2024 dedicated to the Code of Conduct, the Ethical Channel and supplier adhesion.

Compliance Committee

- Regular follow-up meetings have been held to monitor the model and propose continuous improvements.

Resources and procedures

- Review and update of the Compliance risk map.
- Launch of the new Code of Conduct for suppliers.

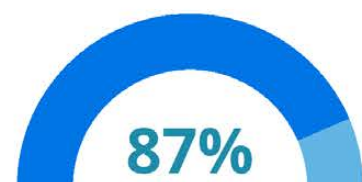
Ethics channel

- The ethics channel has remained active, accessible to all personnel.
- No complaints or reports of irregularities were received in 2024.





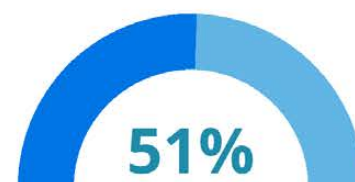
Key KPIs for 2024



Employees with ethics and Compliance System training

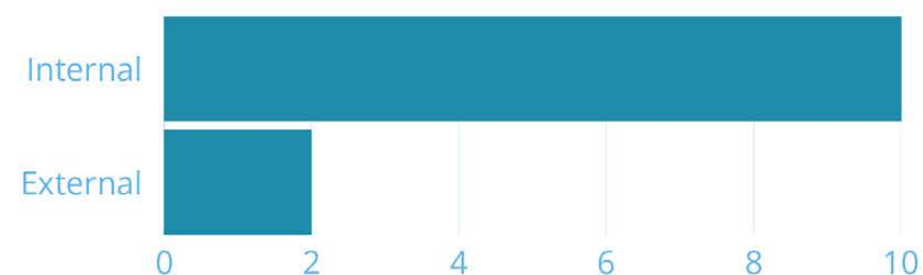


Employees with training on the harassment prevention protocol



Suppliers adhering to Emsa's Code of Conduct

Number of queries



0

Complaints received
Corruption incidents
Information security incidents



We Care about People

Social



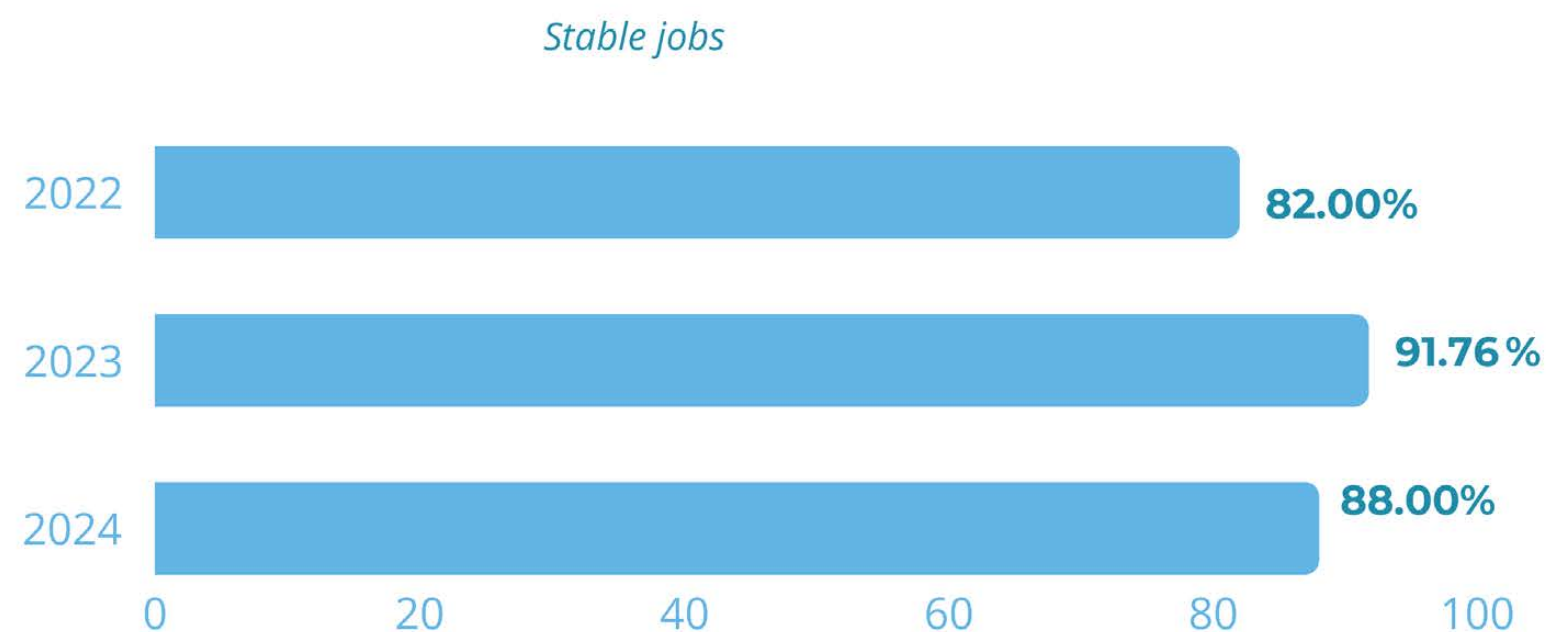


Labor practices and decent work

At Emsa, people are the most important value. We are committed to building a work environment based on stability, trust and professional development. Throughout 2024, we have continued to reinforce this commitment, aware that we still have room for further improvement.

