

STATEMENT OF **NON-FINANTIAL**
INFORMATION AND
Sustainability
Information
2025

INTERACTIVE NAVIGATION MENU



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1. INTRODUCTION

Since its creation, Solunion has continuously consolidated its commitment to transparency and its defence of a sustainable growth model that respects the environment.

Continuing with this commitment, Solunion presents its 2025 Non-Financial Information Statement and Sustainability Information formulated by its Board of Directors on March 19th, 2026.

Solunion publishes this Report so that its Stakeholders can consult the Company's performance in terms of sustainability during the 2025 financial year and obtain detailed information on its contribution to the Sustainable Development Goals of the United Nations 2030 Agenda, in accordance with the commitments undertaken by the Company.

In this way, Solunion responds to the growing demand from society in general, as well as its two shareholders, for companies to report in detail their performance in non-financial aspects, in the environmental, social and corporate governance areas (ESG/ASG: Environmental, Social, Governance/*Ambientales, Sociales y de Gobernanza*), understanding that a good performance in all of them is an essential factor for the long-term success of companies.



This 2025 Non-Financial Information Statement and Sustainability Information is part of the consolidated Management report of Solunion Seguros, Compañía Internacional de Seguros y Reaseguros, S.A. (hereinafter, “the Company” or “Solunion”) for the 2025 financial year and is subject to the legal criteria for approval, filing and publication. By issuing this Report, Solunion complies with the provisions of article 49 of the Commercial Code as amended by Law 11/2018, of 28 December, on non-financial information and diversity, which transposes Directive 2014/95/EU into Spanish law, reporting, with the detail required by said legislation, on environmental and social aspects, relating to the management of people, diversity, respect for human rights and the fight against corruption and bribery, describing, in particular, the risks, policies and results linked to all these issues.

The 2025 Statement of Non-Financial Information and Sustainability Information has been prepared following the reporting requirements and recommendations of the GRI (Global Reporting Initiative) Consolidated Set of Standards for Sustainability Reporting (Comprehensive option) and in accordance with the European Sustainability Reporting Standards (ESRS) published by the EFRAG in 2023 in development of the new European

Corporate Sustainability Reporting Directive (CSRD).

For ease of reading, the Report has been structured by theme rather than following the order of the respective indicators.

It has also been developed in line with the SDG Compass criteria of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

Finally, in order to facilitate access to all available information, throughout the Report we have included direct links to both the corporate website (<http://www.solunion.com>) and to other group websites and the official documents published therein.



2. LETTER FROM THE CEO

In recent years, the feeling of constant change and rapid evolution in both the global and local contexts has become part of our daily lives.

That is why not only adapting, but also anticipating what is to come, has gone from being an essential part of our business to becoming an obligation in order to remain a trusted partner, the benchmark for companies in their secure, profitable and sustainable growth.

2025 has been a good year for Solunion. This report provides a comprehensive overview of our activity, starting with our growth figures, but also covering the progress of our 2025-2027 Strategic Plan and, above all, the initiatives and actions we have carried out to continue creating value.

Because that is precisely what it is all about: we drive the profitable and sustainable growth of our customers, brokers, shareholders and other partners, without a doubt, and the growth of Solunion itself as a company, but we also have a responsibility and commitment to promote the socio-economic future, progress and well-being of people.

Following the roadmap set out in our 2025-2027 Strategic Plan, we have achieved important milestones that were part of the objectives set for this year. This includes innovation reflected in new services such as those offered by our Estratify platform, our desire for continuous improvement in the customer experience, advances in promoting the direct surety business in Latin America, which by early 2026 will already be a reality in Chile and Colombia, and our firm commitment to the talent of our people and a model that works to enhance their strengths. This has enabled us to strengthen our operational efficiency and competitive position, once again, in all our markets.

In 2025, we strengthened our position in Spain and in all the markets in which we operate in Latin America, achieving solid and sustainable results in a very difficult context. We therefore start 2026 from a position of strength that allows us to face new



challenges with ambition and prudence, confident that our strategic decisions are proving effective.

Solunion is a responsible company. This means that we maintain a firm commitment to sustainability and ethical behaviour, and we need to reflect this in all our initiatives. We are a company that listens in order to understand, that maintains a transparent attitude, open to dialogue and receptive to the demands of our environment. Because only in this way can we adapt our way of working and offer the best solutions, in products and services, and work with mutual trust.

Once again, we have been named a Top Employer in Spain, a recognition that reinforces our desire to go further every day to take care of our people and make Solunion the best place to work.

The Solunioners Solidarios (Solidarity Solunioners) have almost become a brand, a hallmark of Solunion. This year, more than 500 people have participated in almost 70 activities, providing help and hope where it is most needed. Allow me to take this opportunity to express my deepest gratitude for their generosity.

This 2025 Non-Financial and Sustainability Information Statement follows the international standards of the Global Reporting Initiative (GRI) and reflects, in all the activities and data mentioned, our desire to continue leading with purpose and a long-term vision for the future. Only in this way, and by working together, can we continue to build a company that is increasingly strong, innovative and responsible, capable of facing and anticipating any challenge, generating a positive impact for all.

Thank you very much for accompanying us on this journey.

José Ramón Alegre
CEO





3. About Solunion



1. PRESENCE AND AREAS OF ACTIVITY

GRI 2-1 / 2-6 / ESRS 2 SBM-1 p. 40 (a) i./ ESRS 2 SBM-1 p. 40 (a) ii.

Solunion is a company whose exclusive corporate purpose is the practice of insurance and reinsurance operations in the Credit and Surety branches, as well as other complementary, accessory or related activities, insofar as they are permitted by insurance legislation. We aspire to leadership in Spain and Latin America. With more than 7,000 clients, we have a presence in 16 countries, 658 employees, we manage risks in more than 50 countries, we have recovery capacity in more than 150 countries and our premium volume exceeds 349 million euros.

We seek to grow profitably, with a client-centric approach focus, offering technical and operational excellence, and innovative products and services tailored to our clients' needs, taking the best of our two shareholders: the risk management of the world leader in credit insurance, Allianz Trade, and the distribution network of the largest Spanish insurer in the world and the leading insurance group in Latin America, Mapfre.

We maintain a spirit of expansion, growth and constant evolution. Because the world changes and risks evolve, at Solunion we are constantly adapting. We want to differentiate ourselves from the competition by offering our clients and intermediaries a service of the highest quality.

We listen and analyse, in order to adapt our offer to what companies demand at all times.

We are a team of professionals with extensive experience in credit and surety insurance. We offer companies our commitment to excellence, to their secure growth, to their projects, to provide them with solutions that boost their business.

We are guided by ethical behaviour, based on integrity, aligned with our values and personality. We act in accordance with current legislation, following the provisions of the Compliance Function and generating value for society, with a social and sustainable spirit that is at the foundational basis of our shareholders.

We have an ambition. We want to be the benchmark partner in credit and surety insurance and innovative services associated with commercial risk management in Spain and Latin America.



For operational purposes, Solunion is established in Spain, Argentina, Chile, Colombia, México, Panama and Peru, and operates in the Credit branch through direct issuance in Spain, Chile, Colombia and Mexico, and through fronting agreements with its shareholders in Argentina, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Peru, the Dominican Republic and Uruguay.

In the surety business, the Company issues direct business in Spain, Colombia and Chile and acts as reinsurer in the rest of Latin America.

Solunion's structure in Latin America is divided into three regions:

Latam North Region

With headquarters and scope of activity in Mexico.

Central America and Caribbean region

With headquarters in Panama and activities in Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic.

Latam South Region

With headquarters in Colombia and activities in Argentina, Chile, Colombia, Ecuador, Paraguay, Peru and Uruguay.



In addition, we are part of the Allianz Trade Recovery and Risk Analysis network, which allows us to carry out debt collection activities in more than 150 countries and manage risks in almost any country in the world.

Our purpose

We combine experience with enthusiasm, risk with opportunities. We combine our team's knowledge in management and analysis, and their ability to predict, with the strengths of our clients and intermediaries, to boost their commercial development and help them grow safely.

We are a partner that truly understands where our clients want to go, we accompany them in the decision-making process, we protect them, and we are committed to driving them to achieve their goals.

We want to go together with our clients so that they achieve everything they set out to do.

We explore the best in everyone: Solunioners, mediators, clients, with rigour and precision, to go further.

Our positioning

We want to offer innovative and business-tailored solutions, so that our clients find a solid, secure and convincing way to achieve all their goals.

For Solunion, exploring means being enthusiastic about innovating, improving what already exists and looking for new opportunities to grow.

Standard-bearers for our track record and strengthened by our character, we are always looking ahead, opening up new opportunities and moving towards them together with our clients and mediators, and together with the market.

Because that is what we are looking for at Solunion: to mark a before and after as your travel companion.

Our position in the market

We have a direct presence in Spain, Argentina, Chile, Colombia, Mexico, Panama and Peru, and we offer our products and services through Mapfre in Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Perú, Dominican Republic and Uruguay

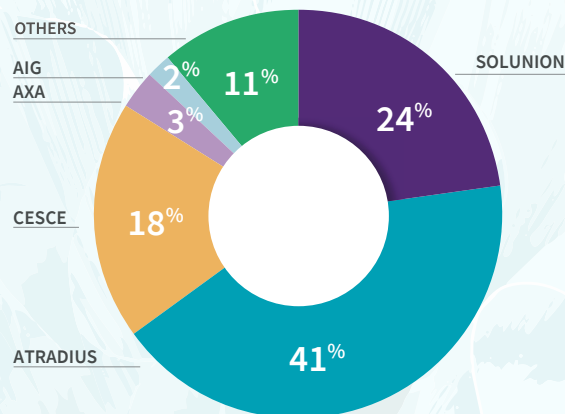
The shares and positioning in the key markets are as follows:



SPAIN

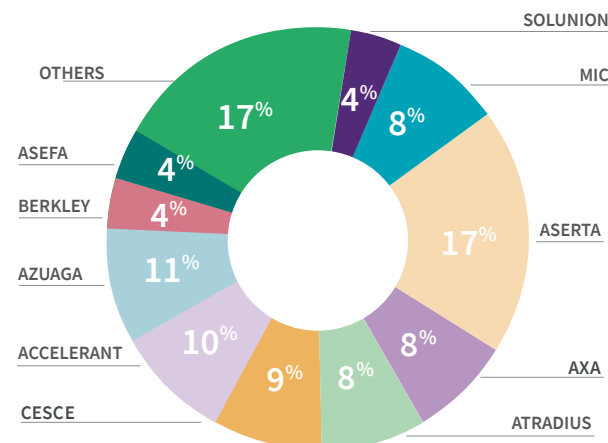
Credit market 781,5 M €

Data, ICEA. December 2025



SPAIN

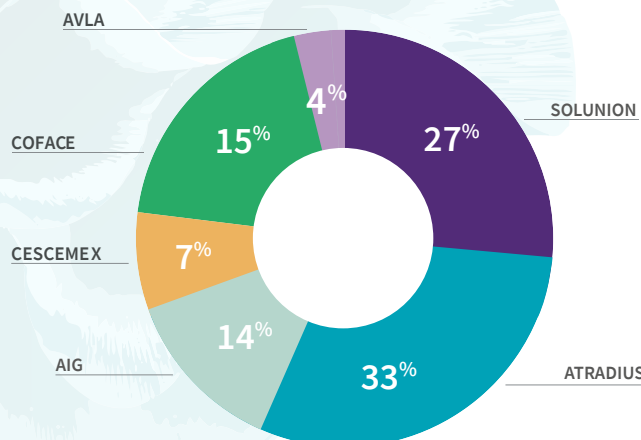
Surety market 288 M €



MEXICO

Credit market 119,9 M \$

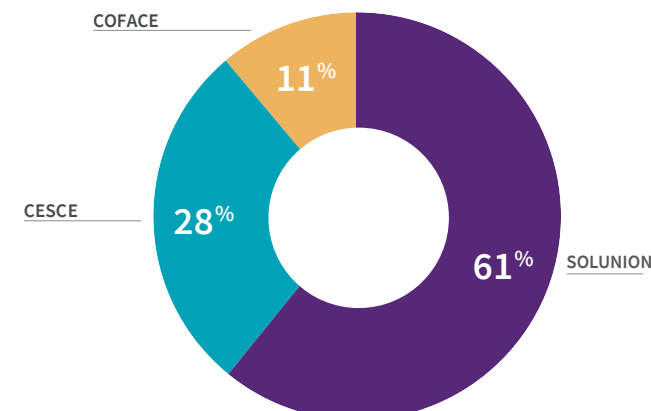
ALASECE, figures for June 2025 12 months.



COLOMBIA

Credit market 45,6 M \$

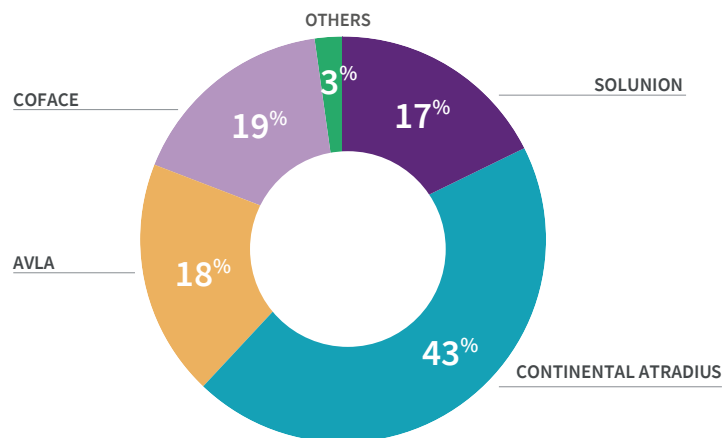
ALASECE, figures for June 2025 12 months.



CHILE

Credit market 93,4 M \$

ALASECE, figures for June 2025 12 months.

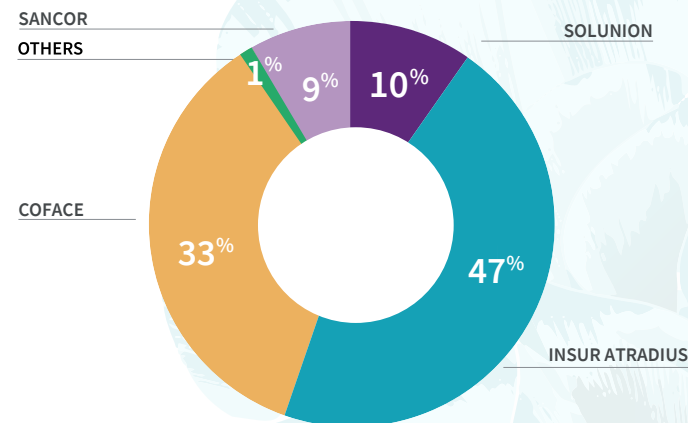


ARGENTINA

Credit market 36,9 M \$

Credit: ALASECE, figures for June 2025 12 months.

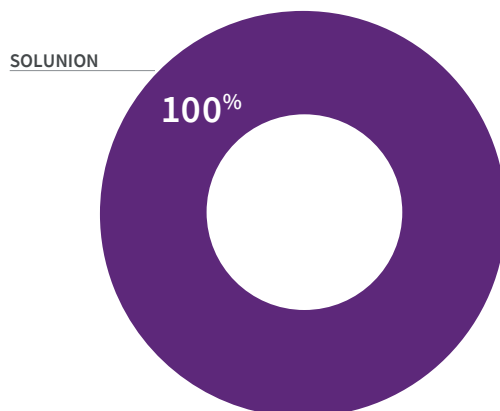
Fronting issuance through Allianz.



PANAMA

Credit market 2,2 M \$

Own figures. Fronting issuance through Mapfre.

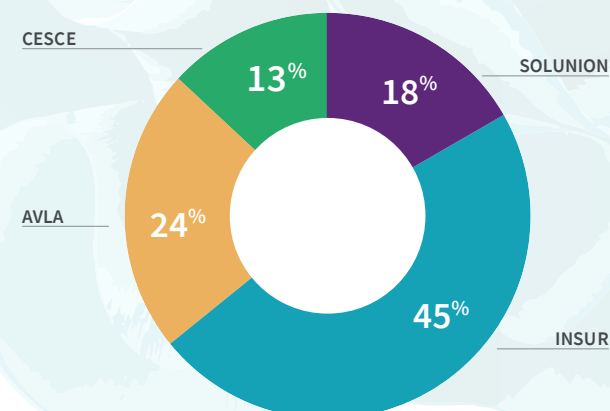


PERU

Credit market 22,4 M \$

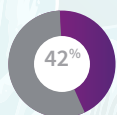
Credit: ALASECE, figures for June 2025 12 months.

Own figures. Fronting issuance through Mapfre.



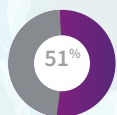
In addition to the Business Units mentioned above, we are **present in other Latin American countries**, and we expand our activities to all the markets in the region where our shareholder Mapfre is present.

The figures and market position in these countries are as follows:



Guatemala ***

Credit market 1,6 M \$



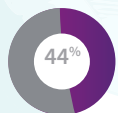
El Salvador **

Credit market 21,8 M \$



Costa Rica *

Credit market 1 M \$



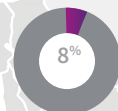
Uruguay *

Credit market 4,3 M \$



**Dominican Republic,
Nicaragua, Honduras *****

Credit market 0,5 M \$



Ecuador *

Credit market 16,6 M \$

*LatinInsurance, figures for September 2025 12 months.

**LatinInsurance, figures for June 2025 12 months.

***LatinInsurance ALASECE, figures for December 2020 12 months.

Fronting issuance through Mapfre.

2. KEY FIGURES

We are a solid group that is growing steadily in all markets.

+123

billion euros. This is the total value of the credit sales we insure.

412,7

million euros of turnover in 2025.

+50

million companies analysed, in a database with permanently updated information.

+7,000

customers trust us in all the countries in which we operate.

+50 countries

International presence through our shareholders.

Financial Strength Rating

A_M BEST
A Excellent

84%

of decisions in less than two working days.

A+ **S&P Global**
Ratings

+2,900

risk decisions per day.

ADECOSE

Best Credit Insurance Company in Spain according to the ADECOSE Barometer.

S solunion
SOMOS IMPULSO

International recovery networks (+150 countries) and risk analysis (1,500 analysts worldwide).

Our differential points

Experience and international presence

Our network of analysts works on the ground, with a local presence in the countries where our policyholders' debtors are located. We are constantly aware of and monitor the evolution of markets, companies and sectors of activity.

We provide expert, constantly updated information and share unique, advanced risk management technology to respond quickly and adapt to the needs of our policyholders.

International recovery capacity

We manage all the necessary steps for the recovery of unpaid receivables, with local service all over the world.

Flexible and innovative products

Simple to manage, adapted to each type of company and to the circumstances of a changing market.

Multi-channel distribution strategy

We distribute through different channels.

Our objective is to be the preferred partner of brokers, to intensify our distribution through the agency channel (Mapfre agents, Allianz agents, exclusive agents in Spain) and to continue developing the bancassurance channel with new distribution agreements..

Quality of service

The customer is everything and meeting their needs is the raison d'être of our solutions and services. We offer personalised and proactive attention and permanent access to policy information to our policyholders.

Our technology tools provide peace of mind and provides the agility we need to manage our products anytime, anywhere. We believe that technology is our best ally to boost our customers' business, and we rely on technology to anticipate possible unwanted situations.



Comprehensive online management of the policy.



Online monitoring of recovery and claims management.



Download receipts and invoices online.



Graphical analysis of the customer portfolio, grade curve.



Real-time information on the evolution on your risks and possible improvements in credit quality.

Expansion and growth

We focus our expansion and growth strategy on four areas:

With a multi-channel distribution strategy that involves boosting activity with each of the mediators (brokers, banks, agents) and increasing agreements with each channel in Latin America.

Channel expansion

Hand in hand with our shareholders, advancing in agreements to be present in a greater number of markets.

Expansion into new markets

Expansion in products and solutions

Flexible and innovative, for all types of companies. Sectoral products, by company size and risk volume, with the aim of being the company with the most versatile, complete and adaptable product portfolio for every need.

Expansion in systems

Both in information systems and in strategy for the application of new technologies in the service of risk management.

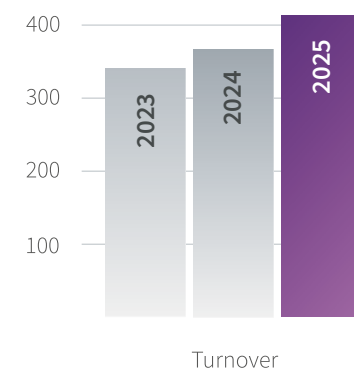
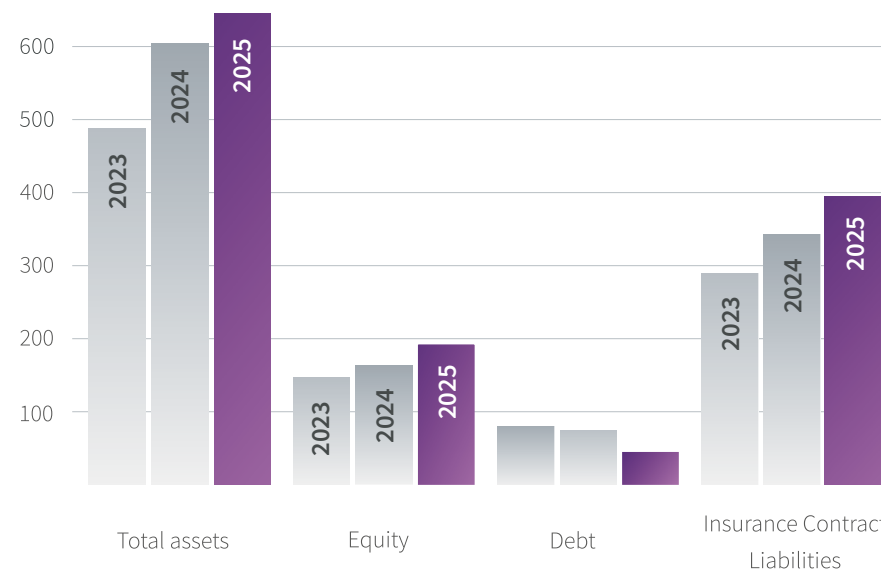
Turnover, equity and assets

GRI 201-1/ NEIS ES.SBM-4/ NEIS 2 SBM-1 40 b

The main figures relating to turnover, value of assets and liabilities, and composition of consolidated fixed assets are as follows:

CONCEPT (in thousands of €)	Dec-25	Dec-24	Dec-23	Var.% 25/24'
RESULTS				
Turnover	412,748	372,161	337,213	10.91%
BALANCE				
Total assets	646,970	605,669	591,722	6.82%
Equity	193,654	169,298	152,742	14.39%
Debt	41,718	80,103	84,718	-47.92%
Insurance Contract Liabilities	394,144	341,364	291,902	15.46%
RATIOS				
Claims Ratio	53.27%	53.00%	44.35%	0.27%
Expenditure Ratio	29.56%	29.31%	33.68%	0.25%
Combined Ratio	82.83%	82.31%	78.03%	0.52%

CONCEPT	Dec-24	Dec-23	Dec-22	Dec-21	Dec-20	Dec-19
SOLVENCY						
Solvency ratio	183.68%	176.1%	172.25%	172.5%	150.70%	168.40%



Net income

GRI 201-1

(in thousand of €)	2025	2024	2023	2022
Spain	20,420	15,27	9,067	7,721
Chile	1,027	382	1,326	1,549
Colombia	2,393	1,194	1,719	2,331
Mexico	894	583	417	1,006
Panama	418	309	219	64
Argentina	188	148	92	-254
Peru	386	347	-	-
	25,726	18,489	12,840	12,416

Employees - Our Solunioners

GRI 102-7

The Solunion Group has 658 Solunioners at the end of 2025, with the following breakdown by country:

	2025	2024	2023	2022	2021	2020	2019	2018
Spain	383	386	369	352	339	341	330	304
Mexico	89	89	87	84	85	82	75	72
Colombia	93	87	89	83	75	70	60	53
Chile	60	60	62	61	60	53	48	44
Argentina	10	10	9	64	10	9	10	10
Panama	16	17	12	9	7	7	-	-
Peru	7	7	-	-	-	-	-	-
Total	658	656	628	598	576	562	523	483

Lima office opened at 2024 and Panamá in 2020.



Corporate and governance structure, ownership and legal form

GRI 2-2 / 2-6

Solunion is a joint venture between the Allianz Trade and Mapfre Groups - each holding 50% of its share capital through the entities Euler Hermes Luxembourg Holding S.à.r.l. and Mapfre, S.A.-, respectively - which integrated in 2013 the Credit insurance and complementary services businesses of both Groups in

Spain and Latin America, and is the parent company of a set of companies dedicated to these activities in Argentina, Chile, Colombia, Panama, Peru, Spain and Mexico. In December 2017, the shareholders extended the scope of the agreement to include the joint development of surety insurance.

Mapfre is a global insurer with a presence on five continents and the leading multinational insurance group in Latin America, and Allianz Trade is the world's number one credit insurer and one of the leaders in surety and recovery. We have taken the best of each other to take care of our customers' business:



Mapfre is a leading multinational insurance and financial services company. A benchmark company in the Spanish market, it is the largest Spanish insurer in the world, the largest multinational insurer in Latin America and ranks sixth among the largest in Europe in terms of revenue. Mapfre has more than 30,000 employees and in 2025 its premiums exceeded €29.1 billion and its net profit stood at €1,079 billion.



Allianz Trade is the global leader in credit insurance and a recognised expert in the areas of surety, debt collection and political risk. Its proprietary intelligence network is based on instant access to data from 289 million companies.

Headquartered in Paris, Allianz Trade is present in more than 40 countries and has 5,900 employees. In 2025 its consolidated turnover was €4 billion, and its global insured transactions represented an exposure of €1,4 trillion. It has an AA financial strength rating from S&P.



**Allianz
Trade**



Regulatory framework

GRI 102-15 / 102-3

Solunion Seguros, Compañía Internacional de Seguros y Reaseguros, S.A. is a public limited company incorporated under Spanish law, whose sole corporate purpose is the practice of insurance and reinsurance operations in the Credit and Surety branches, as well as other complementary, accessory or related activities, insofar as they are permitted by insurance legislation.

The Company is considered a public interest entity, in accordance with article 3.5 of Law 22/2015, of 20 July, on the Auditing of Accounts, and is governed by the specific regulations on the regulation, supervision and solvency of insurance and reinsurance companies and complementary provisions, both Community and

national, the Capital Companies Act, its bylaws and other applicable provisions in force.

The Group's consolidated financial statements are prepared in accordance with International Financial Reporting Standards as adopted by the European Union (EU-IFRS).

On the other hand, all Solunion Group insurance companies are subject to the special regulations governing their activity in the different countries in which they operate.

Solunion's headquarters are in Madrid.

3. ECONOMIC ENVIRONMENT

GRI 102-15, 203-2

Chart source: *Mapfre Economics*

The year 2025 began marked by complex scenarios resulting from the policies implemented by the Trump administration, causing volatility and instability in both trade and international political relations, particularly impacted by the tariff plan promoted by the US Government as a means of pressure to balance its economic relations with the rest of the world.

Since the third quarter of 2025, risks have tended to stabilise as new trade agreements have been concluded, although global uncertainty persists due to various armed conflicts and geopolitical tensions, which have caused insolvency levels to continue to rise, accelerating in the latter part of the year.

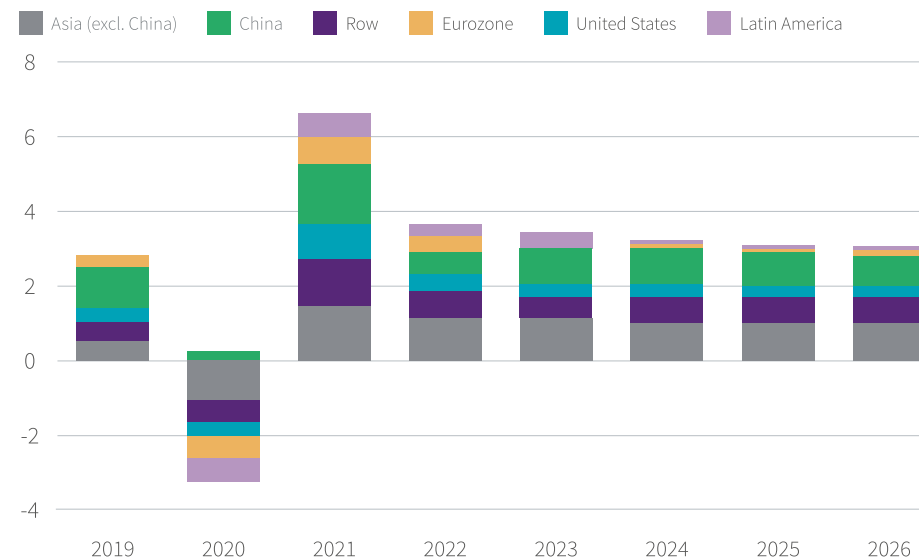
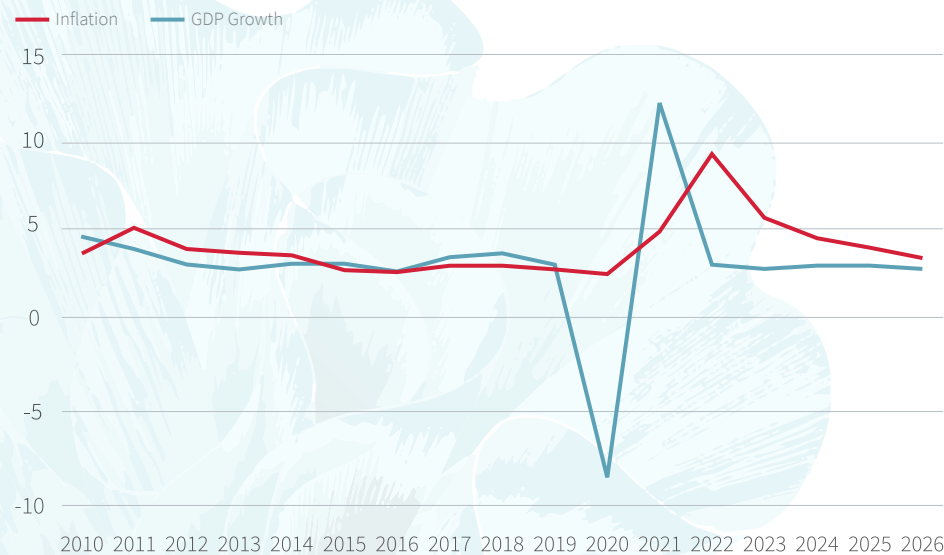
The beginning of 2026 is marked by new fronts in the political arena, such as the political situation in Venezuela and the unrest in Iran, as well as a shift in the fight against cartels in Mexico and Colombia, pressure for control of Greenland's resources, and, of course, the ongoing war between Ukraine and Russia. All of this points to global uncertainty and its impact on market volatility remaining high throughout the year.

In 2026, the greatest threats linked to the economic context will continue to be protectionist measures, which could be reintroduced as a means of exerting pressure; high levels of debt and global financial risk in a context where corporate margins are trending downwards; the possible rebound in inflation, mainly due to the energy component derived from oil prices; and finally, the AI sector as an emerging risk, although we would focus more on software or intangible aspects than on hardware such as components or semiconductors.

In this context, our global GDP growth forecasts for the baseline scenario for 2025 were revised from 2.6% at the beginning of the year to 3.1% due to the stabilisation of the global context in the second half of 2025. However, for 2026 we expect a slight decline in growth to 3.0%. This is mainly due to a further decline in GDP in the United States and some major emerging countries such as Mexico and Brazil.

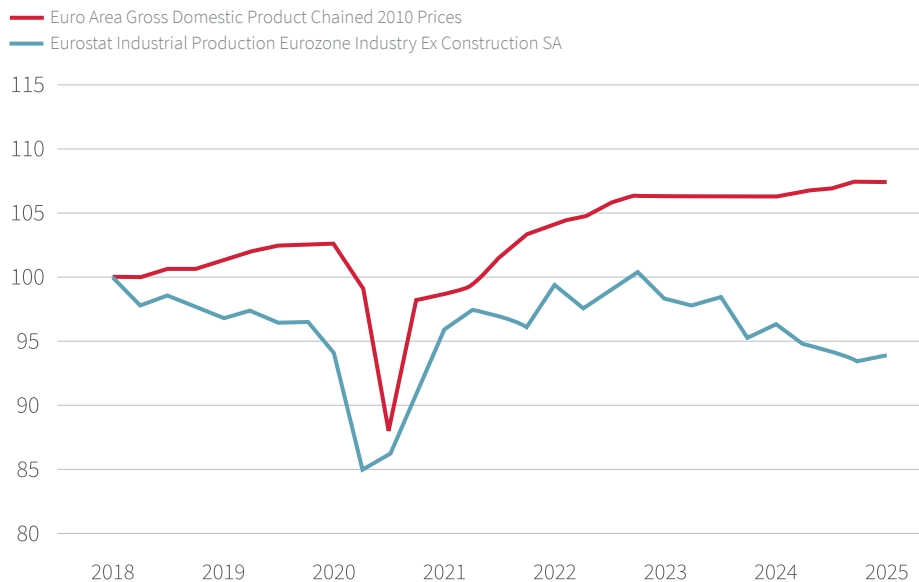
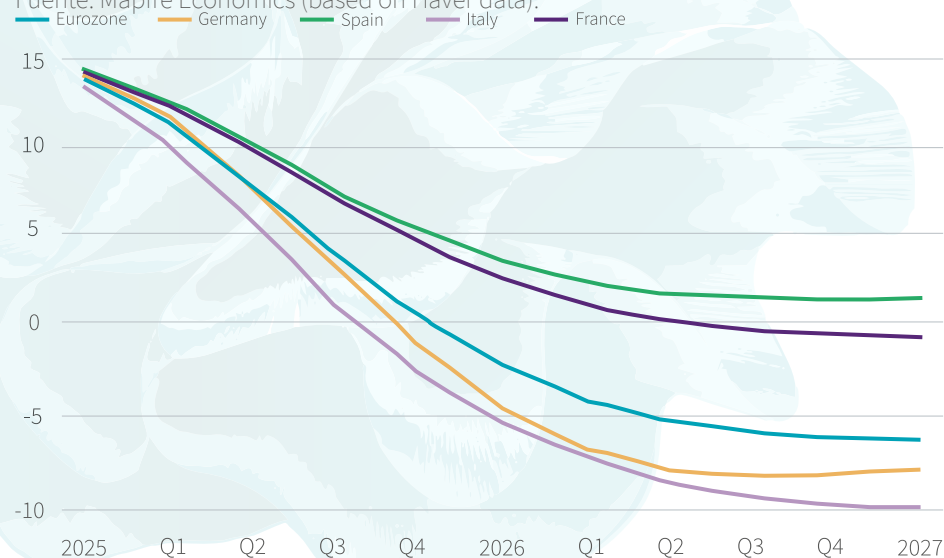
Inflation, meanwhile, is moderating, and our global outlook for 2025 is 3.5% and 3.0% for 2026, barring any unforeseen events.

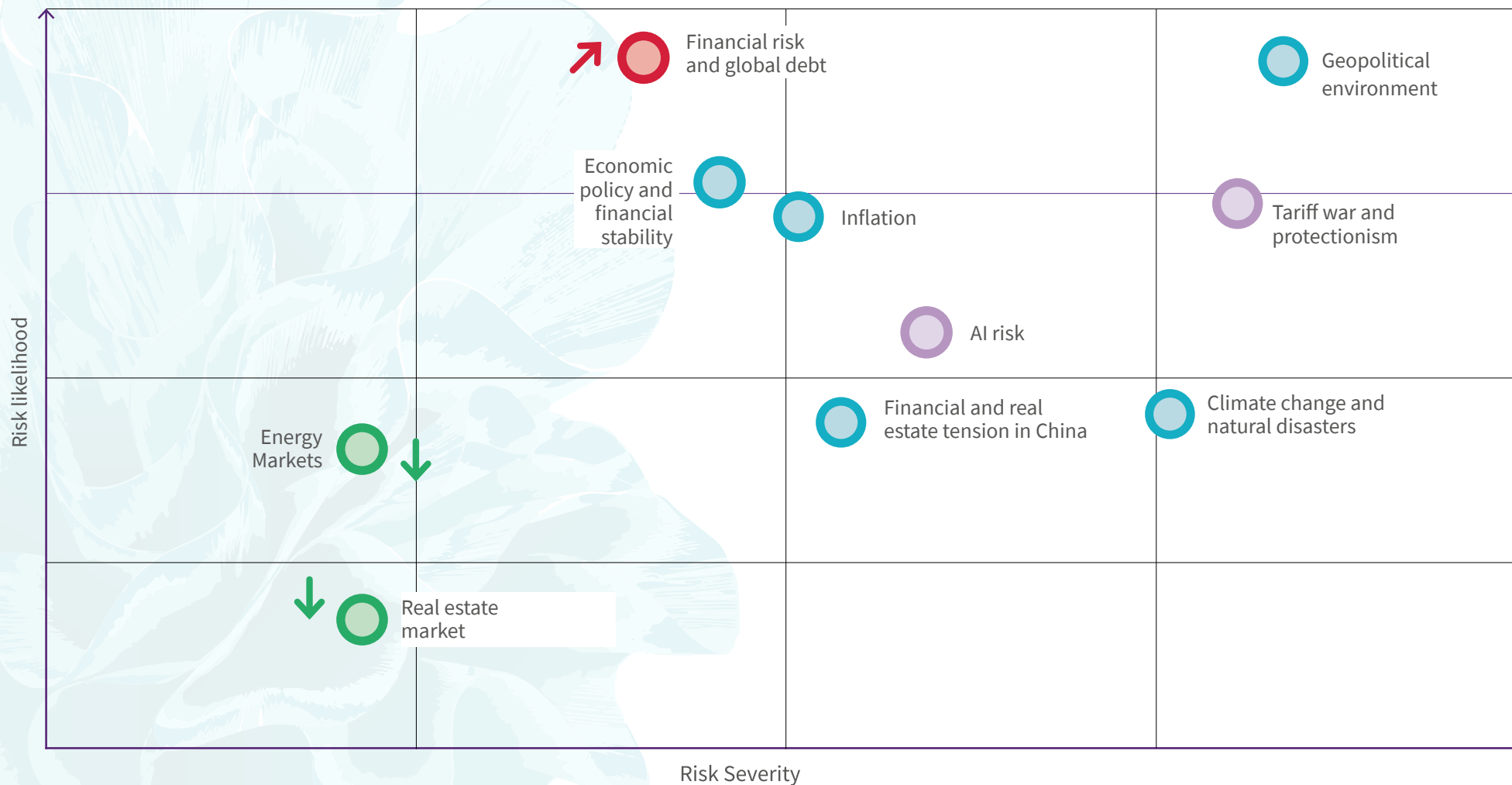




Eurozone: potential impact of Trump administration policies (percentage points of GDP; index 2018=100)

Fuente: Mapfre Economics (based on Haver data).





Risk with lower likelihood and/or severity compared to previous report

Risk with higher likelihood and/or severity compared to previous report

Risk unchanged from previous report

Emerging risk

Observed risk bias

Baseline and stressed scenarios: Gross Domestic Product (GDP)

(annual growth, %) ¹Eastern Europe.

Source: Mapfre Economics (with information from national statistical centers and IMF).

	Baseline Scenario (BS)						Stressed Scenario (SS)					
	2021	2022	2023	2024 ^(e)	2025 ^(f)	2026 ^(f)	2021	2022	2023	2024 ^(e)	2025 ^(f)	2026 ^(f)
United States	6.1	2.5	2.9	2.8	2.5	2.0	6.1	2.5	2.9	2.8	2.5	2.2
Eurozone	6.3	3.6	0.5	0.8	1.1	1.4	6.3	3.6	0.5	0.8	0.9	1.0
Germany	3.6	1.4	-0.1	-0.2	0.3	1.1	3.6	1.4	-0.1	-0.2	0.1	0.7
France	6.8	2.6	1.1	1.1	0.7	1.2	6.8	2.6	1.1	1.1	0.5	0.9
Italy	8.8	4.8	0.8	0.5	0.7	0.9	8.8	4.8	0.8	0.5	0.6	0.7
Spain	6.7	6.2	2.7	3.1	2.4	1.7	6.7	6.2	2.7	3.1	2.2	1.5
Portugal	5.6	7.0	2.5	1.6	1.8	2.1	5.6	7.0	2.5	1.6	1.8	1.6
United Kingdom	8.6	4.8	0.4	0.8	1.4	1.3	8.6	4.8	0.4	0.8	1.3	1.2
Japan	2.8	0.9	1.5	-0.2	1.2	0.8	2.8	0.9	1.5	-0.2	1.1	0.6
Emerging markets	7.0	4.0	4.4	4.0	3.3	3.2	7.0	4.0	4.4	4.0	3.0	2.8
Latin America	7.4	4.2	2.2	1.8	1.6	1.7	7.4	4.2	2.2	1.8	1.3	1.3
Mexico	6.3	3.7	3.3	1.5	1.1	1.5	6.3	3.7	3.3	1.5	0.5	0.7
Brasil	5.1	3.1	3.2	3.2	2.0	1.8	5.1	3.1	3.2	3.2	1.8	1.6
Argentina	10.4	5.3	-1.6	-2.3	3.4	3.1	10.4	5.3	-1.6	-2.3	3.3	2.9
Colombia	10.8	7.3	0.6	1.8	2.5	3.0	10.8	7.3	0.6	1.8	2.3	2.6
Chile	11.6	2.1	0.3	2.2	2.2	2.4	11.6	2.1	0.3	2.2	2.0	2.2
Peru	13.4	2.8	-0.4	3.1	2.8	2.9	13.4	2.8	-0.4	3.1	2.6	2.8
Emerging markets, Europe¹	7.1	0.6	3.3	3.2	2.2	2.5	7.1	0.6	3.3	3.2	2.2	2.5
Turkey	11.4	5.5	5.1	2.7	2.6	3.3	11.4	5.5	5.1	2.7	2.5	3.0
Asia Pacific	7.7	4.4	5.7	4.8	4.4	4.1	7.7	4.4	5.7	4.8	4.1	3.8
China	8.5	3.0	5.2	4.8	4.3	4.0	8.5	3.0	5.2	4.8	4.0	3.6
Indonesia	3.7	5.3	5.0	5.0	4.9	5.0	3.7	5.3	5.0	5.0	4.8	4.8
Global	6.6	3.6	3.3	3.2	3.1	3.0	6.6	3.6	3.3	3.2	2.9	2.8

Baseline and stressed scenarios: Inflation

(% a/a, media). ¹East Europe ²Ex Argentina.

Source: Mapfre Economics (with information from national statistical centers and IMF).

	Baseline Scenario (BS)						Stressed Scenario (SS)					
	2021	2022	2023	2024 ^(e)	2025 ^(f)	2026 ^(f)	2021	2022	2023	2024 ^(e)	2025 ^(f)	2026 ^(f)
United States	4.7	8.0	4.1	3.0	2.9	2.6	4.7	8.0	4.1	3.0	3.0	3.2
Eurozone	2.6	8.4	5.4	2.4	2.3	1.7	2.6	8.4	5.4	2.4	2.5	2.0
Germany	3.1	6.9	5.9	2.3	2.2	1.8	3.1	6.9	5.9	2.3	2.2	1.9
France	1.6	5.2	4.9	2.0	1.7	1.8	1.6	5.2	4.9	2.0	1.9	2.0
Italy	1.9	8.2	5.6	1.0	1.9	1.7	1.9	8.2	5.6	1.0	2.0	1.9
Spain	3.1	8.4	3.5	2.8	2.5	1.9	3.1	8.4	3.5	2.8	2.6	2.1
Portugal	1.3	7.8	4.3	2.4	2.1	1.9	1.3	7.8	4.3	2.4	1.9	1.8
United Kingdom	2.6	9.1	7.3	2.6	2.6	2.3	2.6	9.1	7.3	2.6	2.7	2.6
Japan	-0.2	2.5	3.3	2.6	2.0	1.8	-0.2	2.5	3.3	2.6	2.0	1.9
Emerging markets	5.8	9.6	8.1	5.9	4.5	3.8	5.8	9.6	8.1	5.9	4.8	4.3
Latin America	9.9	14.2	14.8	9.0	8.6	8.0	9.9	14.2	14.8	9.0	8.8	8.1
Mexico	5.7	7.9	5.5	4.7	3.9	3.7	5.7	7.9	5.5	4.7	3.8	3.7
Brasil	8.3	9.3	4.6	4.4	4.9	4.2	8.3	9.3	4.6	4.4	5.1	4.4
Argentina	48.4	72.4	133.5	219.8	46.7	26.0	48.4	72.4	133.5	219.8	52.0	31.0
Colombia	3.5	10.2	11.7	6.6	4.5	3.5	3.5	10.2	11.7	6.6	4.9	3.8
Chile	4.5	11.6	7.3	3.9	4.2	3.2	4.5	11.6	7.2	3.9	4.5	3.8
Peru	4.0	7.9	6.3	2.4	2.1	2.4	4.0	7.9	6.3	2.4	2.6	2.5
Emerging markets, Europe¹	9.0	25.2	17.1	16.9	11.1	7.3	9.0	25.2	17.1	16.9	11.1	7.3
Turkey	19.6	72.3	53.9	58.5	31.8	18.8	19.6	72.3	53.9	58.5	35.0	20.0
Asia Pacific	2.3	3.9	2.4	0.5	0.9	1.4	2.3	3.9	2.4	0.5	1.0	2.0
China	0.9	2.0	0.2	0.2	0.7	1.3	0.9	2.0	0.2	0.2	0.9	1.9
Indonesia	1.6	4.1	3.7	2.3	2.4	2.5	1.6	4.1	3.7	2.3	2.6	2.8
Global	3.3	4.7	8.6	4.2	3.5	3.0	3.3	4.7	8.6	4.2	3.7	3.5

4. GENERAL INFORMATION ON THE GOVERNANCE SYSTEM

Corporate Governance

GRI 2-1; 2-9 / 2-12; ESRs 2 GOV-1 p. 22 (a)/ ESRs 2 GOV-1 p. 22 (b)/ ESRs 2 GOV-1 p. 22 (c)/ ESRs 2 GOV-1 p. 22 (c)i. / ESRs 2 GOV-1 p. 22 (c) ii./ ESRs 2 GOV-1 p. 22 (c) iii. / ESRs 2 GOV-1 p. 22 (d)/ ESRs 2 GOV-1 p. 23/ ESRs 2 GOV-1 p. 23 (a)/ ESRs 2 GOV-2 p. 26 (a)/ ESRs 2 GOV-2 p.26 (b)/ ESRs GOV-5 / ESRs 2 GOV-4

The Solunion Group's governance system aims to ensure its sound and prudent management, under a common operational and organisational model for the Group that establishes hierarchical and functional reporting lines, a common risk management governance structure, Key Functions and written Corporate Governance Policies, including the fit and proper requirements to be met by Directors, Officers and Key Functions.