Stable employment

Promoting permanent employment is one of our priorities. Most of our employees have stable contracts, reflecting our desire to generate long-term employment relationships.

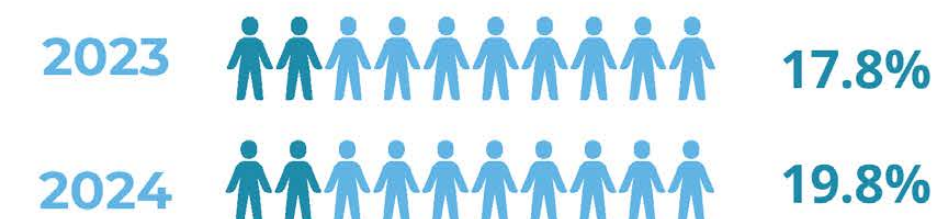


% of permanent contracts out of all contracts

Talent loyalty

Turnover has been influenced by the context of internal reorganization. Despite this, we remain focused on generating sustainable environments that reinforce talent retention.

Non-voluntary turnover rate



Voluntary turnover rate



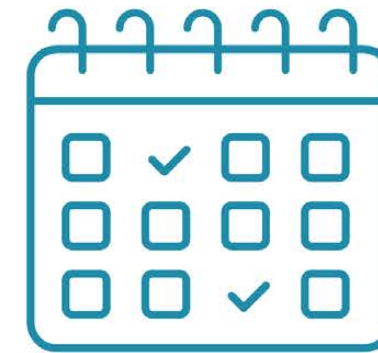
* Voluntary turnover rate: Calculated according to the formula recommended by the International Labor Organization (ILO), considering voluntary departures in relation to the average annual headcount.

* Non-voluntary turnover rate: Calculation considering non-voluntary departures with respect to the average annual workforce.



Average length of service

The average tenure at Emsa continues to increase. This indicator reinforces the stability of the team and our ability to offer a lasting professional project.



2024 result

2,422 days

2023 result

2,372 days

2025 target

2,500 days

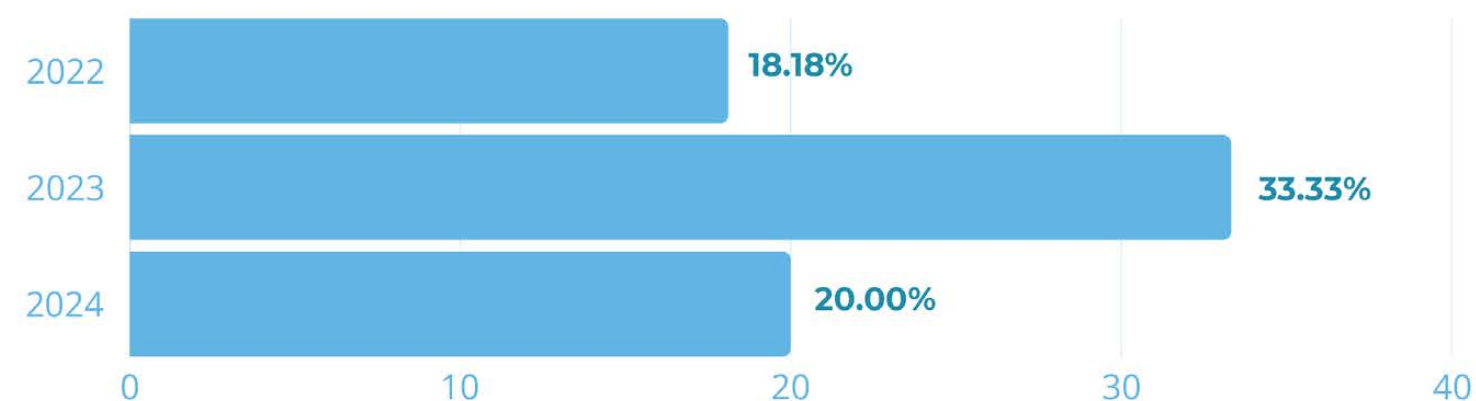
** seniority days per worker*



Internal promotion

We promote internal growth as part of our culture. This year, **20% of new positions were filled by people who were already part of the team.**

New hires that have been covered by internal promotions



Access to telework

We are committed to a flexible model, adapted to the nature of each position. The organization of the work is organized in two main types:

- **In-person:** aimed at functions that require physical activity in the plant or office, such as production and technical areas. It is organized with defined shifts and, when possible, flexible working hours schemes are applied.
- **Flexible teleworking:** for positions compatible with remote work, we offer an employment type that allows combining on-site days and teleworking according to individual and operational needs. At our headquarters, workspaces are rotated to facilitate this flexibility.





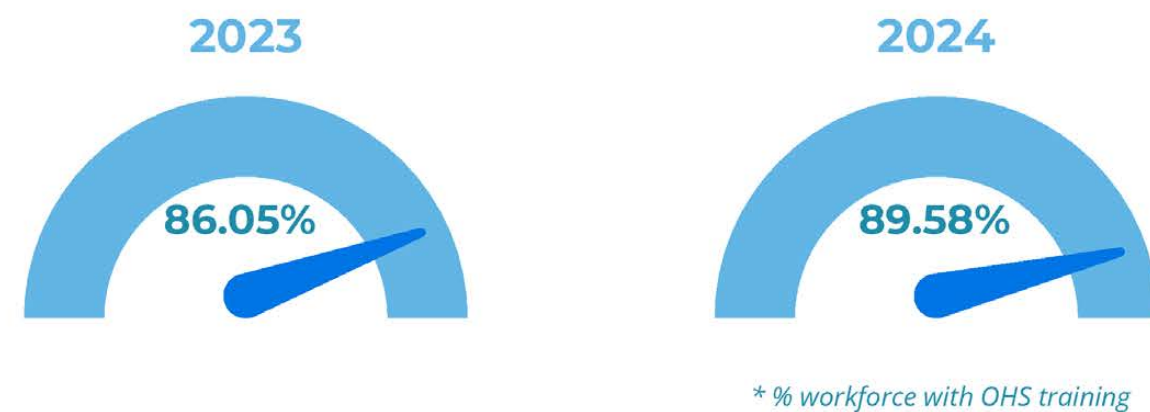
Health and wellness at work

The well-being of people is a priority at Emsa. Taking care of the physical, emotional and social health of the team is not only a corporate responsibility, but an essential part of our way of understanding the company. For this reason, we promote specific actions focused on prevention, healthy habits and the creation of a safe, humane and sustainable environment.

Occupational risk prevention training

Prevention training is a key tool for protecting people's health and building a shared safety culture. We keep the team's knowledge up to date so that each person can operate safely and responsibly in their work environment.

In 2024, **89.58% of the workforce** had received training in occupational risk prevention during the last five years, which is an improvement over the previous year and reinforces our commitment to continuous training in this area.