This system is reviewed periodically to ensure that its structure is the most appropriate for guaranteeing the sound and prudent management of Solunion.

Operational scheme consisting of three levels

Shareholders

Integrate the General Meeting, the highest governing body of Solunion, and appoints the members of the Board of Directors.

General principles of relationship defined in JV agreements.

Holding

Strategic steering of all BUs and target setting.

Support growth initiatives.

Functional directives and steering.

Get involved in key operational topics.

Act as service provider for BUs.



Business Units

Responsible for local operations.

Translate directives into operational tasks.

Ensure the implementation of functional tasks.

Responsibility of day-to-day operations/gross technical result.

Organisational structure built according to a Target Operating Model (TOM)

2

Governance Bodies General View.

Meetings for taking decisions.

General Meeting.

Supervision Committee.

Board of Directors.

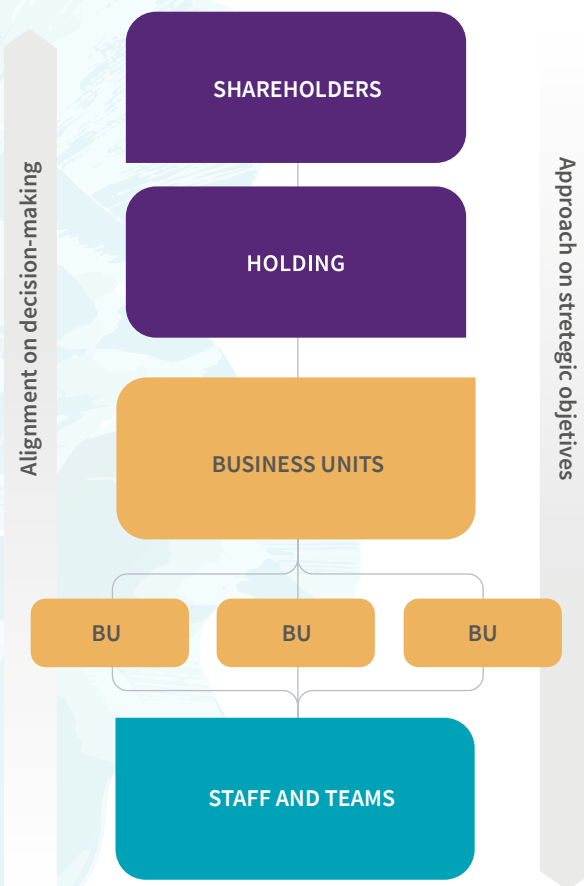
Audit & Compliance Commission..

Investment Committee.

Nomination and Compensation
Committee.

Management Committee.

Local Management Committees.



1

Organisational Set-up.

Governance Principles between Shareholders / Holding / Business Units

Functions & responsibilities

3

Engagement and Government rules, Matrix of Authorities.

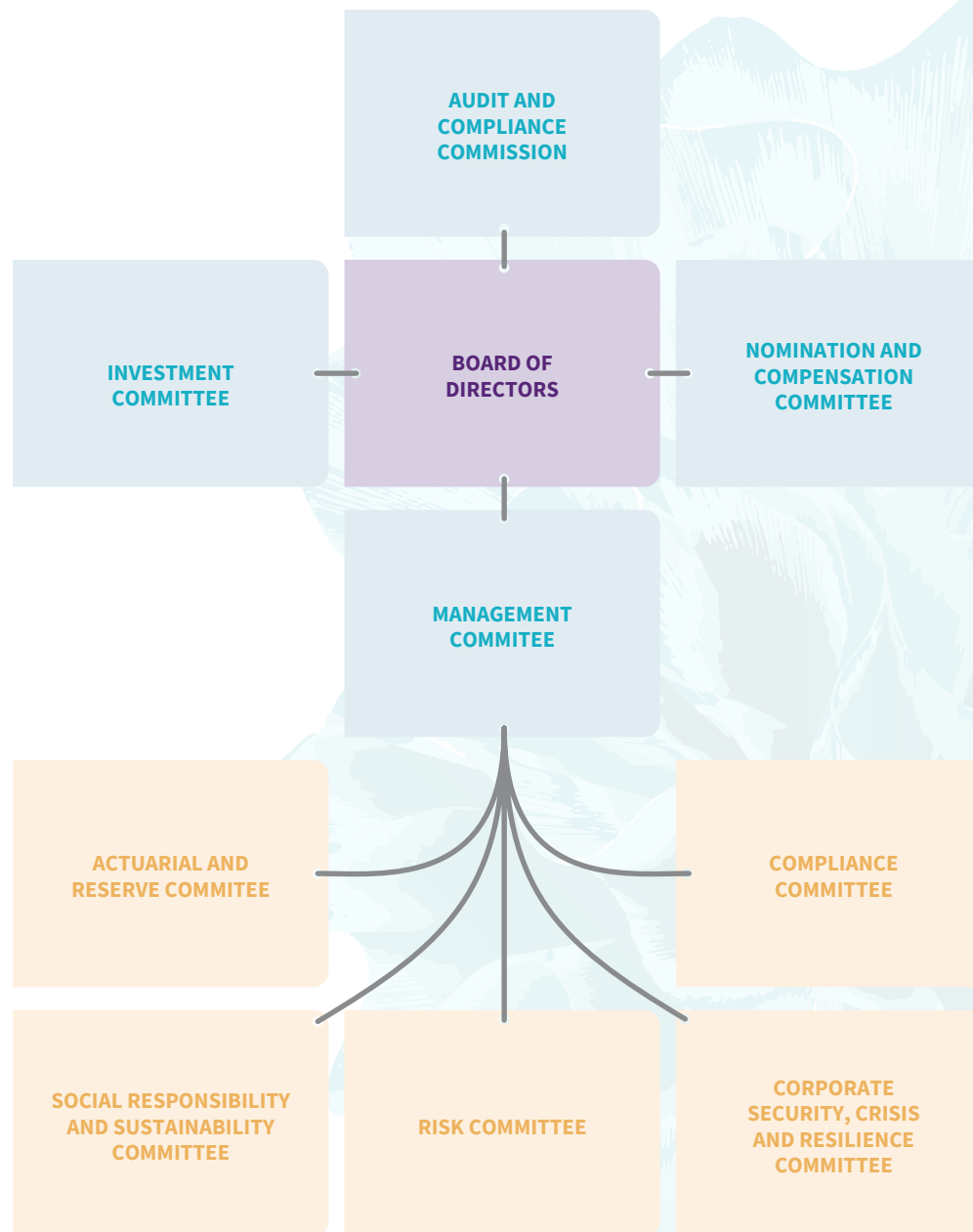
4

Organizational Scheme.

They help to implant the strategy.

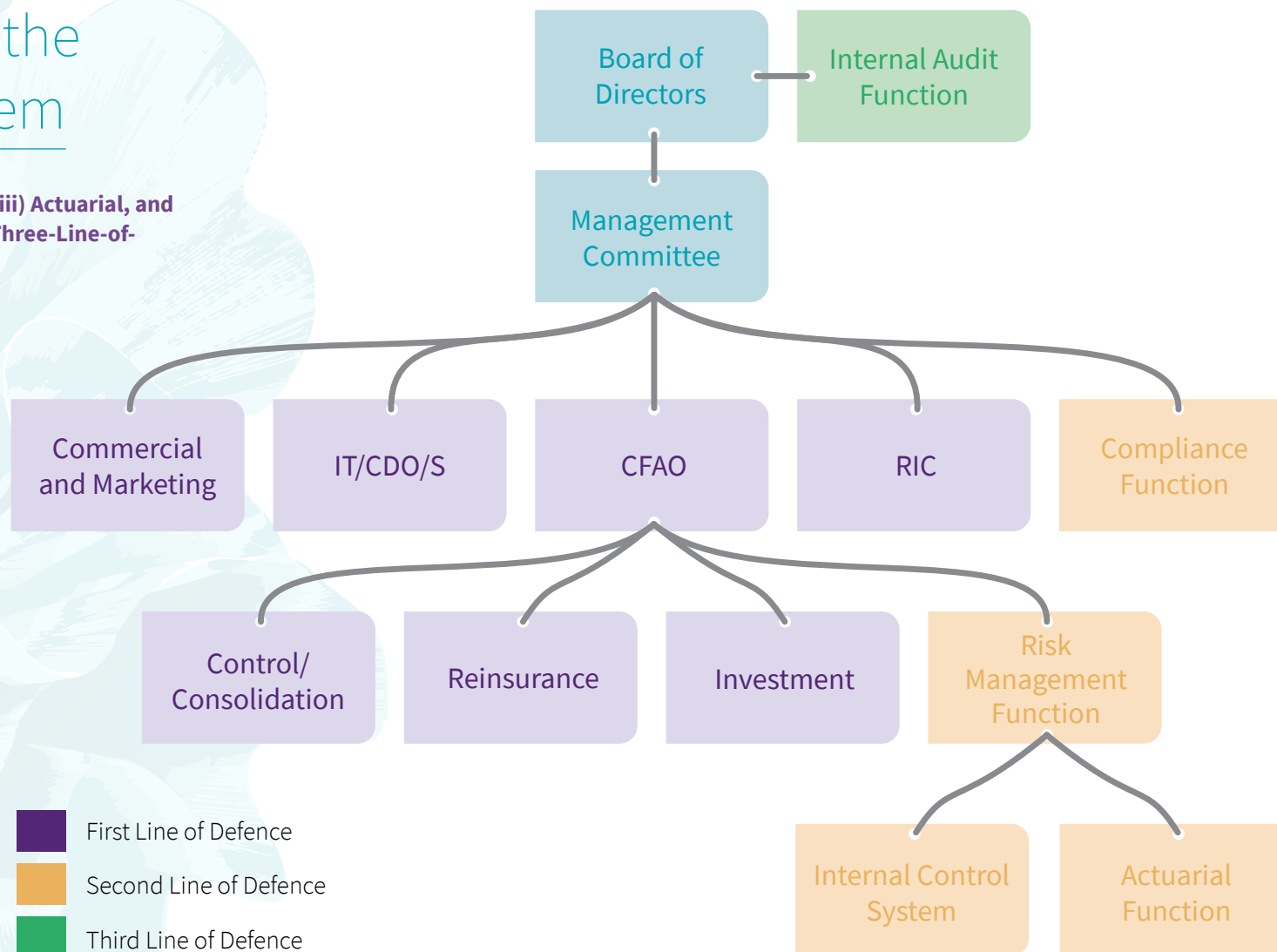
Common risk management governance structure for Solunion

ESRS 2 GOV-1 p. 22 (b)/ ESRS ES. SBM-4



Key functions of the governance system

(i) Risk Management, (ii) Compliance, (iii) Actuarial, and (iv) Audit, which are integrated into a Three-Line-of-Defence system.



- First Line of Defence
- Second Line of Defence
- Third Line of Defence

Written corporate governance policies

Code of Ethics and Conduct	Internal Audit Policy	Commercial and Marketing Subscription Policy
Code of Good Governance	Compensations Policy	Capital Management Policy
Risk Management Policy	Fit and Proper Policy	Surety Policy
ORSA Policy	Business Continuity Policy	Social Responsibility and Sustainability Policy
Investment and Liquidity Risk Management Policy	Reinsurance Policy	Data Quality and Governance Policy
Actuarial Function Policy	Solvency Capital Requirement and Asset and Liability Valuation Process Policy	Corporate Security Policy
Compliance Policy	Policy on the Constitution of Technical Provisions	Information Security and Cybersecurity Policy
Internal Control Framework and Operational Risk	Policy on the Provision of Information for Monitoring and Public Disclosure Purposes	Risk Appetite Framework
Outsourcing Policy	RICC Risk Underwriting Policy	Information and Communication Technologies (ICT) Risk Management Framework

Adaptation of the local administrative and representative bodies of the Solunion entities in Latin America to the regulations of their respective countries.

Solunion's Directors, managers and those who perform Key Functions of Solunion must be persons of recognised business and professional integrity and possess appropriate knowledge and experience to enable the sound and prudent management of Solunion, as set out in Solunion's Fit and Proper Policy.

GOVERNMENT BODIES

GRI 2-9; 2-12; 405-1 / ESRS 2 GOV-1 p. 21 (a) / ESRS 2 GOV-1 p. 21 (c) / ESRS 2 GOV-1 p. 21 (d) / ESRS 2 GOV-1 p. 21 (e) / ESRS GOV-1 p. 22 (a) / ESRS 2 GOV-1 p. 22 (b) / ESRS 2 GOV-1 p. 22 (c)

Solunion's governing bodies are governed by the shareholders' agreement signed by the shareholders, the Articles of Association and the mandatory rules established in the legislation applicable to each of the Group's companies.

The **General Meeting** is the highest governing body comprising its shareholders and is empowered to decide on any matter relating to Solunion. It may give instructions to the Company's management body or submit for its authorisation the adoption by such body of decisions or resolutions on management matters relating to Solunion.

The **Supervisory Committee** is the non-executive body through which the shareholders of the Solunion Group: (i) are regularly informed by the Chief Executive Officer (CEO) on the financial data, the situation in the areas of Commercial and Risk, Information and Claims, and the most important matters of Solunion; and (ii) issue guidelines on management matters submitted for their consideration, to be submitted for approval by the relevant governance bodies as appropriate.

It is composed of the Chairman and the Vice-Chairman of Solunion as representatives of the shareholders.

The **Board of Directors** is the body responsible for directing, administering and representing the Company, as well as supervising the performance of Solunion's management for the common purpose of promoting the Company's interests. It has full powers of representation, disposition and management, its acts are binding on the Company, except in matters attributed to the General Shareholders' Meeting, and it appoints and removes the members of the Company's Committees, including the Management Committee.

It is composed of an even number of between six and twelve directors as determined by the General Meeting,

and elects from among its members a chairman and a vice-chairman and appoints a secretary, who may be a non-director. The members of the Board of Directors must meet the requirements of Solunion's Fit and Proper Policy, are appointed for a term of three years and are eligible for re-election until they reach the age of 70, and their duties are set out in Solunion's Code of Good Governance.

The position of director is remunerated, and the remuneration consists of a fixed allowance for membership of the Board of Directors and, if applicable, of the Committees, under the conditions established by the General Meeting. Directors who hold executive positions or functions in the Company or in the Groups of its shareholders are excluded from the remuneration system.

The maximum gross annual remuneration for all directors in this capacity has been set at €88,000, of which €38,000 corresponds to membership of the Board of Directors and €12,000 to the chairmanship of the Audit and Compliance Committee.

As of 31 December 2025, the Board of Directors consisted of eight members, who together possess knowledge, qualifications and experience in relation to, among others, the following subjects: insurance and financial market, business strategy and business model, governance, financial and actuarial analysis and regulatory framework:

Board of Directors

Wilfried Verstraete

Chairman

José Manuel Inchausti

Vice-President

Anil Berry

Member

Fabrice Desnos

Member

Javier del Rio

Member

Bosco Francoy Olagüe

Member

Véronique Bolland

Independent member

Carlos Mas Ivars

Independent member

Emilio Gadea Muñoz

Non-Director Secretary

Geographical and cultural diversity is present in the Board of Directors, which includes four nationalities: Belgian, British, Spanish, and French.

Committees supporting the Board of Directors

The Board of Directors has support committees to deal with certain management issues relating to: Audit and Compliance, Investments, and Nomination and Compensation.

Audit and Compliance Committee

It advises and makes recommendations to the Board of Directors on: (a) the preparation of the financial statements, (b) the appointment of statutory auditors and independent experts and the performance of their duties, (c) financial reporting and policy processes, (d) the operations and functions of Internal Audit, (e) the organisation and effectiveness of internal control and risk management systems, (f) oversight of the performance of Solunion's Key Functions, and (g) compliance matters, including the identification and assessment of compliance risk, and the prevention and correction of illegal or fraudulent conduct.

It consists of three members of the Board of Directors, two of whom shall be independent directors, chosen on the basis of their financial or accounting experience, and one of whom shall be appointed on the basis of his or her knowledge and experience in accounting and/or auditing. They shall be elected for a term of three years and a chairman, who must be an independent director, shall be appointed from among the members. The secretary shall be the secretary of the Board of Directors.

It has the status of Audit Committee for the purposes of the provisions of the Third Additional Provision of Act 22/2015 on the Audit of Accounts.

Investment Committee

It provides guidance on all aspects of financial asset management and advises and issues recommendations to the Board of Directors on financial investment matters.

It is composed of four members of the Governing Board elected for a term of three years, from which a Chairman and a Vice-Chairman shall be appointed.

Nomination and Compensation Committee

ESRS 2 GOV-3 p. 29 (e)

It coordinates the development of Solunion's Compensation and Nomination Policy and advises and makes recommendations to the Board of Directors on remuneration and benefits matters relating to Solunion's senior management and on matters relating to: (i) the scope of governance, (ii) the recruitment and selection of candidates for key executive and key function positions, (iii) remuneration policies and plans, and (iv) annual allocation and pay programmes.

It is composed of four members of the Governing Board elected for a term of three years, from which a Chairman and a Vice-Chairman shall be appointed.

GOVERNANCE

The scope of governance

SELECTION

The recruitment and selection of candidates for key executive and key function positions

REMUNERATION

Remuneration policies and plans

ALLOCATION AND PAY

Annual allocation and pay programmes



General Direction of Solunion and Management Committee

The **General Manager (CEO) of Solunion** is responsible for the day-to-day management of the company's global operations in strategic, operational and coordination aspects, for supervising the management of Solunion's Business Units and fronting activities, for encouraging global corporate projects.

The **Solunion Management Committee** assists Solunion's CEO in supervising the management of the Business Units and fronting activities and in the day-to-day effective management of Solunion's global operations in their strategic, operational and coordination aspects.

The appointment of the members of the Management Committee, who must meet the requirements set out in Solunion's Fit and Proper Policy, shall be made by the Board of Directors, following a favourable report from the Nomination and Compensation Committee.

CEO of Solunion

Chairs the committee

Full members (with voting rights)

Corporate Director of Risk, Information, Claims & Collections

Corporate CFA

Corporate Director of Commercial and Marketing

Corporate Director of Operations (CCO)



Permanent guests (without voting rights)

Corporate Director of Communication

Corporate Director of People, Sustainability, Procurement and Strategy

Corporate Director of Legal & Compliance

Corporate Director of Internal Audit

Allianz Trade for Multinationals Director in the Solunion Region

Director of Corporate Affairs

Committees Supporting the Group Management Committee

In the performance of its risk management governance duties, the Company's Management Committee will be supported by the Risk, Actuarial and Reserves, Social Responsibility and Sustainability, Security, Crisis & Resilience and Compliance Committees.

Risk Committee

Responsible for collecting and analysing information on the risk management system, and in particular compliance with the Risk Appetite, and is composed of the full members of the Management Committee, the Head of the Function Group's Actuarial Department (without voting rights) and the Head of Risk Management Function (without voting rights).

Actuarial and Reserves Committee

Supports the Management Committee in the performance of its duties relating to the governance of Solunion's risk management in the area of the Actuarial Function, and is composed of the full members of the Management Committee, the Head of the Risk Management Function (without voting rights) and the Head of the Group's Actuarial Function (without voting rights).

It is responsible for all matters pertaining to the Actuarial Function not covered by other specific bodies and is responsible for verifying the results of the coordination of mathematical, actuarial, statistical and financial calculations actuarial, statistical and financial calculations used to specify the technical provisions used in calculating the capital requirements of insurance companies and which contribute to obtaining the technical result and achieving the desired levels of solvency for the Company.

Compliance Committee

Responsible for verifying the functioning of the Compliance Function, ensuring the correct application of the general principles and guidelines for action in compliance matters within the Group and providing support in this area to the Group Compliance Officer, and is made up of the full members of the Management Committee, the Corporate Director of People, Sustainability, Procurement and Strategy, the Director of Corporate Affairs and the Head of the Group's Compliance Function (without voting rights).

It is empowered to: (i) gather information on the management of the compliance risk assigned within the framework of its competencies and to be aware of any relevant incident in compliance matters that affects or may affect the Group's activity; (ii) supervise the operation of the Ethical Whistleblowing Channel and be aware of the complaints filed through the same in order to examine them, adopt the appropriate resolutions and promote the execution of the same; (iii) to receive advice from the Group Compliance Officer on compliance with the regulations affecting the Group, the possible repercussions of changes in the legal environment on Solunion's operations and the determination and assessment of compliance risk; and (iv) to resolve any issues that, due to their complexity, are submitted to it for interpretation by the Group Compliance Officer.

Social Responsibility and Sustainability Committee

Responsible for verifying and ensuring the correct application of the general principles and guidelines for action in the area of Social Responsibility, Sustainability and Environment in the Group, and is made up of the Corporate Directors of People, Sustainability, Procurement and Strategy, Finance and Administration, Risks, Information, Claims and Collections (RICC), Legal and Compliance, Communication, Chief Security Officer (CSO) and the Head of the Social Responsibility and Sustainability Area (without voting rights).

Corporate Security, Crisis and Resilience Committee

Responsible for verifying and ensuring the correct application of the general principles and guidelines for action in matters of Integral Security, Cybersecurity, Business Continuity and Digital Operational Resilience in the Group, and is made up of the CEO of Solunion, who chairs it, and the Corporate Directors of Finance and Administration, Chief Operating Officer (COO), Legal & Compliance, and the Chief Security Officer (CSO) (without voting rights). Depending on the matter to be discussed, the Corporate Director of People, Sustainability, Procurement and Strategy and the Heads of Security of the Business Units may be invited. Mapfre's Corporate Directors of Security (CSO) and of Coordination, Entities and Business shall be permanent guests.



Governing Bodies of the Business Units

Local Management bodies

The Solunion Boards of Directors, Boards of Directors or Boards of Directors in Latin America are the bodies responsible for administering and representing Solunion entities in Latin America, without prejudice to the powers of General Managers or Managers where applicable, and for supervising the activity of each Business Unit according to Solunion's rules and policies and the general policies and strategies defined by Solunion's Board of Directors.

The composition of Solunion's local management bodies in Latin America, their attributions and the existence of delegated bodies, if any, shall be adapted to the regulations of each country.

Non-insurance entities will have administrators and will be supervised by Solunion's local management bodies in Latin America.

Local Management Committees

The local Management Committees assist the local CEOs in the day-to-day effective management of the operations of the Business Units and the countries in which Solunion operates, in their operational aspects, in accordance with the general rules, policies and strategies defined by the Board of Directors of Solunion and the instructions given by the local Boards of Directors and Management Committee of Solunion.

They are made up of the local Country Manager of each Business Unit, who chairs it, and the local Directors of Finance, Administration and Organisation (CFAO), Risk, Information, Claims and Recoveries (RICC), and Commercial and Marketing, who have the status of full members, without prejudice to the possibility of appointing permanent guests and inviting any person to report on specific issues in their area.

The appointment of members of the local Management Committees, who must meet the requirements set out in Solunion's Fit and Proper Policy, will be made by the local Boards of Directors, subject to the approval of the Solunion Board of Directors in the case of the Country Manager.



Support Committees to the local Steering Committees

ESRS GOV-1 p.22 (a)

In carrying out their risk management governance responsibilities, local management committees shall be supported by local risk, actuarial, reserving and compliance committees or, where appropriate, by equivalent or additional committees established by local regulations.

Regional Managers: Regional Managers oversee and coordinate and drive the development of the business in the Solunion Regions, especially fronting activities in countries where Solunion does not have a direct presence.

The structure of Solunion's Corporate Management as at 31 December 2025 is as follows:



Solunion Sustainability Governance System

ESRS GOV-1 p. 22 (a)

- Social Responsibility and Sustainability Policy
- Sustainability Master Plan
- Policies adopted to manage material sustainability issues

STRATEGY

- Board of Directors
- Management Committee
- Social Responsibility and Sustainability Committee

GOVERNANCE

MONITORING

- Board of Directors
- Management Committee
- Social Responsibility and Sustainability Committee
- Corporate Management of People, Sustainability, Procurement and Strategy
- Social Responsibility and Sustainability Area

IMPLEMENTATION

- Corporate Directorate for People, Sustainability, Procurement and Strategy
- Social Responsibility and Sustainability Area
- Corporate areas and countries are responsible for implementing the plan's projects

Addressing sustainability issues requires the cross-functional participation of multiple specialist areas that incorporate these issues into the strategy and into proper risk management, but also ensure their proper integration into the business and into the Company's own internal operations.

Below are some of the areas and departments that perform functions related to sustainability:

Corporate Social Responsibility and Sustainability Area

This area is responsible for the operation, coordination and design of the sustainability strategy. It participates in various internal committees and in various internal and external working groups for the development of sustainability issues.

It is responsible for defining the strategy and objectives, ensuring legal compliance and collaborating in the management of risks related to the environment and climate change in the short, medium and long term in a cross-cutting manner and in relation to the Solunion Group's operations.

Corporate Risk Management and Internal Control Department

The Corporate Risk Management Area is responsible for identifying and assessing risks, including emerging and sustainability risks, performing, among other things, the functions of supervising and controlling the effectiveness of the Group's Risk Management and Internal Control systems, as well as calculating the level of solvency and controlling risks and monitoring and reporting risk exposure.

The Actuarial Department is responsible for assessing the impact of climate change on pricing, calculating technical provisions and measuring insurance risk.

Corporate Finance Department

Responsible for the efficient management of the Company's financial asset portfolio, while ensuring compliance with the responsible investment principles established by the organisation.

Commercial Corporate Department

Responsible for the correct application of commercial underwriting policies, analysing and proposing operational exclusion rules on ESG issues in the underwriting processes for credit and surety operations.

Corporate Risk, Information and Claims Department

This area is responsible for the correct application of technical underwriting policies, analysing and reviewing the exposure and impact of ESG issues on the risks insured by the Group.

Working Groups

To perform functions also related to the management of the Company's Sustainability Risks including climate change risk, Solunion has internal working groups such as the Sustainable Product Group and the Taxonomy Working Group.



5. BUSINESS MODEL

ESRS 2 SBM-1 p.40 (a) i./ ESRS 2 SBM-1 42

The business model we are developing responds to Solunion's purpose:

Our purpose Why we are here

We unite experience with enthusiasm, risk with opportunities. We combine our team's knowledge of management and analysis, and its predictive ability, with the strengths of our clients and mediators, to drive our client's business development and help them grow safely.

We are an ally that truly understands where our clients want to go, we accompany them in the decision-making process, we protect them, and we are committed to driving them to attain their goals.

We explore the best of each one, Solunioners, mediators and clients, with rigor and precision, to go further.

We want to accompany our clients so that they achieve everything they set out to do.

Our positioning What we offer

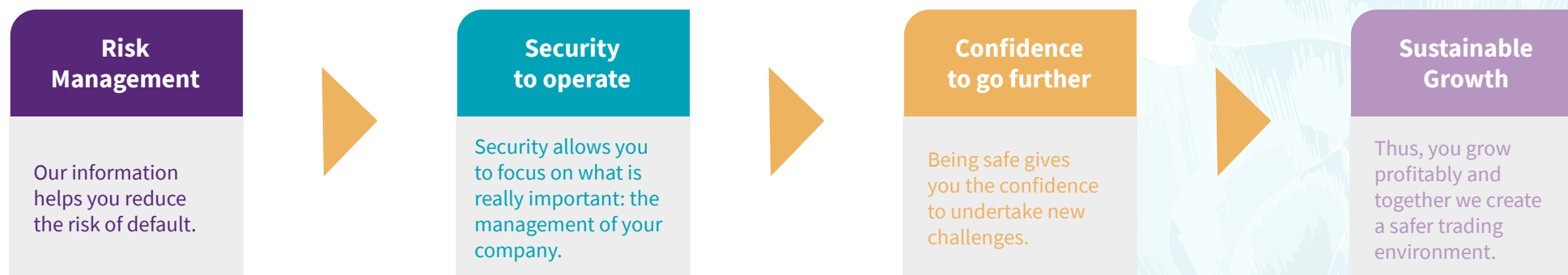
We offer solutions in Credit insurance, Surety and collection services for companies in Spain and Latin America. We provide our clients with an international risk monitoring network, from which we analyse the financial stability of businesses, countries and sectors of activity, responding to the needs of our policyholders all over the world. We have the largest commercial distribution network in all the countries where we carry out our activities.

We seek to grow profitably, with a focus entirely on the customer, to whom we offer technical and operational excellence, and innovative products and services tailored to their needs.

We have a vision of expansion, growth and permanent evolution. Because the world changes and risks evolve, at Solunion we are constantly adapting. We differentiate ourselves from the competition with a top-quality service. We listen and analyse, and then create what companies demand.

For Solunion, exploring means being enthusiastic about innovating, improving what already exists and looking for new opportunities to grow.

How do we do it?



Our way of looking after our clients

Solunion contributes to the profitable development of companies through a comprehensive service of risk prevention, recovery of unpaid debts and compensation for losses incurred.

Our goal is to enable each client to manage their business, not their commercial risk.

We constantly and proactively monitor all your risks and provide full access to information through our technology tools.

Peace of mind

We want our clients to be able to develop their business without worries, for which we offer them:

Prevention, monitoring and control of risks, which we analyse in their country of origin thanks to our network of more than 1,500 risk analysts, located in delegations around the world.

Comprehensive classification of your portfolio with our rating system, the Grade, by which we reliably and consistently assess the probability of default.

Sustainability

We include environmental, social and governance (ESG) criteria in our analysis of companies.

see page 115



Trust

We help our clients to manage their business.

One of our values is Real Commitment. Our commitment to our customers is more than a promise. That is why we offer a service based on closeness, mutual trust, dialogue and flexibility.

Because we understand that you can grow alone but growing together will take you further.



Credit Insurance. Protection against commercial risk

Proper business risk management is the foundation for safe and secure business growth.

Risk management

Prevention through ongoing analysis and monitoring of the financial situation of your clients.

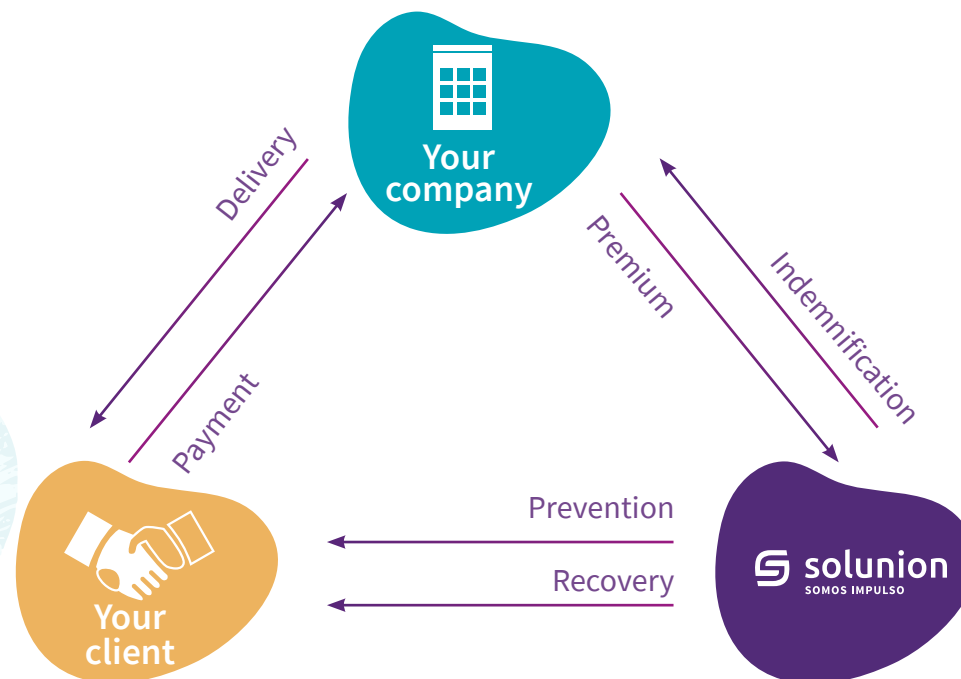
Recovery

We manage all the necessary steps for the recovery of unpaid debts, with local service all over the world.

Indemnification

If the recovery does not take place, we will compensate for the losses suffered, as established in the policy cover.

- Credit insurance helps to close new business contracts more easily.
- It covers default risk and reduces financial risk.
- It makes it easier to negotiate with banks for financing.



Credit insurance is a major risk insurance and is a triple protection tool against the risk of non-payment: it minimises the risk, recovers the debt and indemnifies.

Its importance lies in the fact that it allows companies to mitigate credit risk, i.e. the possible loss of resources due to customers' inability to pay.

Credit insurance, broadly speaking, works like this:

1

The insured requests Solunion to classify the clients with whom he operates or will operate on credit and indicates the coverage he wants Solunion to assume.

2

Solunion carries out a study of the solvency and financial situation and an analysis of customer sanctions to assess the risk and decide whether it accepts to cover the amount and term of the operation.

3

In the event of non-payment, the insured submits a Notice of Non-Payment, together with all documentation relating to the unpaid claim.

4

The claim is studied; cover is established, and recovery actions are initiated with the aim of ensuring that the insured does not suffer any final loss.

Surety Insurance

Surety insurance guarantees the fulfilment of the legal or contractual obligations that the company has with its clients (the insured).

At Solunion we offer:

Agility

In the study of the granting of lines and in the issuing of guarantees, thanks to our expert knowledge, our experience and our service.

Financial strength

Our ratings, A+ from S&P Global and A (Excellent) from A.M. Best and those of our shareholders, Allianz Trade (AA, by S&P) and Mapfre (A, by S&P), attest to our financial strength.

International Service

We issue international warranties in most countries of the world, supported by the extensive network of our shareholders.



Entity contract

Recovery

We are specialists in commercial debt recovery.

The key to effective debt recovery is to anticipate debt recovery management from the earliest stages.

Late payments are a recurring and almost inevitable occurrence in any business. A single default can have serious consequences for your company. Recovery management is often complicated for companies, especially if your customers are located abroad.

Whether you are our client or not, if your company has provided services, but you have not received the corresponding payment, you can count on us.

We offer recovery services worldwide.

GradeCheck

It allows our policyholders to choose their suppliers, partners or customers, with the security of being well informed.

We accompany them, providing the information they need to make their business decisions.

¿Cómo funciona?



It is our first 100% digital business rating service.

Customised solutions

SOLUTIONS FOR SMALL AND MEDIUM-SIZED ENTERPRISES

Products specifically designed for **SMEs that want to grow with security**, providing autonomy to manage their sales and be covered against defaults.

SPECIAL SOLUTIONS

A product for every situation: long-term projects, one-off operations, multinational companies or companies that need extra protection.

GLOBAL SOLUTIONS

Products that **adapt to all types of companies**, regardless of their size, their sector of activity or the market in which they operate. Streamlined and with almost no administrative burden.

Allianz Trade for Multinationals

Multinationals are companies with specific needs. For them we have the Allianz Trade for Multinationals programmes, which allow us to offer:

- Tailor-made programmes for each company, with the same contractual terms in all countries.
- Broad coverage, to continue to grow in new markets.
- Centralised management and local service.

Our Code of Ethics and Conduct



At Solunion, we want to go further and help our clients achieve everything they set out to achieve.

With this ambition, we are convinced that our professionals are the pulse that allows us to drive our success. This success translates into actions that also go beyond good results and are underpinned by ethical conduct that guarantees integrity, honesty and integrity in the provision of our services. We aspire to be a benchmark in the sector, not only for what we do, but also for how we do it.

The purpose of our **Code of Ethics and Conduct** is to lay the foundations of our conduct in all our relationships, both inside and outside our company, by means of an Ethical Principle, three Values and twelve Commitments to Solunion personality, with the guarantee of their compliance by all our professionals.

Magnanimity, Solunion's main ethical principle, is the attitude that drives us to undertake initiatives in a true spirit of service: to promote the good of people and society as a whole through ethical conduct. It is the righteousness that drives us to strive to be better every day.

A virtue that is part of our way of being and that allows us to develop our business knowing that we work together to do the right thing by carrying our values as a flag: being bold by nature, demonstrating our strength as a team and the real commitment that characterises us.

Our values are decisive in building our strategy. They give us consistency, distinguish us, make us unique and allow us to always respond effectively. We start from a very strong base, based on the experience and knowledge of the professionals who make up Solunion. This strength must be projected outwards, being clear about who we are and what we can contribute.

Solunion makes the following values part of its strategy, culture and daily actions.





Bold by nature

| Solunion always looks ahead.

We want to reach places where no one has been before. To venture into new projects to make our partners and clients grow.

We combine proximity and teamwork with our understanding and adaptability to each client to explore new, intelligent, and innovative solutions that enable us to transform industry standards.

We take on challenges with you. Without fear of making mistakes.

Team strength

| We are your drive, your company.

At Solunion we are advocates of collaboration, partnership and mutual respect. We are convinced that we are part of the same team. That is why we encourage common interest.

Our doors are open to listen to, address and resolve the concerns of our clients, our mediators and our teams.

Because we understand that it is possible to grow alone, but, without a doubt, growing together will take us further.

Real commitment

| Our commitment is much more than a promise.

We understand that commitment is an attitude, a way of being that speaks of who we are.

That's why we get involved in every project and with every client and strive to exceed their expectations and our own.

Our agile, personalised service and high-quality standards, driven by our track record, enable us to offer the best and smartest solutions for our clients.

Keeping our promises is part of who we are.

Solunion's character

Alongside our principle and our values, it is our personality, which sets us apart. The way we handle our clients, address the future of our business and work together with our colleagues and suppliers. The responsibility with which we act, showing gratitude to society and the environment. In short, a reflection of the character of those of us who make up Solunion.

The five attributes of our personality

Tireless. We constantly seek to offer new and intelligent solutions to improve our environment and grow with integrity.

Innovative. We want to change patterns to achieve the best results, guided by ethical conduct.

Approachable. We inspire confidence.

Ambitious. Convinced that all situations can be improved by acting with respect and honesty.

Fearless. Because we are backed up by our knowledge and expertise. Moreover, because we in turn help our clients to be fearless..

Solunion has established, through **12 Commitments** -mandatory for compliance by the directors and professionals of the Group companies, regardless of their hierarchical level, their geographical location or functional dependence and the Group company to which they provide their services- the set of rules, procedures and good practices that aim to identify and classify the operational and legal risks in which we can all be involved, at a personal or business level, due to unethical conduct and conduct contrary to the regulations. These Commitments are translated into policies that also establish the internal mechanisms for prevention, management, control and appropriate reaction to the risks indicated.

We are fearless because we believe in our people.

Diversity and Conciliation

Confidentiality of information

We are tireless because we protect information and make sure others do too.

We are approachable because data deserve trusted treatment.

Protected personal data

Transparency in communication

We are fearless because our knowledge drives our words.

We are tireless because we grow in a free market full of opportunities.

Fair Competition

Competitive Suppliers

We are innovative because we open our offer to new suppliers.

We are fearless because we believe that our quality is the greatest gift.

Ethical Courtesy

Interests without conflict

We are close because we dialogue with transparency.

We are approachable because it is trust in our propriety that sets us apart.

Neither fraud nor bribery

Prevention of money laundering

We are fearless because we guarantee ethics in all our relationships.

We are ambitious because we aspire to join in creating a market with greater integrity.

Respect for international standards

Responsible and sustainable development

We are innovative because we are committed to Social Responsibility and Sustainability.

Likewise, these commitments are reflected in both the **Code of Ethics and Conduct for Brokers** (commercial agents or intermediaries) and in the **Code of Ethics and Conduct for Stakeholders**, which are applicable to all clients, suppliers and third parties that maintain business relations with Solunion anywhere in the world. We want our customers, suppliers and all third parties with whom we maintain business relations to contribute, together with us, to creating a working environment based on ethics. **ESRS S2-1 p. 14 / ESRS S2-1 p. 16**

The body in charge of ensuring the application of the Codes of Ethics is the Compliance Committee, an internal and permanent collegiate body, which supports the Management Committee and reports directly to the Board of Directors. One of the main functions of the Compliance Committee is to ensure the application of Solunion's Code of Ethics and the dissemination of a preventive culture based on the principle of "zero tolerance" towards the commission of illegal acts and fraud.

In addition, a Compliance Officer has been appointed in each country as an independent internal area with competencies in the area of regulatory compliance, as well as the prevention and correction of illegal or fraudulent conduct.

More detailed information on the group's compliance system can be found in section 4.1 *Commitment to responsible and sustainable governance*.

Policies and commitments

ESRS 2 SBM-1 p.40 (g)

Solunion has adopted a set of corporate policies that develop the principles reflected in the Corporate Governance System and contain the guidelines that govern the actions of the Company and the companies of its Group, and those of its directors, executives and other employees, within the framework of Solunion's Purpose and values.

The companies of the Group assume a set of principles and values that express their commitment to corporate governance, business ethics and sustainable development. Knowledge, dissemination and implementation thereof serve as a guide for the actions of the Board of Directors and its committees and of the other bodies of the Company in their relations with the Company's various Stakeholders.

Solunion also makes certain public commitments that guide its actions:

- By signing up to initiatives of various kinds related to the environmental and social dimension of its activity.
- Through their membership of certain business or social organisations, identifying with their aims and objectives.

These policies and commitments guide the Company and its people in managing its activities and, more specifically, the material issues addressed in this document.



Social Responsibility and Sustainability Policy



GRI 414-1, 414-2/ ESRS 2 GOV-1 p. 22 (d)/ ESRS G1.SBM-3/ ESRS ES. SBM-4

Solunion has a **Social Responsibility and Sustainability Policy** that lays down the general principles and the foundations that should govern the Group's sustainable development strategy.

The objective is to ensure that all its corporate activities and businesses are carried out in a way that promotes the creation of sustainable value for society, citizens, customers, shareholders and communities in which the group is present, giving back fairly to all the groups that contribute to the success of its business project and complying with the public commitments assumed by the company in this area.

At Solunion we develop our activity as a socially responsible company, building relationships with our Stakeholders based on quality and trust, transparent, stable and equitable in the environmental, social, labour and governance spheres, and always in collaboration with our environment.

This sustainable development strategy is based on a long-term vision that seeks a better future without compromising present results, fulfilling public commitments in this area and rejecting actions that contravene or hinder them.

The real and effective implementation of this strategy, together with the Corporate Governance System that supports it, will form part of the virtual soul of Solunion, one of the key elements that differentiate

it from its competitors and a determining factor in its consolidation as the company of choice for its Stakeholders.

The policy includes our model of sustainable creation, aligned with our vision, mission and values, and is developed through four action commitments that are transversal to the entire business model:

Commitment to responsible and sustainable governance

Environmental commitment

Social commitment

Commitment to the people who make up the organisation

It also includes the principles of action in relation to our main stakeholders:



The Policy is available to Solunioners and collaborators on the Solunion Intranet and to other Stakeholders through the corporate website.

The principles of action included in this policy are set out throughout this report.

Commitment to responsible and sustainable governance

We are a private company, and we provide appropriate solutions adapted to the needs of our clients, in order to contribute to their sustained and sustainable growth. We develop our operational activity under ethical and good governance criteria. We are governed by an effective compliance policy, offering fluid and bidirectional communication on our operational activity in relation to our Stakeholders.

Environmental commitment

At Solunion we aspire to be the preferred credit and surety insurance company in environmental care. We aim to prevent and reduce the impact of our activities on the environment. We promote a culture of awareness among our Solunioners so that we can reduce the environmental impact of our activities, contributing to sustainable development.

Social commitment

We contribute to the sustainable socio-economic development of the countries where we operate, through activities related to our professional experience and the voluntary work of the people who make up the organisation.

Commitment to the people who make up the organisation

We recognise that Solunioners are our most important asset. For this reason, one of our strategic pillars is the human and professional development of the team, promoting equality, the fight against discrimination and gender diversity. We promote personal and work reconciliation measures, in accordance with the legislation in force in the countries where we are present.

Solunion is committed to contributing to sustainable development, building, based on its values, stable and equitable relationships with its Stakeholders in order to achieve its business objectives. It is also aware of its responsibility to society and the environment in which it operates.

Policy of Respect for Human Rights

ESRS 2 GOV-1 p. 22 (d)/ ESRS G1.SBM-3/ ESRS ES.SBM-4/ ESRS GOV-4/ ESRS GOV-5

Respect for human rights is a fundamental part of Solunion's culture of social responsibility.

The Policy of Respect for Human Rights specifies and develops Solunion's commitment to human rights so that they are scrupulously respected within its organization and is complemented by Solunion's Code of Ethics and Conduct and the rest of Solunion's Policies.

Solunion's commitment to respect human rights is inspired by the following international declarations and standards:

- The International Bill of Human Rights of the United Nations.
- The United Nations Guiding Principles on Business and Human Rights (UNGPs).
- The 10 Principles of the United Nations Global Compact.
- The Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The Women's Empowerment Principles.
- United Nations Principles of Conduct to address discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people in business.
- Convention on the Rights of the Child.
- The principles and rights established in the main conventions of the International Labour Organization (ILO), such as the ILO Declaration on Fundamental Principles and Rights at Work, the International Labour Organization's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, etc.
- The Principles for Sustainable Insurance (PSI).
- The United Nations Principles for Responsible Investment (PRI).
- Fundamental Inter-American Criteria on Business and Human Rights.
- National Action Plans on Business and Human Rights.
- The OECD and G-2 Inclusive Framework (IF) on BEPS.



In addition, respect for human rights is present in each of the Sustainable Development Goals of the United Nations 2030 Agenda, to which Solunion is publicly committed, which is based on prosperity, the planet and people as essential pillars for sustainable development.

Based on the above, Solunion is committed to guiding its actions on the basis of the following principles:

Reject discriminatory practices or practices that undermine the dignity of persons because of their age, gender, marital status, nationality, religion, disability, race or ethnicity, or any other personal circumstance.

Reject child labour and forced or compulsory labour.

Respect freedom of association and collective bargaining.

Implement supervision and control procedures to identify, with due diligence, possible situations of risk of human rights violations, and establish mechanisms to prevent and mitigate such risks and, where appropriate, repair any negative impacts that may have materialized.

Main Sustainability impacts

GRI 102-15/ ESRs 2 GOV-1 p. 22 (c)/ ESRs GOV-4/ ESRs GOV-5

Our commitment to responsible and sustainable development is our “commitment to our Stakeholders to actively participate in the economic and social progress of the countries in which we operate”, as stated in both our [Responsibility and Sustainability Policy](#) and in our Code of Ethics and Conduct and its versions as set out in both the Responsibility and Sustainability Policy and our Code of Ethics and Conduct and its versions for Mediators and Third Parties.

ESRS S2-1 p. 14 / ESRS S2-1 p. 16

This sustainable development strategy is aligned with Solunion’s implementation of a business project aimed at creating value in a sustainable manner for all its Stakeholders, providing a quality service, remaining attentive to the opportunities offered by the knowledge economy and committed to the Principles of the Global Compact.

Solunion responsibly manages the main risks related to the impacts where the Group carries out its main activities, together with the possible risks derived from the environment, thus maximising the positive impacts and minimising the negative ones, in accordance with the expectations of its Stakeholders.

To this end, Solunion has a comprehensive risk control and management system that identifies, analyses and measures relevant threats following common procedures throughout the group, which include

continuous assessment, as well as the application of best practices and recommendations, as detailed in the following section “Long-term risks and opportunities. Comprehensive risk system”.

Long-term risks and opportunities. Comprehensive risk system



ESRS 2 GOV-1 p. 22 (c)/ESRS 2 GOV-2 p. 26 (a)/ ESRS 2 GOV-5 p.36 (b)/ ESRS 2 IRO-1 p.53 (e)/ ESRS 2 IRO-1 p.53 (f)

The Risk Management System is defined as the set of strategies, processes and reporting procedures necessary to identify, measure, monitor, manage and report on an ongoing basis the risks to which the Company is or may be exposed, and their interdependencies.

The Risk Management Policy is the policy that develops the structure and operation of the Risk Management System. This Policy is applied to the Group’s entities, within the limits provided for in the regulations applicable to regulated activities in the countries in which it operates, and aims to preserve the Group’s solvency and facilitate the development of its business through:

- the definition of the strategy against the risks it takes.
- the inclusion of risk analysis in decision-making processes.
- the establishment of general guidelines, basic principles and an overall risk management framework to facilitate their consistent application within the Group; and
- the dissemination of the Risk Management Policy to management and other employees to achieve a risk management culture that ensures its effectiveness.

The risk factors to which Solunion is subject, which are detailed in the [Risk Management Policy](#), are as follows:

- Investment and liquidity risk
- Underwriting Risk
- Risk of constitution of technical provisions
- Reinsurance risk
- Operational risk
- Business Continuity Risk
- Compliance Risk
- Strategic Risk
- Reputational risk
- Cybersecurity risk
- Security Risk
- Sustainability Risk
- Information and Communication Technology (ICT) Risk

Integration of ESG aspects as risks and opportunities at Solunion

ESRS 2 GOV-5 p.36 (b)

Adequate monitoring of environmental, social and governance (ESG) factors provides additional information on social movements and transformations, stakeholder and market expectations that affect the organisation. This knowledge helps in the identification and assessment of potential ESG risks and business opportunities.

At Solunion, the integration of these ESG risks, together with the traditional risks of the insurance activity, is carried out naturally in the management and control processes we have established, providing long-term solutions. The management of ESG risks and opportunities helps in decision-making in areas such as underwriting, investment, product and service innovation, and service provision, and are key to building stakeholder confidence.

We use different risk analysis and assessment systems that are complementary and allow us to integrate ESG risks:

Internal Risk and Solvency Assessment (ORSA), integrated in the Risk Management System, which has mechanisms to identify, measure, monitor, manage and report the Group's short and long-term risks during the period contemplated in the strategic plan, as well as to measure the adequacy of capital resources in accordance with an understanding of its real solvency needs. On an annual basis, the Corporate Risk Management Division coordinates the preparation of the ORSA report, which is submitted to the Board of Directors for approval.

Double materiality analysis that analyses ESG aspects from their relevance for the Stakeholders involved (shareholders, employees, suppliers, customers, society, regulatory bodies and mediators) and the impact they have for Solunion. This analysis makes it possible to identify potential risks and establish the corresponding prevention and mitigation measures *(see Chapter 5. About this Report).*

Integrating climate change risk

Solunion has internal control processes and an effective risk management system that complies with local regulations and promotes actions for risk governance, identification and assessment of risks, including emerging and sustainability risks, as well as training and dissemination of the risk culture in the organisation.

The Corporate Risk Department, with the aim of identifying the material risks that may impact the different entities, draws up an annual risk map for the Group, based on the responses to assessment questionnaires. These questionnaires provide an overview of the probability of occurrence and impact of risks in accordance with the classification of general risk categories, including climate change risk.

In 2023, long-term climate change risk scenarios were incorporated into the business in the Own Risk and Solvency Assessment (ORSA), which is a central element of Solvency II that allows the identification of the most material risk combinations in the Group and, at a later stage, the analysis of different methodologies that allow the calculation of the impact of climate change risk scenarios for physical and transition risks for the most relevant combinations.

6. OUR STRATEGIC PLAN

ESRS 2 SBM-1 p. 40 (g)

Solunion has a structured, aligned, and participative strategy planning and management model, which allows the strategic plan to be constantly updated both at corporate level and in each of the regions, countries, and Business Units.

At Solunion we are focused on anticipation. Business intelligence, digitalisation, and process automation to offer an increasingly better service to our customers and provide more agility and efficiency throughout the value chain are some of the key points of our transformation.

All of this in a working environment based on commitment and collaboration, participation, and communication between all the people who make up Solunion, in an environment that promotes diversity and equality, development and the promotion of talent.

In recent years, we have experienced steady growth as a group, driven by the implementation of the *Atenea* (2019-2021) and *Arión* (2022-2024) strategic plans.

At the end of 2023, we achieved the main quantitative objectives set for Arión, with total revenues of more than €345 million, consolidating our execution capacity and strategic focus.

This growth and evolution have been made possible by the commitment and effort of our Solunioners.

However, changes in the economic cycle, together with the complex geopolitical landscape and the challenges

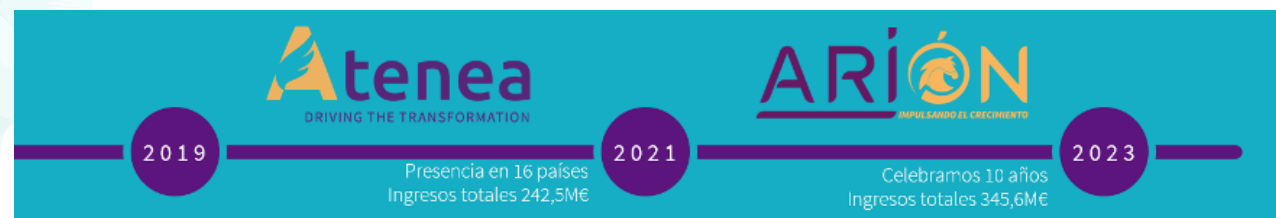
facing our sector, are forcing us to adapt our roadmap in order to continue achieving the same good results in this new environment.

In January 2025 we presented our [New Strategic Plan 2025-2027](#), which will set out Solunion's roadmap for the next three years, during which we aim to “transform ourselves to make Solunion a digital and innovative company, committed to providing the best service to our customers and intermediaries, and generate profitable growth for our shareholders,” explains José Ramón Alegre, CEO of Solunion.

The plan will be structured around **six pillars of action**: technology as a strategic value, profitability of commercial activity, consolidation of talent, efficient management of financial resources, evolution of the direct surety model, and geographical consolidation.

We are transforming ourselves to become a digital, agile, adaptable company at the service of our customers, partners and shareholders.

With the impetus of technology, the combination of market knowledge and a multi-channel, multi-product approach, and the talent and strength of our teams, we are building a future that begins today.



7. SUSTAINABILITY MASTER PLAN 2022-2025

GRI 412-2 / ESRS 2 BP-2 17 (a) / ESRS 2 BP-2 17 (a) / BP-2 p.17 (d) / ESRS ES. SBM-4/ ESRS E1.-7 p.61/ ESRS E1.-7 p.61 (a)

In 2022 we approved 2022-2025 Solunion's Sustainability Master Plan.

This Sustainability Plan, which defines Solunion's commitments for the period, has been planned with the involvement of senior management and various professionals from the Group's Business Units and has been drawn up taking into account the Group's strategy, the plans of our shareholders, an external diagnosis, trends in sustainability, new environmental, social and governance regulations and a new double materiality analysis that reflects the expectations of the various Stakeholders.

This Plan sets the roadmap for sustainability across the Group, connecting our mission, vision, values and commitments with the business, to enhance our growth opportunities and prepare the Company to respond to the new needs of society.

The Sustainability Master Plan is structured into **five main areas of action: Environmental, Social, Governance, People and Business**. As a whole, there are 21 specific strategic lines of work for which we have defined initiatives and objectives to be achieved, establishing indicators that allow us to measure their impact and evolution.

The plan's commitments are clear: to continue to generate positive impact and shared value, prevent negative impacts, work towards achieving the Sustainable Development Goals, combat climate change and respond to society's demands.



ESRS 2 GOV-3 p. 27 / ESRS 2 GOV-3 p. 29 (a) / ESRS 2 GOV-3 p. 29 (b) / ESRS 2 GOV-3 p. 29 (c) / ESRS 2 GOV-3 p. 29 (d) / ESRS ES. SBM-4 / ESRS E1. GOV-3 p.13

Main objectives of the 2022-2025 Plan:

Carbon neutrality in Spain in 2025.

100% of suppliers globally certified with sustainability criteria by 2025.

100% of the global investment portfolio analysed with SRI (Socially Responsible Investment) criteria by 2025.

Incorporation of climate risks into risk management systems.

Developing people's skills, increasing employability, and providing quality employment.

Strengthening volunteering and social action activities with a strategic approach.

Sustainability training and awareness-raising at all levels of the company.

Main achievements in 2025:

58.9% of the global workforce has had an experience of solidarity.

100% of the investment portfolio analysed with SRI criteria.

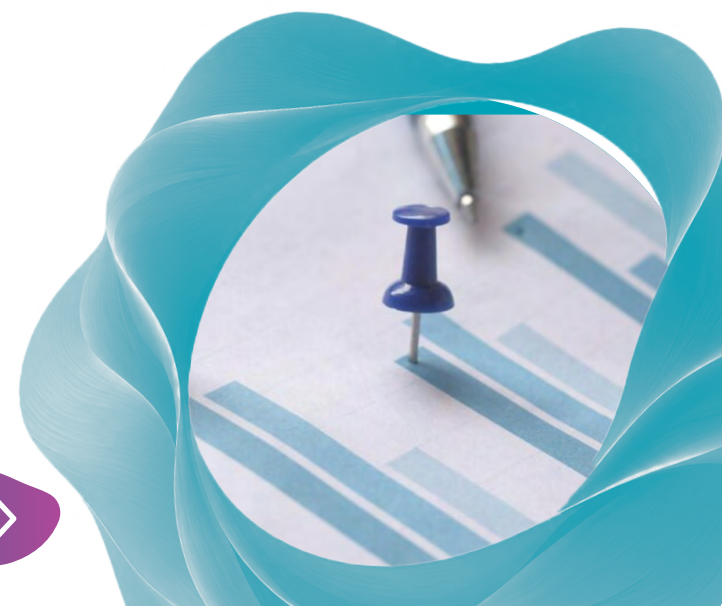
Climate Change Risk fully incorporated into risk control systems.

Updated frameworks for integrating ESG aspects into commercial underwriting and investment policies.

100% of the staff trained in Sustainability.

During 2025, we have worked on defining a new Master Plan for 2026-2027, whose main objective is to **strengthen the company's leadership** in this area and make it a **strategic and differentiating** factor through the implementation of numerous specific actions.

It should be noted that Solunion annually defines a management objective of sustainability. Meeting this objective has a direct impact on remuneration. In 2025, the managerial objective was defined based on the level of compliance achieved in the Sustainability Plan.



8. SOLUNION'S CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

GRI 412-2

In September 2015 the United Nations Member States adopted the 17 Sustainable Development Goals (hereafter SDGs) as part of the 2030 Agenda for Sustainable Development. These goals are designed to, among other things, end poverty, fight inequality and injustice, and tackle climate change.

The success of the 2030 Agenda will be a consequence of the collaborative efforts of all society. Business has been included for the first time in this process, in its role as a driver of innovation and a driver of economic development and employment. Strong and visionary business leadership is essential for achieving the necessary transformation required by the SDGs.

Solunion has incorporated the SDGs approved by the UN in 2015 into its business strategy and its governance and sustainability system. The success of the 2030 Agenda will be a consequence of the collaborative efforts of society as a whole, it is a shared challenge that can help generate a new social contract. Strong and visionary business leadership is essential to achieving the radical and necessary transformation required by the SDGs.

Solunion is aware that the SDGs offer a new vision that allows us to translate global needs and ambitions into projects aimed at global solutions. They propose a new viable model for long-term growth and will help companies develop stronger strategies.

Integrating the SDGs into business plans strengthens the identification and management of material risks and opportunities and costs, the creation of and access to new markets and innovation in business models, making them more efficient and thus aligning the company's strategy and expectations with its employees, customers, suppliers, investors, and the communities in which it operates.

That is why at Solunion we are committed to working to incorporate the SDGs into our day-to-day work. We are aware of the need to achieve them and to align their goals within our daily work.

At Solunion we focus our efforts on the SDGs in which our contribution is most relevant according to the materiality analysis carried out, which are: Decent Work and Economic Growth (goal 8), Gender Equality (goal 5), Health and Well-being (goal 3), Equal Opportunities (goal 10), Quality Education, (goal 4) Responsible Production and Consumption (goal 12), Peace, Justice and Strong Institutions (goal 16) and Partnerships to Achieve the Goals (goal 17).

THE GLOBAL GOALS

For Sustainable Development



References to SDGs in the Report

This report is a summary of the Company's annual sustainable development performance, its sustainable development strategy and the main actions and projects undertaken.

To facilitate the analysis from the point of view of the contribution to the 2030 Agenda, it is important to establish the relationship between the activities that Solunion describes throughout the Report and the different SDGs that are driven by the implementation of these. To this end, each section identifies the SDGs to which the Company contributes, taking as a reference the association made by the SDG Compass tool, the Guide for Business Action on the SDGs, as well as the document published by GRI and UN Global Compact "GRI-UNGC Business Reporting on SDGs. An Analysis of Goals and Targets" but including only those SDGs on which the Company considers it makes a relevant contribution.

More detailed information on Solunion's contribution to the SDGs and associated targets, as well as the related GRI content and performance information, can be found in section "5.6 Content index in relation to the Global Compact Principles and Sustainable Development Goals".

Awareness-raising actions on SDGs

Solunion wanted to disseminate and raise awareness of the importance of achieving the SDGs and the capacity that, as a company and as individuals, the actions of each one of us have. Among all the activities carried out, the following stand out:

Communication and promotion of the campaign called "SDGs - 17 goals to change the world", which defines each of these Goals, Solunion's position and the activities that each person can carry out in their daily lives to achieve them and asks for everyone's participation to improve our performance and achieve new goals.

Training courses on the Global Compact Principles, Sustainable Development Goals, Human Rights Mainstreaming, Circular Economy, Gender Equality and Climate Change, developed by the Global Compact on our online training platform, Soltrain, are available to all Solunioners. These courses have also been made available to our mediators through Team Solunion.

Different social responsibility campaigns have been generated, defining their link to the SDGs.

All volunteer campaigns and social contributions made by the Group have been linked to the SDGs they aim to improve.



Solunion's main actions and achievements in relation to the SDGs



- We guarantee **adequate wages and working conditions and discrimination-free recruitment and promotion processes**, giving vulnerable groups the opportunity to develop in the workplace on an equal basis and to have access to a dignified life.
- We guarantee **adequate wages and working conditions and discrimination-free recruitment and promotion processes**, giving vulnerable groups the opportunity to develop in the workplace on an equal basis and to have access to a dignified life.
- We provide **continuous training** to Solunioners and our Stakeholders on human rights.
- We have **equality and diversity policies**, providing the opportunity to develop in the workplace on an equal basis.
- **We assess suppliers** to ensure proper working conditions.
- **We pay fair prices** to all suppliers.
- We organise **volunteer actions and social action programmes** to help groups at risk of poverty.
- **We boost the local economy** where the company operates, supporting small local businesses and training and hiring people in vulnerable situations.
- We open businesses and activities in developing countries under **inclusive business and sustainability criteria**, offering decent and secure jobs to the local population, enabling them to progress socially.
- We make **investments in developing countries**, expanding the business under sustainability criteria.
- **We reduce the environmental impact** of our activities and operations to avoid environmental and economic crises that affect the population.



- We provide Solunioners with **decent working conditions**.
- We have at our disposal a **nutritionist and feeding programmes** that include healthy and nutritious food.
- We work to **reduce the environmental impact** of our operations to avoid environmental crises that affect the proper nutrition of the population, and we draw on the company's resources to help in crises and natural disasters.
- We develop **awareness campaigns** to raise awareness of hunger issues and the importance of responsible consumption.
- We invest in the **conservation, restoration, and reforestation** of ecosystems that help slow desertification and store large amounts of greenhouse gases.
- We make **donations to food banks and soup kitchens**.
- **We volunteer** in projects that help reduce hunger in the countries where we operate.

3 GOOD HEALTH AND WELL-BEING



- We have **occupational health, hygiene and safety management systems** in place at all company facilities to comply with legislation and to reduce occupational accidents and illnesses.
- We take special occupational health and safety **precautions** for **vulnerable groups**.
- We provide our employees and their families with access to **private health insurance** on beneficial terms, helping to make public systems more efficient.
- We work to **reduce the environmental impact** of our operations to avoid polluting the air, water and soil.
- We have developed our own Health and Wellness model based on 5 axes: Physical Wellness, Mental and Emotional Wellness, Financial Wellness, Environmental Wellness and Social Wellness.
- We develop **health promotion through health awareness, sport and healthy habits**:
 - We have carried out and continue to plan various **global campaigns** with common content, awareness-raising and face-to-face and online workshops on healthy eating, active breaks, gymnastics in the office, guidelines for action in the event of choking, smoking, stroke prevention, rest, women's health, etc.
 - We have the **Healthy Company Platform**, whose main objective is to improve our health and quality of life by offering information, resources, and appropriate material to transmit self-care habits.
 - We have access to the Trientrenos Platform, its experts and its weekly trainings and talks on sport and nutrition to promote a personalised monitoring of physical activity.
 - We provide online psychological support to all Solunioners.
 - We are part of the Spanish Network of Healthy Companies.

Companies play a leading role in promoting and investing in education, through employee and stakeholder training and by investing in education externally.

Investment in education expands business opportunities for companies, creating new markets and customer bases, and leads to a more skilled workforce, increasing productivity and business growth.

A more educated population will have access to better job opportunities and wages and thus higher disposable incomes, which benefits markets and the welfare of society.



- We offer **training and lifelong learning** opportunities and incentives to our Solunioners and employees.
- We have developed **Solunion's corporate culture through the lens of sustainability**, including commitments to human rights, the environment, transparency, and gender equality in our internal policies, and we have developed a training programme around these issues.
- We offer **training and lifelong learning** opportunities and incentives to our Solunioners and employees.
- We have developed **Solunion's corporate culture through the lens of sustainability**, including commitments to human rights, the environment, transparency, and gender equality in our internal policies, and we have developed a training programme around these issues.
- We encourage and **provide time for Solunioners to volunteer** with groups at risk of vulnerability in order to train them and improve their employability.
- **We train and raise awareness of the Sustainable Development Goals and the 2030 Agenda.**
- We hire **trainees** and foster partnerships with universities and business schools to train and strengthen the technical skills of young people.
- **We recruit and train young people or people in vulnerable situations** in the countries where we operate.
- We **campaign on the 2030 Agenda** and its concrete targets.
- We support and conduct workshops and events where **best practices**, technology and innovations in sustainability are disseminated.
- We make **donations to foundations and organisations whose purpose is based on education**, especially in relation to disadvantaged groups.
- We participate in **development cooperation projects with a focus on education.**



- We promote equality and integration through our **Diversity and Equal Opportunities Policy** and our **Equality Plan**.
- The remuneration structure of all Solunion's professional and responsibility categories is designed under the **criterion of gender neutrality**.
- We make it easier for both women and men to **reconcile work and family life through** flexible working arrangements.
- We have a **zero-tolerance** policy towards any form of violence in the workplace.
- We are a signatory to the UN Women's Empowerment Principles and participate in several **initiatives to promote women's leadership**, inclusive dialogue spaces aimed at promoting gender diversity initiatives:
 - Solunion is a member of the **EWI Network**, which encourages the promotion of female talent in the insurance sector.
 - Solunion also participates in the **PROMOCIONA and PROGRESA Programmes**, which places us among leading programmes for the promotion of female talent in Spain.
 - Solunion has joined **Target Gender Equality**, a Global Compact initiative to accelerate women's representation and leadership at Solunion.
- Through **Corporate Volunteering** we collaborate in the education of disadvantaged girls.
- We have developed our own **female leadership programme (Empodera-T)**, aimed at promoting the leadership of those Solunioners who occupy intermediate positions of responsibility, people managers, with the aim of contributing to their professional development.

6 CLEAN WATER AND SANITATION



- **We optimise the** use of water in our offices.
- **We minimise** Solunion's impact on water pollution.
- We ensure Solunioners have access to clean drinking water and appropriate space for personal hygiene on the premises.
- **We raise awareness** among Solunioners about the importance of efficient water use and sustainable water management.
- We have integrated the Guiding Principles on Business and Human Rights at Solunion to ensure that the company's operations do not impact on the human right to water and sanitation of Stakeholders.
- We work on **waste prevention, reduction, reuse, recycling and valuation** policies, **adapting sustainable practices and reflecting them in our sustainability report**.
- We participate in workshops and workshops on **responsible consumption and management**.

7 AFFORDABLE AND CLEAN ENERGY



- Our electricity consumption is 100% renewable where possible.
- We reduce pollution in our offices through **energy efficiency** and **renewable energy**.
- We train Solunioners in energy efficiency and facilitate the establishment of savings and consumption guidelines.
- **We restrict the underwriting of fossil fuel-based risks.**
- We use the company's activities to **promote** sustainable infrastructure, technology capacity and innovation.
- We control the use of energy in the Solunioners' journeys, promoting sustainable mobility.
- We are working to gradually replace the use of **fossil** energy **with renewable energy** in Solunion's activities and operations.
- We have established **criteria for energy efficiency** and the use of renewable energies in the company's buildings and facilities.
- We implement energy saving and efficiency measures internally.
- We participate in workshops related to renewable energies and energy efficiency.

Through our daily work at Solunion, we protect our clients by better understanding, selecting, quantifying and managing business risks, thus contributing to the sustainable economic growth of nations and social stability, and favouring and boosting the creation and maintenance of employment in companies.

8 DECENT WORK AND ECONOMIC GROWTH



- By complying with tax laws and regulations in the countries in which we operate, we also foster their economic growth.
- We make **efficient use of natural resources** in our business activities, thereby reducing our environmental impact and promoting sustainable economic growth.
- At Solunion we are very clear about our **commitment to stable, quality employment:**
 - With more than 98% of permanent contracts, at Solunion we guarantee decent working conditions for all the people who make up the organisation, ensuring non-discrimination in hiring, remuneration, benefits, training and promotion.
 - 100% of Solunioners are covered by collective bargaining agreements.
 - Through our corporate **Human Rights culture**, implemented through the 10 Principles of the United Nations Global Compact and our Human Rights Respect Policy, our Code of Ethics and Conduct, our Code of Ethics and Conduct for Mediators and the Code of Ethics and Conduct for Stakeholders, we promote the right to decent work for all and avoid discriminatory practices or practices that undermine the dignity of individuals.
 - We have monitoring procedures in place, which allow us to identify with **due diligence** possible situations of risk of human rights violations (ethical complaints channel, corruption prevention, customer assessment, etc.) and to establish mechanisms to prevent and mitigate such risks (standardised performance evaluation process, job satisfaction and climate surveys, development assessments and harassment protocol).
 - We have established **fair** supplier selection **policies** to improve economic inclusion throughout the supply chain, and have specific approval processes in place, including human rights, non-discrimination, environmental and labour compliance.
 - We respect the **freedom of association and collective bargaining** of the people who make up the organisation, as well as the role and responsibilities of workers' representatives in accordance with the laws in force in each country, and we encourage communication and dialogue between Solunioners and the legal representatives of the workers.
 - We have **health and safety management systems in** place at all company facilities and work to promote health by raising awareness of health, sport and healthy habits.



- We consider **innovation as part of our corporate culture**, and we work to transform products, facilities, services, production processes and internal management with sustainability criteria.
- We have **sustainable, resilient and quality facilities** to ensure the well-being of all Solunioners and our employees, especially people with disabilities and other vulnerable groups.
- We provide access to information and communication technology (ICT) to all Solunioners to ensure smooth communication.
- We use disruptive technologies in business with a focus on sustainability, such as **big data or artificial intelligence**.
- We promote the **use of renewable fuels as an alternative to fossil fuels** in the company's activities and operations, adopting environmentally sound processes.
- We adapt Solunion to a low carbon economy, **reducing CO2 emissions and pollution and promoting energy efficiency**.
- **We foster business relationships with small and medium-sized enterprises across the value chain**, promoting technological capacity and innovation management among them to foster sustainable industrial growth.
- **We invest in R&D&I** to promote technological development and innovation in the company's activities.
- **We expand the company's** business to developing countries under the prism of economic, social and environmental sustainability.
- We use the company's activities to **promote** sustainable infrastructure, technology capacity and innovation.
- We develop **new products that are more sustainable**, and/or specialise in sectors of the population with specific needs.
- **We build alliances between companies in the sector to foster sustainable innovation across the entire value chain.**

10 REDUCED INEQUALITIES

- We have implemented a **human rights culture in the company**, through the United Nations Guiding Principles on Business and Human Rights included in our Policy on Respect for Human Rights, to avoid having a negative impact on human rights.
- We provide Solunioners with **decent working conditions and encourage their professional development**.
- We implement policies and procedures that make qualifications, skills and experience the basis for the recruitment, placement, training and advancement of Solunioners at all levels.
- We are committed to **transparency in** order to avoid corruption and tax evasion practices, which have a direct impact on inequality.
- We provide the **same job opportunities** to all Solunioners, regardless of any individual characteristics.
- We train on **non-discrimination** policies and practices, including disability awareness.
- We have **adapted our offices to** ensure the health and safety of Solunioners, customers and other visitors with disabilities.
- **We boost the local economy** wherever the company operates, using local suppliers, protecting the environment, and supporting local businesses.
- We comply with tax laws and regulations in the countries of operation.
- We create **scholarships** for people living in vulnerable situations, with the aim of providing them with the skills, tools, and knowledge they need to find employment.
- We have allocated resources to **humanitarian aid**, to combat the inequality caused by natural disasters and wars.
- We carry out **volunteer and social action projects** with a focus on vulnerable areas or people, nationally and internationally.



- We promote **sustainable mobility**: We promote **flexible** start and finish **times** and teleworking to help reduce congestion and pollution in cities and rural communities.
- We provide **decent working conditions and living wages**, to ensure access to adequate, safe and affordable housing and basic services.
- We promote the **use of efficient and sustainable vehicles** that have a low impact on the environment and low-polluting fuels.
- **We reduce pollution** in our offices through energy efficiency and renewable energy.
- We have provided our **offices** with common **spaces** for everyone and have adapted them to be **accessible** for people with disabilities.
- We work to improve the **safety** and efficiency of our offices by limiting the use of materials and resources. If we reduce our consumption, people will have more resources, such as water, at their disposal.
- We promote the **use of sustainable materials** with low environmental impact.
- We apply **circular economy principles** that allow us to reduce and recover waste, reducing the amount going to landfill.
- We carry out **proper waste management** in the company, raising awareness of these issues among Solunioners and implementing the necessary processes.
- We participate in events and workshops on **sustainable and resilient cities** to promote sustainable economic development, high quality of life and sound management of natural resources in cities.
- We support development **cooperation** and humanitarian aid **projects** aimed at providing housing and basic services in human settlements and protecting people who have suffered from natural disasters.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- We work on waste **prevention, reduction, reuse, recycling, and valuation policies**, adapting sustainable practices and reflecting them in sustainability reports.
- We promote the **use of renewable energies** in our offices.
- We **optimise the use of water** in our offices.
- We **minimise Solunion's impact** on air, water, soil, and noise pollution.
- We use biodegradable, recyclable, or reusable materials, collaborating with the value chain.
- We **promote practices that have a positive impact on the environment, society, and the economy**.
- We promote business with **local suppliers** under sustainability criteria, reducing the environmental impact of transporting products and services and promoting a sustainable local economy.
- We are **trained in sustainable production and consumption practices and patterns**.
- We promote eco-labelling on the company's products and **provide transparent and reliable information** to consumers and other stakeholders.
- We produce a **sustainability report**, which you can find on our website, to report on the company's sustainability contributions and implications.
- We participate in events related to sustainability reporting to promote transparency and communication between Solunion and its stakeholders.



- **We measure our** carbon **footprint** across all company activities to set public short- and long-term emissions reduction targets.
- We train Solunioners and collaborators in the fight against **climate change**, to train them in their jobs and raise their awareness of the phenomenon.
- We carry out an **analysis of climate change risks and opportunities**.
- **We integrate ESG criteria into our investment processes.**
- **We are** gradually **decreasing** the use of fossil fuels in the company's operations and replacing their use with renewable energy sources.
- We invest in **more sustainable** and less carbon-intensive **technologies** and progressively introduce them into the company's activities and facilities.
- We promote **sustainable mobility** to reduce emissions from land, air and maritime transport.
- We establish **criteria for energy efficiency**, use of renewable energy, emissions reduction and resilience to climate disasters in the company's buildings and facilities.
- We introduce **circular economy criteria** in the company's activities, using natural resources and raw materials efficiently, using recycled materials, promoting reuse, and reducing and recovering waste.
- We disclose our climate change actions and results through our **sustainability report** and other means.
- Through the **Insurance Sustainability Principles**, we promote sectoral approaches to climate change to identify specific solutions and practices.
- **We disseminate good practices** in workshops and conferences on the fight against climate change.



- We implement business practices that prevent pollution and overexploitation of oceans and seas.
- We have adopted **circular economy criteria** for the reduction and reuse of plastics or packaging that may impact marine ecosystems and extended these criteria to the supply chain.
- **We reduce the use of toxic substances and non-biodegradable materials**, preventing them from reaching marine and coastal ecosystems.
- **We are gradually decreasing the use of fossil fuels** in the company's operations and replacing their use with renewable energy sources.
- We invest in **more sustainable** and less carbon-intensive **technologies** and progressively introduce them into the company's activities and facilities.
- We include climate change mitigation and adaptation actions in our action plans.
- We **raise awareness** of the importance of the fight against climate change and the protection of marine and coastal ecosystems.
- **We share best practices** related to sustainable management of oceans and seas in the company's activities.



- We are implementing business policies and practices that aim to ensure the **sustainable management** of natural resources within the organisation and throughout the supply chain and that minimise our impact on terrestrial ecosystems and biodiversity.
- We respect the environmental legislation of the countries in which we operate and comply with international **environmental performance** standards.
- We avoid purchasing materials that pose a risk to endangered plant or animal species and purchase sustainably managed forest products or those with a high recycled content.
- We take advantage of technology to **reduce the use of paper** in the processes of issuing policies, declarations of claims and invoices in digital format.
- We measure our **environmental footprint**, quantifying our carbon footprint in accordance with international standards.
- **We are trained** in responsible practices for terrestrial ecosystems and biodiversity.
- We report on the company's actions in the field of biodiversity and its research, conservation, education, and awareness-raising activities through our **sustainability report**.
- **We invest in the conservation, restoration and reforestation of native plant species and ecosystems** such as peat bogs, wetlands, grasslands, mangroves and forests, which help to slow down desertification and store large amounts of greenhouse gases.
- We carry out **corporate volunteer projects for cleaning, reforestation and restoration** of ecosystems and protection of flora and fauna.



- Through our corporate **human rights culture**, implemented through the 10 Principles of the United Nations Global Compact and our Code of Ethics and Conduct, our Policy of Respect for Human Rights, our Code of Ethics and Conduct for Brokers and Code of Ethics and Conduct for Stakeholders, we promote fairness and transparency, eliminate corruption and bribery, and avoid discriminatory practices that undermine the dignity or rights of individuals.
- Our monitoring and auditing procedures allow us to identify, with **due diligence**, possible situations of risk of human rights violations (ethical complaints channel, corruption prevention, etc.) and to establish mechanisms to prevent and mitigate these risks (Know Your Client, supplier evaluation protocol, harassment protocol, etc.).
- **We comply with** national legislation in the countries where we operate and with international human rights law.
- **We use the company's activities to promote peace, human rights, and the rule of law by placing restrictions on underwriting certain activities that may infringe rights and through corporate volunteering.**
- **We are trained** in transparency, human rights and anti-corruption and have established mechanisms that allow all Stakeholders to report possible non-compliance in these areas to the organisation.
- **We promote respect for human rights in the supply chain** by training, assessing, and introducing contractual clauses for suppliers.
- Our **commitment to ethical courtesy** governs the gifts we receive and the gifts we offer.
- We maintain a transparent and legally compliant relationship with the governments of the countries in which we operate to prevent corruption and bribery.
- We are **respectful** of any kind of property (intellectual, financial, or material).
- We have established processes to make the **participation of all workers** in decision-making a reality.
- We participate in workshops, events, and conferences to promote respect for human rights by the business sector.

17 PARTNERSHIPS FOR THE GOALS



- We align our social responsibility and sustainability strategy with the **Sustainable Development Goals** and integrate them into our culture.
- We have identified the **Objectives related to the core business of the company**, to work on them as a priority.
- **We measure progress in Solunion's contribution to the SDGs.**
- **We include the SDGs in Solunion's sustainability report**, explaining our contributions to sustainable development.
- **We raise awareness and train on the SDGs**, establishing common values throughout the organisation.
- **We encourage participation among Solunioners in the company's achievement of the SDGs**, through joint collaboration activities or by opening a channel for receiving ideas.
- **We spread the message of the SDGs** outside the organisation, to suppliers and to the wider business sector and the public.
- We maximise contributions to the developing countries in which we operate by creating decent jobs and promoting the transfer of knowledge, skills and technology.
- **We are transparent** about our tax practices.
- We develop **volunteering** actions focused on contributing to the SDGs.
- **We align our social action activities with the 2030 Agenda.**
- We collaborate with other insurers to look for innovation under sustainability criteria and ways of specific contributions to the SDGs.
- Promoting partnerships to develop and share technology, knowledge, and business models under sustainability criteria.
- **We support the development of local businesses.**
- We participate in conferences, events, and workshops to share best practices on SDGs.
- We open businesses and **activities in developing countries** under inclusive business and sustainability criteria, offering decent and secure jobs to the local population, enabling them to progress socially.
- We make **investments in developing countries**, expanding the business under sustainability criteria.
- **We collaborate with companies at all stages of the value chain** to share knowledge and contribute to innovation, modernisation, and sustainability.

List of material IROS linked to the Material Topic “Economic Performance” ESRS ES. SBM-4

MATERIAL TOPIC	IMPACT
Economic performance	Disclosure of sustainability information that is transparent with the market, to ensure that users of sustainability statements have sufficient, clear and truthful information.
	It is possible to develop sustainability measures and policies in the company as a result of positive performance.
	Risk control and management is improved by incorporating measures to monitor sustainability risk.

MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Economic performance	Market risk by being able to choose only local suppliers.
	Opportunity related to increased demand to all stakeholders.
	Opportunity for efficiency in the use of resources due to improving the performance of the activity.
	Opportunity for efficiency in the use of resources by monitoring risk more accurately.





4. Solunion's commitments and responsible practices

Value creation and sustainable management

At Solunion, we develop our activity as a socially responsible company, building relationships based on quality and trust, transparent, stable and equitable in the environmental, social, labour and governance spheres and always in collaboration with our environment.

As collaborators, we are committed to our stakeholders to actively participate in the economic and social progress of the countries in which we operate, and we understand this commitment as the tool to articulate our contribution to achieving a better world.

The commitment to long-term value creation and sustainable management is embodied in the Social Responsibility and Sustainability Policy, which establishes the common framework for action that guides the Company's socially responsible behaviour and whose latest version was updated and approved by the Board of Directors in September 2022, following international best practices.

This Policy makes commitments in different areas and to our Stakeholders:

1 Commitment to responsible and sustainable governance.

2 Environmental commitment.

3 Social commitment.

4 Commitment to the people who make up the organisation.

These commitments are transversal and are present throughout the Company's business process, based on the generation of economic, social, and environmental wealth.

1. COMMITMENT TO RESPONSIBLE AND SUSTAINABLE GOVERNANCE

Ethical Behaviour: main compliance and prevention measures

Compliance: GRI 102-11, 102-33, 102-17, 102-33, 102-34, 103, 205-1, 205-2, 205-3, 406-1, 408-1, 410-1, 412-3, 415-1, 418/ ESRS G1-4 p. 24 (b)/ ESRS G1-1 p. 7/ ESRS G1-3 p. 18 (b)/ ESRS ES. SBM-5



We understand Compliance as the standard that protects Solunion's solvency, integrity and reputation, and allows us to achieve our strategic objectives and achieve sustainable, profitable and, above all, upright and ethical growth.

We are firmly committed to conducting all our activities and businesses on the basis of rigorous standards of ethical behaviour, both internally and externally. To ensure the best compliance management, the Company

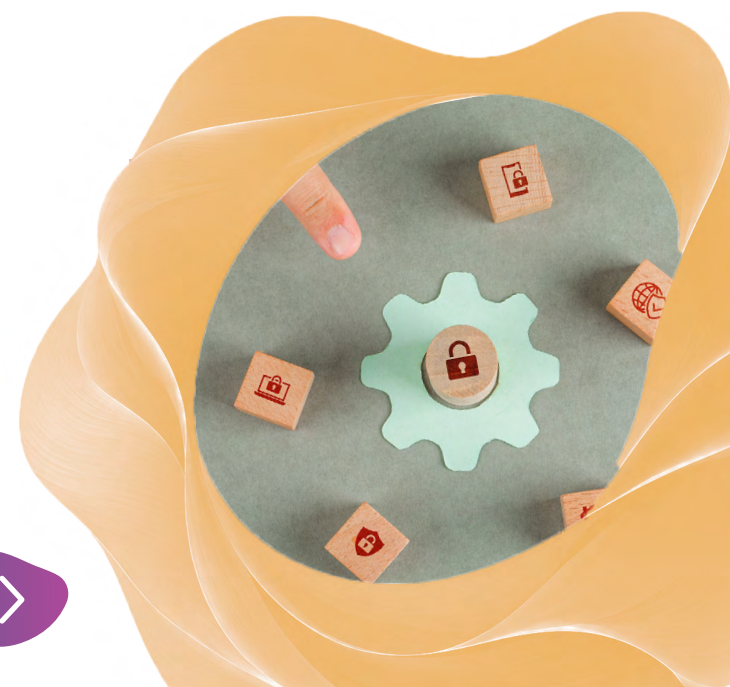
has an Audit and Compliance Commission, a Compliance Committee, the Group Compliance Officer and various Business Unit Compliance Officers. **ESRS G1-3 p. 18 (b) / ESRS G1-3 p. 18 (c)**

In addition, as employees, each of us is responsible for our own compliance, as well as for monitoring to detect situations and risks of non-compliance in our environment, which we must bring to the company's attention through the established channels.

Solunion has been developing the Compliance Function since 2015 as one of the functions that make up its Governance System. Each year, the activities carried out by the Compliance Function are reported to the Board of Directors in order to guarantee regulatory compliance and avoid the reputational risk of Solunion in the event of non-compliance with regulations, both internal and external. **ESRS G1-3 p. 18 (b)**

In these ten years, the Compliance Function has carried out actions aimed at complying not only with legal requirements, but also with the objective of creating a true culture of Compliance and dissemination of the Criminal Risks Manual, drawing up a specific communication, training and dissemination plan for Solunion and having implemented its own tool which means that independent third parties evaluate and verify the Compliance Function's own risk management system.

ESRS G1-1 p. 7/ ESRS G1-1 p. 9/ ESRS G1-1 p. 10 (g) / ESRS G1-3 p. 21 (a) / ESRS G1-3 p. 21 (b)



The Compliance Function is considered essential and must be integrated across the board into the performance of all employees' responsibilities. This integration is the only way to achieve Solunion's strategic objective: to be recognised as an ethical entity in all its processes and actions.

In this regard, we have continued to pay special attention to Training and Communication, aimed both at the entire this year organisation in general and at specific areas where a need for specific knowledge in this area has been identified. As a result, this year a total of 2,654.43 hours of specific training have been provided.



Solunion is a member of and actively participates in the Institute of Compliance Officers (IOC) and the World Compliance Association (WCA), associations that bring together compliance professionals, an essential figure in an increasingly complex global market with more demanding regulations.

Code of Ethics and Conduct

GRI 2-23, 102-16, 102-17, 102-33, 102-34, 205-1, 205-2, 205-3, 406-1, 408-1, 409-1, 410-1, 412-3, 415-1/ ESRs G1-1 p. 10 (a) / ESRs G1-3 AR 5/ ESRs S3-1 p. 167/ ESRs S3 SBM-2 p. 7 / ESRs G1-1 p. 7 / ESRs G1-1 p.9



At Solunion we have a Code of Ethics and Conduct, which reflects the corporate values and basic principles that should guide the actions of the people who form part of it, in our daily work and in our relationship with our Stakeholders.

The Code is available to all employees via the corporate intranet and is published on the group's website.

Likewise, both Solunion employees and third parties may consult any doubts regarding the interpretation of the guidelines of conduct of the Code of Conduct that apply to them, by e-mail at cumplimiento@solunion.com.