Healthy eating

In 2024, we consolidated our healthy eating program, which has now been implemented for three years. During the year, an average of **15 kg of fruit per employee** was distributed, promoting balanced nutrition in the work environment and reinforcing conscious eating habits.

15 kg of fruit per
employee in 2024



TALKUAL

Talkual is a social enterprise that fights against food waste through the commercialization of fruits and vegetables that do not meet the aesthetic standards of the market, but keep intact all their nutritional and quality properties.

Its model is based on three principles:

- 1. Food use:** they rescue fresh products that would otherwise be discarded due to its shape or size, thus avoiding waste.
- 2. Proximity and seasonality:** prioritizes local and seasonal produce, reducing the logistical impact and supporting the agricultural sector.
- 3. Social awareness:** promotes responsible and conscious consumption, educating consumers and companies about the real value of food.

The partnership with Talkual reinforces Emsa's commitment to sustainability, connecting internal well-being and environmental responsibility through a program that has a real and tangible impact.



Promotion of healthy lifestyle habits

Throughout 2024, we have promoted new initiatives that promote wellness from a holistic perspective, combining health, participation and team culture.

Rugby teambuilding

Along with the coaches from **Gòtics and QER Rugby Club**, we organized a day of practical training aimed at identifying learning applicable to the work environment.

Three key concepts were worked on through themed stations:

- **Moving forward:** progressing together towards common goals.
- **Pressure:** maintain focus and persistence.
- **Continuity:** adapt and keep moving forward despite the challenges.

The activity reinforced values such as cooperation, resilience and shared effort in a dynamic and participatory environment.



Health Ambassadors Program

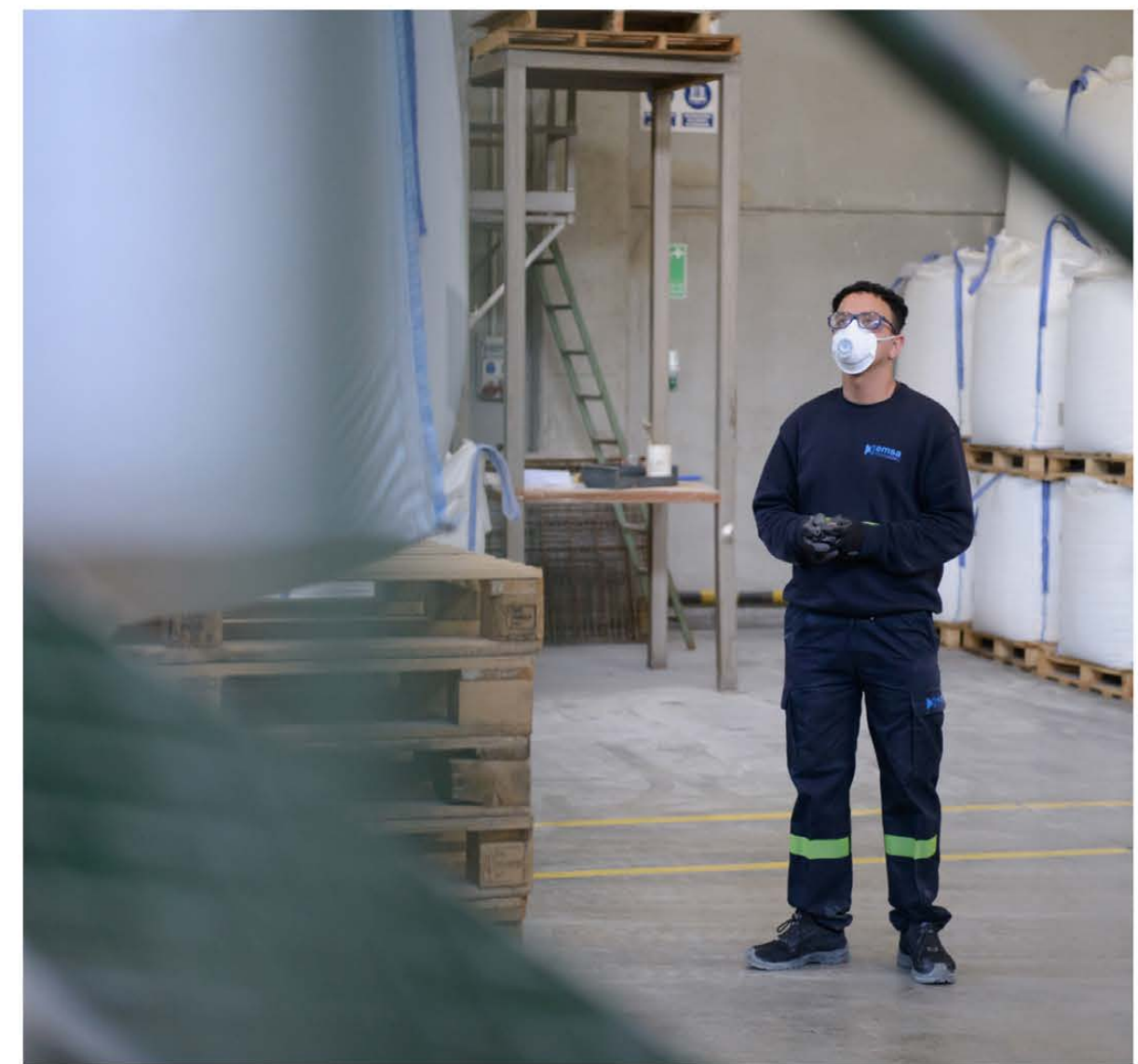
The team shares recipes, sports tips and self-care habits through the internal newsletter. This initiative reinforces the commitment to health from within the organization and fosters a culture where wellness is part of everyday life.



Occupational safety

Safety is part of the way we work. In 2024, we have achieved the goal of **zero work-related accidents** and **zero absenteeism due to incidents**, thanks to active prevention and the involvement of the entire team.

We maintain updated protocols and periodic controls that guarantee a safe environment, adapted to each position. The preventive culture is integrated at all levels of the organization and is applied naturally in daily operations.



Indicator	2023 result	2024 result
No. of accidents with sick leave/hours worked	0	0
No. of accidents without sick leave/hours worked	0.000013	0
Lost time injury frequency rate (LTI) ¹	0	0
Lost time injury severity rate (LTI) ²	0	0
No. of deaths / hours worked	0	0
Number of deaths due to occupational illness or disease	0	0
Number of cases of recordable occupational illnesses and diseases	0	0

**1 Lost time injury (LTI) frequency rate of direct workers = (total number of lost time injury events) x 1,000,000/total hours worked company-wide.*

**2 Lost time injury (LTI) severity rate (number of days lost due to injury) x 1000/total hours worked.*



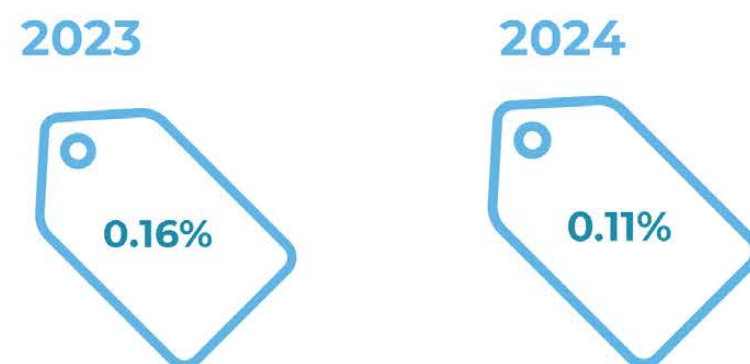
Product information and labeling requirements

We not only ensure regulatory compliance: we also make it easier for our customers—producers of intermediate and end products—to provide their consumers with **more reliable, clearer and safer information** about the products they use or consume. Our documentary and training work is key to ensuring this traceability.

Labeling control

In 2024, the percentage of incidents related to labeling was reduced to **0.11 % of tons sold**, reflecting the continuous improvement in our documentary controls.