Whistleblowing channel: Our Canal Impulso Compliance

GRI 102-17, 102-33, 102-34, 406-1 ESRs S2-3 p. 27 (d) / ESRs S3-3 p. 27 (d)/ ESRs S3-3 AR 21 / ESRs G1-1 p. 10 (c)/ ESRs G1-1 p. 10 (c) i./ ESRs S4.SBM-3/ ESRs G1.SBM-3/ ESRs S1-17 p. 100 / ESRs G1-4 p. 22/ 406-1 / ESRs S1-17 p. 103 (a) / ESRs S1-17 p. 103 (b)



Solunion has a whistle-blowing channel accessible to all employees of the Company, so that they can report any conduct they consider to be in breach of Solunion's Code of Ethics and Conduct, local laws or internal regulations. **ESRS S1-3 p. 32 (d)**

Any employee who wishes to report, by any means other than the usual channel of sending information to their hierarchical superior, facts that may be contrary to the Commitments that Solunion has included in its Code of Ethics and Conduct, developed in its Policies and implemented through the processes of each Department and Area, as well as any applicable general or sectorial regulations, may do so through the specific section of Solinside (our intranet) referring to the Impulso Compliance Channel or through the mailbox canalimpulso@solunion.com.

This same channel is made available to our customers, suppliers and all third parties with whom we maintain business relationships on our website, so that they can contribute, together with us, to creating a working environment based on ethics.

At Solunion we apply the Impulse Channel Policy to know and resolve the complaints and queries received, giving them in each case the treatment deemed most appropriate, acting in each intervention with total independence and full respect for the persons affected and guaranteeing, at all times, confidentiality in the treatment of the complaints and queries that are processed, as well as their escalation to the most responsible person.

This channel implemented eight years ago, was updated in 2023 in order to adapt its content to the requirements of EU Directive 2019/1937 and to ensure the protection of the whistle-blower. **ESRS 2 BP-2 AR 2**

An internal campaign has also been carried out to explain the use of the channel. **ESRS S1-3 p. 33 / ESRS G1-1 p. 10 (c) ii.**

During 2025, a complaint through the Impulso Channel was received, which, in accordance with internal policy, was recorded in the Impulso Channel system. It was classified as a minor offence and measures were put in place to prevent similar situations was received in the future.

ESRS S1-17 p. 100 / ESRS G1-4 p. 22/ ESRS S1-17 p. 103 (a) / ESRS S1-17 p. 103 (b)

Complaints and claims

GRI 417-2, 417-3/ ESRS S4.SBM-3



At Solunion we promote that our clients, in any country in the world where they operate, have an internal channel for the extrajudicial defence of their rights derived from their contracts, and we ensure that their trust is preserved by fulfilling our commitment to provide them with the best possible service, promoting the internal implementation of bodies for the protection of their rights and for the management of their claims or complaints.

The customer service department of Solunion Seguros Compañía Internacional de Seguros y Reaseguros, S.A. was set up in accordance with the requirements of the Order of the Ministry of Economy ECO 734/2004 of 11 March 2004, on customer service departments and services and the customer ombudsman of financial institutions.

This service has not received any complaints this year.



Internal control and operational risk



GRI 102-3, 102-30, 102-31 (L.11/2018) / ESRS 2 GOV-1 p. 22 (c)/ESRS 2 GOV-2 p. 26 (a)/ ESRS 2 GOV-5 p.36 (b)/ ESRS 2 IRO-1 p.53 (e)/ ESRS 2 IRO-1 p.53 (f)

Solunion has an Internal Control and Operational Risk Framework that establishes the most important actions to be carried out in order to maintain an optimal Internal Control System.

The Internal Control and Operational Risk Framework establishes a general operating model that is materialised in a set of principles, guidelines and policies that allow for a global definition of the Function and its current implementation at all levels of the Company, so that there is continuity and homogeneity in its application.

Solunion conceives internal control as a system whose performance requires the involvement and commitment of all members of the organisation, and in no case as an isolated organisational area created for the purpose of controlling the Company's performance with regard to the risks to which it is exposed. The members of the organisation contribute to providing reasonable security in order to achieve the established objectives:

Operational objectives

Effectiveness and efficiency of operations, differentiating both the operations inherent to the insurance activity (underwriting, claims, reinsurance and investments, mainly) and the operations and support functions (human resources, administration, commercial, legal, technology, etc.).

Reporting objectives

Reliability of information (financial and non-financial, and both internal and external) with respect to its reliability, timeliness or transparency, among others.

Compliance objectives

Compliance with applicable laws and regulations.

This framework is based on a system of governance and an organisational structure that underpins the three lines of defence model in the field of Internal Control.

First line of defence

Operational areas, business lines or support units. They are responsible for the application of internal control procedures in each of the processes in which they are involved and for which they are responsible and are responsible for managing the risks arising from these processes.

Second line of defence

Risk Management Function. This is an area independent of the areas for the implementation of the internal control system, with responsibility for defining policies and application procedures, coordinating and supervising evaluation and control activities, as well as the implementation of action plans, and generating management reporting to the different areas and to the governing bodies. The second line of defence also includes the Compliance Function and the Actuarial Function, which ensure that controls are consistent with the control objectives and comply with the policies and procedures on which they are based. In 2025, no critical concerns have been reported towards the governance bodies.

Third line of defence

Internal Audit, as an independent evaluator in charge of monitoring the proper functioning of the Internal Control System, compliance with policies and procedures, as well as the ultimate assessment of the effectiveness of action plans and initiatives put in place.

Through compliance with risk management procedures and policies, appropriate risk treatment is carried out to ensure that the risks assumed by Solunion are kept at an acceptable level and, therefore, do not jeopardise the achievement of the Company's strategic objectives.

The different internal and external events will be assessed, allowing to act accordingly according to the impact they represent at business, operational and organisational

level. In order to address the risk, the necessary corrective measures to control and mitigate the assessed risks will be selected and implemented.

The highest responsibility for internal control in Solunion lies with the Board of Directors. However, in general, the Management Committee is the executive body to which the results of the risk and control assessment are regularly reported and to which any relevant issues related to internal control are escalated.

The Management Committee is therefore responsible for taking decisions on any aspect related to risk management and control in Solunion, and for approving the Internal Control and Operational Risk Framework and any subsequent amendments thereto, reports and action plans proposed to mitigate the Company's risk exposure or to implement improvements in the Internal Control Function.

The Management Committee shall report to the Board of Directors on a regular basis on critical control issues and may also submit to the Board of Directors such decisions as it deems appropriate.

On an annual basis, the Internal Control Area carries out the Internal Control Cycle, as established in the Annual Internal Control Activities Plan, which consists of a review of all the Company's processes and coordinating the evaluation of risk indicators and controls. After analysing the results of the assessment, the necessary corrective measures are defined together with the areas to improve the criticality of the processes. This entire process is supported by the MEGA Platform.



Protection of employees against psychological and sexual harassment in the workplace



GRI 102-33, 102-34, 406-1; L.11/2018/ S1.SBM-3

At Solunion, we believe that respect for others should be a basic element of conduct. We therefore reject any manifestation of harassment at work, as well as any violent or offensive behaviour towards the rights and dignity of people, as these situations contaminate the working environment and have negative effects on the health, well-being, confidence, dignity and performance of the people who suffer them.

Respect for people is a responsibility of the entire organisation at a global level and extends both to relations between employees, regardless of their position in the company, and to their relations with customers, suppliers, distributors, partners and other stakeholders. We must all contribute to ensuring a working environment in which people's dignity is respected.

Therefore, at Solunion we state that we are expressly against and will not allow situations of harassment at

work, regardless of who is the victim or the harasser in the situation reported and that any member of the company has the right to file a complaint if the event occurs.

1 Contribute to maintaining a work environment free of harassment and violent or offensive behaviour towards the rights and dignity of individuals, and ensure that, should it occur, appropriate procedures are in place to address and correct the problem.

2 Reject any manifestation of harassment, whether moral, sexual, psychological or of any other kind, as well as any violent or offensive behaviour towards the rights and dignity of people and consider respect for people and their dignity as a basic principle of the organisation's actions.

In the year of our creation, at Solunion we drew up and approved a Protocol for the Prevention and Treatment of Harassment and Discrimination in the company, through which it defined the principles and guidelines for action to prevent and, where appropriate, correcting this type of behaviour.

This protocol was revised and renewed to update it to include cases such as cyberbullying.

No complaints of harassment have been received at Solunion during this financial year.

Anti-corruption

GRI 102-33, 102-34, 415-1, 414-1, 414-2 /ESRS G1-3 p. 16/ ESRS G1.SBM-3



At Solunion, we want to avoid unethical practices that are intended to inappropriately influence the freedom of our decisions. For this reason, we only accept or make gifts from/to our suppliers or customers that are in accordance with applicable laws, that are socially acceptable, that are offered or received in an open, transparent manner, and that do not result in obtaining or retaining a particular business or business advantage.

As partners, we ensure compliance with this commitment by acting transparently and reporting internally whenever we receive or offer a gift or invitation from a supplier.

We understand this Commitment from the perspective that the quality of our services and the professionalism of our team are the main reason to count on us. The trafficking of influence and bribery are not an option.

Consequently, no employee of Solunion or Solunion itself shall accept or practice bribery or offer benefits to third parties who are in the service of any organisation (public or private) to obtain advantages or conduct business, whatever its nature, reporting through the channels established in the Anti-Fraud Policy and Procedures, as well as in the Ethical Courtesy Commitment, all uses of corruption that come to their knowledge.

Both the Anti-Fraud Policy and Procedures and the Ethical Courtesy Commitment make these points explicit.

Solunion also does not allow other persons or entities to use these practices with Solunioners. We therefore include a specific section in our Code of Ethics and Conduct for Brokers (commercial agents or intermediaries) and in the Code of Ethics and Conduct for Stakeholders. **ESRS S2-1 p. 14 / ESRS S2-1 p. 16**

In addition, Solunion has a Criminal Risk Prevention Manual for all Business Units which includes the principles for the prevention of criminal offences and details the supervision and control mechanisms. **ESRS G1 IRO-1 p. 6**

Furthermore, Solunion does not allow direct contributions to political parties or related institutions. **ESRS G1-4 p. 22 / ESRS G1-4 p. 25 (a) / ESRS G1-5 p. 27**

Contributions made to charities made on behalf of Solunion in good faith and for charitable projects, as well as Solunion's sponsorship payments, comply with the relevant legal framework, Solunion's Code of Ethics and Conduct, the Anti-Fraud Policy and Procedures and to the Sponsorship and Donations Policy.

No complaints have been received in this area during 2025. **ESRS G1-4 p. 24 (a) / ESRS S1-17 p. 100**

Commitment No Fraud, No Bribery

GRI 102-33, 102-34 / ESRS G1 IRO-1 p. 6 / ESRS G1-3 p. 16/ ESRS G1.SBM-3



At Solunion, we fight against fraud and corruption with ethical principles that guarantee that our internal (Solunioners) and external (customers and business partners) activities are carried out honestly, implementing the necessary preventive security and surveillance measures to avoid any fraudulent activity.

As collaborators, we have the right and the duty to act in a diligent and non-negligent manner, avoiding fraud in even the smallest things, and using the Canal Impulso Compliance to report any suspicious situation.

We understand our anti-fraud commitment as the co-responsibility and awareness to act truthfully and uprightly towards ourselves and our third parties.

Combating fraud is key and to this end we establish a duty of personal and process-based vigilance in accordance with our Anti-Fraud Policy and Procedures.

Confidentiality of Information

ESRS S4. SBM-3



At Solunion we are highly committed to the confidentiality of the information we handle. We are all responsible for putting into practice, in our daily work, the necessary security measures to ensure the confidentiality of the information to which we may have access in the course of our work, whether it is our own information or that of our clients, shareholders or suppliers. This is why we acquired this Commitment by signing the confidentiality clause with our Stakeholders.

As collaborators, we are also responsible for safeguarding internal information and the company's business secrets (strategic plans, financial, commercial and statistical information, IT developments, etc.). This information must be handled from the outset on a Need-to-know basis, available only to the individuals involved.

We understand that confidentiality is synonymous with rights, but also with respect for our employees, customers, and stakeholders. We protect your information and never share it with unauthorised third parties or use it for purposes other than the purpose of the collaboration. *(More information on page 88).*

Ethical courtesy

ESRS G1. SBM-3



At Solunion, we want to avoid unethical practices that are intended to inappropriately influence the freedom of our decisions. For this reason, we only accept or make gifts from/to our suppliers or customers that are in accordance with applicable laws, that are socially acceptable, that are offered or received in an open, transparent manner, and that do not result in obtaining or retaining a particular business or business advantage.

As partners, we ensure compliance with this commitment by acting transparently and reporting internally whenever we receive or offer a gift or invitation.

We understand this commitment to courtesy from the perspective that the quality of our services and the professionalism of our team are the main reasons to count on us. Influence peddling or bribery are not an option.

Prevention of money laundering

GRI 102-33, 102-34/ ESRS G1.SBM-3



At Solunion, we are firmly committed to conducting our business with the guarantee that our operations are carried out only with ethical entities and individuals who, under no circumstances, either directly or indirectly, may be related to illicit activities, such as terrorist funding and money laundering.

As collaborators, we need to know whom we are working with, implementing the necessary preventive measures, and therefore avoiding the possibility of finding ourselves involved in any type of illegal activity, whether by clients, third parties, commercial partners or other employees of our company.

We understand our Commitment to Prevent Money Laundering as the fight to stop illicit money from entering the financial system, thereby helping to create a better world.

At Solunion, we have established appropriate policies, procedures, and internal control bodies to prevent and avoid operations related to money laundering and terrorist financing, establishing specific controls on those complex operations or of an unusual nature or amount, or that have no apparent economic or lawful purpose or that show signs of simulation or fraud.

All employees and agents of Solunion entities bound by the regulations on the prevention of money

laundering and the financing of terrorism receive specific training on the subject (with varying degrees of depth depending on the level of risk in the area of the activities they carry out), with details of how to proceed in the event of detecting any suspicious operation.

Interests without Conflict

ESRS S4. SBM-3



At Solunion we are committed to Interests without Conflict; that is why we seek to manage potential conflict situations in the most transparent, comprehensive, and honest way possible.

As collaborators, we deal with these occasions based on communication and trust with the person in charge in order to act together with total transparency and to guarantee the independence of the decisions we take.

We understand conflict of interest in the framework of external and internal action, being aware that, on occasions, it can be complex to act ethically when personal factors interfere. This commitment aims to establish a framework of action with clients and collaborators that favours dialogue in search of an ethical and objective decision and is articulated in our Conflict Prevention and Management Policy.

Fair competition



ESRS S4. SBM-3

In application of our Code of Ethics and Conduct, at Solunion we promote fair competition and actively work for economic progress that favours fair competition and the free market.

As partners, we are committed to this Commitment and are aware of how our actions can influence the market. We therefore avoid acts such as deception, confusion, price fixing, the establishment of monopolies, as well as abuses of power by dominant entities, among others.

We understand Fair Competition as the defence of equal opportunities among all market operators and mutual respect among competitors, avoiding aggressive economic practices, pacts or restrictions that harm the

free market and allow obtaining an advantage over competitors in a dishonest manner.

At Solunion, in accordance with our Fair Competition Policy, we promote an environment of transparency, maintaining the appropriate internal channels to encourage the reporting of possible irregularities, among which are the ethical mailboxes, which allow all Solunion Stakeholders to report conduct that may imply a breach of the Company's Corporate Governance System or the commission by any Group professional of any act contrary to the law or to the rules of conduct of the Code of Ethics and Conduct.

Solunion has not registered any cases related to monopolistic or anti-competitive practices during the year. There are also no open cases registered in previous years.

Solunion undertakes to compete fairly in the markets and not to engage in advertising that is misleading or denigrates its competitors or third parties.

It is also committed to obtaining information in a lawful manner, to promoting free competition for the benefit of consumers and users, and to promoting transparency and free market rules.

Solunion has not received any complaints in this regard this year.

LIST OF PROFESSIONAL ASSOCIATIONS OF WHICH SOLUNION IS A MEMBER

ICEA	Cooperative Research between Insurance Companies and Pension Funds	AMIS	Mexican Association of Insurance Institutions	AEDRH	Spanish Association of Human Resources Managers	CEIE	Spanish Exporters and Investors Club
UNESPA	Unión Española de Entidades Aseguradoras y Reaseguradoras (Spanish Union of Insurance and Reinsurance Companies)	FASECOLDA	Federation of Colombian Insurers	DIRCOM	Association of Communication Managers	CAMESCOM	Spanish Chamber of Commerce in Mexico
ALASECE	Latin American Credit Insurance Association	AACH	Association of Chilean Insurers	WCA	World Compliance Association	CAMESCOM	Spanish Chamber of Commerce in Chile
APF/ PASA	Pan American Surety Association	IEAF	Instituto Español de Analistas Financieros	IOC	Compliance Officers Institute	CAESPAN	Spanish Chamber of Commerce in Panama



Respect of International Law

GRI 419-1



At Solunion, we cooperate by applying international regulations adopted by national governments or international bodies to ensure that our business is not complicit with entities or activities that are related to diplomatic, economic, military, environmental or trade sanctions.

As collaborators, we can prevent, detect and manage these situations through our internal systems and processes, in order to detect the people, activities, entities or countries with the highest risks or which are susceptible to sanctions, always in accordance with the Group's Sanctions Policy.

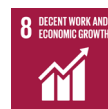
We see this International Responsibility Commitment as a lever for change towards a global market with ever greater integrity, in which our customers and business partners also join in this struggle.

Compliance with regulatory requirements is a priority for Solunion in all countries where it operates. To this end, it maintains an open, permanent and constructive dialogue, through which it exchanges information, knowledge and opinions with regulatory bodies. This allows Solunion to be aware of the initiatives and concerns of the regulatory bodies, to know and express their points of view and opinions, in order to preserve the legitimate defence of their interests and those of their Stakeholders.

During 2025, no non-compliance with applicable regulations has been detected.

Security

GRI 410-1, 102-33, 102-34, 418-1/ ESRS S1.SBM-3/ S2.SBM-3/ ESRS S4. SBM-3/ESRS ES. SBM-5



Among other issues, Solunion focuses its actions in security matters on the protection of its workers and facilities, on safeguarding the information and privacy of its customers, employees and other stakeholders, and on the sustainability and resilience of its operations and the services it provides.

The protection of the people who work at Solunion

is materialised by providing a safe working environment as a result of the implementation, from the project phase, and the maintenance of protection measures for the facilities, the provision of self-protection plans in the work centres, the design and implementation of specific measures for travel and journeys (especially to unstable areas) and direct and specialised support in the event of risk or crisis situations.

The **commitment to the privacy and security of information** relating to clients, Solunioners, suppliers and other Stakeholders is set out in our Code of Ethics and Conduct and is specified, among other aspects, in the establishment of high standards of compliance with regulatory obligations in terms of privacy and data protection. To this end, measures of various kinds are established to ensure compliance with the principles relating to data processing, thus responding to the trust placed in Solunion by customers, employees, shareholders and other Stakeholders.

We integrate secure ways of working with data and information into the Company's management strategy, assuming, with regard to customers, suppliers and society in general, the commitment to guarantee the essential attributes of information: confidentiality, integrity and availability.

We are aware of the importance of protecting personal data. Therefore, we treat data confidentially, in a lawful, transparent, and trustworthy, with the necessary security measures for their protection, and we protect the personal data to which we have access in the performance of our work, whether they belong to Solunion or to third parties, always avoiding their alteration, loss, treatment, or unauthorised access.

We understand the protection of personal data as the mechanism that protects the fundamental rights of individuals, especially the right to honour and personal and family privacy, and therefore we strictly apply both our Privacy Policy and Data Protection Policy.

In 2025, no complaints have been received regarding privacy breaches and/or leakage of customer data.

In terms of availability, **business continuity solutions** are designed and implemented to guarantee the maintenance of services provided to customers in the event of serious contingencies, thus contributing to the sustainability and resilience of operations and services provided.

Solunion also has procedures, tools and highly specialised personnel to ensure that new corporate information systems and initiatives incorporate security criteria from the outset aimed at minimising risks, protecting data privacy and increasing incident detection and response capabilities.

Continuity Plans

In the event of a catastrophic event, the ability to continue providing service to our customers becomes critical. That is why business continuity plans are developed, implemented, tested, updated and certified, aimed at guaranteeing not only the personal safety of Solunion employees and collaborators, but also the operational resilience of the entities, thus fulfilling their obligations to customers and other stakeholders.



Solunion holds **AENOR Certification in Business Continuity** based on the UNE-EN ISO 22301/2020 Standard.

ESRS 2 BP-2 AR 2

This credential, valid until 2027 and issued by AENOR after an independent evaluation of our activity, guarantees that all areas of Spain, Holding and Allianz Trade for Multinationals have a business continuity management system that complies with the standard in all its processes, which will allow us to avoid complex situations and maintain the level of service of the Company without any harm to policyholders, and always putting the health and welfare of employees at

the centre of the strategy.

This achievement is the result of teamwork, which helps us to continue to meet the highest quality standards in all our procedures.

Digital Operational Resilience

Regulation (EU) 2022/2554 of the European Parliament and of the Council of 14 December 2022 on the digital operational resilience of the financial sector and amending Regulations (EC) 1060/2009, (EU) 648/2012, (EU) 600/2014, (EU) 909/2014 and (EU) 2016/1011 (hereinafter “DORA Regulation”) establishes that, in order to achieve a high level of digital operational resilience, financial institutions shall have a robust, comprehensive and well-documented governance and risk control framework for information and communication technologies (ICT) as part of their Risk Management System, enabling them to ensure effective and prudent management of ICT-related risk and to address such risk in a timely, efficient and comprehensive manner, ensuring a high level of digital operational resilience.

To this end, Solunion has incorporated a specific policy into its Risk Management System, this “Information and Communication Technology (ICT) Risk Management Framework” (hereinafter “ICT Risk Management Framework”), the purpose of which is:

1

Establish a governance and control system that enables it to address ICT-related risk quickly, efficiently and comprehensively and ensure a high level of digital operational resilience.

2

To guarantee effective and prudent management of ICT-related risk.

3

Establish the strategies, policies, procedures, protocols and ICT tools necessary to properly and adequately protect all information assets and ICT assets and the physical components and infrastructure of Solunion, to ensure that they are adequately protected from risks, including damage and unauthorised access or use.

4

Minimise the consequences of ICT risk by deploying appropriate ICT strategies, policies, procedures, protocols and tools.

5

Establish a system to provide requesting authorities with complete and up-to-date information on ICT-related risk and on its ICT Risk Management Framework.

Transparency in Communication

ESRS S4. SBM-3



At Solunion we are committed to supporting and promoting the business through a clear and transparent Communication Policy with our internal and external Stakeholders.

As partners, we need to ensure this commitment by bringing to bear our strengths, knowledge and experience.

We understand communication as one of the fundamental axes to guarantee and promote the development of our activity, the promotion of our organisation, reputation and brand image.

Inclusive language guide



At Solunion, we are committed to stimulating change in an environment that promotes and encourages diversity, free from stereotypes and references of inequality that only constitute a brake on social and business growth.

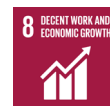
For egalitarian communication, we need the discourse

and the image that accompanies it to be aligned and coherent with what we are conveying. A non-sexist message, for example, corresponds to a neutral image, free of any kind of bias and stereotype. The same goes for generational or nationality diversity.

Our guide is conceived as a practical document and provides guidelines for the use of language and images in line with our respect for diversity, which promote awareness and social inclusion of all groups and reflect our corporate culture and our drive for equality.

Protected Personal Data

GRI 410-1, 102-33, 102-34, 418-1/ ESRS S1.SBM-3 / S2.SBM-3



At Solunion we are aware of the importance of protecting personal data. For this reason, we treat data confidentially, in a lawful, transparent and fair manner, with the necessary security measures for its protection.

As Solunioners, we protect the personal data to which we have access in the performance of our work, whether they are Solunion's own or those of third parties, always preventing their alteration, loss, processing or unauthorised access.

We understand the protection of personal data as the mechanism that protects the fundamental rights of individuals, especially the right to honour and personal and family privacy.

Solunion's absolute priority is to guarantee the privacy and adequate protection of the personal data it manages, acting proactively, not only with the aim of achieving compliance with the applicable regulations, but also as a fair response to the trust placed in it by customers, suppliers, collaborators, Solunioners themselves and the rest of the Stakeholders.

In 2025, as in previous years, Solunion has not been sanctioned for non-compliance with data protection regulations by any of the supervisory authorities in the different countries where it operates.

Tax liability

GRI 201-1, 201-4 / ESRS ES. SBM-3



Solunion's fiscally responsible behaviour is reflected in the Corporate Tax Policy and the Social Responsibility and Sustainability Policy, which set out the basic principles of action that must be respected.

The taxes that Solunion pays in the countries and territories in which it operates constitute the main contribution of the Group's companies to the support of public charges and, therefore, one of its greatest contributions to society.

The taxes paid are presented in the following tables:



Tax contribution Spain (€)	2025	2024	2023	2022
Corporate Income Tax	6,086,356.82 €	€4,490,212.13	€3,516,806.32	€1,483,895.99
VAT	2,340,942.75 €	€2,237,190.04	€2,255,190.00	€7,418,259.25
Social Security Payments	6,167,180.10 €	€5,775,853.66	€5,357,820.74	€4,684,382.56
Other taxes and fees	77,590.36 €	€92,545.51	€85,408.97	€89,667.55
TOTAL	14,672,070.03 €	€12,595,801.34	€11,215,226.03	€13,676,205.35
Tax contribution Mexico (K MXN)	2025	2024	2023	2022
Corporate Income Tax	2,240,038 MXN	0 MXN	5,027,236 MXN	9,258,750 MXN
VAT	11,101,511 MXN	0 MXN	0 MXN	89,116,288 MXN
Social Security Payments	14,638,759 MXN	17,162,302 MXN	13,412,670 MXN	11,347,583 MXN
Other taxes and fees	3,620,526 MXN	0 MXN	2,813,942 MXN	26,297,259 MXN
TOTAL	31,600,833 MXN	17,162,302 MXN	21,253,848 MXN	136,019,880 MXN
Tax contribution Colombia (COP)	2025	2024	2023	2022
Corporate Income Tax	1,229,347,000 COP	COP 5,853,308,000	COP 4,781,858,000	COP 3,043,810,000
VAT	0 COP	0 COP	0 COP	COP 14,235,675,000
Social Security Payments	2,600,240,557 COP	COP 2,301,724,731	2,154,793,649 COP	COP 2,073,000,500
Other taxes and fees	1,244,477,336 COP	1,482,207,458 COP	945,236,266 COP	COP 265,232,000
TOTAL	5,074,064,893 COP	9,637,240,189 COP	COP 7,881,887,915	COP 19,617,717,500
Tax contribution Chile (M CLP)	2025	2024	2023	2022
Corporate Income Tax	261,650,490 CLP	439,486,469 CLP	935,974,182 CLP	156,270,833 CLP
VAT	2,835,413,681 CLP	2,777,382 CLP	3,356,479 CLP	2,533,641,208 CLP
Social Security Payments	105,002,580 CLP	98,071 CLP	100,033 CLP	80,035,672 CLP
Other taxes and fees	304,724,445 CLP	219,628,960 CLP	79,803,041 CLP	40,928,051 CLP
TOTAL	3,506,791,196 CLP	661,990.882 CLP	1,019,233,736 CLP	2,810,875,764 CLP
Tax contribution Argentina (ARS)	2025	2024	2023	2022
Corporate Income Tax	18,617,400.86 ARS	ARS 0.00	ARS 0.00	ARS 7,178,558.00
VAT	0.00 ARS	ARS 17,885.96	ARS 0.00	ARS 504,833.00
Social Security Payments	248,071,849.89 ARS	ARS 84,436,274.02	ARS 39,645,303.00	ARS 15,558,060.00
Other taxes and fees	25,486,314.66 ARS	ARS 0.00	ARS 167,777.29	ARS 3,725,999.00
TOTAL	292,175,565.41 ARS	ARS 84,454,159.98	ARS 39,813,080.29	ARS 26,967,450.00
Tax contribution Panama (PAB)	2025	2024	2023	2022
Corporate Income Tax	44,267.25 PAB	0.00 PAB	292,779.66 PAB	8,385.27 PAB
VAT	46.01 PAB	0.00 PAB	0.00 PAB	129,923.71 PAB
Social Security Payments	121,705.78 PAB	323,187.60 PAB	374,937.95 PAB	287,837.84 PAB
Other taxes and fees	52,380.04 PAB	39,137.69 PAB	47,940.49 PAB	38,553.06 PAB
TOTAL	318,399.08 PAB	362,325.29 PAB	715,658.10 PAB	464,699.88 PAB



Tax contribution Peru (PEN)	2025	2024
Corporate Income Tax	464,892.00 PEN	0.00 PEN
VAT	1,010.66 PEN	0.00 PEN
Social Security Payments	82,620.34 PEN	50,526.85 PEN
Other taxes and fees	208,484.09 PEN	0.00 PEN
TOTAL	757,007.09 PEN	50,526.85 PEN

Taxes are paid in those jurisdictions where Solunion's profit is generated.

Public subsidies received by Solunion in financial year 2025 amounted to a total of 38,287.85 euros, corresponding entirely to Social Security bonuses received in Spain.

0.7% of the total tax quota for social purposes

Additional Provision 103 of Law 6/2018 on the General State Budget for 2018 established that companies may decide to allocate 0.7% of the full amount of corporate income tax to social purposes.

Since the entry into force of this possibility, Solunion has been allocating, and will do so in the future, 0.7% of its corporate income tax to social purposes, because we are committed to allocating a percentage of the income we earn in favour of the State to programmes for social strengthening and cohesion, demonstrating our commitment to projects related to social improvement and sustainable development.

In recognition of this, we have been awarded the Solidarity Company seal by the Third Sector Platform in recognition of our contribution to the financing of social projects aimed at guaranteeing citizens' rights and combating poverty.

This seal reflects our collective commitment to a more just and inclusive society.



Framework for integrating ESG aspects into our investment processes



ESRS E1. SBM-3

Socially responsible investment is continuously evolving, keeping pace with major global trends in ESG risks and opportunities.

Solunion is committed to socially responsible investment in its investment selection process. Both our shareholders and our investment managers are signatories to the UNEP Finance Initiative's Principles for Responsible Investment (PRI).



Key Performance Indicators of Responsible Investment

	2025	2024	2023	2022
External asset managers that are signatories to the PRIs (%)	100%	100%	100%	100%
Group assets managed by signatories of the PRIs	100%	100%	100%	100%
% investment portfolio analysed with SRI criteria	100%	99,1%	90,1%	-

In order to comply with Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework to facilitate sustainable investments and amending Regulation (EU) 2019/2088, the investment activities that contribute to meeting the European Union's environmental objectives are reported in Annex 2.

We have signed the Principles for Financial Leadership as participants in the United Nations Global Compact and are working to reshape the future of corporate finance and investment as a catalyst for growth, value creation and social impact.



Internal Audit

GRI 102-33, 102-34



The Internal Audit Function constitutes the third line of defence of the Risk Management model and must provide an independent guarantee of the adequacy and effectiveness of the Internal Control System and other elements of the Governance System, as such, the IAF provides assurance services over the entire first- and second-line business organization, including outsourced areas and services.

Solunion's Internal Audit Function is objective and independent of the Company's operational functions, includes the verification of the adequacy and effectiveness of the internal control system and other elements of Solunion's Governance System and will be carried out in accordance with the provisions of the regulation, supervision and solvency of insurance and reinsurance companies and the audit activity.

Internal Audit reports directly to the Chairman and Vice Chairman of the Board of Directors and to Solunion's Audit and Compliance Committee, which oversee the Function.

Risk Management Function

GRI 205-1, 205-2, 205-3, 410-1/ ESRS 2 GOV-1 p. 22 (c)/ESRS 2 GOV-2 p. 26 (a)/ ESRS 2 GOV-5 p.36 (b)/ ESRS 2 IRO-1 p.53 (e)/ ESRS 2 IRO-1 p.53 (f)



The Risk Management Function enables the appropriate supervision of risks through the adoption of provisions that facilitate the identification, measurement, supervision, management and monitoring of risks. This function encompasses Solunion's Internal Control process, included in the Internal Control and Operational Risk Framework, which is the Internal Control Function Policy. In addition, the Risk Management Function is responsible for coordinating the evaluation and supervision of the company's most critical risks (Top Risk Assessment).



The Risk Management Function is responsible for risk monitoring. The procedures it follows are described below:

Identification: to facilitate the management and control of risks, each risk has its own policy, which prevails over the general policy and specifies the specific aspects for the treatment of each risk.

Measurement: for the measurement of risks, the Corporate Risk Management and Internal Control Area establishes the provisions that make it possible to set the parameters for measuring risks in accordance with regulations, to determine the technical means for calculating capital requirements based on the set of risks, and to verify that the measurement of these risks is correct..

Limits: Solunion's Board of Directors defines the "Risk Appetite", which integrates the Risk Management System, and establishes both the limits to be applied in the assumption of risks and the measures necessary for the Risk Committee to review, at least annually, that the limits are effective and appropriate for the Group's situation.

Supervision: the risk takers in each area of the Company are responsible for ensuring that the actions taken are within the established technical standards and that the risks assumed do not exceed the limits defined in the Risk Management System. Supervision of the compliance of risks with the limits is the responsibility of the Risk Management Function and the other Functions of the Second Line of Defence, in their areas.

Management and mitigation: the risk takers in each area of the first line of defence of each Business Unit must take the necessary measures in their respective areas to mitigate the risks to which it is exposed, in accordance with the provisions of the applicable Policy and subject to the risk limits. Supervision of the adoption of the necessary mitigation measures shall be the responsibility of the other Functions of the Second Line of Defence, in their respective areas, which shall report to the Risk Management and Internal Control Area.

Non-compliance with limits: when a risk exceeds the established limits, the Company's governing bodies may adopt measures aimed at (i) authorising the risk limit to be exceeded, (ii) cancelling the risk, (iii) contracting additional protection to bring the risk into line with the established limits, or (iv) promoting the raising of sufficient additional capital resources.

In 2022 was approved the Risk Appetite Framework Policy, which aims to establish the level of risk that Solunion is willing to assume in order to achieve its business objectives without significant deviations, even in adverse situations.

The Risk Appetite Framework



International commitments related to Sustainability

GRI 2-28



In 2020 we signed up to the **Principles for Sustainable Insurance (PSI)**, a commitment driven by the **United Nations Environment Programme Finance Initiative (UNEP FI)** that establishes a common framework for the insurance industry to address environmental, social and governance risks and opportunities.

The Principles for Sustainable Insurance provide the basis on which the insurance industry, and society as a whole, can build a stronger relationship that places sustainability at the heart of risk management for a more forward-looking and better managed world.

This commitment will enable us to develop and expand the insurance and risk management solutions we need to maintain profitable and sustainable growth, foster a fair and ethical business and trading environment, and build the business future we all want.



PRINCIPLE 1

We will **embed in our decision-making** environmental, social and governance issues relevant to our insurance business.



PRINCIPLE 2

We will **work together with our clientes and business partners** to raise awareness o environmental, social and governance issues, manage risk and develop solutions.



PRINCIPLE 3

We will **work together with governments, regulators and other key stakeholders** to propose widespread action across society on environmental, social and governance issues.



PRINCIPLE 4

We will demonstrate accountability and transparency in regularly disclosing publicly our porgress in implementing the Principles.





To reinforce this commitment in the Latin America and the Caribbean (LAC) region We have Adhered to the **Declaration of Bogotá in Sustainable Insurance.**

The Latin America and the Caribbean (LAC) region faces unique economic, social and environmental challenges, from the impacts of climate change to climate inequality and economic instability. Sustainable insurance practices can help address these issues by protecting responsible risk management, sustainable insurance practices, building resilience, and addressing environmental, social, and governance issues.

The DBSS seeks to harness the collective power of the insurance industry as risk managers, insurers, and investors, as well as other actors that are governments, regulators, and other stakeholders in the region to address these challenges. The DBSS is an adaptation of the Sustainable Insurance Principles in the context of LAC and represents a significant step towards a more sustainable and resilient insurance industry. By adapting and localizing the principles, we aim to address the challenges and opportunities in the region.

Signing of the UN Global Compact

GRI 102-12, 102-32, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1, 412-1, 412-2, 412-3, 413-1

At Solunion we are firmly committed to contributing to economic and social progress in the countries in which we operate. For this reason, we have adhered to the **United Nations Global Compact (Global Compact, Global Compact Network Spain)** and we are committed to respecting its principles within the organisation.

This implies that, within our sphere of influence, we act resolutely in favour of the defence of the human rights

WE SUPPORT



contained in the “International Bill of Human Rights”, and we establish appropriate control mechanisms to ensure that none of the companies in our Group is responsible, by action or omission, for any form of violation of these rights, all of this taking into account the framework of the United Nations Guiding

Principles on Business and Human Rights.

Similarly, and regarding the principles relating more specifically to the protection of workers’ rights, Solunion’s adherence to the Global Compact commits the Group directly to the respect, defence and protection of Human Rights in the Conventions of the International Labour Organisation (ILO) and in the Declaration of Fundamental Principles and Rights at Work.

For this reason, we at Solunion are obliged, and the people who make up Solunion must contribute, to ensure that these obligations are strictly complied with:

Avoid discriminatory practices or practices that undermine the dignity of individuals.

Reject child labour and forced or compulsory labour.

Respect the freedom of association and collective bargaining of Solunioners, as well as the role and responsibilities of workers’ representatives in accordance with the laws in force in each country.

Offer decent employment.

Implement monitoring procedures to identify with due diligence possible situations of risk of human rights violations and establish mechanisms to prevent and mitigate such risks.

The protection of human rights is linked to the Group’s internal regulations, approved at the highest level of the organisation, and is included in the Code of Ethics and Conduct, in the Social Responsibility and Sustainability Policy, and in Solunion’s Human Rights Respect Policy.

Furthermore, the Compliance Committee is the body in charge of ensuring the application of the Code of Ethics and Conduct, as well as the supervision and control of its compliance.

Furthermore, in relation to the Social Responsibility and Sustainability Policy and Respect for Human Rights Policy, the Corporate Social Responsibility and Sustainability Committee is the body which, within its competencies, is responsible for monitoring compliance with the policy and the sustainability strategy.

In 2025, neither the Compliance Committee nor the Social Responsibility and Sustainability Committee has received any human rights complaints.

Human Rights Working Group



BUSINESS &
HUMAN RIGHTS
ACCELERATOR



We are active participants in the Human Rights Working Group launched by the UN Global Compact Spain.

The central purpose of this learning space is to provide the necessary resources and tools for Solunion, together with the other member companies, to access relevant and specific information, exchange experiences, knowledge and challenges with their peers, and thus address corporate sustainability issues effectively.

Forética



Solunion is a member of Forética, the leading business organisation in sustainability and social responsibility and representative of the World Business Council for Sustainable Development (WBCSD)

in Spain, to continue supporting sustainability and its incorporation into the management processes of companies.

As a partner of Forética, Solunion will participate in sessions on sustainability trends, business leadership platforms focused on environmental and social aspects, and various initiatives aimed at promoting aspects of good governance.

This is a clear commitment to strengthening the environmental, social and governance aspects of the organisation, with the aim of increasing ambition,

accelerating action and strengthening the partnerships needed to drive an inclusive and sustainable recovery.



wbcdsd

We join the manifesto for a responsible and sustainable Artificial Intelligence

ESRS ES. SBM-5

We have adhered to the manifesto for responsible and sustainable artificial intelligence powered by Forética. The document, which has been joined by a total of 70 companies and organizations, aims to guide companies to lead the way towards a future where artificial intelligence (AI) generates a positive impact on the planet, people and society.

In this sense, the manifesto proposes five principles, developed in seventeen specific specifications, which the signatories consider as a roadmap to follow on the path towards re-sponsible and sustainable artificial intelligence.

These points are committed, among other aspects, to the importance of aligning the development and use of artificial intelligence products with the achievement of the objectives of zero net greenhouse gas emissions, the need to match the use of AI with the objectives of nature recovery, or the promotion of ethical use. transparent, trustworthy, secure and respectful of the

United Nations Guiding Principles on Business and Human Rights. In addition, it promotes the integration, in the development of AI products, of the contribution to inclusion, equality, diversity and the elimination of any form of discrimination, recalling the importance of applying AI in accordance with the principles of good governance.



Artificial Intelligence Governance Protocol

ESRS ES.SBM-5

At Solunion, innovation is not about following trends: it is about moving forward with a purpose and a goal.

In this spirit, we have created our Artificial Intelligence Governance Protocol, a guide that ensures that every AI-related project is worked on within the appropriate framework and reflects who we are: ethical, transparent, inclusive and magnanimous.

The protocol includes the creation of an AI Governance Commission, which will be the body that validates and supervises each project, ensuring that it complies with our ethical and regulatory principles, as well as the phases to be followed for the evaluation, development and implementation of any project related to this technology.

AI does not replace human talent: it complements and enhances it. We want AI that inspires, accompanies and amplifies the best in each of us, that respects the diversity of our markets, protects the trust of our customers and strengthens our internal capabilities.

Acknowledgements

Solunion has been awarded at the group level with a Golden Medal in recognition of its achievements in sustainability.

EcoVadis medals and badges recognise companies that have met the requirements and completed the EcoVadis assessment process.

Solunion is among the top 5% of valued companies.



Solunion obtains an ESG Rating 2025 from Lighthouse with an overall rating of 80/100 (very high performance).

ESG Rating 2025

AA 80/100

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Measures taken to ensure respect for Human Rights

GRI 402, 413-1, 414-1, 414-2 / ESRS S2-1 AR 13 / ESRS S3-1 P- 16 (c) 2-23 / 2-25 / ESRS S1-1 p. 21/ ESRS S2-1 AR 13 / ESRS S3-1 P- 16 (c)/ ESRS S3-1 p. 17/ ESRS S1-1 p. 21/ ESRS S1-1 p. 20 (a) / ESRS S1-1 p. 20 (b)// ESRS S2-1 p. 14/ ESRS S2-1 p. 16/ ESRS S2-1 p. 17 / ESRS S2-1 p. 17 (a)/ ESRS S2-1 p. 17 (c) / ESRS S2-1 p. 18/ ESRS S3 SBM-2 p. 7/ ESRS S3-1 p. 15/ ESRS S3-1 p. 16 / ESRS S3-1 p. 16 (a)

In addition to guaranteeing and monitoring compliance with internal regulations, in which the Group's Compliance Area also participates, at Solunion we have due diligence mechanisms that facilitate monitoring and evaluation in the area of Human Rights:

In our double materiality study, a specific section has been dedicated to Human Rights.

Channel for ethical complaints arising from non-compliance with the Code of Ethics and Conduct, the Code of Ethics and Conduct for Brokers and the Code of Ethics and Conduct for Stakeholders available to shareholders, employees, customers, distributors, suppliers and open to society in general (see page 81).

Specific channels and means for the protection of rights and the handling of customer complaints (see page 82).

Environmental, Social and Governance (ESG) risks analyses, which help to identify, assess and monitor our business conduct and ESG risks related to, among others, human rights, labour, environment and corruption (see page 115 and following).

Carrying out ESG studies also for our clients (see page a 115 and following).

Internal systems and procedures in place to detect situations of corruption, fraud prevention and prevention of money laundering (see pages 84 and following).

In the area of people management, we have specific mechanisms that guarantee equality and non-discrimination in employment, development and salary, among others: global and standardised performance evaluation process, job satisfaction and climate surveys, development evaluations, equality plans and a harassment protocol in place (see points "4.1 Commitment to responsible and sustainable governance" and "4.4 Commitment to the people who make up the organisation").

In relation to health and safety at work, we have a participative prevention model with legally established representative channels and joint health and safety committees between management and workers, established to help control and advise on this matter.

We have specific supplier approval processes that include aspects related to human rights, non-discrimination and compliance with environmental and labour regulations.

We encourage communication and dialogue between Solunioners and the workers' legal representatives, providing specific means, such as specific e-mail accounts or spaces on the intranet, visits to workplaces and means and spaces for meetings or assemblies.

% Solunioners covered by collective agreement	(as at 31 December)
Spain	100%
Mexico	100%
Colombia	100%
Chile	100%
Argentina	100%
Panama	100%
Peru	100%



THE TEN PRINCIPLES of the United Nations Global Compact

HUMAN RIGHTS

LABOUR

ENVIRONMENT

ANTI-CORRUPTION

- 1 Support and respect the protection of internationally proclaimed human rights.
- 2 Not be complicit in human rights abuses.
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labour.
- 5 Support the effective abolition of child labour.
- 6 Support the elimination of discrimination in respect of employment and occupation.
- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Work against corruption in all its forms, including extortion and bribery.

Solunion assumes, as part of its commitment, to raise awareness and provide training in this area and offers all Solunioners specific online courses designed by the Spanish Network of the United Nations Global Compact to train employees in the Global Compact Principles, the Sustainable Development Goals, the Integration of Human Rights, the Circular Economy, Gender Equality and Climate Change, in addition to its own awareness campaigns.

List of material IROS linked to the Material Topic “Responsible Business Conduct”

ESRS G1. SBM-3

MATERIAL TOPIC	IMPACT
Responsible business conduct	Improvement of the company's internal communication and values by fostering, developing, disseminating and evaluating corporate culture at all levels of the company.
	ESG incentives at senior management are considered to promote sustainability in the company's decision-making.
	Internal whistleblowers are protected through anonymous whistleblowing channels.
	Supplier approval policies are used in environmental and social matters, which will improve awareness of sustainability in the value chain.
	Local employment is encouraged through the hiring of local suppliers
	Improve the corporate strength of the company by providing training on the prevention and detection of corruption and bribery.
	Ethical economic practices are employed, which avoid obtaining dishonest competitive advantages, thus promoting adequate competitiveness in the insurance sector.

MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Responsible business conduct	Market risk by being able to choose only local suppliers.
	Opportunity related to resilience, by considering corporate culture at all levels.
	Market opportunity, by including sustainability in decision-making.
	Opportunity related to resilience, by improving the robustness of the company by applying ethical economic practices.



List of material IROS linked to the Material Topic “Responsible Taxation”

ESRS ES. SBM-3

MATERIAL TOPIC	IMPACT
Responsible taxation	Ethical strategies for fiscal responsibility are developed, which are aligned with tax compliance regulations.

MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Responsible taxation	Opportunity related to resilience, by improving the company's robustness by complying with tax regulations.

List of material IROS linked to the Material Topic “Ethical Use of Digitalization and Innovation”

ESRS ES. SBM-3

MATERIAL TOPIC	IMPACT
Ethical use of digitalisation and innovation	Digital media are used ethically, considering all stakeholders in their involvement and participation.



2. ENVIRONMENTAL COMMITMENT

GRI 103, 201-2, 301-1, 301-2, 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 301-2, 303-5, 304-2, 305-1, 305-2, 305-3, 305-4, 305-6, 305-7, 307-1/ ESRS E1. SBM-3/ ESRS E1-5 p.37/ESRS E2. IRO-1 p.11 (a)/ ESRS E2. IRO-1 p.11 (b)/ ESRS E3. IRO-1 p.8 (a)/ ESRS E3. IRO-1 p.8 (b) ESRS E4. SBM-3/ ESRS E5 IRO- 1 p.11

The climate emergency has highlighted the urgent need to address the environmental challenges facing the world. This will not only benefit the environment, but also the health and well-being of our society.

At Solunion we are concerned about the environmental footprint we leave with our activity, and we understand that, in order to be sustainable in the long term, we must promote and encourage an environmental culture beyond the workplace.

We are convinced that reducing our environmental impact is an essential requirement, not only to comply with legal requirements, but also to gain the trust of our stakeholders.

Since our creation we have been trying to improve and reduce our environmental impact, focusing mainly on energy saving, raw material saving, waste reduction, emission reduction and raising awareness among Solunioners.

The minimisation of water, paper, and energy consumption, as well as the reduction and reuse of the waste generated, is achieved through the implementation of good environmental practices aimed at minimising our environmental footprint.

The participation of Solunioners, through responsible consumption and proper waste management, is a determining factor in achieving these objectives.

Although no Solunion Group entity carries out activities that could cause harm to human health or the environment, due to the nature of the activity itself and the location of our work centres, we take preventive and corrective measures to correctly manage our environmental footprint, including light and noise pollution.

No environmental non-compliance has been reported during 2025.

The organisation does not produce, import or export ozone-depleting substances (ODS) in its processes, products and services that are subject to phase-out commitments in markets affected by ODS regulations.

The organisation does not produce nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions.



Specifically, Solunion's strategy includes the following initiatives:

We are committed to contributing to the protection of the environment by reducing our own environmental footprint and operationally assess the adverse impacts of environmental risks to contribute to their mitigation.

Own operations

Looking ahead, Solunion remains firmly committed to the environment and will continue to set more ambitious targets that will help reduce consumption, waste generation and emissions in its business activity.

Optimisation of office space, increased use of green energy and more environmental management systems are some of the initiatives we are working on.

Underwriting activity

Underwriting activity: Underwriting restrictions in the coal industries and comprehensive analysis of sensitive operations (metals, mining, oil, gas, utilities (services: electricity, water, gas, public services, etc.), construction, engineering, pharmaceuticals, biotechnology, agriculture, livestock, fishing, food, beverages, forestry and paper).). Individual operations of coal-fired power plants and coal mines are not accepted for underwriting.

Environmental Management System

Solunion has an Environmental Management System in accordance with the international standard UNE-EN ISO 14001:2015, which has been audited by EQA, and which we have been working towards obtaining in 2025.

The Environmental Management System provides tools and an appropriate methodology to ensure that all applicable environmental regulations are identified and that compliance with them is monitored on a regular basis. The requirements of this international standard also include the identification and assessment of environmental aspects, both those generated by our activities or services carried out under normal operating conditions and those that could be generated in abnormal situations (incidents, emergencies, etc.). That is why, within our management system, we try to adopt measures to avoid these risk situations and, if they do occur, to ensure that they are as harmless as possible to the environment. It is, therefore, the tool for achieving and demonstrating solid environmental performance in the organisation, by controlling the impact of its activities, products and services on the environment, in accordance with our environmental policies and objectives.



Pact for the Circular Economy

In 2017, the Ministries of Agriculture and Fisheries, Food and Environment, and Economy, Industry and Competitiveness of the Spanish Government promoted the Pact for the Circular Economy to involve the main economic and social agents in Spain in the transition towards a new economic model.

In January 2020, Solunion signed the letter of adhesion to the Covenant by which we commit to drive the transition to a circular economy through the following actions:



1. To make progress in reducing the use of non-renewable natural resources, reusing the materials contained in waste as secondary raw materials in the production cycle, provided that the health of people and the protection of the environment are guaranteed.
2. To promote the analysis of the life cycle of products and the incorporation of eco-design criteria, reducing the introduction of harmful substances in their manufacture, facilitating the separability of the goods produced, prolonging their useful life and enabling their recovery at the end of their useful life.
3. To favour the effective application of the principle of waste hierarchy, promoting the prevention of waste generation, encouraging reuse, strengthening recycling and favouring its traceability.
4. Promote guidelines that increase innovation and the overall efficiency of production processes, through the adoption of measures such as the implementation of environmental management systems.
5. To promote innovative forms of sustainable consumption that include sustainable products and services, as well as the use of digital infrastructures and services.
6. Promote a model of responsible consumption, based on transparency of information on the characteristics of goods and services, their durability and energy efficiency, through the use of measures such as the use of eco-labels.
7. Facilitate and promote the creation of appropriate channels to facilitate the exchange of information and coordination with the administrations, the scientific and technological community and economic and social agents, so as to create synergies that favour the transition.
8. To disseminate the importance of moving from a linear economy towards a circular economy, promoting the transparency of processes, awareness and sensitisation of citizens.
9. Promote the use of common, transparent and accessible indicators that make it possible to ascertain the degree of implementation of the circular economy.
10. Promote the incorporation of social and environmental impact indicators derived from the operation of companies, in order to be able to evaluate, beyond the economic benefits generated by them, the consequences of their commitment to the circular economy.

Biodiversity and Natural Capital Pact



In 2023, we formalised our adhesion to the Biodiversity and Natural Capital Pact at the annual meeting of the *Iniciativa Española Empresa y Biodiversidad (IEEB)*, Spanish Business and Biodiversity Initiative, which is coordinated by the *Fundación Biodiversidad del Ministerio para la Transición Ecológica y el Reto Demográfico (MITERD)*, Ministry for Ecological Transition and the Demographic Challenge.

Thus, we joined a total of 36 companies that are part of the pact to confirm our public commitment to become a relevant organisation for the conservation of nature, committing ourselves to assess our impacts and dependence on biodiversity, as well as to draw up a roadmap to reduce them, disseminating the progress made in this area.



Empresas #PorElClima

is an initiative that is part of the *Comunidad #PorElClima* (#ForClimate Community), the multi-stakeholder platform that aims to be the engine of change and action, driving sustainable habits and actions and building an economy in which progress and planet are two inseparable elements.

We calculate, verify and register our carbon footprint

NEIS E1.SBM-3/ NEIS E1-6 p.44/ NEIS E1-6 p.50/ NEIS E1-6 p.48 (a)/ NEIS E1-6 p.49 (a)/ NEIS E1-6 p.51/ NEIS E1-6 AR p.39 (b)

Since 2019 Solunion has calculated and registered its footprint in the Registry of carbon footprint, offsetting and carbon dioxide absorption projects of the Ministry for Ecological Transition and the Demographic Challenge.

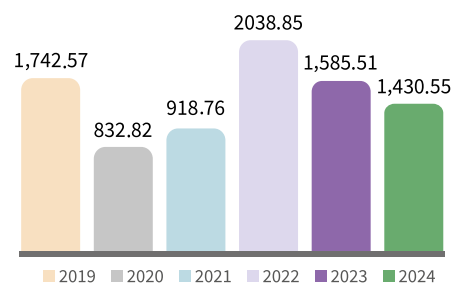
The Register, created by Royal Decree 163/2014 of 14 March, records the efforts of Spanish organisations in calculating and reducing the greenhouse gas emissions generated by their activity.

The analysis carried out according to the guidelines set out in the Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard, published by GHG Protocol, and includes Scope 1 and 2 (mandatory reporting) but also includes emissions included in Scope 3.

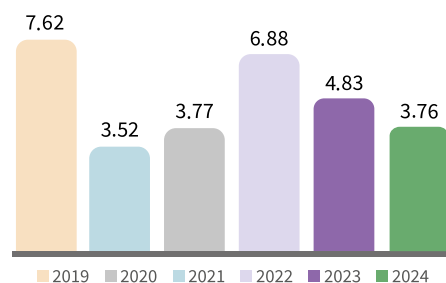


With this action we aim to make an inventory and analyse the greenhouse gases that our activities cause, in order to define short and long-term reduction targets, as we consider these emissions to be a significant environmental issue for Solunion. Along these lines, we have drawn up a plan to minimise our footprint in order to reduce its environmental impact on climate change, which includes actions such as our Sustainable Mobility Plan.

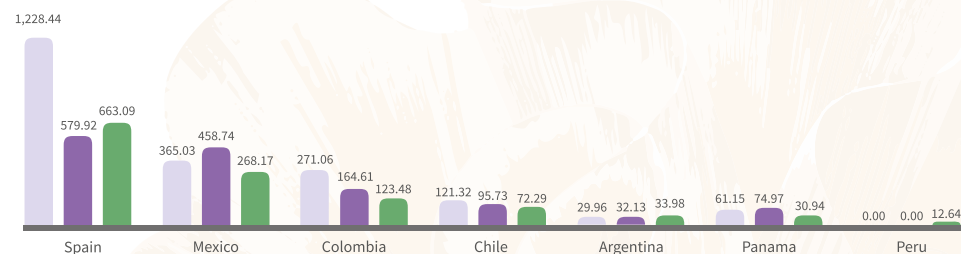
GHG Inventory



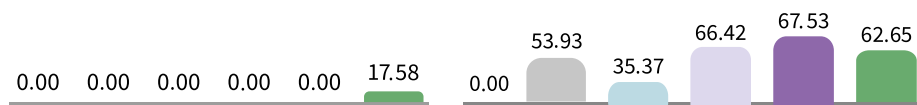
GHG Inventory tCO2E/million €



Total emissions per country (tonCO2)

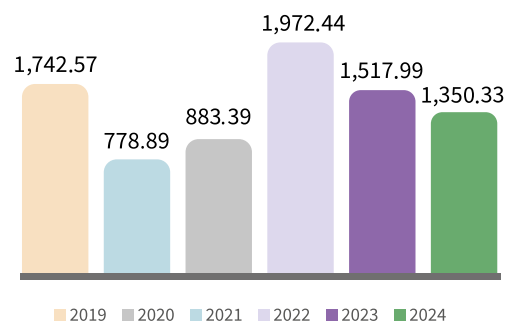


GHG Inventory



Scope 1

Scope 2



Scope 3

CO2 intensity of investment portfolios

As a sign of Solunion's commitment to continuous improvement, the impact of climate change on our investment portfolio has been measured, so that decarbonisation targets can be set and decision-making can be directed.

(as of 31 December)	CARBON FOOTPRINT T.CO2 EQ/MILL. €	% DATA
2025	68.89%	99%
2024	61.95	98%
2023	94.45	90.1%

The increase in the footprint is mainly due to increased investment in government issuers such as Belgium, the European Union, and France. This, combined with the update of issuers' CO2 emissions over the last year, has led to an 11% increase in the footprint.

Natural Capital

Solunion, as part of its climate strategy, has begun to establish projects to offset the Company's operational carbon footprint. In addition, through our volunteer activities, reforestation projects are carried out for the creation of carbon sinks, having carried out the following projects:

- Reforestation and creation of new complete ecosystems of forest mass in the burned area of located in Monte San Marcos in Pardesoa, Forcarei (Pontevedra) with a permanence period of 30 years. With this project, Solunion is directly involved in the creation of forest wealth through the planting of 850 trees, in addition to generating local employment in rural areas and promoting the development of the area **ESRS E1.-7 p.61 (c)**
- Reforestation of 3,000 trees with the aim of increasing biodiversity by planting different native species in Casarrubuelos (Madrid)
- The Solunion project in A Fonsagrada (Lugo) arose from the need to restore degraded areas and create a positive impact. Located in the Río Eo, Oscos and Terras de Burón Biosphere Reserve, biosphere reserves are areas of ecosystems recognised by UNESCO. This reserve is crucial for the conservation of biodiversity, hosting a rich variety of species and ecosystems, and promoting a balance between conservation and the sustainable use of resources. **ESRS E1.-7 p.61 (c)**
- Reforestation project in Pedralba –Valencia within the Turia Natural Park, a town belonging to the Turia Natural Park that suffered the effects of the DANA. This initiative, agreed with the park's management, seeks to restore damaged vegetation and strengthen the environment's resilience to future adverse weather events. The planting of new species suitable for the ecosystem will contribute to soil protection, biodiversity and the regeneration of the natural landscape.
- Reforestation project involving 1,100 native trees in Siero (Asturias) with a 30-year retention period.
- Tree planting in Colombia.



SUSTAINABLE MOBILITY PLAN

Our **Sustainable Mobility Plan**, launched in 2021, is a compendium of measures aimed at promoting the protection and care of the environment and health, and at promoting road safety among all Solunioners, our customers and suppliers.

The plan is structured around five main lines of action:

Reducing emissions.

Promote energy efficiency.

Improve the quality of life of people in the areas where we operate.

Contribute to reducing road accidents.

Raise awareness among Solunioners.

PLAN DE MOVILIDAD SOSTENIBLE



PARA SOLUNION

- Adquisición de compromisos públicos en favor de la movilidad sostenible.
- Nuevo procedimiento de viajes y desplazamientos.
- Flota ecológica y seguridad del vehículo.
- Alquiler de vehículos ecológicos y seguros.
- Puntos de recarga eléctrica en centros de trabajo.
- Servicio movilidad operaciones.
- Prevención de riesgos laborales.
- Taxi y/o VTC CERO.



PARA LOS SOLUNIONEROS

- Flexibilidad laboral.
- Formación y buenas prácticas en conducción eficiente, seguridad vial y alternativas de transporte.
- Fomento del transporte público mediante cheque transporte.
- Teleconferencias y videoconferencias.
- Guía de reuniones y eventos.
- Fomento del uso de la bicicleta. Guía del ciclista.
- Gestión de aparcamientos para toda clase de vehículos.
- Carpooling.



PARA LOS PROVEEDORES

- Evitamos emisiones derivadas de los desplazamientos para entregar los documentos, además reducimos el gasto en papel y tinta:
 - Factura electrónica.
 - Firma electrónica.
- Preferencia por los proveedores locales.
- Proveedores y movilidad sostenible.
- Sensibilización sobre seguridad vial.



PARA LOS CLIENTES

- Evitamos emisiones derivadas de los desplazamientos para entregar los documentos, además reducimos el gasto en papel y tinta:
 - Factura electrónica.
 - Póliza electrónica.
 - Firma electrónica.
- Sensibilización sobre seguridad vial.



solunion
SOMOS IMPULSO

Environmentally and socially responsible purchasing at Solunion

GRI 204/ ESRS S2.SBM-3/ ESRS G1.SBM-3

Environmentally and socially responsible purchasing are those in which, in addition to quality and price criteria, environmental, social and ethical aspects are also taken into account in purchasing decisions and contracting of services and supplies.

By purchasing in this way, we add value to our consumption, while at the same time contributing to the protection of the environment, the promotion of decent employment and the reduction of inequalities.

For this reason, we have a document that aims to provide Solunion and Solunioners with a set of useful resources in our commitment to incorporate this matter into our management framework and on which the teams responsible for purchasing are regularly trained.

Solunion's main achievements

Development of the Sustainable Mobility Plan.	Specific actions for the classification, management and treatment of waste. We have specific containers so that Solunioners can separate each type of waste, such as organic waste, plastic, batteries, glass and paper.
Environmentally and Socially Responsible Purchasing Guide.	Environmental Policy.
We reduce our travel thanks to the use of new technologies and the implementation of teleworking.	Installation of energy-saving luminaires in our offices.
Participation in the Climate Ambition Accelerator.	Installation of a night-time shutdown system in our offices.
Our main offices are located in a Zero Waste building which, in order to avoid sending waste to landfill, has a waste room equipped with a cold room for organic waste and specific containers in which the waste management company's own staff assists in segregation and controls the deposit of waste.	With regard to the paper and cardboard used, we have a recurrent collection service by an authorised manager for their treatment, in addition to having special containers for confidential documentation that are treated on site by an authorised manager for their subsequent treatment, destruction and recycling in accordance with current legislation.
100% renewable electricity in Spain.	In relation to waste electrical and electronic equipment (WEEE), computer equipment that is written off by the Company and empty toner cartridges are handed over to authorised waste management companies for treatment in all countries.
Improving the vehicle fleet.	Global participation in WWF's Earth Hour by switching off our offices.
Travel and commute procedure.	Co2 Neutral Website.
Installation of electric recharging points in workplaces.	Zero plastic policy.

Solunion's main activity is carried out in our offices in Spain, Mexico, Colombia, Chile, Panama, Peru and Argentina.

Solunion has these facilities under leases that include the amounts of electricity consumption (except in Madrid, Barcelona, Seville, Vigo, Malaga, Panama City, Bogota, Medellin, Buenos Aires and Mexico City), refrigerants and water (except in Castellana 47, Medellin and Santiago de Chile), which are calculated on a flat-rate basis according to the surface area occupied, which prevents Solunion from having exact data on all its consumption because it does not have individual meters. Nevertheless, Solunion applies all the measures available to optimise and save these resources. We do not use fuels for heating, as the heating systems are electric.

ESRS E1-5 p.37/ ESRS E1-5 p.37 (b)/ ESRS E1-5 p.37/ AR 34

Consumption (MW)

(as of 31 December)	2025	2024	2023	2022	2021	Period variation	% origen
Normal electrical energy	141.7	169.26	157.78	85.00	68.73	-16%	38%
Electricity from renewable sources	229.22	227.59	214.36	207.33	255.75	1%	62%

2025. Only itemised and not included in office rent in Madrid (2), Barcelona, Seville, Vigo, Malaga, Buenos Aires, Mexico City, Panama City, Lima, Bogota and Medellin.

2024. Only itemised and not included in office rentals in Madrid (2), Barcelona, Seville, Vigo, Malaga, Buenos Aires, Mexico City, Panama City, Bogota and Medellin. Consumption in Buenos Aires has been calculated using estimates based on 2023 data.

2023. Only broken down and not included in offices in Madrid (2), Barcelona, Seville, Vigo, Buenos Aires, Mexico City, Panama City, Bogotá and Medellin. December consumption for Castellana 42 has been calculated by estimation.

2022. Only itemised and not included in office rentals in Madrid, Barcelona, Buenos Aires, Mexico City and Panama City. Consumption in Argentina for January and October 2021 was calculated by estimation. Consumption in Panama began in March 2022.

2021. Only itemised and not included in office rentals in Madrid, San Cugat, Buenos Aires and Mexico City.

(as of 31 December)	2025*	2024*	2023*	2022**	Period variation
Water (m3)	1,693.60	1,786.18	1,730.12	236.73	-5%

* Only itemised and not included in office rent in Santiago de Chile office, Castellana 42, and Medellín. Headquarters included by estimate, having included the estimates for 2024 and 2023 in this report.

** Only itemised and not included in office rent in Santiago de Chile office, Castellana 42, and Medellín.

(as of 31 December)	2025	2024	2023	2022	2021	Valoración periodo
Total, Paper (in Kg)	289.90	1,157.94	1,057.20	980.31	1,038.00	-75%
Recycled or Certified Paper	289.90	1,150.44	1,057.20	980.31	1,038.00	-75%
Paper	0.00	7.50	0.00	0.00	0.00	-100%

Includes all countries

(as of 31 December)	2025	2024	2023	2022	Valoración periodo
Tóner (units)	2	29	32	24	-93%

Tóner (units)

Waste

(as of 31 December)	2025	2024	2023	2022	Valoración periodo
Paper and Cardboard Waste (kg)*	1,968.26	2,029.78	460.00	1,222.15	-3%
Waste electrical or electronic equipment-WEEE (kg)	38.33	325.40	0.00	0.00	-88%
Plastics (kg)	292.90	5.70	-	-	5034%
Batteries (kg)**	46.80	0.00	0.60	20.00	100%
Glass (kg)	154.22	5.30	0.00	0.00	2810%

*Only separated and not included in building waste management in offices in Madrid (2), Barcelona, Santiago de Chile, Medellín, Bogotá y Ciudad de Panamá.

**Only separated and not included in building waste management in offices in Spain and Chile.

WEEE waste included in Zero Waste Building management. From August 2024, it will be possible to separate waste in Chile.

List of material IROS linked to the Material Topic “Climate Change and Energy Eco-efficiency”

ESRS E1. SBM-3

MATERIAL TOPIC	IMPACT
Climate change and energy eco-efficiency	Greenhouse gas emissions in the company's buildings, employees, and materials and its value chain.
	Greenhouse gas emissions derived from the investment strategy.
	Incorporate climate coverage into insurance products.
	Consider climatic aspects in the selection of underwriting risks.
	Generate and promote awareness of climate change as a fundamental issue to ensure a sustainable future.

3. SOCIAL COMMITMENT



ESRS S4. SBM-3

Solunion's business is to protect our clients by better understanding, selecting, quantifying and managing business risks. Insurance creates value through these four dimensions.

In doing so, we not only contribute to economic growth, but also ensure social stability. This approach is inherent to our business and also drives our Social Responsibility and Sustainability strategy.

We analyse ESG risks

NEIS E1.SBM-3

Environmental, social and governance (ESG) issues have reached a tipping point in the global economy: it is now clear to companies and investors that these issues will affect growth, market share and profitability.

For default risk, the correlation between defaults and severe weather events (supply chain disruptions) or between insolvencies and social unrest increases over time.

New payment risks could come from more difficult access to finance for companies with larger carbon footprints or with assets at risk due to regulatory decisions.

In this context, Allianz Trade (one of our shareholders whose methodology we use) decided to add to the risk studies a set of indicators related to environmental sustainability and other reputational, political and social

risk indicators. Governance issues, such as regulatory and legal frameworks and control of corruption, had already been included in country ratings since 2003.

Solunion's country risk rating methodology measures the risk of default of a company in a given country due to conditions or events beyond its control. It consists of three medium-term components that measure macroeconomic imbalances, political risk and the structural business environment, and two additional short-term components (Cyclical Risk Indicator and Flow of Finance Indicator) that allow analysts to detect recessions and balance of payments crises. The rating includes more than 140 indicators and is available for 194 countries.

Our country risk rating methodology aims to capture vulnerabilities related to climate change and social issues that may impact businesses, which could face higher financing costs and disrupted supply chains. Developing island states, countries with a coal-dependent energy mix or countries where flood risks are high are on the watch list for their impact on B2B trade.

Environmental, Social and Governance (ESG) Risks and Opportunities

In all business lines, Solunion's Commercial Underwriting decisions must take into account the potential consequences of any unmitigated environmental, social, management or reputational issues for both us and our clients.

To contribute to the identification and assessment of these risks, at Solunion we carry out a Know Your Customer (KYC) process, and we always check and document that the operation cannot cause a risk in these areas.

We consider these risks as sensitive and give them special treatment:



SENSITIVE AREAS

- 1 Metals and mining
- 2 Oil and gas
- 3 Utilities (Electricity, Water, Gas, Public Services)
- 4 Construction and Engineering
- 5 Pharmaceuticals and Biotechnology
- 6 Agriculture, Livestock and Fishing
- 7 Food and Beverages
- 8 Forestry and Paper

In mining and energy, we consider all operations related to the coal industry as particularly sensitive due to environmental concerns.

Solunion does not accept underwriting of individual operations of coal-fired power plants and coal mines.

Stakeholder Relations

ESRS 2 SBM-1 p.42 / ESRS 2 SBM-1 p. 42 (c) / ESRS 2 SBM-2 p. 45 (a)/ ESRS 2 SBM-2 p. 45 (a)i/ ESRS 2 SBM-2 p. 45 (a)ii/ ESRS 2 SBM-2 p. 45 (a)iii/ESRS 2 SBM-2 p. 45 (a) iv/ ESRS 2 SBM-2 45 p. (a) v/ ESRS 2 SBM-2 p. 45 (c) i. /ESRS S3.SBM-3

The objective of Solunion's stakeholder management model is to achieve a relationship based on trust and a focus on the creation of shared value.

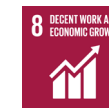
The aim is to ensure that the company analyses the main impacts on its stakeholders arising from its activities, as well as the influence that these stakeholders have, or could have, over the company. In this way, Solunion orients its relationship to the creation of shared value, enhancing positive impacts and identifying in an agile way the negative impacts that may affect it to minimize them.

In addition, the Social Responsibility and Sustainability Policy establishes the principles in terms of sustainability, guiding all activities towards a responsible business management model, focused on excellence and the creation of value for stakeholders, respecting compliance with commitments assumed with these.

ESRS 2 SBM-2 p. 45 (a) i./ ESRS 2 SBM-2 p. 45 (a) ii.

At Solunion we consider Stakeholders to be all those parties affected in one way or another by our activity, and with respect to them we develop a series of commitments:

1. Shareholders



With respect to our two shareholders, Allianz Trade and Mapfre, we are committed to value creation, ensuring the long-term viability of the business, transparency in management and good governance.

2. Regulatory Bodies

GRI 415-1



Solunion has Regulatory Bodies among its identified Stakeholders and maintains two types of relationships with them:

- Relationships aimed at contributing to efficient regulation that allows for a competitive market in activities not subject to natural monopoly and sufficient remuneration for regulated businesses. To this end, an open, permanent, and constructive dialogue is maintained in which information, knowledge and positions are exchanged. In this way, Solunion is aware of the concerns and proposals of the regulatory bodies and presents its positions to them in the legitimate defence of its interests, those of its shareholders and customers.
- Providing all the information required by the regulatory bodies, both for the normal exercise of their activity as well as that required on an ad hoc basis.

The National Insurance and Bonding Commission of Mexico released its “Statistical Information Quality Traffic Light 2025”, which assesses the quality with which insurance and surety companies provide their statistical information and in which Solunion Mexico is among the best rated companies, sharing reliable and transparent information, for the fourth consecutive year.



3. Clients

ESRS S4. SBM-3



The customer is at the heart of our activity. One of Solunion’s main objectives is to satisfy the needs of its clients, offering them a quality service with high added value and accompanying them in their development in national and international markets.

We work with more than 7,000 customers around the world, who demand transparency, personalised attention, agile tools and quick responses with simple management products adapted to their business.

We work to ensure that you have the best experience with Solunion, prioritising our actions and investments for the benefit of your satisfaction.

We are convinced that only by fully understanding our customers’ needs can we offer them the personalised service they deserve. To this end:

- We provide value-added services and products with your particular needs in mind.
- We drive innovation in the creation and adaptation of solutions to attract new customers, through the launch of new products and services.
- We are with them in their commercial process, in their search for new markets and potential clients with whom they can safely develop their business.
- We are the partner you need to grow. It is precisely this vocation to be a partner in their development that drives us to work to respond appropriately, managing their expectations in the right way, with a truly valuable offer that is different and in line with their needs.

Due to the type of services offered by Solunion, there are no risks to the safety and health of customers.



Our main strengths

Permanent evolution

With new products and services tailored to specific needs, in all countries.

We have the widest range on the market: different, flexible, adaptable and easy to manage.

Satisfaction surveys carried out periodically in all countries give us the guidelines to focus on changes and improvements in each market. We strive to implement actions that respond to their specific demands. We are looking for 100% satisfied, 100% loyal customers and mediators.

We work in a constantly evolving environment, with a permanent mindset of adapting to change and a spirit of continuous improvement. Always with the ambition to go one step further.

We observe, analyse, propose, create, test and start again. A never-ending process, thanks to which we can offer the best features, so that our products and services, the policy, can be managed in a comfortable and simple way, from anywhere.

Omni-channel distribution

We distribute through different channels.

Our objective is to be the preferred partner for brokers, to intensify our distribution through the agency channel and to further develop the bancassurance channel with new distribution agreements.

Quality

In order to evaluate the quality perceived by customers, at Solunion we apply a global customer experience measurement model that aims to:

- To know constantly and with a consistent methodology the level of customer satisfaction in the different countries and businesses.
- Identify the aspects that have the greatest impact on the customer experience, with the aim of improving it.
- Provide Business Units with a tool to help them define and implement actions, assigning the most appropriate level of priority.
- Establish areas for improvement and aspire to be a benchmark in customer experience in all countries and branches..

To do this, we use the Net Promoter Score (NPS®) indicator to evaluate satisfaction and the critical points of contact with the customer, making recommendations on the main areas for improvement. **ESRS S4-2 05/ ESRS 2 SBM-2 p. 45 (b) / ESRS S3 SBM-2 p. 7/ ESRS 2 SBM-2 p. 45 (d)**

These reports provide data on the level of customer experience to help business areas make decisions.

4. Solunioners



At Solunion we defend, respect and protect the basic labour rights, human rights and public freedoms recognised in the Universal Declaration of Human Rights, creating a safe and healthy environment that allows professional development and work-life balance, guarantees equal opportunities in the workplace, encourages professional training and promotes a stable and safe working environment.

For more information, see point “4.4. Commitment to the people who make up the organisation”.

5. Suppliers

GRI 308-1, 308-2, 408-1, 409-1, 410-1, 412-3; 412-1, 412-2, 414-1, 414-2/ ESRS S2.SBM-3/ ESRS G1.SBM-3/ ESRS ES. SBM-4



At Solunion we want to give all suppliers the opportunity to work with us, opening up our offers to the market to carry out commercial activities with third parties through a competitive and competitive process.

We are responsible for guaranteeing this diversity of possibilities, making decisions that take into account, in addition to price, other criteria such as quality of service, trust in the supplier, values, ethics, etc.

We understand this Operational Openness Commitment as the way to achieve not only that our company carries out a responsible purchasing process that avoids benefiting a single supplier, but also by disseminating and promoting these principles among our business partners, extending this social responsibility to the free market.

Solunion aims to guarantee an ethical, transparent and socially responsible process in the actions of all those involved in the supply chain. All this by achieving an adequate level of quality in contracting and customer service, and an increase in internal control in all phases of the project, seeking efficiency and product quality, adopting responsible practices that generate mutual value, promoting continuous improvement, and promoting the development of suppliers in which opportunities for collaboration and innovation are identified.

To this end, Solunion has a Procurement and Contracting Policy that aims to establish the criteria and principles of obligatory compliance that must be observed in any contracting carried out on behalf of Solunion.

The scope of application of the Policy is global, excluding the outsourcing of essential functions and services (Risk Management, Compliance, Actuarial and Internal Audit) to the extent that these are specifically addressed by Solunion’s Outsourcing Policy. This includes ESG (Environmental, Social and Governance) criteria for selecting suppliers, ensuring sustainable management of the ongoing supply chain and preserving the Group’s reputation.

We also encourage the hiring of suppliers from the country or region where Solunion carries out its activities compared to similar competitors in other locations, supporting the generation of positive social impact in the places where we operate.

The procurement process is audited on a regular basis. Recommendations and opportunities for improvement that arise during these reviews are analysed and implemented in order to maintain continuous process improvement.

Regardless of this, all Solunion suppliers are regularly assessed through the Know Your Customer (KYC) process.

In addition, Solunion has established a Code of Ethics and Conduct for Stakeholders that establishes the framework within which the relationship must be developed, especially in the field of human rights, ethics, health and safety, and the environment. We want our clients, suppliers and all third parties with whom we maintain business relations to contribute, together with us, to generating a working environment based on ethics.

Any supplier who observes a situation that could involve a breach or violation of any of the established principles and rules of ethics or conduct can report it through the mailbox:

canalimpulso@solunion.com.

Likewise, all Solunion’s third parties may consult any doubts regarding the interpretation of the guidelines for conduct that appear in the Code of Ethics and Conduct for Stakeholders, by e-mail: cumplimiento@solunion.com.

6. Distributors



Solunion's relationships with its distributors are inspired by professionalism and reciprocity.

This link is reinforced thanks to Solunion's global offer which, in addition to being a differential value for its customers, provides an important added value to its distributors, allowing them to present a comprehensive offer adapted to their needs and providing constant technical and commercial training.

Our distribution channels are an essential way to market our products, connect with our customers and position ourselves as a reference partner for the business community.

Team Solunion



To foster this partnership with distributors, we have created a specific training and documentation space, "Team Solunion Soltrain", which they can access through our

learning platform.

From this digital ecosystem you can consult an extensive library with all the material about the Company, our Code of Ethics and Conduct for Brokers, our commitments and our products and services, find

out about Solunion's commercial agenda, access the latest economic news and also detailed information about our brand. We also offer dynamic training courses on sales, negotiation and leadership.

Portal PY

Through "Portal Py", our distributors can manage new business more quickly and easily. They can give quotes to companies and, if accepted, issue the policy directly, all digitally.

Our strategic initiatives and their actions, such as the creation of a specific ecosystem for our partners and collaborators, have very specific objectives that drive Solunion's transformation and our growth in the market.

Solunion has been recognised as the best credit insurer in the ADECOSE 2025 Barometer, a milestone we have achieved for the eleventh time since we began operations in 2013.

On an annual basis, the study evaluates the level of satisfaction of the main brokerages in the country with the insurers with which they work.

This recognition strengthens our market position in this sector, which is so important for our business, and highlights the key strategic role played by brokers in Solunion's service mode.



7. Society



Solunion is committed to contributing to economic and social progress in the countries in which it operates, promoting the sustainable growth of society, protection of the environment, environmental commitment and respect for human rights.

In order to carry out its functions, Solunion directly employs 658 people, to which must be added a large number of indirect jobs related to insurance distribution (agents and brokers), as well as the provision of all types of services (lawyers, solicitors, etc.), making insurance a first-rate service provider for society as a whole and a significant generator of employment and economic development.

This is demonstrated by our commitment to the:

Information Transparency

Disseminate relevant and truthful information on the Group's performance and activities, complying with legal reporting requirements.

To prepare and publish financial and non-financial information, using internationally accepted methodologies, and subjecting it to the internal and external verification processes deemed appropriate to guarantee its reliability and encourage its continuous improvement.

Technical excellence and innovation

In risk management, in adaptation to current regulations, in compliance, in the application of processes, in adapting to change, in innovation:

- We pursue technical excellence to differentiate ourselves from the market in all countries. Like our shareholders, we are characterised by rigorous technical control of the business. Our management model must be differentiated by its quality, by management control at all stages of the customer relationship.
- Technical excellence means growing and increasing our profit margin, making transparent and fact-based decisions, keeping our eyes on the customer and adapting prices to risk, managing our business according to economic cycles.

- Managing our risk exposure is part of our day-to-day work. We have an appetite for risk and bring a valuable degree of experience and knowledge to the table.
- Our pricing policy is consistent and competitive. We are working on the development of unified pricing tools.
- We work in a collaborative way, sharing information and with a vision of transparent and clear exchange.
- Our clients expect transparency in our pricing and decisions, even faster response times and user-friendly online platforms, as well as increasingly advanced risk and policy data systems.

Technological revolution, a world full of opportunities

Technological changes imply new ways of looking at business and trade. There are new tools and platforms that make it possible to manage the exchange of information with customers and intermediaries, which facilitate the service provided to the customer (digital invoice, electronic payment, B2B commercial platforms...). We need to adapt quickly, which is why innovation and digitalisation are part of our strategy.

Our leadership objective drives us to adapt quickly to change. We are preparing our digitalisation, both in internal processes and in service, customer relations and new environments. We are promoting a culture of omnichannel communication, all for the best service to our customers and mediator partners.

We seek to adapt, explore and offer the most advanced technology to support growth, innovation and added value to our customers. That is why we are working to digitise what we have now, seeking to one day achieve full digitisation in our interactions and communication with customers and intermediaries.

We explore possibilities for collaboration with data platforms and other digital companies that provide us with opportunities to reach new customers or help us improve the service we provide to our customers.

Our entire digitalisation strategy is geared towards making our customers' lives easier. To make everything easier, faster and better for them.



Sustainable innovation

To work for the continuous improvement of the safety, reliability and competitiveness of all products and services, offering the highest possible level of quality based on the best available techniques.

- Promote active, two-way communication that allows us to understand the expectations and opinions of our customers and adapt Solunion's responses to their needs.
- Facilitate customer relations through simple and efficient operations.
- To provide innovative products and services that contribute to the sustainability of society.
- Provide a differential value proposition to the customer through products and services that are adapted to each segment and their needs.
- Apply technological innovation and best available techniques as a means to provide an efficient, safe and sustainable service.

PÓLIZA PY

Policy designed specifically for **small businesses that want to grow safely**, providing autonomy to manage their sales and be covered against non-payment.

PÓLIZA COMPROMISO

Operate with peace of mind in any market, the ideal solution for covering commercial orders **for products that require a long manufacturing period.**

PÓLIZA GLOBAL

A policy **that adapts to all types of companies**, regardless of their size and the market in which they operate. Flexible and with minimal administrative burden.

PÓLIZA CONFIANZA

The ideal solution to **protect your company against exceptional** losses caused by the definitive insolvency of your customers in all types of markets.

PRODUCTOS TCU

A line of products that provide protection, mitigating risks related to credit transactions such as non-payment or **losses resulting from contract termination.**

PÓLIZA UNO

The perfect solution to **cover a specific risk** with a single customer or specific supply contract.

WORLD POLICY

A policy designed for **large multinationals** seeking global solutions with local services.

FAMILIA CAP

Innovative line of second layer products to provide **extra security for your most sensitive risks.**

Fair Competition

GRI 206-1, 417-1, 417-2, 417-3



At Solunion, we respect and comply with the rules that regulate communication and marketing activities, and we assume the voluntary codes that give transparency and truthfulness to these actions.

Therefore, and in accordance with our Fair Competition Commitment, Solunion undertakes to compete fairly in the markets and not to engage in misleading or denigrating advertising of its competitors or third parties. Likewise, it undertakes to obtain information in a legal manner, to promote free competition for the benefit of consumers and users, and to favour transparency and free market rules.

Solunion has not received any complaints on this matter this year.

Relationship Channels

GRI 2-29; 407-1 / NEIS 2 SBM-2 p. 45 (b) / NEIS S3 SBM-2 p. 7/ NEIS 2 SBM-2 p. 45 (d) /NEIS S4.SBM-3



Solunion keeps its relationship channels with its seven Stakeholders up to date and makes a continuous effort to identify the most important issues for each of them.

An analysis of these issues shows that, although there are issues unique to each geography, most are common to Solunion's four countries of reference.

Multiple factors are involved in the management of the relationship with Stakeholders, including the availability of appropriate relationship channels. The following are some of the most relevant that Solunion has established with its strategic Stakeholders.

		Stakeholders						
Relationship Channels		Shareholders	Customers and policyholders	Distributors, mediators, collaborators	Employees	Suppliers	Society	Regulatory Bodies
SURVEYS AND INQUIRIES	MATERIALITY ANALYSIS							
	SURVEYS AND INQUIRIES							
	PARTICIPATION OR REPRESENTATION BODIES							
FACE TO FACE	REGULAR MEETINGS							
	GENERIC AND PUBLIC MAILBOXES							
MAILBOXES	SPECIFIC FOR THE STAKEHOLDER							
	MAILBOX FOR COMPLAINTS AND CLAIMS							
	WHISTLEBLOWING CHANNEL							
	CORPORATE AND COUNTRY							
WEB/ ONLINE PORTALS	INTERNET OFFICE							
	CORPORATE INTRANET (SOLINSIDE)							
	OTHER ONLINE TOOLS							
	APP 'S FOR MOBILE							
MAGAZINES AND NEWSLETTERS	CORPORATE							
PHONE	PHONE							
SOCIAL NETWORKS	SOCIAL NETWORKS							

Publications



Together with our two shareholders, Allianz Trade and Mapfre, we produce various sectoral publications and country analyses, with the aim of positioning ourselves as a benchmark for information, both for the specialised media and for our clients.



In 2025 we have launched new sectoral reports and insolvency assessment reports, which are

designed to provide our clients with useful information to facilitate their decision-making, help them prospect for customers and markets, and manage the commercial risk of their businesses.

Our sponsorships

The sports sponsorships that we develop at Solunion respond to our desire to work with a purpose and, above all, to commit to it and reflect it in our actions. That is why they all have one thing in common: the ability to contribute something to society. They are linked and aligned with the company's purpose and with its commitment as a brand that positions and represents itself, sharing and amplifying our values and our identity as a company.

With them:

We are strength as a team.

Solunioners work together with a common goal.

We are momentum

The impetus companies need to go further.

We are movement, we are audacity. We are restless, ambitious, courageous,

convinced that effort is the best way to success.

Aspar Team

Our partnership with the Aspar Team goes far beyond a sponsorship agreement.

We are a winning team. Partners who share the same values and the drive to go further.

Our partnership began in 2020. Since then, we accompany all the riders of the team in the different categories (Moto2, Moto3, MotoE...), sharing their audacity and spirit of improvement on each circuit.



Dani Caverzaschi and Martín de la Puente

Two references of wheelchair tennis who perfectly embody our values: audacity, strength, self-improvement and bravery, who recently made wheelchair tennis history by winning the bronze medal at the Paris 2024 Paralympic Games.

Dani is a real reference, on and off the court. Since we began our collaboration, she has not stopped giving us joy, showing her strength, desire to excel and courage. Among other awards, was finalist at Wimbledon and obtained two Olympic diplomas at the Tokyo Paralympic Games and remains at the top of the ITF rankings (tenth in singles and fifth in doubles).



Martín is, along with Dani, another of our champions of wheelchair tennis and life. His spirit of improvement perfectly represents the values of the Solunioners, and, despite his youth, he is one of the best tennis players in the world. Martín is in the top 3 of the International Tennis Federation (ITF) singles rankings, where he also occupies the top position in the doubles rankings.

Trientrenos - Alejandro Santamaría

Alejandro has been a professional triathlete since 1996 and has been proclaimed champion of Spain, Europe and the World in various categories. Thanks to Trientrenos, all Solunioners have the opportunity to participate in initiatives that help us lead an active and healthy lifestyle through the various sporting activities carried out within the framework of our collaboration.



Volunteering

GRI 413-1



At Solunion, we contribute to the sustainable socio-economic development of the countries where we operate by carrying out activities related to our professional experience and the voluntary work of the people who make up the organisation.

Solunion offers its employees various volunteering opportunities within the framework of its Corporate Volunteering Plan integrated into the Social Responsibility and Sustainability strategy, aligned with the Sustainable Development Goals and which we develop together with Fundación Mapfre in Spain, Mexico, Colombia, Chile, Argentina, Peru and Panama. (see Fundación Mapfre Volunteering Report 2025).

Volunteering strengthens team spirit, promotes personal development and helps the communities in which we operate. Solunioners are entitled to dedicate a certain number of working hours each month and we volunteer both professionally, contributing our skills as professionals, and improving people's quality of life in other ways.

During 2025, 512 SolunionersSolidarios, including workers and family members, have participated in activities in Spain, Mexico, Colombia, Chile, Argentina and Panama and have developed more than 69

activities related to education, nutrition, health and emergency aid, among others, directly and indirectly impacting more than 297,000 people. 58.9% of the global workforce has had an experience of solidarity.

In 2019, a Volunteer Portal was implemented in Spain, which serves as an open meeting point for all the Group's professionals interested in social and solidarity actions. Thirteen specific courses on different aspects

of volunteering, ranging from its definition and implications to specific types of volunteering depending on the group that benefits from the intervention of volunteers, have also been integrated into it through e-learning.

In 2020 we extended it to Mexico and Colombia, and in 2021 it was implemented in Chile, Argentina and Panama and in 2024 to Peru.

MAIN IMPACTS OF SOLUNION'S CORPORATE VOLUNTEERING ON THE SDGs



List of material IROS linked to the Material Topic “Workers in the value chain”

ESRS S2.SBM-3

MATERIAL TOPIC	IMPACT
Workers in the value chain	The well-being of the value chain is improved by promoting policies that ensure long-term hiring, the limitation of long hours, adequate salaries and the prevention of occupational risks.
	Equal treatment and opportunities in the value chain are considered when promoting measures that promote diversity, equality, inclusion and training.
	The engagement of value chain workers is enhanced by promoting compliance with other labour rights in the value chain, related to child labour and forced labour.
	Value chain information breaches occur as a result of security breaches in cybersecurity systems.
MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Workers in the value chain	Political and legislative risk derived from the violation of cybersecurity systems.
	Reputational opportunity by promoting work-life balance and active listening in workers in the value chain.