Labeling incidents



* t. with labeling issues / t. sold

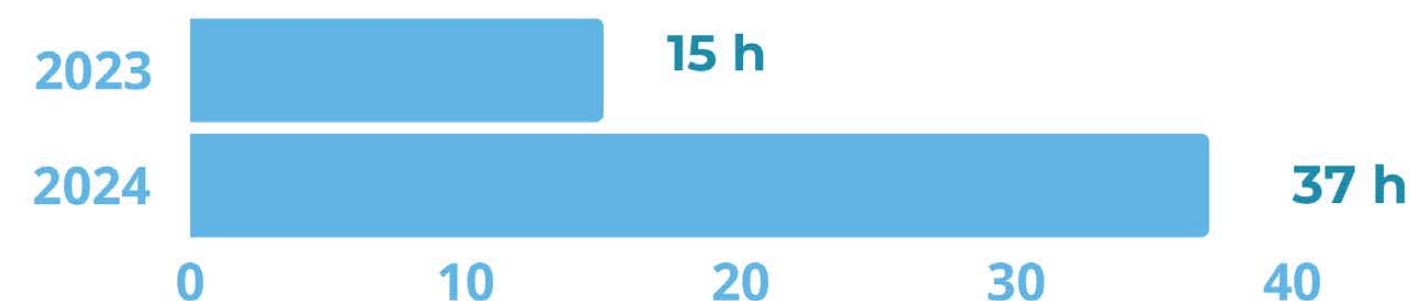
Material safety data sheet update

We have reached **100% of updated safety data sheets** in our system. This ensures that each product has the necessary documentation and complies with the legal requirements in force.



Technical training

At Emsa we are committed to training adapted to the real needs of each area. In 2024, we provided an average of 37 hours of training per employee, more than double the previous year. This training was designed to respond to the specific challenges and competencies of each department, reinforcing professional development and operational efficiency.



Average number of hours of training per employee during the year.



Sponsorships and contributions

We believe that commitment to people goes beyond the work environment. Through sponsorship, solidarity and direct action, we accompany those around us at key moments: promoting sports, collaborating with social causes and supporting those who need it most.

Donation to families affected by the DANA

In 2024, after the serious floods that affected several towns in the Valencian Community, we decided to take action. Thanks to the **charitable participation of the whole team**, we managed to raise **more than 7,000 euros**, which were delivered in full to **eight families from Algemesí and Massanassa**.

Among the beneficiaries are homes that were washed away by the water, families with children who had to abandon their homes, elderly people without support, and situations of total loss of furniture and stability. Through this initiative, we were able to provide a small boost to help them get a fresh start.

"We hope this assistance has brought some relief and hope to these families who have lost almost everything."

Jorge Grima
CEO of Emsa Tecnología Química





Oncotrail: kilometers that leave their mark

For the past four years, Emsa has been proud to sponsor the **KOMKABRES** team, which participates in the **Oncotrail**, a 100-kilometer charity relay race aimed at raising funds for the fight against cancer.

For the 2024 edition, **391,000 euros** were raised, all of which will be used to improve the quality of life of cancer patients and to finance research projects through the **Oncolliga Foundation**.

Each step was a tribute to those facing this disease and a collective contribution to the hope for a more dignified future for thousands of people.





Support for local rugby: Gòtics and QER

For years, Emsa has been collaborating with the development of rugby in Barcelona, sponsoring two emblematic clubs: **the Gòtics Rugby Club and the Químic Equip de Rugby (QER).**

Why do we sponsor these clubs?

Because we share essential values such as commitment, integrity, responsibility, respect, initiative and teamwork. In addition, both clubs promote **diversity, equal opportunity and inclusion**, fostering an environment that is accessible to people of all ages, genders and backgrounds.

Impact on the community:



Gòtics Rugby Club: more than 350 players, promoted women's rugby, inclusion programs for children at social risk.



QER: around 300 players, a strong commitment to youth and women's rugby, an inclusive environment with no socioeconomic barriers.

- **Union for equality:** both clubs have formed a joint women's rugby team to compete in a league, reinforcing their commitment to gender equality in sport.



We Care.

Sustainability Report | 2024



www.emsaquimica.com | emsaquimica@emsaquimica.com | T. +34 934 70 11 96

Carrer de Mestre Nicolau, nº19 - 8º, 08021, Barcelona