List of material IROS linked to the Material Topic “Information and security for customers”

ESRS S4. SBM-3

MATERIAL TOPIC	IMPACT
Information and security for customers	Complaints collected from complaint channels are considered regarding customer concerns. The company makes information about its products and services available to customers through various channels.

MATERIAL TOPIC	IMPACT
Workers in the value chain	Political and legislative risk derived from the violation of cybersecurity systems. Reputational opportunity by promoting work-life balance and active listening in workers in the value chain.

List of material IROS linked to the Material Topic “Accessibility and transparency in products and their marketing”

ESRS S4.SBM-3

MATERIAL TOPIC	IMPACT
Accessibility and transparency in products and their marketing	The needs of customers are taken into account in the development of products and services, paying special attention to small and medium-sized enterprises.
	The complexity of contractual information may be an obstacle to the accessibility of products and services to customers.
	Product fees are increased due to considering sustainability aspects in products.
	The information presented in business practices is transparent and helps clients make informed decisions.

MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Accessibility and transparency in products and their marketing	Market opportunity by considering all customer segments in decision-making.
	Reputational opportunity by improving the relationship with customers, offering transparent information.

4. COMMITMENT TO THE PEOPLE WHO MAKE UP THE ORGANISATION

ESRS S1.SBM-3



At Solunion we recognise that our people are our most important asset. For this reason, one of our strategic pillars is the human and professional development of our team, promoting equality, the fight against discrimination and gender diversity. We promote personal and work reconciliation measures, in accordance with the legislation in force in the countries in which we operate.

People, the key to success

The people who make up Solunion are the key to growth, the true architects of the Company's success.

Talent management, progress, and the ability to adapt to change are distinguishing features whose development is the basis of the Company's strategy.

We foster an environment of trust and continuous improvement in the way we work, based on a transversal approach of teamwork between the different areas.

People development is part of our strategic plan. The detection and training of our people is a priority.

We promote a culture of hard work, measure achievement of objectives, evaluate behaviour and promote professional development within the company.

We invest in training, both technical and skills training, and encourage mobility, both geographic and functional, and the exploitation of opportunities.

We work on the continuous improvement of flexibility conditions for a better work-life balance, in an environment of equality where mixed teams, diversity and equal opportunities are encouraged.

True to the spirit of leadership with which Solunion was born, our objective is to generate quality employment, with an international vocation, in a diverse and multicultural work environment.

At Solunion we want to be a benchmark in the sector, and we ensure that all aspects that affect the people who make up the company are based on the fulfilment of Human Rights and the application of our corporate values: Bold by nature, Strength as a Team and Real Commitment.



Within this framework, the respect and promotion of diversity inherent to the nature of a multinational company such as Solunion and the constant promotion of equal opportunities are fundamental pillars in the management of the people who form part of Solunion.

Solunion's Code of Ethics and Conduct establishes a Commitment to Diversity and Work-Life Balance, and in this way, we commit to all our collaborators to promote a working environment where trust and respect, professional development, diversity, equal opportunities, and work-life balance are fundamental in our company, through measures and actions that make this ambition a reality.

We reject any discriminatory or abusive actions on the basis of age, disability, ethnicity or race, gender, political leanings, employee representation, religion or sexual orientation and promote a culture of professional growth based on effort and results.

We understand our standards and plans as a vocation to build a company where, every day, our employees feel that they are where they want to be.

The principles that have marked the roadmap on which Solunion has been working since the early years of Solunion in labour matters have been the following:



LABOR RIGHTS

Committed to defending, respecting, and protecting basic labor rights and the human rights and public freedoms recognized in the Universal Declaration of Human Rights, with support for the ten principles contained in the United Nations Global Compact.



RESPECT FOR PEOPLE/ NO DISCRIMINATION

Respect must be a fundamental part of the conduct of everyone who forms part of this company. For this reason, Solunion has declared that it does not tolerate discrimination or harassment in the workplace on the grounds of age, disability, ethnic origin, gender, race, political beliefs or activities representing the workforce, religion, or sexual orientation.

In the year we were founded, Solunion drew up and approved a protocol for the Prevention and Treatment of Harassment and Discrimination in the company, which defined the principles and guidelines that must be followed to prevent and, where appropriate, correct this type of behavior.



EQUAL OPPORTUNITIES

Solunion is committed to providing a suitable working environment that offers equal opportunities without discrimination on the basis of gender, race, ideology, religion, sexual orientation, age, nationality, disability, or any other personal, physical, or social condition, and in which diversity is respected and valued.



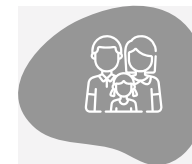
RELATIONS WITH STAFF

Working to ensure that our workplace is an environment of trust that allows for personal and professional development and is free from offenses, exploitation of any kind, intimidation, harassment, and discrimination.



PROFESSIONAL DEVELOPMENT BASED ON PERFORMANCE AND POTENTIAL

Fostering a work environment in which staff are informed about the company's strategic objectives and have the opportunity to develop personally and professionally..



WORK-LIFE BALANCE

At Solunion, we believe that the comprehensive development of the people who form part of this company is positive both for them and for the company.

For this reason, we want to promote all measures aimed at maintaining a balance between the personal and professional responsibilities of our staff.

Solunion has also included in its **Social Responsibility and Sustainability Principles** its commitment that people are the Company's main asset.

With almost all contracts being permanent, Solunion is committed to the development of people in a framework of trust and equality, advocating equal opportunities in the following terms:

01

ENSURE EQUAL
OPPORTUNITIES
IN THE WORKING
ENVIRONMENT

02

PROMOTE
TRAINING

03

PROMOTE A STABLE
AND SAFE WORKING
ENVIRONMENT

04

LISTEN AND
MAINTAIN A
PERMANENT
CHANNEL OF
DIALOGUE

At Solunion we work to ensure that this internal regulatory framework is translated into guidelines that naturally govern both the behaviour of the people who make up the organisation and the processes that define the ways of working in the Company.

We want Solunion to be and to be seen as a sustainable, egalitarian, diverse and inclusive company.

Collaboration, partnership, and mutual respect are unwavering pillars in our day-to-day work.



Milestones and awards

GRI 2-28

family responsible company



Since the end of 2020, all Solunion countries have been certified as Family Responsible Companies (efr), an important distinction for our subsidiaries in Spain, Mexico, Colombia, Chile, Panama, Peru and Argentina, which recognises the good practices implemented by our organisation in terms of work-life balance.

This year 2025 we have renewed or certification in Peru, and maintained our certifications in Mexico, Colombia, Chile, Panama , Argentina and Spain. This is a very important recognition, which highlights the work we are doing in terms of reconciliation, equal opportunities and work-life balance, priorities in which we are involved daily. These values are part of our identity, our business strategy and our working model.

The efr Certificate is a management model designed by the Más Familia Foundation with which we are even more involved in the generation of a work culture based on flexibility, respect and mutual commitment to ensure the work-life balance of our people. Furthermore, through this certification we are committed to maintaining a style of direction, leadership and management that puts our people, all Solunioners, at the centre.

ESRS 2 SBM-2 p. 45 (b) / ESRS S3 SBM-2 p. 7/ ESRS 2 SBM-2 p. 45 (d)/ S1.SBM-3

Top Employer 2026

Solunion has been officially recognised once again as Top Employer Spain by the Top Employers Institute.

This recognition validates our practices in the 6 domains of Human Resources, which include 20 areas such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity and Inclusion among others.

This achievement is a recognition of our commitment to Solunioners as the central axis of our strategy, and motivates us to continue building and promoting, among all of us, a working environment in Solunion that provides us with the necessary tools for our professional and personal development in a diverse, inclusive and conciliatory framework.



Las Mejores Empresas para Trabajar en España Ranking

This year, *Actualidad Económica* magazine ranked Solunion **26th among the 100 best companies to work for in Spain**, this being the fifth year that we have appeared in the ranking.

Actualidad Económica's ranking of The Best Companies to Work for in Spain is one of the most recognised in the country and is carried out each year based on the analysis of information provided by a large number of companies, from all sectors, which have to meet two requirements: have been in Spain for more than five years and have more than 100 employees.



Más Talento Senior Award

Solunion has been recognised in 2025 with the *Más Talento Senior* award in the Excellence category, the highest level of this recognition. This distinction, awarded by the Másfamilia Foundation in partnership with the Máshumano Foundation and EJE&CON, accredits leading companies in the responsible, inclusive and sustainable management of senior talent in Spain.

The external audit that supports this award highlights the maturity and consistency of Solunion's policies on generational diversity, professional development, health and well-being, as well as the high level of satisfaction and commitment of Solunioners.

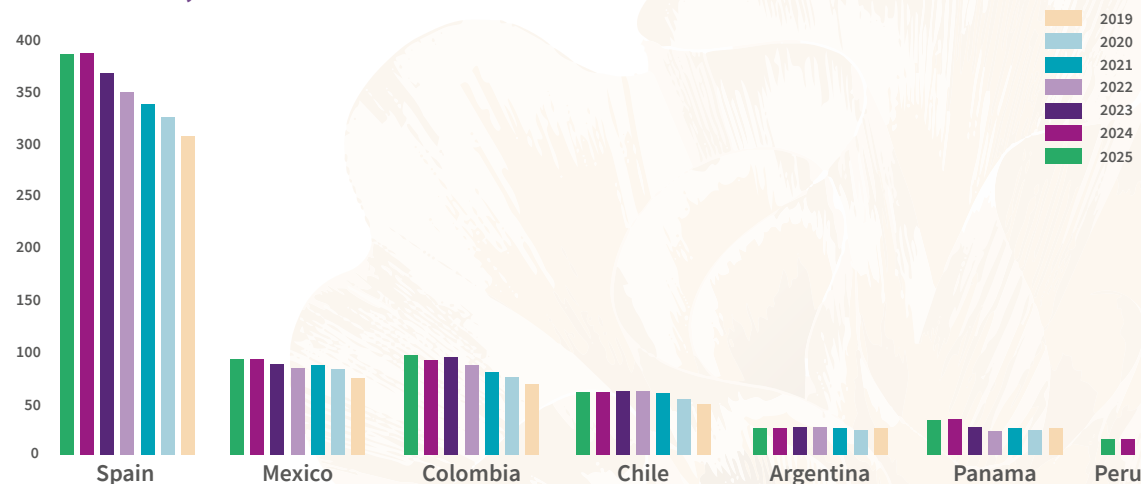
With this distinction, Solunion reinforces its commitment to talent management based on inclusion and the long term, through the promotion of initiatives that favour equal opportunities and the continuous development of all generations.



General facts about the Solunioners

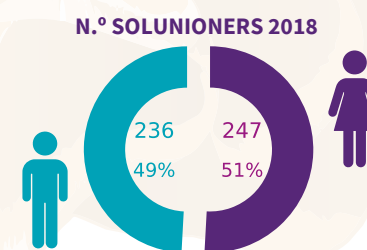
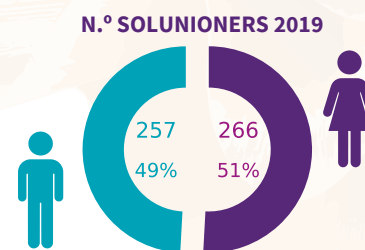
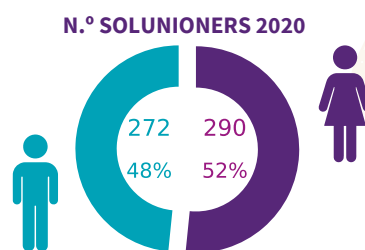
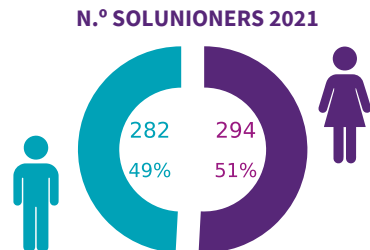
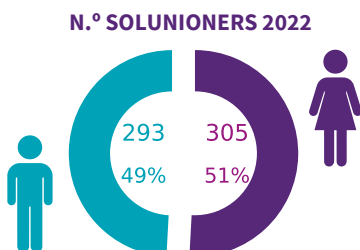
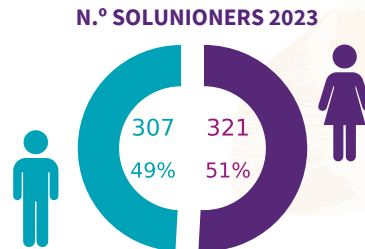
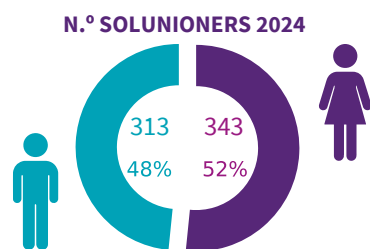
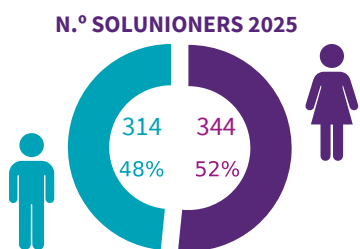
GRI 102-8, 405-1

Solunioners	2025	2024	2023	2022	2021	2020	2019
Spain	383	386	369	352	339	341	330
Mexico	89	89	87	84	85	82	75
Colombia	93	87	89	83	75	70	60
Chile	60	60	62	61	60	53	48
Argentina	10	10	9	9	10	9	10
Panama	16	17	12	9	7	7	-
Peru	7	7	-	-	-	-	-
Total	658	656	628	598	576	562	523



Staff by gender

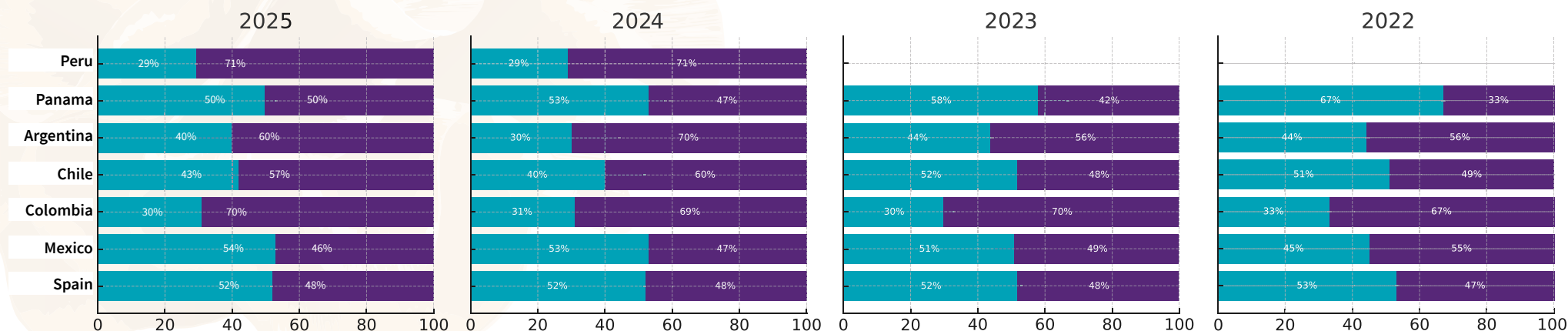
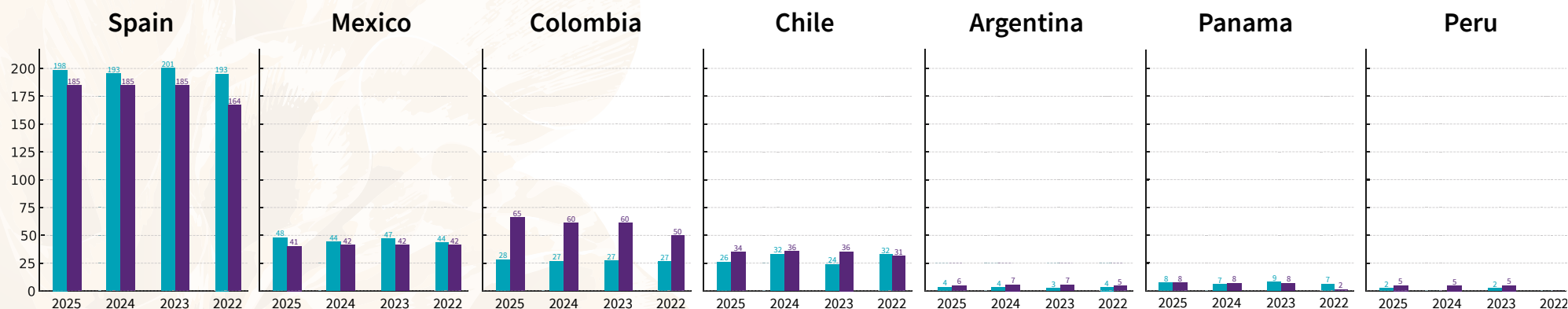
(As at 31 December)	Men	%	Women	%
N.º Solunioners 2025	314	48%	344	52%
N.º Solunioners 2024	313	48%	343	52%
N.º Solunioners 2023	307	49%	321	51%
N.º Solunioners 2022	293	49%	305	51%
N.º Solunioners 2021	282	49%	294	51%
N.º Solunioners 2020	272	48%	290	52%
N.º Solunioners 2019	257	49%	266	51%
N.º Solunioners 2018	236	49%	247	51%



Staff by country and gender

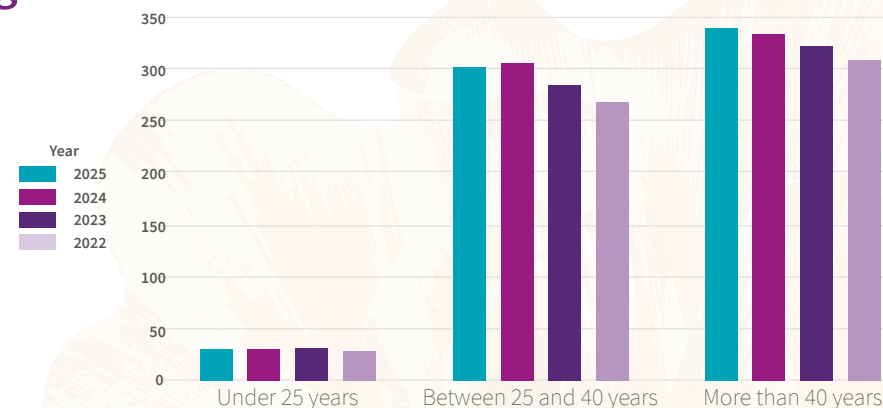
(As at 31 December)	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Spain	198	185	193	185	201	185	193	164
Mexico	48	41	44	42	47	42	44	42
Colombia	28	65	27	60	27	60	27	50
Chile	26	34	32	36	24	36	32	31
Argentina	4	6	4	7	3	7	4	5
Panama	8	8	7	8	9	8	7	2
Peru	2	5	-	5	2	5	-	-

(In %)	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Spain	52%	48%	52%	48%	52%	48%	53%	47%
Mexico	54%	46%	53%	47%	51%	49%	45%	55%
Colombia	30%	70%	31%	69%	30%	70%	33%	67%
Chile	43%	57%	40%	60%	52%	48%	51%	49%
Argentina	40%	60%	30%	70%	44%	56%	44%	56%
Panama	50%	50%	53%	47%	58%	42%	67%	33%
Peru	29%	71%	29%	71%	-	-	-	-



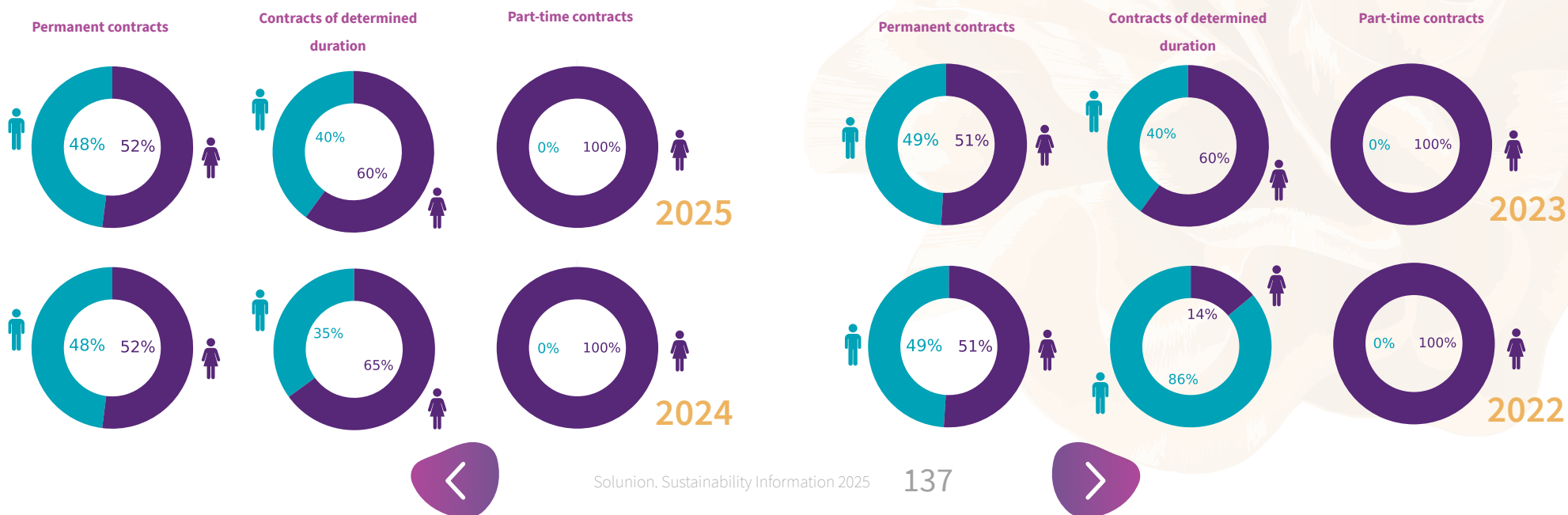
Staff by age

(as at 31 December)	N.º Solunioners 2025	N.º Solunioners 2024	N.º Solunioners 2023	N.º Solunioners 2022
Under 25 years	14	14	18	13
Between 25 and 40 years	303	308	283	264
More than 40 years	341	334	327	321



	2025			2024			2023			2022		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total employment contracts	658	314	344	656	313	343	628	307	321	598	293	305
% permanent contracts	98.5%	47.8%	52.2%	97.4%	48%	52%	98.7%	49%	51%	98.8%	49%	51%
% contracts of determined duration	1.5%	40%	60%	2.6%	35%	65%	1.3%	40%	60%	1.2%	86%	14%
% part-time contracts	0.3%	0%	100%	0.2%	0%	100%	0.2%	0%	100%	0.3%	0%	100%

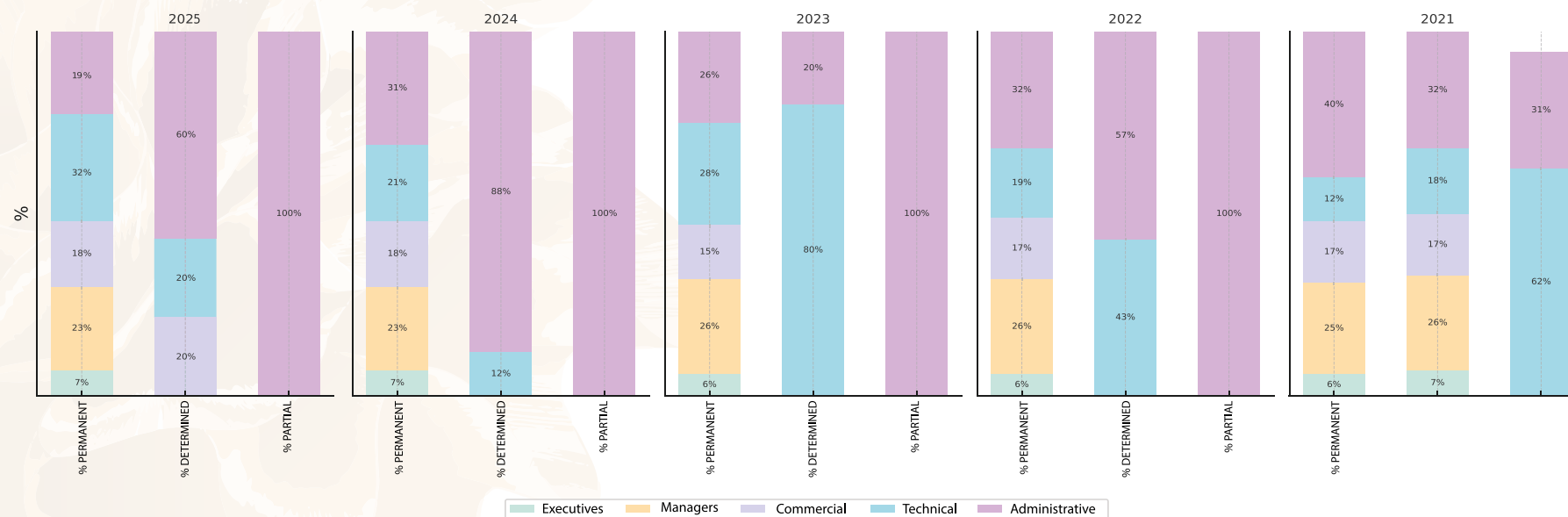
**All part-time employees are located in Spain.*



Staff by job category and professional qualification

Total of employment contracts	2025						2024						2023						2022						2021					
	Total	Executives	Managers	Commercial	Technical	Administrative	Total	Executives	Managers	Commercial	Technical	Administrative	Total	Managers	Managers	Commercial	Technical	Administrative	Total	Executives	Managers	Commercial	Technical	Administrative	Total	Executives	Managers	Commercial	Technical	Administrative
	658	47	152	118	209	132	656	43	147	117	133	199	628	37	161	96	173	161	598	38	151	100	114	195	598	38	151	100	114	195
	98.5%	7%	23%	18%	32%	19%	97.40%	7.00%	23%	18%	21%	31%	98.70%	6%	26%	15%	28%	26%	98.80%	6%	26%	17%	19%	32%	98.80%	6%	26%	17%	19%	32%
	1.5%	0%	0%	20%	20%	60%	2.60%	0%	0%	0%	12%	88%	1.30%	0%	0%	0%	80%	20%	1.20%	0%	0%	0%	43%	57%	1.20%	0%	0%	0%	43%	57%
	0.3%	0%	0%	0%	0%	100%	0.20%	0%	0%	0%	0%	100%	0.20%	0%	0%	0%	0%	100%	0.30%	0%	0%	0%	0%	100%	0.30%	0%	0%	0%	0%	100%

All part-time employees are located in Spain.



At Solunion we have People policies that cover all the pillars of effective talent management: care for the health and well-being of the workforce, encouragement of training, professional development, a remuneration system based on individual performance, diversity and inclusion, work-life balance, and we develop continuous feedback practices between staff and the company.

Solunioner Experience

The Solunioner Experience is the relationship model that guides the way in which we live each of the key moments throughout our entire trajectory at Solunion.

We try to understand what we live and feel as Solunioners in order to align it with what Solunion is looking for and thus, establish a way of relating to each other in which both parties can meet expectations.

We continue to strengthen our relationship model between Solunion and Solunioners, working on the four pillars that guide our Employee Value Proposition - Solunioner Experience. To do so, we take into account what Solunioners ask of us, our strengths as a Company, current trends and Solunion's own strategy.

The four basic pillars that mark this mutual relationship between Solunioner and the Company are the following:

WE BOOST THE SOLUNIONER

We are committed to development, recognising the success and involvement of each Solunioner, through recognition programmes, training, growth opportunities and continuous feedback.

GOING EVEN FURTHER

We go further, being agile and collaborative, and relying on innovation and technology, fostering collaboration between areas, incorporating automation and data analytics into our processes.

ADAPTING OURSELVES

We are flexible and care about every Solunioner. We support you in your day-to-day circumstances with flexibility protocols and digital disconnection policies.

LEAVING A MARK

We contribute to people and society, with transparency, committed to sustainability and respect for the environment, through actions of solidarity, prioritizing our well-being and promoting a culture of equality.

Monitoring the satisfaction of Solunioners is essential for us, as it allows us to continue to make progress in our goal of being the best place to work.

ESRS 2 SBM-2 p. 45 (b) / ESRS S3 SBM-2 p. 7 / ESRS 2 SBM-2 p. 45 (d)

Through this management model:

We get a real picture of the current situation of the Solunioner Experience

We know the specific needs of specific groups

We establish levers for action on which to start working

We understand the current experience of the Solunioners in order to lay the foundations for a relationship model with great impact and results, adapting to specific needs, creating an evolving, data-driven experience model that ensures the improvement of the experience of employees in line with the Company's culture and that has an impact on the client experience

WHAT ARE THE 10 MOMENTS OF THE SOLUNIONER EXPERIENCE?



WE BOOST THE SOLUNIONER

We are committed to development, recognising the success and involvement of each Solunioner, through recognition programmes, training, growth opportunities and continuous feedback.

Talent

S1.SBM-3

At Solunion we apply the best practices in the identification, recruitment and retention of the talent necessary for business development, ensuring the principles of equality and non-discrimination for any reason (disability, age, gender, previous professional career, etc.).

Solunion applies its Promotion, Selection and Mobility Policy to manage talent, to strengthen the commitment of Solunioners to Solunion's values by reinforcing the culture of effort and work by objectives, to obtain the best individual and group results and to develop people with global skills and abilities, identifying and properly training current and future managers, and facilitating geographic and functional mobility.

During 2025 in Solunion we have carried out different actions aimed at attracting and retaining the best and most diverse talent in its different geographies, among which the following stand out:



We promoted the **Commercial Underwriting School** with the aim of reinforcing the knowledge and commercial underwriting activity carried out by our sales teams with delegated powers, through new content on our Soltrain training platform.

We continue to support the **transition to retirement** through Gadea, our support programme aimed at the most senior Solunioners who are nearing the end of their professional career, with the aim of supporting them in the end of their working life and helping them to tackle a new phase in their lives by defining a purpose and content that facilitates their integration into the new context.



We continue to work on monitoring the perception of the **Solunioner Experience** through our listening system.

We launched the **No One Behind project**, which aims to steer Solunion's culture towards a new perspective that focuses on each person's strengths and natural talents. This initiative is committed to diversity and the contribution of each Solunioner individually and as a team.



As part of our commitment to the growth of our people within Solunion, we developed the **"Tándem"** programme as a tool to promote professional development and to create a pool of mentors who share their knowledge, skills and experience in a professional manner, enriching their mentees with technical knowledge and skills, adding value to the organisation and achieving their business objectives.

We promote Credit Academy - Allianz Trade by providing credit analysts and risk underwriters with a series of **training courses focused on key aspects of financial analysis**, in order to ensure and standardise knowledge.o.



Internal mobility

GRI 202-2, 404-1

Mobility continues to be key to the development of the people who work at Solunion and key to increasing their employability.

Of the 86 vacancies published in 2025, 37 were filled through internal mobility and 70.1% % have resulted in a promotion.

Through geographical mobility, four countries have been able to count on professionals from other units of the group.

There are currently 69 Solunioners working outside their home country.

Learning and knowledge management

GRI 103, 404-1, 404-2; L.11/2018/ S1.SBM-3



At Solunion we are firmly committed to promoting the professional development of the people who make up the organisation through training, providing them with the means, programmes and tools necessary to enhance their skills and competencies.

All Solunioners must be personally involved in their professional development, participating actively and taking advantage of the training activities offered by the company to develop their skills and keep their knowledge constantly up to date.

Training is a decisive factor in increasing the company's competitiveness, it must meet the needs of people according to their position and functions in the organisation, and it must be aligned with the company's objectives and strategy.

This is set out in Solunion's Training Policy.

To promote training, Solunion provides its employees with the Soltrain training platform, a multi-platform, agile and intuitive self-learning space where each of the Solunioners is the protagonist and where you can find a wide range of courses, both technical and skills training.

This year we have evolved Soltrain with more resources and training options and more autonomy for Solunioners, constantly adding content.

During 2025, 27,235.19 training hours have been given, which means more than 42.5 hours of training on average per Solunioner.

(as at 31 December)	Executives	Managers	Commercial	Technicians	Administrative
Total Number of training hours 2025	383.82	8,014.68	5,947	6,531.05	5,766.63
Total Number of training hours 2024	1,960.22	7,018.39	4,594	3,959.74	7,586.67
Total number of training hours 2023	1,176.65	4,970.64	2,618.15	3,354.39	3,285.60
Total number of training hours 2022	1,561.60	3,225.40	2,069	3,355.90	4,174.50
Total number of training hours 2021	271.58	3,242.68	1,297	1,225.00	3,229.32
Total number of training hours 2020	1,903.80	5,256.43	3,397	2,514.74	4,722.68
Total number of training hours 2019	922.38	3,289.35	1,285	4,475.68	1,575.30

Lifelong learning



This learning experience is available to all Solunioners on our Soltrain training platform.

This model allows all Solunioners access to more resources and training options, as well as more autonomy in completing the different training courses. The content catalogue is structured into learning stations, organised by theme: welcome training, technical and commercial training, transversal training (skills, languages, digital) and mentoring and leadership.

Remuneration and recognition

GRI 201-3, 401-2, 404-3, 405-2; L.11/2018/ESRS S1-1 p. 24 (a)/ S1.SBM-3

At Solunion we promote a motivating work environment that ensures internal recognition of the culture of hard work, the necessary autonomy to be able to create, develop and innovate, and a total compensation framework accordingly.

Solunion has a remuneration policy applicable to all Group companies, which aims to establish appropriate

remuneration in accordance with the function and job position and the performance of its professionals, acting as a motivating and satisfying element that allows them to achieve the objectives set and comply with the company's strategy, adapting to the legal framework of the sector.

Thus, its objectives include:

- Favour Solunion's business strategy, attracting and retaining talent.
- To encourage employees to contribute to Solunion's objectives.
- Promote sound and effective risk management through the establishment of remuneration requirements, for the purpose of prudent and appropriate management of the business and to avoid remuneration mechanisms that encourage excessive risk-taking by Solunion.
- Avoid conflicts of interest.

Solunion's remuneration structure consists of the following elements:

1. Fixed remuneration.
2. Variable remuneration linked to objectives.
3. Social benefits.
4. Other complements.

During 2025, the following improvements to social benefits were implemented in Spain:

- 75% discount on health insurance for family members.
- Increase in meal allowance.
- Increase in the amount of the Christmas bonus.

- Increase in the birth and adoption bonus, financial assistance for children's employees' education, as well as recognition of disability status for employees and assistance for spouses and children with disabilities.
- Introduction of intensive working hours in summer.

The allocation and settlement of annual variable remuneration is carried out through the globally implemented management by objectives model, which determines the weighting of the different categories of objectives for each job level.

All Solunioners who have been assigned variable remuneration based on objectives are informed of this distribution of objective weights by type according to the level of the position they hold. In this way, each person is aligned with the strategic objectives, assigning an increasing weight of this type of objectives the greater the responsibility of the position and giving, in the case of technical and administrative teams, a greater weight related to the specific functions with which they contribute to the general objectives.

In order to achieve greater transparency in the salary review process, we have proceeded to regulate and communicate the weights between variable remuneration and fixed remuneration to all team managers, so that they can communicate this to their teams and manage salary reviews in accordance with these guidelines and the performance.

The variable remuneration is not guaranteed, and its final amount is determined on the basis of the degree of achievement of the targets set, taking into account current and future risks, including sustainability risks.

ESRS G1.SBM-3



Solunion has a global and standardised performance evaluation process in which 100% of the workforce participates.

Percentage of Solunioners receiving regular performance and career development reviews

Spain	100%
Mexico	100%
Colombia	100%
Chile	100%
Argentina	100%
Panama	100%
Peru	100%

For Solunion, valuing and recognising the individual effort of each employee is key, and performance evaluation is the process through which the individual contribution of each Solunioner to the strategy is objectively measured and recognised.

With the implementation of new technologies that we have undertaken in recent years, we give Solunioners the opportunity to access the elements of remuneration that make up their compensation package, including benefits and their valuation.

GOING EVEN FURTHER

We go further, being agile and collaborative, and relying on innovation and technology, fostering collaboration between areas, incorporating automation and data analytics into our processes.

The average salaries and their evolution, disaggregated by gender, age and professional classification or equal value, are as follows:

(as at 31 December)	Under 25s	Between 25 and 40 years old	More than 40 years
Average remuneration (€) Year 2025	€17,870.07	€37,017.86	€66,320.04
Average remuneration (€) Year 2024	€18,849.35	€35,767.72	€63,363.46
Average remuneration (€) Year 2023	€16,850.27	€32,481.07	€51,670.87
Average remuneration (€) Year 2022	€13,447.10	€29,558.55	€49,485.50
Average remuneration (€) Year 2021	€12,069.32	€27,101.12	€47,286.33
Average remuneration (€) Year 2020	€14,786.43	€26,341.58	€47,089.28
Average remuneration (€) Year 2019	€17,222.54	€27,246.05	€47,891.43
Average remuneration (€) Year 2018	€16,833.94	€26,168.55	€46,063.55
% change in period 24-25	-5%	3%	5%

(as of 31 December)	Executives	Managers	Commercial	Technical/Administrative staff
Average remuneration (€) Year 2025	€138,822.95	€66,316.93	€49,195.34	€34,433.26
Average remuneration (€) Year 2024	€136,292.46	€64,155.11	€47,368.54	€33,267.19
Average remuneration (€) Year 2023	€108,649.01	€54,077.46	€39,806.62	€29,305.11
Average remuneration (€) Year 2022	€99,340.45	€50,064.10	€36,264.47	€28,972.48
Average remuneration (€) Year 2021	€91,687.42	€47,803.86	€35,369.31	€26,563.92
Average remuneration (€) Year 2020	€92,106.68	€48,181.36	€34,301.64	€26,646.85
Average remuneration (€) Year 2019	€94,134.56	€46,050.99	€35,153.51	€28,500.93
Average remuneration (€) Year 2018	€91,358.03	€44,532.80	€33,390.51	€27,562.60
% change in period 24-25	2%	3%	4%	4%

The impact of technology is far-reaching, and the speed of change is exponential. We need to introduce new ways of working, sharing experiences and analysing data in order to support the development of new skills to accompany this challenge.

Every year, we celebrate the anniversaries of our Solunioners at an event where we talk about commitment, effort and shared anecdotes, which have helped us grow together, both professionally and personally. Each honouree receives an award or gift in recognition of their achievements.



LEAVING A MARK

We contribute to people and society, with transparency, committed to sustainability and respect for the environment, through actions of solidarity, prioritizing our well-being and promoting a culture of equality.

Diversity

GRI 2-28/ S1.SBM-3



A diverse workforce adds value to the company by encouraging learning, providing experience and, at the same time, enriching the approach and execution of the projects being worked on.

Solunion has a global Diversity and Equal Opportunities Policy and is a signatory to several public commitments in this regard.

Universal diversity



Solunion has joined the Diversity Charter to promote its commitment to the fundamental principles of equality and respect for the inclusion of all people, regardless of their profiles.

By joining the Diversity Charter, we commit ourselves to the following:

1

To **raise awareness** about the principles of equal opportunity and respecting diversity, including them as Company values and spreading them among our personnel.

2

To advance in the construction of a **diverse workforce**, promoting the integration of professionals with diverse profiles regardless of their gender, sexual orientation, race, nationality, ethnic background, religion, beliefs, age, disability, or any other personal or social circumstance.

3

To **promote inclusion**, favouring effective integration, avoiding any type of discrimination (direct or indirect) in the workplace.

4

To consider diversity in all human resources policies, **managing diversity in a transversal way**, as the basis and principle of all decisions made in this area.

5

To promote **reconciliation** through a balance in work, family, and leisure time, establishing mechanisms that allow for the harmonisation of work and family and personal life of all personnel.

6

To **recognise the diversity of the clients**, which is also a source of innovation and development.

7

To extend and communicate the **commitment** to personnel, sharing and extending to the whole Company the responsibility that the organisation takes on by being a signatory of the Diversity Charter.

8

To **spread the commitment** among its supplier companies, inviting them to join the community of companies in Spain that adhere to the voluntary commitment promoted by the Charter.

9

To convey and make this commitment known **to administrations, business organisations, trade unions, and other social agents.**

10

To reflect the activities in support of non-discrimination, as well as the results obtained from the implementation of diversity policies in the Company's annual report.

We continue to adhere to the Network of Companies Committed to Diversity, Red+D.



RED+D is a meeting place that allows inclusive companies and institutions to share ideas, experiences and initiatives in relation to diversity management, in which culture acts as the

backbone of the different manifestations of diversity.

We also joined the Diversity and Inclusion Index (D&I), a pioneering instrument that allows us to measure the situation of the Spanish business fabric in the creation of working environments that are respectful and inclusive of diversity.

In this way we reaffirm our commitment to diversity and inclusion as the cornerstones of its strategy, as well as to the creation of respectful and inclusive workspaces for all our people, the Solunioners, guaranteeing equal treatment and opportunities without any kind of discrimination.

Diversity Plan

S1.SBM-3

We continue to develop the actions of our 2024-2026 Diversity Plan through which Solunion wants to contemplate and develop specific measures to guarantee the right to effective equality of opportunities and treatment between Solunioners and avoid any type of employment discrimination.

To this end, Solunion is committed to being a benchmark company in diversity and inclusion.

This Plan makes it possible to establish a diversity management model that attracts and retains people with high potential and promotes mutual commitment between the Solunioners and the company, in such a way that this model favours individual personal and professional satisfaction and well-being and contributes to greater productivity.

With the implementation of this Diversity and Work-Life Balance Plan, Solunion once again demonstrates its commitment to equal opportunities. Leading a plan that guarantees Solunioners to develop their maximum potential in the absence of any discrimination, direct or indirect, on the basis of gender, age, sexual orientation, gender identity and expression, cultural origin or derived from maternity/paternity, the assumption of family obligations and marital status.

Gender diversity

GRI 405-1, 405-2



Through our 2021-2025 Equality Plan, we promote diversity and the constant promotion of equal opportunities as fundamental pillars in the management of the people who form part of the Company.

We also promote the reconciliation of professional, personal and family life for all Solunioners, guaranteeing equal pay for work of equal value and establishing work protection frameworks for victims of gender-based violence.





WOMEN'S EMPOWERMENT PRINCIPLES

WOMEN'S EMPOWERMENT PRINCIPLES

The Women's Empowerment Principles (WEP) are a set of seven Principles for business that provide guidance on how to empower women in the workplace, marketplace and community.

Under the subtitle "Equality is Good Business", the Principles emphasise business action to promote gender equality.

Solunion has made a public commitment to support the Women's Empowerment Principles; through this signature we reaffirm our corporate culture, based on respect for people, on the promotion of behaviour that is favourable and open to equality, and on the elimination of any exclusionary and discriminatory conduct towards our Stakeholders and towards society in general.

Empowering women to participate fully in all sectors and at all levels of economic activity is essential to:

- Building strong economies.
- Establish more stable and just societies.
- Achieve internationally agreed development, sustainability and human rights goals.
- Improve the quality of life of women, men, families and communities.
- Driving business operations and goals

These principles are:

Establish high-level corporate leadership for gender equality.

Treat all women and men fairly at work - respect and support human rights and non discrimination.

Ensure the health, safety and well - being of all women and men workers.

Promote education, training and professional development for women.

Implement enterprise development, supply chain and marketing practices that empower women.

Promote equality through community initiatives and advocacy.

Measure and publicly report on progress to achieve gender equality.

Solunion is involved in several initiatives to promote women's leadership, inclusive dialogue spaces aimed at promoting gender diversity initiatives.

RED EWI



Solunion participates in the **EWI Network**, Empower Women in Insurance, a network of companies and professionals in the Insurance Sector that come together to achieve a common goal: to promote the presence of women in management.

EWI's mission is also to act as an Observatory for Equality in the Insurance Sector, giving visibility to and recognising the most outstanding initiatives carried out in this area and monitoring their evolution and the achievement of the objective set.

Empower Women in Insurance is a sector-wide initiative, open to men and women working in the sector with the ambition to change it.

In 2025 we have participated in the **Superior Program "The Next Generation of Women in Insurance"** (INESE + RedEwi).



Solunion also participates in the PROMOCIONA and PROGRESA projects in Spain, organised by CEOE and ESADE, whose main objective is to encourage more women to reach senior management positions in companies.

Development programmes are part of our commitment to boosting the potential of Solunioners. Within this framework, in 2023 we launched our *Empodera-T* female leadership programme began, aimed at promoting the leadership of Solunioners in Latin America who hold positions of intermediate responsibility, people managers, with the purpose of contributing to their professional development.



The programme is also complemented by a mentoring, coaching and project development process.

Through *Empodera-T*, the Solunioners receive training in different areas, dealing with strategic thinking, communication and innovation, leadership skills, specific knowledge of the geopolitical and economic environment, or trends and challenges of companies in the current environment.



Solunion is a participant in the Global Compact's Target Gender Equality initiative, an opportunity for companies participating in the Global Compact to deepen the Women's Empowerment Principles and strengthen our contribution to SDG 5 by supporting the equal representation and leadership of women at all levels.



The programme has helped us to:

- Identify strengths and areas for improvement in terms of gender equality performance through the Women Empowerment Principles Analysis Tool, in which we continue to score as "Leaders" for another year.
- Participate in specific training activities to strengthen women's representation and leadership.
- Set ambitious and realistic business goals in terms of gender equality.
- Create a network of UN counterparts, partners and experts to support our gender equality strategy.
- Introducing Solunioners who drive business success, sustainability and contribution to the SDGs.

Percentage of representation

(as at 31 December)	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Executives	33	14	31	12	29	8	32	6
Managers	74	78	73	74	81	80	80	71
Commercial	65	53	64	53	63	33	60	40
Technical	99	110	66	69	68	105	50	64
Administrative	43	89	79	135	66	95	71	124
Total	314	344	313	343	307	321	293	305
%	48%	52%	48%	52%	49%	51%	49%	51%

Percentage of representation by professional category and variation with respect to previous year

	2025				2024				2023			
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%
Executives	33	6%	14	14%	31	6%	12	33%	29	-10%	8	25%
Managers	74	1%	78	5%	73	-11%	74	-8%	81	1%	80	11%
Commercial	65	2%	53	0%	64	2%	53	38%	63	5%	33	-21%
Technical	99	33%	110	37%	66	-3%	69	-52%	68	26%	105	39%
Administrative	43	-84%	89	-52%	79	16%	135	30%	66	-8%	95	-31%
Total	314	48%	344	52%	313	2%	343	6%	307	5%	321	5%

Generational diversity

GRI 102-8

At Solunion, different generations coexist with different ways of understanding work, with different values, expectations, motivations and beliefs. The challenges in this area are:

1. **Generate an inclusive culture and facilitate the transfer of knowledge between generations.**
2. **Recognise and build on their strengths and capacities to bring out the best in each of them.**
3. **Implement work models that respond to the needs of the different generations.**

(as at 31 December)	Total 2025	Under 25 years old	Between 25 and 40 years old	More than 40 years	Total 2024	Under 25 years old	Between 25 and 40 years old	More than 40 years
Total number of employment contracts	658	14	297	340	656	14	308	334
% permanent contracts	98.5%	78.6%	98.0%	99.7%	97.4%	85.7%	96.4%	98.8%
% fixed-term contracts	1.5%	21.4%	2.0%	0.3%	2.6%	14.3%	3.6%	1.2%
% part-time contracts	0.3%	0%	0.7%	0%	0.2	0%	0.3%	0.0%

(as at 31 December)	Total 2023	Under 25s	Between 25 and 40 years old	More than 40 years	Total 2022	Under 25s	Between 25 and 40 years old	More than 40 years
Total no. of employment contracts	628	18	283	327	598	13	264	321
% permanent contracts	98.70%	77.80%	98.60%	99.40%	98.80%	2.03%	43.82%	54.15%
% fixed-term contracts	1.30%	22.20%	1.40%	0.60%	1.20%	14.29%	71.43%	14.29%
% part-time contracts	0.20%	0%	0.40%	0%	0.30%	0%	50%	50%

ObservatorioGT

Solunion has joined the Generation & Talent Observatory, an organisation that promotes equal opportunities regardless of age and encourages best practices in managing generational diversity in large and medium-sized organisations.

In addition, Solunion has adhered to the **Code of Principles for Generational Diversity**, promoted by the Observatory in the conviction that generational coexistence is a lever for innovation and creativity.

1 To disseminate and implement the principles contained in the

European Directives prohibiting discrimination on grounds of racial or ethnic origin (Directive 2000/43/EC), religion or belief, disability, age or sexual orientation (Directive 2000/78/EC), in the field of employment.

2 Encourage the development of an active generational diversity

policy within organisations that can combat tendencies and attitudes of rejection and segregation, promoting the development of intergenerational solidarity strategies within companies.

3 Gradually commit themselves to be a reflection of the environment of a diverse society

in order to be part of and be legitimised in the community in which they live, raising awareness and promoting a change of attitude towards age-related stereotypes.

4 Ensure respect for generational diversity policies in employment,

without age acting as an element of discrimination, through selection and recruitment practices, encouraging the integration of people, regardless of their age, and taking into account their knowledge and training.

5 Developing the principle of equal opportunities. In particular, respect for talent, regardless of the age of the professionals in terms of access to employment, training, development, professional promotion and working conditions. We are committed to practising and demonstrating equal treatment that ensures adequate performance and encourages the personal and professional progression of our staff in different areas:

1. **Recruitment and selection;** identifying the best professionals on the basis of merit and skills-based selection.
2. **Recruitment;** guarantee mechanisms to ensure that recruitment does not discriminate on the basis of age.
3. **Training;** ensuring the education and training of each person in the knowledge and skills required in each circumstance, motivating people and promoting equal opportunities
4. **Promotion, development and compensation;** commitment to develop these models by valuing only those knowledge and skills necessary to do the job, regardless of age, through objective and performance evaluation.
5. **Supporting workers according to their abilities,** ensuring their effective employment.
6. **Implementation of work-life balance measures** that adapt to generational diversity

6 Comply with current legislation. Reject any manifestation of harassment, direct or indirect discrimination on the grounds of age and others, and any other conduct that generates an intimidating or offensive environment with the personal rights of its professionals.

Functional diversity

Down Madrid



Solunion has signed a Collaboration Agreement with the Down Syndrome Foundation of Madrid with the basic objective of working together and actively for the training and social and occupational integration of people with intellectual disabilities.

This collaboration focused on three broad areas of action:

- Theoretical and practical on-the-job training, on-site training.
- Socio-occupational integration of people with intellectual disabilities in the ordinary work environment.
- Raising awareness of the business environment towards the promotion of the employment of people with intellectual disabilities.

Eurofirms

We collaborate with Eurofirms Foundation, a foundation aimed at promoting the integration of people with disabilities in the workplace and creating environments that fully include them, through:

- Awareness-raising conferences on functional diversity in order to transfer and obtain all the benefits that this can bring to people and companies.
- Awareness campaigns, aimed at promoting the recognition of the different diseases and disorders that can be recognised with a degree equal to or greater than 33%, informing and advising us about the possibilities we have to obtain the disability certificate, as well as the procedure we must follow to obtain this disability recognition.



In the same way, they accompany us with the necessary procedures to be able to apply for and/or renew the disability certificate and inform us of the benefits associated with obtaining this certificate: tax, social, mobility and transport, housing, education and labour integration aids.

- In the search for talent.

No. of workers with disabilities	2018	2019	2020	2021	2022	2023	2024	2025
Spain	3	3	4	4	7	7	7	8
Mexico	1	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	0	0	0
Chile	0	0	0	0	0	0	0	0
Argentina	0	0	0	0	0	0	0	0
Panama	--	--	0	0	0	0	0	0
Peru	--	--	--	--	--	--	0	0

We also have special employment centers as suppliers and we carry out volunteer and awareness-raising activities in favour of these groups, sponsoring work integration actions for people with disabilities: collaboration in the construction and activities of the Talismán Association's nursery, charity market in the office, gifts from occupational workshops, etc.



Cultural diversity

Solunion employs 658 Solunioners of 18 nationalities, which gives the Group great cultural diversity and provides the necessary talent for the business. The Group promotes international mobility, which in 2025 has meant that 10 workers have changed their jobs to another country. 36% of the senior management and managers working in the Group's companies are of different nationalities from the country in which they operate.

Diversity in sexual orientation, gender identity and expression



We have joined the **UN Principles of Conduct for Business to Tackle Discrimination against LGBTI+ People**, a United Nations initiative based on international human rights

standards, which aims to promote diversity and equality in companies by reviewing their internal policies and establishing various initiatives that encourage respect for and promotion of the rights of this group. In this way, at Solunion we take another step forward in promoting diversity and we continue to advance in our commitment to the LGBTI+ community.

At Solunion we support these standards of conduct and work to accelerate LGBTQI+ equality and inclusion and drive positive change in our sphere of influence.



Business Network for LGBTI Diversity and Inclusion (REDI)

We are a partner company of REDI, the *Asociación Red Empresarial por la Diversidad e Inclusión LGBTI*, which



orientation, gender identity or gender expression.

is the first ecosystem of companies and professionals in Spain working to promote safe, inclusive and respectful work environments for all people, regardless of their sexual

Solunion's LGBTI Diversity Plan

Our Plan defines an integrated and planned set of measures and actions aimed at promoting equality and diversity inclusion in the company.

This includes addressing and overcoming possible inequalities and discrimination that may affect all Solunioners. It also seeks to raise awareness among Solunion employees about the potential inequalities faced by LGBTI people, promoting values such as equality, justice and respect for sexual and gender

diversity, and promoting a better quality of life for LGBTI people, paying special attention to those in situations of greater social vulnerability, through specific actions.

Cross-cutting diversity

Solunion aims to integrate and manage diversity from a holistic perspective in all areas of the company.

Gender Equality

Equal opportunities for men and women is a priority throughout the Group. Solunion guarantees respect for this right and has made it one of the commitments included in the Equality Policy. Monitoring equal pay is one of the keys to guaranteeing the creation of an



inclusive and respectful culture without differentiation based on gender, age, race or any other personal factor.

Difference between pay gap and equal pay

It is important to understand the difference between the concepts of the pay gap and equal pay:

- The gender pay gap shows the difference between the average salary received by men and women. Solunion has taken into consideration the total workforce, taking as a reference the analysis of the average fixed remuneration of men and women, as well as the total compensation including variable remuneration. To analyse gender, pay equity, as well as internal and external equity, Solunion studies objective factors such as job level, professional family or business unit.

- In 2025 the gap is 14.5% in Executives, 20.9% in Managers, 18.7% in Commercial, -5.1% in Technicians and 3.4% in Administrative staff. This difference has its origin in the context of the insurance sector, a traditionally male sector, which translates into a higher average seniority of men compared to women. It is, therefore, an inherited gender gap that Solunion combats through a remuneration policy and a selection process and internal mobility model that guarantees full equality.
- **Equal pay gap is the right of men and women to receive the same salary for the same work. The remuneration structure of all professional and responsibility categories at Solunion is designed under the criterion of gender neutrality.**

Solunion maintains its Equality Plan this year and has worked on the implementation of measures to guarantee, in its general work environment, the right to effective equality of opportunities and treatment between men and women, and to avoid any type of labour discrimination based on gender in the areas of access to employment, promotion, professional classification, training, remuneration, reconciliation of work and personal life, and other working conditions.

With the implementation of this Plan, Solunion once again demonstrates its commitment to equal opportunities between women and men, leading a plan that guarantees the absence of any direct or indirect discrimination based on gender, sexual orientation, maternity/paternity, the assumption of family obligations and marital status.

We have defined eight areas of action in our Equality Plan, with specific objectives and actions, always with Solunioners as the main focus:

1

Selection and recruitment process
 Solunion considers it necessary to continue encouraging the recruitment of people following the Company's Diversity criteria and promoting cultural integration and gender parity in terms of areas and departments.

3

Training
 Professional development is based on training as an essential element and talent programmes to promote development in Solunion. Opportunities for professional development must not exclude any person due to any type of discrimination or the use of conciliation measures..

5

Remuneration
 Solunion's remuneration policy is governed by the principle of fairness and non-discrimination. This means that there must be no arbitrariness in the establishment of fixed and variable remuneration, which must be based on objective criteria based on the suitability, function and performance of each position, according to the job descriptions and objectives of the same..

7

Communication
 Solunion considers communication to be a fundamental element in making the values and policies on work-life balance and diversity known to the workforce. Through communication, policies regarding work-life balance can be disseminated, thus facilitating the elimination of obstacles to the effective implementation of work-life balance and diversity measures.

2

Professional promotion
 Talent development programmes are based on objectivity, applying aptitude and performance criteria, without any discrimination based on gender, race, ideology, religion, sexual orientation, age, nationality, disability or any other physical or social condition.

4

Co-responsible exercise of personal, family and work life rights
 Solunion promotes measures to achieve a balance between the professional and personal responsibilities of the entire workforce, with work-life balance being an integral part of their development.

6

Prevention of sexual harassment and gender - based harassment
 At Solunion, we believe that respect for others must be a basic element of conduct. Therefore, we reject any manifestation of harassment at work, as well as any violent or offensive behaviour towards the rights and dignity of people, as these situations contaminate the working environment and have negative effects on the health, well-being, confidence, dignity and performance of the people who suffer them.

8

Gender violence
 Solunion guarantees that any victim of gender violence will be able to exercise the rights set out in the Workers' Statute and maximum confidentiality.

(as of 31 December)

Average remuneration (€) Year 2025
Average remuneration (€) Year 2024
Average remuneration (€) Year 2023
Average remuneration (€) Year 2022
Average remuneration (€) Year 2021
Average remuneration (€) Year 2020
Average remuneration (€) Year 2019
Average remuneration (€) Year 2018
% change in the period

Men	Women
€60,264.52	€43,799.78
€58,194.41	€41,483.65
€48,766.29	€35,607.35
€47,243.21	€32,839.91
€44,370.16	€31,350.58
€44,355.20	€30,565.98
€44,221.54	€32,084.78
€43,744.94	€29,952.18
4%	6%

We are promoting multiple initiatives with the aim of achieving effective equality between men and women at all levels.



Health, well-being, and prevention of occupational risks



GRI 403-1, 403-4, 403; L.11/2018/ ESRS S1.SBM-3

Health, safety and well-being are fundamental, both for Solunioners and for Solunion's productivity, competitiveness and sustainability.

According to the World Health Organisation, a healthy workplace is one in which employees and management work together to implement a process of continuous improvement to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace. The WHO considers a healthy company to be one in which employees find greater safety, physical and mental health and well-being, which will improve their work performance and competitiveness.

For this reason, at Solunion we are committed to achieving a healthy working environment and well-being that allows us all to carry out our work in the best physical, psychological and social conditions, achieving an optimum level of occupational safety, beyond mere compliance with regulations on occupational risk prevention, and working to promote health in a broad sense, conceiving Solunion as an important agent for the promotion of health.

For Solunion, improving the quality of life of Solunioners is a fundamental issue, because they are our main asset and health and wellbeing are understood as key factors in maintaining a healthy,

motivated and well-trained workforce to face daily challenges, both at work and outside work.

It also assumes a prevention model in which workers can actively participate in everything that may affect their health and safety at work, for which it has the legally established representative channels.

Some of the main issues addressed are:



Evacuation and emergency control plans.



Frequency and content of medical examinations.



Occupational Health and Safety Management Systems.



Return after long-term sick leave.



Job-specific studies.



Health surveillance plans.

During 2025 we have continued to develop **our Health and Wellbeing Model**, which is helping us to:



Our model seeks to guarantee our integral wellbeing, based on five axes:



One of the key lines of the healthy company model is to raise awareness of health and healthy habits and the prevention of occupational hazards. For this reason, this year:

- Several global campaigns have been launched through the Intranet available to all Solunioners.
- Various awareness-raising and face-to-face workshops have been held on healthy eating, active breaks, fitness in the office, etc.
- We keep the online counselling platform.
- We keep the Choose Health platform for personalised monitoring of physical activity and general health promotion, with the introduction of wellness content.
- We have incorporated Wellhub in Spain, a wellbeing platform that offers access to a wide network of gyms, fitness studios, virtual classes, and access to wellbeing platforms as part of our commitment to health and wellbeing, where each Solunioner can choose the plan that best suits their needs.



And, on the other hand, we continue to have a weekly orientation service on active living, nutrition and face-to-face and remote trainings with Trientrenos and pills and courses on emotional health (emotion management, stress management, relaxation...)



	Indexes				
	2025	2024	2023	2022	2021
Severity index	0.05	0.00	0.05	0.35	0.28
Incidence rate	0.27	0.00	0.27	0.56	0.29
Frequency index	1.60	0.00	1.60	3.32	1.75

	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Number of accidents at work that occur	0	1	0	0	1	0	1	1
Number of days lost due to accidents at work	0	15	0	0	31	0	210	54
Lost working hours due to workplace accidents	0	115.5	0	0	170.5	0	1,622	418
Number of sick leave due to occupational disease	0	0	0	0	0	0	0	0
Absence hours *	2,954	6,563	720	1,856	1,860	5,923	4,147	9,433

*Absenteeism: Medical consultation; illness of the Solunioner and immediate family members; death of direct relatives.

Public commitments in favour of Health and Safety

ESRS S1.SBM-3

Luxembourg Declaration



Solunion is a signatory to the Luxembourg Declaration, a consensus promoted by the European Network for Health Promotion in the Workplace, which establishes the basic

principles of action for good management of health promotion in the workplace and is part of the Spanish Network of Healthy Companies.

With this integration we continue to advance in our commitment to health and in the implementation and development of our Health and Wellness Model, as well as reinforcing Solunion's commitment to the Sustainable Development Goals and to the creation of a healthy working environment for all Solunioners.

Road Safety Manifesto

As one of the actions of our Sustainable Mobility Plan, Solunion has joined the Road Safety Manifesto currently promoted by eight organisations, including Fundación Mapfre, together with Fundación Seres and Boston Consulting Group.



The main objective of the project is to reduce road accident fatalities to zero by 2030 in urban areas and by 2050 in interurban areas. To this end, Solunion promotes road safety programmes for Solunioners and their Stakeholders, including courses on safety in day-to-day transfers, repositories of content related to the subject: current articles, resources, research studies, as well as reports on good practices in companies, regulations and legislation.

You can find out more about what we contribute to people and society at the points of:

- Volunteering
- International commitments related to sustainability
- Environmental commitment

ADAPTING

We are flexible and care about every Solunioner. We support you in your day-to-day circumstances with flexibility protocols and digital disconnection policies

Reconciliation of professional and personal life



GRI 103, 401-2, 401-3/ S1.SBM-3

At Solunion we promote human and professional development, providing a safe and healthy environment that allows professional development and the reconciliation of work and personal life, and we ensure the effective implementation of flexibility mechanisms that facilitate balance and favour the human and social development of people.

Solunion wants to promote and develop an increasingly open work culture, based on trust and commitment,

as one of the fundamental pillars on which its business strategy is based.

To this end, at Solunion we have implemented a flexible working model (SolFlex), a new way of working applicable in all countries, in which we have incorporated numerous flexibilization measures (in time and presence) beyond those currently established in internal agreements and conventions, as well as promoting numerous competencies and skills essential for the correct functioning of the system.

Flexibility in presence

The Solunioner can carry out his work from his home in similar conditions to those of the company's premises, through the use of telematic means.

Flexibility in time

The Solunioner can adapt his working time within certain parameters, and with the focus on meeting his objectives and his level of customer service.

Work-life balance measures	2025		2024		2023		2022		2021	
	No. of Solunioners benefited	%	No. of Solunioners benefited	%	No. of Solunioners benefited	%	No. of Solunioners benefited	%	No. of Solunioners benefited	%
Flexible working model (SolFlex)	655	99.5%	653	99.50%	626	99.70%	596	99.70%	574	99.70%
Part-time work	2	100%	1	100%	1	100%	2	100%	2	100%
Reduced working hours	5	100%	6	100%	6	100%	6	100%	9	100%
Paid and unpaid leave	89	100%	68	100%	36	100%	39	100%	28	100%
Paternity leave	13	100%	9	100%	19	100%	13	100%	10	100%
Maternity leave	19	100%	14	100%	12	100%	18	100%	20	100%
Leaves of absence for personal reasons or studies	1	100%	0	100%	1	100%	4	100%	1	100%
Return after long-term sick leave	2	100%	6	100%	6	100%	2	100%	8	100%



The number of maternity leaves in 2025 was 19 and paternity 13. The 100% of women and 100% of men who took these leaves returned to work. Of the 28 Solunioners who took maternity and paternity leaves in 2024, 27 remain on staff.

In Spain, which is Solunion's main operation, the number of maternity leaves in 2025 was 12 and the number of paternity leaves was 10. 100% of women and 100% of men who took this leave returned to work. Of the 22 maternity and paternity leaves in 2024, all are still on the staff, which represents a percentage of 100%.

Our workplaces are accessible and the specific personal and physical circumstances of Solunioners are taken into account in the design of their workplaces.

Telework and Flexibility Charter



Solunion has been a member since 2020 in Spain, since 2022 he other Business Units, the year of the launch of the initiative in LATAM, and this year in Perú, of the Telework and Flexibility

Charter, a voluntary commitment for companies and institutions to promote a clear commitment to the culture of flexible working and teleworking, respect for the environment, diversity and inclusion, and recognition and education on the benefits of a flexible culture.

It involves three aspects:

- A recognition, as all companies can express their commitment to the principles.
- A commitment to the need to spread a culture of flexibility and teleworking, in order to foster a more advanced society in line with today's reality.
- Rigour and continuous improvement through monitoring of established action plans.



Baby Friendly



We collaborate with Baby Friendly in the development of our commitment to new parents in the workforce and adding to the existing measures in terms of work-life balance a comprehensive support programme at a time as important as the birth of a child.

The Baby Friendly plan includes a commitment to flexible working hours and work-life balance, so that Solunioners can enjoy a balance between their personal and professional lives.

Solunion is also committed to not discriminate on the grounds of parenthood, to provide information on legal procedures and rights for paternity/maternity and to support job growth without gender discrimination, especially for women who have children and want to take on new responsibilities.

Implementation of work disconnection policies

S1.SBM-3



The digital revolution and globalisation have given rise to a phenomenon of permanent connectivity that is affecting all areas of human activity, introducing significant changes also in the world of labour relations.

Digitalisation has given rise to new organisational models that impact the way we work and manage talent.

The rise of new technologies has made it possible to achieve a high degree of flexibility and autonomy for workers, allowing work to be carried out at any time, regardless of where they are, as long as connectivity is available.

In this sense, digitalisation offers us a great opportunity to design new ways of working adapted to the needs of each individual, thus improving work-life balance.

However, of course, this dynamic also entails a number of risks that need to be addressed when defining and measuring effective working time.

At Solunion we understand that technology should improve people's lives. It is therefore necessary

to create healthy habits regarding the use of new technologies and guarantee the enjoyment of rest time, as well as to scrupulously respect our current labour legislation in the field of digital disconnection (article 20 bis of the Workers' Statute, Royal Decree-Law 28/2020 on remote work, and article 88 of Organic Law 3/2018 on Personal Data Protection and guarantee of digital rights) for which we have a policy in this regard.

Without an adequate delimitation between working time and rest time, the phenomenon of flexible working time can lead to the confusion of work and personal life, with important consequences for the quality of life and work-life balance of workers due to technological overexposure.

In order to promote the reconciliation of personal and professional life, and to guarantee the right to rest, respect for private and family life and, in short, the quality of life and health of the staff, Solunion recognises the right to digital disconnection once the working day is over, so that employees are entitled to disconnect from digital devices, not to answer emails, messages and professional calls outside their working hours, except in extraordinary circumstances.



List of material IROS linked to the Material Topic “Working conditions and rights of own workforce” and “Equal treatment and opportunities of own workforce”

NEIS S1.SBM-3

MATERIAL TOPIC	IMPACT
Working conditions and rights of its own workforce	The well-being of its own staff is improved by incorporating policies that ensure long-term hiring, the limitation of long hours, adequate salaries and the prevention of occupational risks.
	The well-being of its own staff is improved by having measures that encourage consultation with the workers' legal representatives, promote work-life balance and incorporate collective agreements.
	The security of its own personnel is reinforced by promoting the appropriate use of data.
	Cyberattacks that expose personal data of one's own personnel occur.
Equal treatment and opportunities for own workforce	Own staff are treated fairly when implementing gender equality and pay policies for own staff, which promote the reduction of the pay gap.
	Improve the engagement and motivation of your own staff by implementing policies to improve their expertise through training and learning.
	Justice and equality are promoted by implementing inclusive policies that take into account all people.
	Own staff are protected by implementing zero-tolerance measures against instances of workplace violence and harassment by own staff.

MATERIAL TOPIC	RISKS AND OPPORTUNITIES
Working conditions and rights of its own workforce	Political and legislative risk derived from the violation of cybersecurity systems.
	Opportunity in the use of resources as a result of increasing the well-being of one's own staff.
	Reputational opportunity by considering work-life balance and active listening to one's own staff.
Equal treatment and opportunities for own workforce	Market risk by offering training not in accordance with the individual needs of its own staff.
	Opportunity in the use of resources due to the improvement of training and learning in the company's own staff.



5. About this Report

ESRS 2 BP-2 p. 15/ ESRS 2 GOV-5 p. 36 (a)/ ESRS 2 SBM-1 p. 42 (b)



1. Scope of information

NEIS 2 BP-1 p. 5 (a) / NEIS 2 BP-1 p. 5 (c)

Solunion has followed the GRI recommendations in defining the coverage of this report, taking into account the entities in which it has control, those in which it has significant influence and the relevant activities for the group from an economic, environmental and social point of view.

For the purposes of this Report, it is referred to as:

- **“Solunion”, “the Company” or “the Company”** means the Spanish company **“Solunion Seguros, Compañía Internacional de Seguros y Reaseguros, S.A.”**, the parent company of the Solunion Group.
- **«Grupo Solunion»** o **«el Grupo»**, means the group comprising Solunion and the companies that are subsidiaries of Solunion in accordance with article 42 of the Spanish Commercial Code.
- **“Business Units”** to local companies in the countries where Solunion operates (Argentina, Chile, Colombia, Spain, Mexico, Panama and Peru).

2. Information perimeters of this Report

Year 2025, the seventh report published.

The Report will be published on an annual basis.

3. Organisational scope

The presentation of the Company’s public information is subject to the following external constraints:

- The financial information must comply with the legal requirements set out in its scope and form of presentation.
- Environmental and social information is presented in accordance with the new legal requirements in terms of content. Solunion has voluntarily chosen to use the Comprehensive option of the GRI (Global Reporting Initiative) Consolidated Set of Standards for sustainability reporting..
- The economic information included in this 2025 Statement of Non-Financial Information and Sustainability Information is taken from the document Annual Financial Report 2025. **ESRS 2 BP-1 p. 5 (b) i.**
- Likewise, throughout the report and in advance, some of the requirements included in the new European Sustainability Reporting Standards (ESRS) published by EFRAG in 2023 in development of the new European Directive on Corporate Sustainability Reporting are voluntarily met.
- The Annexes chapter of this report includes the tables of contents of the GRI and ESRS reporting frameworks. **ESRS 2 BP-2 15**
- In order to assess the evolution of the Group’s performance over time, the report provides data from previous years. With respect to previous reports, no relevant information has been reformulated, although it is possible that

data have been updated or that the calculation formula for some specific indicators has changed. In such cases, the changes are indicated in the corresponding section as well as if any approximation by estimation has been made due to lack of data. **ESRS 2 BP-2 p. 13 (c) / ESRS 2 BP-2 11(b)**

4. Definition of the content of the report. Double materiality analysis

GRI 3-1 / 3-2 / 3-3/ NEIS 2 GOV-2 p.26 (c)/ SBM-2 p.45 (d)/ NEIS 2 SBM-3 48 (a)/ NEIS 2 SBM-3 p.48 (a)/ NEIS 2 BP-2 p.17/ NEIS 2 BP-2 p.17 (a) /NEIS 2 IRO-1 p. 53 (a)/ NEIS 2 IRO-1 p.53 (h)/ NEIS 2 IRO-2 59/ NEIS E2.IRO-1 AR 9

Materiality is a process through which the company determines which issues, from a sustainability perspective, may have the greatest impact on its business, taking into account in the process the Stakeholders who may be affected or who may have an impact on those issues. The result of this process is called “material issues”.

For Solunion, materiality fulfils a dual function: on the one hand, it is a requirement for the preparation of annual reporting and, on the other hand, it will contribute to internal sustainability management operations. The double materiality study carried out this year has been prepared in accordance with the

regulatory requirements set out in the Corporate Sustainability Reporting Directive (CSRD), which will be used to identify the sustainability issues that should be reported in the Group's Sustainability Report, as well as the guidelines established by EFRAG in its Double Materiality Guide.

The annual sustainability report has been drawn up using the Global Reporting Initiative (GRI) Standards for sustainability reporting, the new European Sustainability Reporting Standards (ESRS) and the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda as a guide. **ESRS 2 BP-2 AR 2**

These guides are the result of a process involving various Stakeholders from around the world, with representatives from business, trade unions, civil society, financial markets, auditors and specialists from various business disciplines, regulators and government bodies in various countries.

The ultimate objective is, on the one hand, to identify and report on material impacts, risks and opportunities (IROs) based on two dimensions:

Impact materiality

This covers the impact of Solunion's activities on the environment and how these impacts affect stakeholders. Impact materiality is obtained by evaluating, on the impacts of the activities, the scale of the impact on stakeholders or the environment, the scope in terms of the number of people and/or geographical extent, the irremediable nature of the negative impacts, and the probability or frequency of the impact assigned to the most probable time horizon.

Financial materiality

This covers the impact of the risks and opportunities associated with Solunion's activities on the company itself. Financial materiality is obtained by estimating the severity and probability or frequency of the impact that the different material issues may have on the company's financial position, financial performance, cash flows, access to financing or cost of capital in the short, medium or long term.

In addition, Solunion's material SDGs have also been identified, which will represent the fundamental basis for developing its sustainability strategy, emphasising the actions and projects carried out by the organisation that help contribute to the achievement of the priority SDGs for the company.

In this way, two materiality matrices will be available, prepared according to a rigorous and systematic methodology.

Process of preparation of the Double Materiality Study

ESRS 2 IRO-1 p. 53 (b) ii./ ESRS 2 IRO-1 p. 53 (b) iii. / ESRS 2 IRO-1 p. 53 (b) iv. / ESRS 2 IRO-1 p. 53 (c)/ ESRS 2 IRO-1 p. 53 (c)i/ ESRS 2 IRO-1 p. 53 (c) ii/ ESRS 2 IRO-1 p. 53 (c) iii/ESRS 2 IRO-1 p. 53 (g)

Definition of the scope of analysis and context of Solunion

This phase delimits the scope of materiality and allows the identification of the main elements that apply to the context of Solunion.

Firstly, the stakeholders of Solunion are analysed and ranked, defined according to the ESRS as 'those that affect or may be affected by the entity in the development of its activity'. To this end, an analysis has been carried out of the materiality situation of the previous year, the ESRS regulations and a benchmark of industry peers. The identified stakeholders have been ranked according to their influence on the company and their interest in Solunion's activities.

In parallel, **the sustainability issues relevant to the company** are identified through the analysis of:

- ESRS regulations, including the issues included in paragraph AR16 of Appendix A of ESRS 1.
- Double Materiality 2024.
- Sector benchmarking.
- Industry trends and regulations, including regulations, sustainability standards, ESG indices and reference papers.

Analysis of materiality of impact and financial materiality

Based on the sustainability issues identified, analysis has been carried out of the **real, potential, negative and positive impacts associated** with them. In addition, consideration has also been given to whether or not these impacts have an influence on human rights.

This process has been carried out following the different sub-themes proposed by the ESRS and adapting them to the reality of the Solunion Group.

To calculate the materiality of the impact of each material topic, the definitions in the ESRS and the EFRAG Dual Materiality Guide have been taken as a reference, taking into account the variables of probability and severity (in turn composed of scale, scope and remediability). The scale assessment has been configured through consultation with priority stakeholders using surveys and questionnaires for each group.

To identify whether an issue is material from the point of view of impact materiality, the arithmetic mean of the impact materiality for the positive and/or negative impacts of each material issue is evaluated and the final score for that issue is obtained. In this way, an issue is material if the average of its impacts exceeds the determined threshold of 3, on a scale of 1 to 5.

On the other hand, **to identify risks and opportunities**, different sources of information have been used, such as the Solunion Group's sustainability risk indicators

and the ORSA. All risks and opportunities are identified considering the financial effects that may arise from the impacts.

To calculate financial materiality, each risk and opportunity is evaluated according to two variables: severity, for the short, medium, and long term (understood as the magnitude of the impact on future cash flows) and probability, understood as the degree of certainty that a risk or opportunity will occur.

Finally, to identify whether an issue is material from a financial point of view, after evaluating the risks and opportunities for each time horizon, the arithmetic mean of the associated risks and opportunities is calculated and the final score for that issue is obtained. In this way, an issue is material if the average of its impacts exceeds the determined threshold of 3, on a scale of 1 to 5.

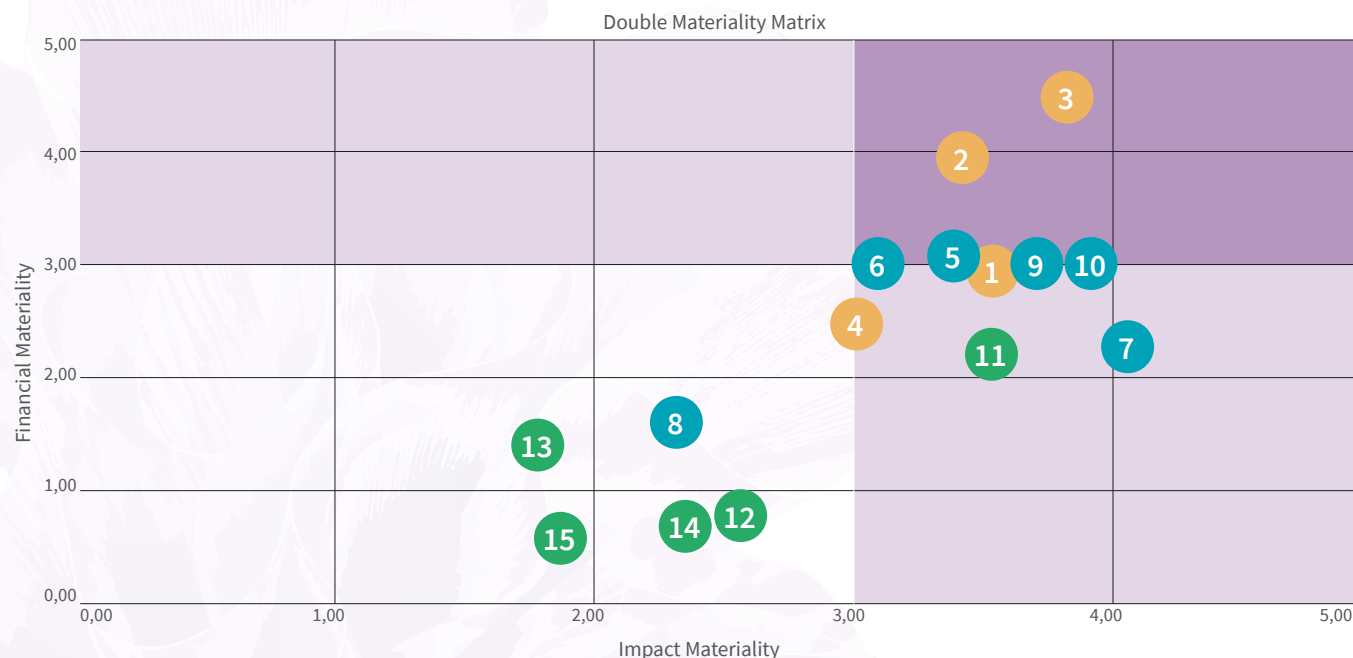
Evaluation and validation of issues

The validation phase involved key areas of Solunion, with whom the results of the previous phases were evaluated and the opportunities associated with each of the material issues were identified, as well as their impact on the 2022-2025 Strategic Plan and the link with the Sustainable Development Goals.

The 2024 double materiality study was supervised and validated by the Solunion Management Committee.

Material Topics Prioritization Matrix

The analysis prioritizes the issues of interest identified according to their impact and relevance, both for the Stakeholders and for the Company's strategy. In this way, the different sustainability issues in the ESG field are shown in a matrix that includes materiality from the impact perspective and materiality from the financial perspective.



The coverage of material issues, i.e. whether the issues are relevant within the organisation (internal impact on the Company or the people who make up the organisation) or outside (impact external to the Company, outside its control perimeter, or on external Stakeholders) is reflected in detail in the different sections of the Report. In general terms, Solunion considers that its material issues have both internal and external coverage, as they directly affect the Company, as well as the different Stakeholders with which it relates, i.e. its shareholders, regulatory bodies, customers, suppliers, distributors, society and Solunioners.

The various sections of this report provide a concrete response to the issues identified.

The layout for the boundary between non-material and material aspects is proposed, in accordance with what is reflected in the previous graph, so that the list of material issues that results is as follows:

Governance Issues:

- Responsible Business Conduct ESRS G1
 - Fight against corruption and bribery (GRI 205)
 - Unfair competition (GRI 206)
 - Public Policy (GRI 415)
- Política pública (GRI 415)
- Economic performance (GRI 201)
- Responsible taxation (GRI 207)
- Ethical Use of Digitalization and Innovation (GRI 418)

Environmental issues:

- Climate change and energy eco-efficiency ESRS E1
 - Energy (GRI 302)
 - Emissions (GRI 305)

Social issues:

- Working conditions and rights of ESRS S1 Own workforce
 - Employment (GRI 401)
 - Worker-Company Relations (GRI 402)
 - Occupational Health and Safety (GRI 403)
 - Training and education (GRI 404)
 - Diversity and Equal Opportunity (GRI 405)
 - Non-discrimination (GRI 406)
 - Presence in the labour market (GRI 202)
 - Human Rights Assessment (GRI409) (GRI 412)
- ESRS S2 Workers in the Value Chain
 - Supplier Evaluation (GRI 308, 414)
 - Human Rights Assessment (GRI 412)
- Information and security for ESRS S4 Customers
 - Product Marketing and Labelling (GRI 417)
 - Customer Privacy (GRI 418)

Likewise, Solunion, in its commitment to transparency with its Stakeholders, reports, in addition to the topics of the GRI Standards identified as material in the table above, other topics included in these Standards as well as in the ESRS. All reported topics are specifically identified in the GRI Content Index included in this chapter of the Report.

The complete list of IROs linked to each material issue is reported in each of the corresponding chapters of this Report.

ESRS SBM-3

Analysis of materiality according to SDGs

The assessment of the influence of the SDGs for Stakeholders is carried out by Solunion's actual Stakeholders. In this case it is carried out in accordance with the ad hoc questionnaire and also with the advice of an external expert consultant.

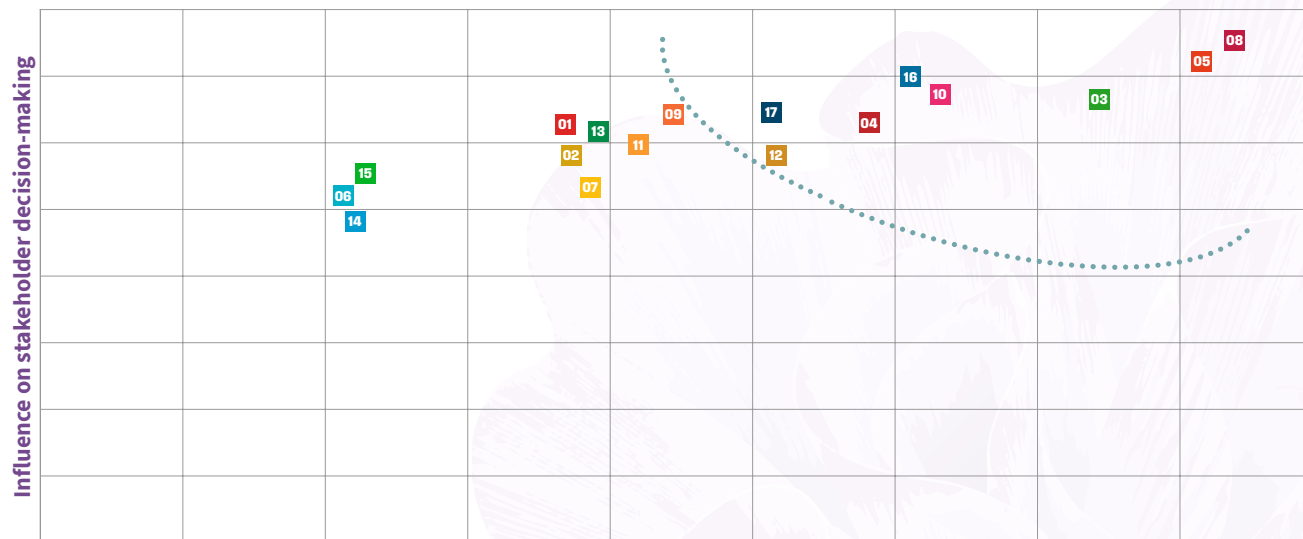
This consists of assessing, according to the experience of the person representing the Stakeholder Group to which they belong, whether, considering the SDGs related to the three axes (People, Planet, and Partnerships, peace and prosperity), which one they believe Solunion can contribute the most to.

For the elaboration of the SDG materiality matrix, all the goals of the UN 2030 Agenda (17 in total) identified as potential material SDGs should be assessed from two perspectives:

- Assessment of the relevance and impact of the SDGs for the organisation (x-axis of the matrix).
- Assessment of the influence of the SDGs for Stakeholders (y-axis of the matrix).

Once both assessments have been made and all SDGs have been positioned in the matrix, the line above which the SDGs are considered material is drawn.

This line is drawn by the organisation and can be modified periodically based on the principle of continuous improvement.



Significance of economic, environmental, and social impacts

The boundary between the non-material and material SDGs is proposed, as shown in the graph above, so that eight of the 17 SDGs are identified as priorities for Solunion, resulting in the following list:



5. Principles of the Global Compact and Human Rights Prevention and Compliance Measures

GRI 2-23 / 2-25 / 411-1 / 412-1 / 412-3 / BP-2 17 (c) / BP-2 p.17 (d) / ESRS 2 GOV-2 p.26 (a) / ESRS 2 GOV-4 p.30; 32 / ESRS 2 GOV-5 p.36 (c) / ESRS S2-1 AR p. 13 / ESRS S3-1 P-16 (c) / ESRS S3-1 p. 17 / ESRS S1-1 p. 21 / ESRS S1-1 p. 20 (a) / ESRS S1-1 p. 20 (b) / ESRS S2-1 p. 14 / ESRS S2-1 16 / ESRS S2-1 p.17 / ESRS S2-1 p.17 (a) / ESRS S2-1 p.17 (c) / ESRS S2-1 p.18 / ESRS S3 SBM-2 p.7 / ESRS S3-1 p.15 / ESRS S3-1 p.16 / ESRS S3-1 p. 16 (a) ESRS S3-1 p.14 / ESRS GOV-5 / ESRS 2 GOV-4

In line with the UN Guiding Principles on Business and Human Rights, the table below shows the organisation's commitment to the 10 Global Compact Principles and Human Rights, as well as the main prevention and mitigation measures and grievance and remedy mechanisms:

THEME	PRINCIPLES GLOBAL COMPACT	SOLUNION'S PUBLIC COMMITMENTS TO HRD	PREVENTION AND MITIGATION (DUE DILIGENCE)	MECHANISMS FOR COMPLAINT AND REPAIR
HUMAN RIGHTS	Principle 1. Businesses should support and respect the protection of universally recognised Human Rights.	Policy of respect for Human Rights.	Solunion's anti-corruption framework. Internal risk prevention and assessment systems and those derived from our activity: • Self-assessment of impact: - Guide to the implementation of the UN Guiding Principles on Business and Human Rights, prepared by the Spanish Global Compact Network. • Solunion materiality survey (detects internal risks and risks derived from the activity). • ESG analysis in underwriting and investments. • RepRisk report, to assess and monitor ESG business conduct risks related, inter alia, to human rights. • KYC process. • Product Governance Framework • efr certificate. • EVP survey. • Performance evaluation.	• Channel ethical complaints arising from non-compliance with the Codes of Ethics and Conduct, available to all Stakeholders. • Specific channels and means for the protection of rights and management of customer complaints. • Grievance and remedy mechanisms for human rights violations. • Protocols for the prevention of sexual violence, harassment and gender-based violence. • People Area. • Legal representation of workers. • Compliance Committee. • Security, Crisis and Resilience Committee. • Social Responsibility and Sustainability Committee.
	Principle 2. Businesses should make sure that they are not complicit in human rights abuses.	Code of Ethics and Conduct.		
LABOUR STANDARDS	Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Social Responsibility and Sustainability Policy.	• Comprehensive Health and Well-being Model (occupational risk assessments, safety, hygiene and ergonomics, psychosocial risks, medical check-ups, epidemiological studies, physical, mental and emotional well-being, financial, environmental and social well-being...). • Equality and Diversity Plans. • Development plans. • Internal, control and compliance audits. • Criminal risk prevention model. • Internal systems and procedures in place to detect situations of corruption, fraud prevention and prevention of money laundering. • Ongoing dialogue with stakeholders and legal employee representation. • Training on human rights and on the UN 2030 Agenda as a preventive and awareness-raising measure. • Training in Solunion's ethical commitments and values and in Compliance • Information and Communication Technology (ICT) Risk Management Framework. • AI governance protocol.	
	Principle 4. Businesses should support the elimination of all forms of forced and compulsory labour.	Environmental Policy.		
	Principle 5. Businesses should support the elimination of child labour.	Code of Ethics and Conduct for Brokers.		
	Principle 6. Businesses should support the abolition of discrimination in respect of employment and occupation.	Code of Ethics and Conduct for Stakeholders.		
ENVIRONMENT	Principle 7. Businesses should take a precautionary approach to environmental challenges.	Social Responsibility and Sustainability Policy.	• Adherence to: • United Nations Global Compact. • UNEPFI's Principles for Sustainable Insurance (PSI). • Women's Empowerment Principles (WEP). • UN Principles of Business Conduct to address discrimination against LGTBI+ people. • Declaration of Bogotá on Sustainable Insurance. • Diversity Charter. • RED+D. • Spanish Network of Healthy Companies. • Pact for the Circular Economy. • Biodiversity and Natural Capital Pact.	
	Principle 8. Businesses should encourage initiatives that promote greater environmental responsibility.	Adherence to:		
	Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Commitment to the United Nations 2030 Agenda and its Development Goals (SDGs).		
ANTI-CORRUPTION	Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.	Diversity and Equal Opportunities Policy. Anti-corruption policy. Investment policy. Security policies, information security and cyber security. Corporate Tax Policy.		

6. GRI Table of Contents

DECLARATION OF USE	Solunion has prepared the report in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 USED	GRI 1: 2021 Fundamentals
APPLICABLE GRI SECTOR STANDARDS	Not Applicable

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 2: GENERAL CONTENT 2021	Contents 2-1 Organisational details	a) Introduction b) Corporate and governance structure, ownership and legal form c) Regulatory framework d) Presence and business areas	
	Content 2-2 Entities covered by sustainability reporting	a) Corporate and governance structure, ownership and legal form b) Corporate and governance structure, ownership and legal form c) The identification of the subsidiaries included in the consolidation, with an indication of the consolidation method, is detailed in the table of shareholdings which forms part of the consolidated annual report of the as Appendix 1.	
	Content 2-3 Reporting period, frequency and point of contact	a) GRI Content Index b) Reporting Perimeters of this Report / Organisational Scope c) Reporting Perimeters of this Report / Scope d) Contact	
	Contents 2-4 Updating information	a) Information perimeters of this Report	
	Contents 2-5 External verification	a) Independent external verification	
	Content 2-6 Activities, value chain and other business relations	a) Presence and areas of activity b) i) Presence and areas of activity b) ii) Suppliers b) iii) Stakeholder relations c) Social commitment d) Economic environment	SDG 12
	Contents 2-7 Employees	a) Employees - Our Solunioners/ Commitment to the people who make up the organisation b) i) Commitment to the people who make up the organisation b) ii) Commitment to the people who make up the organisation b) iii) No employees with non-guaranteed hours b) iv) Staff by employment contract and by gender b) v) Staff by employment contract and by gender c) i) Staff c) ii) As at 31 December 2025 d) Commitment to the people who make up the organisation e) Commitment to the people who make up the organisation	SDGs 8, 17

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 2: GENERAL CONTENT 2021	Contents 2-8 non-employee workers	a) b) c) The organisation has no workers who are not employees.	SDGs 8, 17
	Content 2-9 Governance structure and composition	a) General Information on the System of Governance b) General Information on the System of Governance c) General Information on the System of Governance c) ii) Governing Bodies c) iii) Governing Bodies c) iv) Governing Bodies c) v) Governing Bodies c) vi) Governing Bodies c) vii) Governing Bodies c) viii) Governing Bodies	SDGs 5, 16
	Content 2-10 Appointment and selection of the highest governance body	a) Governing Bodies b) (i) Governing Bodies b) (ii) Governing Board b) (iii) Governing Board b) (iv) Governing Board	SDGs 5, 16
	Contents 2-11 Chairperson of the highest governing body	a) Not applicable b) Not applicable	SDG 16
	Content 2-12 Role of the highest governance body in overseeing the management of impacts	a) Long-term risks and opportunities. Comprehensive Risk System b) i) General Information on the Governance System b) ii) General Information on the Governance System c) Major Sustainability Impacts/ Long-term Risks and Opportunities. Comprehensive risk system	Principles 1-10 Global Compact, SDG 16
	Content 2-13 Delegation of responsibility for managing impacts	a) (i) General Information on the Governance System a) (ii) General Information on the Governance System b) General Information on the Governance System	Principles 1-10 Global Compact
	Content 2-14 The highest governance body's role in sustainability reporting	a) Introduction b) Information perimeters of this Report / Organisational scope	Principles 1-10 Global Compact
	Contents 2-15 Conflicts of interest	a) Our Code of Ethics and Conduct/Conflict-Free Interests b) i) General Information on the System of Governance b) ii) General Information on the System of Governance b) iii) Corporate and governance structure, ownership and legal form b) iv) Corporate and governance structure, ownership and legal form	SDG 16
	Contents 2-16 Communicating critical concerns	a) Complaints and claims b) Complaints and claims	SDG 16 Principles 1-10 Global Compact

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 2: GENERAL CONTENT 2021	Content 2-17 Collective knowledge of the highest governance body	a) Board of Directors	
	Content 2-18 Performance evaluation of the highest governance body	a) Sustainability Plan b) Sustainability Plan c) Ethical Behaviour: main prevention and compliance measures	SDG 16
	Contents 2-19 Remuneration policies	a) i) Board of Directors/ Remuneration Policy/ Compensation and Remuneration a) ii) Not Applicable a) iii) Not Applicable a) iv) Not Applicable a) v) Not Applicable b) Board of Directors/ Remuneration Policy/ Compensation and Remuneration	Principles 1, 2, 3, 4, 6 and 10 Global Compact
	Contents 2-20 Process for determining remuneration	a) (i) Nomination and Remuneration Committee a) (ii) Nomination and Remuneration Committee a) (iii) Independent external advice has been obtained for this purpose. b) Remuneration Policy	
	Content 2-21 Total annual compensation ratio	a) Annex 3. Data b) Annex 3. Data c) Annex 3. Data	Principles 1, 2, 3, 4, 6 and 10 Global Compact
	Content 2-22 Sustainable development strategy statement	a) Letter from the CEO	
	Contents 2-23 Commitments and policies	a) (i) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy a) (ii) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy a) (iii) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy a) (iv) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy b) (i) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy b) ii) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy c) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy d) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy e) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy f) Ethical behaviour: main prevention and compliance measures/Social Responsibility and Sustainability Policy	SDGs 13, 16

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 2: GENERAL CONTENT 2021	Content 2-24 Mainstreaming commitments and policies	a) (i) Ethical behaviour: main preventive and compliance measures a) (ii) Ethical behaviour: main preventive and compliance measures a) (iii) Ethical behaviour: main preventive and compliance measures a) (iv) Ethical behaviour: main preventive and compliance measures	SDGs 16, 17
	Contents 2-25 Processes to remedy negative impacts	a) Ethical behaviour: main prevention and compliance measures/Human Rights Prevention and Compliance Measures b) Ethical behaviour: main prevention and compliance measures/Human Rights Prevention and Compliance Measures c) Ethical behaviour: main prevention and compliance measures/Human Rights Prevention and Compliance Measures d) Ethical Behaviour: main prevention and compliance measures/Human Rights Prevention and Compliance Measures e) Ethical Behaviour: main prevention and compliance measures/Human Rights Prevention and Compliance Measures	SDG 16
	Contents 2-26 Mechanisms for seeking advice and raising concerns	a) i) ii) Whistleblowing channel: our Impulso Compliance Channel / Human Rights Prevention and Compliance Measures	Principles 1-10 Global Compact
	Contents 2-27 Compliance with legislation and regulations	a) i) Ethical behaviour: main prevention and compliance measures a) ii) Ethical behaviour: main prevention and compliance measures b) i) Ethical behaviour: main prevention and compliance measures b) ii) Ethical behaviour: main prevention and compliance measures c) Ethical behaviour: main prevention and compliance measures d) Human Rights Prevention and Compliance Measures	SDG 16 Global Compact Principles 7, 8, 9 and 10
	Contents 2-28 Membership of associations	a) List of professional associations of which Solunion is a member/ International Sustainability Commitments	SDG 17 SDG 17
	Contents 2-29 Approach to Stakeholder Engagement	a) i) Social Responsibility and Sustainability Policy a) ii) Relations with Stakeholders a) iii) Relations with Stakeholders / Relationship Channels	Global Compact Principles 1-10
	Contents 2-30 Collective bargaining agreements	a) Measures taken to ensure respect for human rights b) Not applicable	Principles 1, 2, 3, 4 and 6 Global Compact SDG 8
GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 3: MATERIAL ISSUES 2021	Content 3-1 Process of determining the material topics	a) Double Materiality b) Double Materiality	
	Contents 3-2 List of material items	a) Double Materiality b) Double Materiality	

FINANCIAL PERFORMANCE

GRI 201. Economic Performance 2016	3-3 Management of Material Issues	a) Double Materiality b) Presence and areas of activity, not related to negative impact by our activities or business relationships c) Written corporate governance policies d) i) ii) iii) Internal control and operational risk e) i) ii) iii) iv) Internal control and operational risk f) Relationship channels	
	201-1 Direct economic value generated and distributed	- Turnover, equity and assets - Profit after tax - Fiscal responsibility	Global Compact Principles 1 to 10, SDGs 1, 2, 5, 7, 8 and 9
	201-2 Financial implications and other risks and opportunities of climate change	- Long-term risks and opportunities. Comprehensive risk system. - Environmental commitment - Framework for integrating ESG aspects into our investment processes	Principles 7, 8 and 9 of the Global Compact SDG 13
	201-3 Defined benefit plan obligations and other retirement plans	- Remuneration and recognition - Solunion have an employee welfare plan in place which includes a pension plan.	Principles 1,6,10 of the Global Compact
	201-4 Financial assistance received from the government	- Tax liability - Public subsidies received by Solunion in financial year 2025 amounted to a total of 38,287.85 euros, corresponding entirely to Social Security bonuses received in Spain	

GRI STANDARD	CONTENTS	LOCATION	Other references
CUSTOMER PRIVACY			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Security c) Our Code of Ethics and Conduct: Personal Data Protection Commitment / Information Security and Cybersecurity Policies d) i) ii) iii) Security / Human Rights Prevention and Compliance Measures / Measures taken to ensure respect for Human Rights e) i) ii) iii) iv) Security / Human Rights Prevention and Compliance Measures / Measures taken to ensure respect for Human Rights f) Stakeholder Relations / Relationship Channels	Principle 1,2,3 and 10 of the Global Compact SDG 16
	GRI 418. Customer Privacy 2016 418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	a) b) c) Information Security and Cybersecurity Policy/ Security/ Complaints and claims/ Our Compliance impulse channel	Principle 1,2,3 and 10 of the Global Compact SDG 16
GOVERNANCE AND COMPLIANCE			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Code of ethics and conduct. Ethical behaviour: main compliance and prevention measures / Consultation and whistleblowing channels. Prevention and Compliance Measures regarding Human Rights / Measures adopted to guarantee respect for Human Rights c) Ethical conduct: main compliance and prevention measures / Consultation and whistleblowing channels. Human Rights Compliance and Prevention Measures / Measures adopted to ensure respect for Human Rights d) i) ii) iii) Code of Ethics and Conduct. Ethical behaviour: main compliance and prevention measures Consultation and whistleblowing channels. Human Rights Prevention and Compliance Measures / Measures adopted to guarantee respect for Human Rights / Sustainability Plan e) i) ii) iii) iv) Code of Ethics and Conduct/ Ethical behaviour: main compliance and prevention measures. Consultation and whistleblowing channels. Prevention and compliance measures regarding Human Rights / Measures adopted to guarantee respect for Human Rights / Sustainability Plan e) Internal control and operational risk f) Consultation and whistleblowing channels / Relationship channels	
	GRI 205. Anti-corruption 2016 205-1 Operations assessed for corruption-related risks 205-2 Communication and training on anti-corruption policies and procedures 205-3 Confirmed cases of corruption and measures taken	Code of ethics and conduct. Ethical behaviour: main compliance and prevention measures. Human Rights Compliance and Prevention Measures Code of ethics and conduct. Ethical behaviour: main compliance and prevention measures. Human Rights Compliance and Prevention Measures In 2025, there have been no cases of corruption in the Group, the internal control and prevention mechanisms have worked properly.	Principle 10 of the Global Compact SDG 16

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 206. Unfair Competition 2016	206-1 Legal actions relating to unfair competition and monopolistic and anti-competitive practices	In 2025, there have been no claims of unfair competition, monopolistic practices or anti-competitive behaviour.	Principle 10 of the Global Compact SDG 16
GRI 207. Taxation 2019	207-1 Fiscal approach	Fiscal responsibility Code of ethics and conduct Ethical conduct: main compliance and prevention measures The public subsidies received by Solunion in the financial year 2025 amounted to a total of 38,287.85 euros, corresponding entirely to Social Security bonuses received in Spain	Principle 10 of the Global Compact SDGs 8, 10, 16
	207-2 Fiscal Governance, Control and Risk Management	Fiscal responsibility Ethical Behaviour: main compliance and prevention measures / Human Rights Compliance and Prevention Measures / Internal Control and Operational Risk	
	207-3 Stakeholder Engagement and Concerns Management in Tax Matters	Double Materiality Fiscal responsibility	
GRI 415. Public Policy 2016	415-1 Contributions to political parties and/or political representatives	Code of ethics and conduct Ethical Courtesy Commitment Anti-Fraud Policy and Procedures	Principle 10 of the Global Compact SDG 16
GRI 419. Socio-economic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic spheres	Code of ethics and conduct Ethical behaviour: main compliance and prevention measures During the financial year 2025, there were no cases of non-compliance with laws and regulations in the social and economic fields.	

MARKETING AND LABELLING

GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Presence and areas of activity c) Our Code of Ethics and Conduct / Ethical behaviour: main compliance and prevention measures d) i) ii) iii) Ethical behaviour: main compliance and prevention measures / Human Rights Prevention and Compliance measures / Complaints and claims / Our Impulso Compliance channel e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures / Human Rights Prevention and Compliance measures f) Relationship channels / Complaints and claims / Our Impulso Compliance channel	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
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GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 417. Marketing and Labelling 2016	417-1 Requirements for information and labelling of products and services	a) i) ii) iii) The product description document is itself the policy contract and is complied with according to the local regulation in force. b) The product description document is itself the policy contract and is complied with according to the local regulation in force.	SDG 12
	417-2 Cases of non-compliance related to information and labelling of products and services	No cases of non-compliance related to product and service information and labelling have been recorded during 2025.	Principle 10 of the Global Compact SDG 16
	417-3 Cases of non-compliance related to marketing communications	During the 2025 financial year, there were no cases of non-compliance with regulations or voluntary codes assumed by the company.	Principle 10 of the Global Compact SDG 16

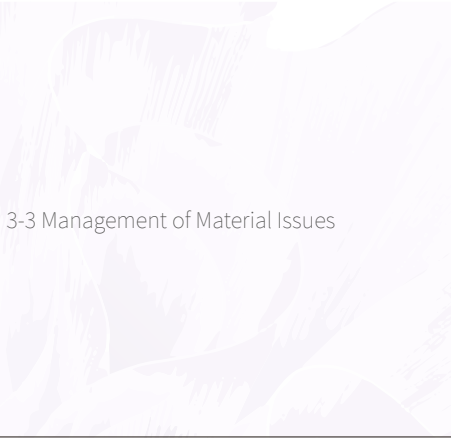
HUMAN RIGHTS ASSESSMENT

GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Our Code of Ethics and Conduct / Policies and commitments / Social Responsibility and Sustainability Policy / Main sustainability impacts / Solunion's contribution to the United Nations Sustainable Development Goals / International commitments related to sustainability d) i) ii) iii) Ethical behaviour: main compliance and prevention measures/ Prevention and Compliance Measures in Human Rights / Measures adopted to ensure respect for Human Rights e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures / Prevention and Compliance Measures in Human Rights / Measures adopted to ensure respect for Human Rights f) Relationship channels	Principles 1- 10 of the Global Compact SDGs 5 8 16
	412-1 Operations subject to human rights impact assessment or review	Ethical behaviour: key prevention and compliance measures/ Our channel Impulso Compliance Global Compact Principles and Human Rights Prevention and Compliance Measures	Global Compact Principles 1-10 SDG 16
GRI 412. Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Ethical behaviour: main prevention and compliance measures Principles of the Global Compact and Human Rights Prevention and Compliance Measures Solunion's contribution to the United Nations' Sustainable Development Goals	Global Compact Principles 1-10 SDG 16
	412-3 Significant Investment Agreements and Contracts with Human Rights Clauses	Ethical behaviour: main compliance and prevention measures Suppliers/ Environmentally and socially responsible purchasing at Solunion Principles of the Global Compact and human rights prevention and compliance measures. During the year 2025, there was no transaction considered relevant for the purposes indicated.	Principles 1,2,3,4,5,6,7 and 10 of the Global Compact SDG 16



GRI STANDARD	CONTENTS	LOCATION	Other references
NON-DISCRIMINATION AND DIVERSITY			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Our Commitment to the people who make up the organisation c) Our Code of Ethics and Conduct: Commitment to Diversity and Reconciliation / Social Responsibility and Sustainability Policy d) i) ii) iii) Measures adopted to guarantee respect for Human Rights / Principles of the Global Compact and measures for prevention and compliance in the area of human rights / Commitment to the people who make up the organisation / Solunion's contribution to the Sustainable Development Goals of the United Nations e) i) ii) iii) iv) Measures adopted to ensure respect for Human Rights/ Global Compact Principles and human rights prevention and compliance measures/ Commitment to the people who make up the organisation/ Solunion's contribution to the United Nations Sustainable Development Goals/ Internal control and operational risk f) Relationship Channels	
GRI 406. Non- discrimination 2016	406-1 Cases of discrimination and corrective actions taken	Ethical behaviour: key prevention and compliance measures/ Our channel Impulso Compliance Global Compact Principles and Human Rights Prevention and Compliance Measures	Global Compact Principles 1,2,3,4,6 and 10 SDGs 5, 8, 16
GRI 405. Diversity and Equal Opportunity 2016	405-1 Diversity in governing bodies and employees	Governing bodies Diversity	Principles 1,2,3,4 and 6 of the Global Compact SDGs 5, 8
	405-2 Ratio of basic salary and remuneration of women vs men	Remuneration and compensation Diversity	Principles 1,2,3,4 and 6 of the Global Compact SDGs 5, 8, 10



GRI STANDARD	CONTENTS	LOCATION	Other references	
OCCUPATIONAL HEALTH AND WELLBEING				
GRI 3: MATERIAL ISSUES 2021		a) Double Materiality b) Commitment to the people who make up the organisation c) Commitment to the people who make up the organisation/Health, well-being and occupational risk prevention/ Our Health and Well-being Model/ Solunion's contribution to the SDGs/Measures adopted to guarantee respect for Human Rights/ Principles of the Global Compact and Prevention and Compliance Measures in the area of Human Rights d) i) ii) iii) Commitment to the people who make up the organisation/Health, well-being and occupational risk prevention/ Our Health and Well-being Model/ Solunion's contribution to the SDGs/ Measures adopted to guarantee respect for Human Rights/ Global Compact Principles and Human Rights Prevention and Compliance Measures e) i) ii) iii) iv) Commitment to the people who make up the organisation/Health, Our Health and Well-being Model/ Solunion's contribution to the SDGs/ Measures adopted to guarantee respect for Human Rights/ Global Compact Principles and Human Rights Prevention and Compliance Measures f) Internal Control and Operational Risk g) Double Materiality		
		403-1 Occupational health and safety management system	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-2 Hazard Identification, Risk Assessment and Incident Investigation	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	Principles 1,2,3 and 6 of the Global Compact SDGs 3, 8
		403-3 Occupational health services	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-4 Workers' participation, consultation and communication on health and safety at work	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-5 Training of workers on occupational health and safety at work	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-6 Promotion of the health of workers	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-7 Prevention and mitigation of impacts on workers' health and safety directly linked to trade relations	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-8 Coverage of the occupational health and safety management system	Health, well-being and occupational risk prevention/ Our Health and Well-being Model	
		403-9- Work-related injuries	a) i, ii, iii, iv, v Health, well-being and prevention of occupational risks/ Our Health and Well-being Model b) i, ii, iii, iv, v Health, well-being and prevention of occupational risks/ Our Health and Well-being Model c), d), e), f), g) Health, well-being and prevention of occupational risks/ Our Health and Well-being Model	
		403-10- Occupational diseases and illnesses	a) i, ii, iii, iv, v Health, well-being and prevention of occupational risks/ Our Health and Well-being Model b) i, ii, iii, iv, v Health, well-being and prevention of occupational risks/ Our Health and Well-being Model c), d) e) Health, well-being and prevention of occupational risks/ Our Health and Well-being Model	
GRI 403. Health and Safety at Work				

**EMPLOYMENT**

GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Commitment to the people who make up the organisation c) Commitment to the people who make up the organisation d) i) ii) iii) iv) Health, well-being and occupational risk prevention/ Our Health and Well-being Model/ Solunion's contribution to the SDGs/ Measures adopted to guarantee respect for Human Rights/ Principles of the Global Compact and Prevention and Compliance Measures in the area of Human Rights e) i) ii) iii) Health, wellness and occupational risk prevention/ Our Health and Wellness Model/ Solunion's contribution to the SDGs/ Measures adopted to ensure respect for Human Rights/ Global Compact Principles and Human Rights Compliance and Prevention Measures f) Double Materiality	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
	401-1 New employee hires and staff turnover	Commitment to the people who make up the organisation Annex 3 Data	Global Compact Principles 1,2,3,6 and 10 SDGs 5, 8, 10
GRI 401. Employment 2016	401-2 Benefits for full-time employees that are not given to part-time or temporary employees	Remuneration and compensation Reconciliation of professional and personal life	SDGs 3, 5, 8
	401-3 Parental leave	Reconciliation of professional and personal life	Principles 1, 2, 3, 6 and 10 of the Global Compact SDGs 5, 8



GRI STANDARD	CONTENTS	LOCATION	Other references
EMPLOYEE-MANAGEMENT RELATIONS			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Commitment to the people who make up the organisation c) Commitment to the people who make up the organisation d) i) ii) iii) iv) Health, well-being and occupational risk prevention/ Our Health and Well-being Model/ Solunion's contribution to the SDGs/ Measures adopted to guarantee respect for Human Rights/ Principles of the Global Compact and Prevention and Compliance Measures in the area of Human Rights e) i) ii) iii) Health, wellbeing and occupational risk prevention/ Our Health and Well-being Model/ Solunion's contribution to the SDGs/ Measures adopted to ensure respect for Human Rights/ Global Compact Principles and Human Rights Compliance and Prevention Measures f) Double Materiality	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
GRI 402. Worker-company relations 2016	402-1 Minimum notice periods for operational changes	In processes involving operational changes related to the workforce, the average period of notice to the Workers' Legal Representation and to the persons involved is generally 15 days, as is the case in Spain. However, the period is subject to local legislation in each country.	Global Compact Principles 1,2,3 and 6
TRAINING			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Commitment to the people in the organisation c) Commitment to the people who make up the organisation d) i) ii) iii) iv) Learning and knowledge management / Solunion's contribution to the SDGs / Measures taken to ensure respect for Human Rights / Global Compact Principles and Global Compact Principles on Prevention and Compliance Measures on Human Rights e) i) ii) iii) Learning and knowledge management / Solunion's contribution to the SDGs / Measures taken to ensure respect for Human Rights / Global Compact Principles and Global Compact Principles on Prevention and Compliance Measures on Human Rights f) Double Materiality	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
GRI 404. Training and education 2016	404-1 Average hours of training per year per employee	Learning and knowledge management	Principles 1, 2, 3, 4, 6 and 8 of the Global Compact SDGs 4, 5, 8
	404-2 Programmes to improve employee skills and transition assistance programmes	Learning and knowledge management	Principles 1, 2, 3, 4, 6 and 8 of the Global Compact SDGs 8
	404-3 Percentage of employees receiving regular performance and career development reviews	Remuneration and recognition Learning and knowledge management	Principles 1, 2, 3, 4, 6 and 8 of the Global Compact SDGs 5, 8, 10

GRI STANDARD	CONTENTS	LOCATION	Other references
SUPPLIERS			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Suppliers c) Code of Ethics and Conduct /Suppliers/ Environmental and socially responsible purchasing guide at Solunion d) i) ii) iii) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures adopted to guarantee respect for Human Rights e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures taken to ensure respect for Human Rights e) Internal control and operational risk f) Double Materiality	
GRI 414. Social assessment of suppliers 2016	414-1 New suppliers that have passed selection filters according to the social criteria	Suppliers Environmental and Socially Responsible Purchasing Guide at Solunion	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	Ethical behaviour: main compliance and prevention measures Suppliers Environmental and Socially Responsible Purchasing Guide at Solunion	Principles 1- 10 of the Global Compact SDGs 5, 8, 16
PROCUREMENT PRACTICES			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Suppliers c) Code of Ethics and Conduct /Suppliers/ Environmental and socially responsible purchasing guide at Solunion d) i) ii) iii) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures adopted to guarantee respect for Human Rights e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures taken to ensure respect for Human Rights e) Internal control and operational risk f) Double Materiality	
GRI 204. Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Environmental and Socially Responsible Purchasing Guide at Solunion	Global Compact Principle 10

GRI STANDARD	CONTENTS	LOCATION	Other references
ENERGY			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Suppliers c) Code of Ethics and Conduct /Suppliers/ Environmental and socially responsible purchasing guide at Solunion d) i) ii) iii) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures adopted to guarantee respect for Human Rights e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures taken to ensure respect for Human Rights e) Internal control and operational risk f) Double Materiality	
GRI 302. Energy 2016	302-1 Energy consumption within the organisation	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	Global Compact Principle 10

EMISSIONS			
GRI 3: MATERIAL ISSUES 2021	3-3 Management of Material Issues	a) Double Materiality b) Environmental commitment c) Code of Ethics and Conduct /Suppliers/ Environmental and socially responsible purchasing guide at Solunion d) i) ii) iii) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures adopted to guarantee respect for Human Rights e) i) ii) iii) iv) Ethical behaviour: main compliance and prevention measures. Human Rights Prevention and Compliance Measures/ Measures taken to ensure respect for Human Rights e) Internal control and operational risk f) Double Materiality	



GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 305. Emissions 2016	305-1 Direct GHG emissions (Scope1)	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	
	305-2 Indirect GHG emissions from energy generation (Scope 2)	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	
	305-3 Other indirect GHG emissions (Scope 3)	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	
	305-4 GHG emissions intensity	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	Principles 7, 8 and 9 of the Global Compact SDGs 2, 3, 12, 13, 14, 15
	305-5 Reduction of GHG emissions	Environmental commitment Solunion's contribution to the United Nations Sustainable Development Goals	
	305-6 Emissions of Ozone Depleting Substances (ODS)	a) b) c) d) The organisation does not produce, import or export ozone-depleting substances (ODS) in its processes, products and services that are subject to phase-out commitments in markets affected by ODS regulations.	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions to air	a) b) c) Due to its activity, the organisation does not produce nitrogen oxide (NOx) or sulphur oxide (SOx) emissions or other significant air emissions.	



THEMATIC STANDARD (NON-MATERIAL ISSUES)			
GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 202. Market presence 2016	202-1 Ratio of standard entry level wage by sex against local minimum wage	Remuneration and recognition	SDG 8
	202-2 Proportion of senior executives recruited from the local community	Internal mobility	
GRI 203. Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Environmental commitment ESG integration framework in our investment processes/Environmental, social and governance (ESG) risks and opportunities	SDG 8
	203-2 Significant indirect economic impacts	Economic environment Framework for integrating ESG aspects into our investment processes Long-term risks and opportunities. Comprehensive risk system Environmental, social and governance (ESG) risks and opportunities Integration of climate change risk	SDGs 1, 8
GRI 301. Materials 2016	301-1 Materials used by weight and volume	Environmental commitment	Principles 7, 8 and 9 of the Global Compact SDGs 8, 12
GRI 303. Water 2018	303-1 Interaction with water as a shared resource	Due to the economic activity of a financial institution such as Solunion, water consumption is not intensive, being only for the use of employees, and for the vegetation and air conditioning of some buildings.	
	303-2 Management of impacts related to water discharge	Due to the economic activity of a financial institution such as Solunion, whose effluents are those from the activity of its offices and related catering, this metric and its different breakdowns are considered as non-material due to their low impact, with discharges being considered non-significant and complying with the regulations of the areas in which they are carried out.	
	303-3 Water abstraction	Due to the economic activity of a financial institution such as Solunion, no water extraction is carried out in any of its buildings.	Principles 7, 8 and 9 of the Global Compact SDG 6
	303-4 Water discharge	Due to the economic activity of a financial institution such as Solunion, the water discharged is considered to be the same as the water consumed.	
	303-5 - Water consumption	Environmental commitment	

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 304. Biodiversity 2016	304-1 Owned, leased or managed operations sites located within or adjacent to protected areas or areas of high biodiversity value	Not applicable	Principles 7, 8 and 9 of the Global Compact
GRI 306. Waste 2020	306-1 Waste generation and significant impacts related to waste	Environmental commitment	Principles 7, 8 and 9 of the Global Compact
	306-2 Management of significant impacts related to waste	Environmental commitment	Principles 7, 8 and 9 of the Global Compact
	306-3 Significant spills	Not applicable	Principles 7, 8 and 9 of the Global Compact
	306-4 Wastes not destined for disposal	Environmental commitment	Principles 7, 8 and 9 of the Global Compact
	306-5 Wastes for disposal	Environmental commitment	Principles 7, 8 and 9 of the Global Compact
GRI 307. Non-compliance with environmental laws and regulations 2016	No cases of non-compliance with environmental legislation and regulations have been recorded during 2025.		Principles 7, 8 and 9 of the Global Compact
GRI 308. Supplier environmental assessment 2016	308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria	Suppliers Environmentally and socially responsible purchasing at Solunion	Principles 7, 8, 9 and 10 of the Global Compact
	308-2 Negative environmental impacts in the supply chain and measures taken	Suppliers Environmentally and socially responsible purchasing at Solunion	Principles 7, 8, 9 and 10 of the Global Compact
GRI 407. Freedom of association and collective bargaining 2016	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	Ethical Behaviour: main compliance and prevention measures Suppliers Relationship channels Measures adopted to ensure respect for human rights Prevention and Compliance Measures in the field of Human Rights	Principles 1,2,3,4,6 and 10 of the Global Compact SDG 8
GRI 408. Child Labour 2016	408-1 Operations and suppliers with significant risk of child labour cases	Ethical Behaviour: main compliance and prevention measures Whistleblowing channel: our Impulse Compliance Channel Suppliers Environmentally and socially responsible purchasing at Solunion Measures adopted to guarantee respect for human rights Prevention and Compliance Measures in the area of Human Rights	Principles 1,2,3,5,6 and 10 of the Global Compact SDGs 8, 16

GRI STANDARD	CONTENTS	LOCATION	Other references
GRI 409. Forced or compulsory labour 2016	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labour	Ethical Behaviour: main compliance and prevention measures Whistleblowing channel: our Impulse Compliance Channel Environmentally and socially responsible purchasing at Solunion Suppliers Measures adopted to guarantee respect for human rights Prevention and Compliance Measures in the area of Human Rights	Principles 1,2,3,4,6 and 10 of the Global Compact SDGs 8, 16
	GRI 410. Security Practices 2016	410-1 Security staff trained in human rights policies or procedures	Ethical Behaviour: main compliance and prevention measures Measures taken to ensure respect for human rights / Whistleblowing channel: our Impulse Compliance Channel Human Rights Prevention and Enforcement Measures
GRI 413. Local communities 2016	413-1 Operations with local community participation, impact assessments and development programmes	Measures taken to ensure respect for human rights Global Compact principles and Human Rights prevention and compliance measures Solunion's contribution to the United Nations' Sustainable Development Goals Volunteering	Principles 1,2,3,4,5,6,7 and 10 of the Global Compact SDGs 1, 10
	413-2 Operations with significant negative impacts - actual and potential - on local communities	Commitment to the people who make up the organisation Measures adopted to guarantee respect for human rights Prevention and Compliance Measures in Human Rights Matters	Principles 1,2,3,4,5,6,7 and 10 of the Global Compact SDGs 1, 10

7. Table of contents in relation to the requirements of Law 11/2018 (Non-Financial Reporting Status)

In the current context there is a growing demand from society in general, as well as from shareholders and investors in particular, for companies to explain how they achieve financial results and their valuation in terms of sustainability, with the understanding that adequate disclosure of non-financial information is an essential element to enable the sustainability of financial activity.

Thus, following the entry into force in 2014 of Directive 2014/95/EU, in 2017 it was transposed into Spanish law by Royal Decree-Law 18/2017 and in 2018 Law 11/2018 on non-financial information and diversity was approved. This new law extends the legal requirements on non-financial information to be published on its management of environmental and social aspects, relating to people management, diversity, respect for human rights and the fight against corruption and bribery, describing the risks, policies and results linked to these issues.

This 2025 Non-Financial Information Statement and Sustainability Information covers the requirements

of the regulations and forms an integral part of the Company's Management Report.

This report has been prepared in accordance with the reporting requirements and recommendations of both the GRI Consolidated Set of Standards and also voluntarily including some of the new ESRS requirements.

The table below lists the sections of this document where the information required by the new regulation can be found.

The reader of the Non-Financial Reporting and Sustainability Reporting 2025 also has access to the Financial and Solvency Report 2025, which is available in the "Financial and Solvency Report" section of the corporate website and contains additional useful information for a better understanding of Solunion's performance during the year and its prospects.

For the purposes of the provisions of articles 80 and 144 of Law 20/2015 on the Regulation, Supervision

and Solvency of Insurance and Reinsurance Entities, Supervision and Solvency of Insurance and Reinsurance Companies and in accordance with the provisions of article 300 of the Commission Delegated Regulation (EU) 2015/35 of 10 October 2014 supplementing Directive 2009/138/EC of the European Parliament and of the Council on the taking-up and pursuit of the business of Insurance and Reinsurance (Solvency II), the Financial and Solvency Reports of Solunion and the Solunion Group are published.

The FSR provides information in quantitative and qualitative terms, in relation to the assessment of the Entity's solvency situation and its risk-based management system. The report is structured in five sections which analyse the Entity's activity and results, its governance system, risk profile, valuation of its assets and liabilities for Solvency II purposes, as well as its capital management.



TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
GENERAL INFORMATION		
A brief description of the business model including its business environment, organisation and structure	GRI 2-6 Activities, value chain and other business relationships	About Solunion General information on the governance system Key figures
Markets in which it operates	GRI 2-1 Organisational Details GRI 2-6 Business, value chain and other business relationships	Presence and areas of activity
Organisational objectives and strategies	GRI 2-22 Sustainable Development Strategy Statement GRI 3-3 Management of material issues	Social Responsibility and Sustainability Policy Strategic Plan Sustainability Master Plan
Main factors and trends that may affect its future development	GRI 2-22 Sustainable Development Strategy Statement	Economic environment Policy Social Responsibility and Sustainability Integration of ESG aspects as risks and opportunities at Solunion Framework for the integration of ESG aspects in our investment process Integration of climate change risk
Reporting framework used	GRI 1-3 Reporting in accordance with the GRI Standards	About this Report
Principle of materiality	GRI 3-1 Process for determining material topics GRI 3-2 List of Material Topics	Double Materiality

TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
ENVIRONMENTAL ISSUES		
Management approach: description and results of the policies related to these issues, as well as the main risks related to these issues linked to the group's activities	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 3-3 Management of material issues	Environmental commitment
DETAILED GENERAL INFORMATION		
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	GRI 3-3 Management of material issues	Environmental commitment
Environmental assessment or certification procedures	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 2-23 Commitments and policies GRI 3-3 Managing material topics	Environmental commitment
Resources dedicated to environmental risk prevention	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 3-3 Management of material issues	Environmental commitment
Application of the precautionary principle	GRI 2-23 Commitments and Policies GRI 3-3 Management of material issues	Environmental commitment
Amount of provisions and guarantees for environmental risks	GRI 3-3 Management of material issues GRI 307-1	Environmental commitment
POLLUTION		
Measures to prevent, reduce or remedy emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution	GRI 302-4 GRI 305-1, 305-2, 305-3, 305-5	Environmental commitment
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT		
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste	GRI 301-1 GRI 306-2 (2020), 306-3 (2020)	Environmental commitment
SUSTAINABLE USE OF RESOURCES		
Water consumption and water supply according to local constraints	GRI 303-3, 303-5	Environmental commitment
Consumption of raw materials and measures taken to improve the efficiency of raw material use	GRI 301-1, 301-2	Environmental commitment
Energy: Direct and indirect energy consumption. Measures taken to improve energy efficiency. Use of renewable energies	GRI 302-1, 302-2, 302-3, 302-4, 302-5	Environmental commitment

TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
CLIMATE CHANGE		
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	GRI 301-1 GRI 305-1 305-2 305-3 305-4	Environmental commitment
Measures adopted to adapt to the consequences of climate change	GRI 201-2 GRI 305-5	Environmental commitment Taxonomy Integration of climate change risk
Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end	GRI 302-4 GRI 305-5	Environmental commitment
PROTECTION OF BIODIVERSITY		
Measures taken to preserve or restore biodiversity	No	Environmental commitment
Impacts caused by activities or operations in protected areas	GRI 304-1	Environmental commitment
SOCIAL AND STAFF ISSUES		
Management approach: description and results of the policies relating to these issues, as well as the main risks related to these issues linked to the group's activities	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 2-19 Remuneration policies GRI 3-3 Management of material topics	Commitment to the people who make up the organisation
EMPLOYMENT		
Total number and distribution of employees by country, gender, age and occupational classification	GRI 2-6 Activities, value chain and other business relationships GRI 2-7 Employees GRI 3-3 Management of material issues GRI 405-1	Annex 3. Data
Total number and distribution of types of employment contracts and average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and occupational classification	GRI 3-3 Management of material issues GRI 2-7 Employees GRI 2-8 Non-employee Workers	Annex 3. Data
Number of redundancies by gender, age and occupational classification	GRI 401-1	Annex 3. Data
Average earnings and their evolution disaggregated by gender, age and occupational classification or equal value	GRI 405-2	Remuneration and recognition Annex 3. Data
Wage gap, the remuneration of equal or average jobs in society	GRI 405-2	Remuneration and recognition

TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
Average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender	GRI 2-19 Remuneration policies GRI 2-20 Process for determining remuneration	Governing bodies
Implementation of work disengagement policies	GRI 3-3 Management of material issues	Implementation of work disengagement policies
Number of employees with disabilities	GRI 405-1	Diversity
WORK ORGANISATION		
Organisation of working time	GRI 3-3 Management of material issues	Commitment to the people who make up the organisation
Number of absence hours	GRI 2-7 Employees	Health, well-being and occupational risk prevention
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents	GRI 3-3 Management of material issues GRI 403-2, 403-9	Reconciliation of professional and personal life
HEALTH AND SAFETY		
Health and safety conditions at work	GRI 3-3 Management of material issues GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8	Health, well-being and occupational risk prevention
Accidents at work, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex	GRI 403-2, 403-9, 403-10	Health, well-being and occupational risk prevention
SOCIAL RELATIONS		
Organisation of social dialogue including procedures for informing, consulting and negotiating with the staff	GRI 2-28 Membership in associations GRI 2-29 Approach to Stakeholder Engagement GRI 402-1 GRI 407-1	Measures taken to ensure respect for Human Rights Prevention and Compliance Measures in the field of Human Rights Relationship Channels
Percentage of employees covered by collective bargaining agreements by country	GRI 2-30 Collective bargaining agreements	Measures taken to ensure respect for Human Rights
Taking stock of collective agreements, particularly in the field of occupational health and safety at work	GRI 403-1, 403-4 GRI 407-1	Measures taken to ensure respect for Human Rights. Health, well-being and prevention of occupational risks
TRAINING		
Policies implemented in the field of training	GRI 3-3 Management of material issues GRI 404-2, 404-3	Learning and knowledge management
Total number of training hours per professional category	GRI 3-3 Management of material issues GRI 404-1, 404-2, 404-4	Learning and knowledge management

TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
UNIVERSAL ACCESSIBILITY		
Universal accessibility for people with disabilities	GRI 405-1	Diversity
EQUALITY		
Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3 Management of material issues GRI 401-3 GRI 404-2	Diversity
Equality plans, measures taken to promote employment, protocols against sexual harassment and gender-based harassment	GRI 3-3 Management of material issues GRI 405-1, 405-2 GRI 406-1	Diversity
Anti-discrimination and, where appropriate, diversity management policy	GRI 3-3 Management of material issues GRI 405-1, 405-2, 406-2	Diversity
RESPECT FOR HUMAN RIGHTS		
Management approach: description and results of the policies related to these issues, as well as the main risks related to these issues linked to the group's activities	GRI 3-3 Management of material issues GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 3-3 Management of material issues	Ethical behaviour: key compliance and preventive measures
IMPLEMENTATION OF DUE DILIGENCE PROCEDURES		
Implementation of human rights due diligence procedures	GRI 3-3 Management of material issues GRI 2-23 Commitments and Policies GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 407-1, 408-1, 409-1, 410-1, 411-1, 412-2, 412-3, 414-2	Ethical behaviour: main compliance and prevention measures Measures taken to ensure respect for Human Rights Human Rights Compliance and Prevention Measures
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 3-3 Management of material issues GRI 412- 1	Ethical behaviour: key compliance and preventive measures
Complaints of Human Rights Violations	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material issues GRI 406-1 GRI 419-1	Ethical behaviour: main compliance and prevention measures
Measures implemented for the promotion and enforcement of the provisions of the ILO core conventions related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour	GRI 3-3 Management of material issues	Ethical behaviour: main compliance and prevention measures Measures taken to ensure respect for Human Rights Human Rights Compliance and Prevention Measures

TABLE OF CONTENTS REQUIRED BY LAW 11/2018

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
FIGHT AGAINST CORRUPTION AND BRIBERY		
Management approach: description and results of the policies relating to these issues, as well as the main risks related to these issues linked to the group's activities	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 3-3 Management of material issues	Ethical behaviour: main compliance and prevention measures
CORRUPTION AND BRIBERY		
Measures taken to prevent corruption and bribery	GRI 2-23 Commitments and Policies GRI 2-26 Mechanisms for Seeking advice and raising concerns GRI 3-3 Management of material issues GRI 205-1, 205-2, 205-3 GRI 415-1	Ethical behaviour: main compliance and prevention measures
Measures to combat money laundering	GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material issues GRI 205-1,205-2, 205-3	Ethical behaviour: main compliance and prevention measures
Contributions to foundations and non-profit organisations	GRI 2-28 Membership of associations GRI 201	Ethical behaviour: key compliance and preventive measures
INFORMATION ABOUT THE COMPANY		
Management approach: description and results of the policies relating to these issues, as well as the main risks related to these issues linked to the group's activities	GRI 2-12 The highest governance body's role in overseeing the management of impacts GRI 3-3 Management of material issues	General information on the Governance System Main sustainability impacts Long-term risks and opportunities. Comprehensive risk system Ethical behaviour: main compliance and prevention measures
COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT		
The impact of the company's activity on employment and local development	GRI 3-3 Management of material issues GRI 201-1 GRI 203-2 GRI 204-1 GRI 413-1, 413-2 GRI 413-1, 413-2	Social commitment Commitment to the people that make up the organisation
The impact of society's activity on local populations and the territory	GRI 3-3 Management of Material Issues GRI 201-1 GRI 203-2 GRI 411-1 GRI 413-1, 413-2	Social commitment Commitment to the people that make up the organisation
Relations with local community actors and the modalities of dialogue with them	GRI 2-29 Approach to Stakeholder Engagement GRI 204-1 GRI 413-1, 413-2	Social commitment Commitment to the people who make up the organisation
Partnership or sponsorship actions	GRI 2-28 Membership of associations GRI 3-3 Management of material issues GRI 201-1	Ethical behaviour: main compliance and prevention measures Professional Associations of which Solunion is a member

SUBCONTRACTING AND SUPPLIERS

Information requested by Law 11/2018	Reporting criteria	Section of the report responding to the requirement of Law 11/2018
SUBCONTRACTING AND SUPPLIERS		
Inclusion of social, gender equality and environmental issues in the procurement policy	GRI 3-3 Management of material issues GRI 204-1 GRI 414-1, 414-2	Suppliers Environmentally and socially responsible purchasing at Solunion
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-6 Activities, Value Chain and Other Business Relationships GRI 308-1 GRI 407-1 GRI 409-1 GRI 414-1, 414-2	Suppliers Environmentally and socially responsible purchasing at Solunion
Monitoring and audit systems and audit results	GRI 2-6 Activities, value chain and other business relationships	Suppliers Environmentally and socially responsible purchasing at Solunion
CONSUMERS		
Consumer health and safety measures	GRI 3-3 Management of material issues GRI 416 -1 GRI 417-1, 417-2	Security
Complaint systems, complaints received and their resolution	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material issues GRI 417-3 GRI 418-1	Ethical behaviour: main compliance and prevention measures Whistleblowing channel: our Impulse Compliance Channel Complaints and Claims Security
TAX INFORMATION		
Country-by-country benefits	GRI 3-3 Management of material issues GRI 201-1 GRI 207-4	Fiscal responsibility
Taxes on profits paid	GRI 3-3 Management of material issues GRI 201-1 GRI 207-4	Fiscal responsibility
Public subsidies received	GRI 201-4	Fiscal responsibility
REGULATION (EU) 2020/852 - TAXONOMY		
Requirements of the Regulation		Framework for integrating ESG aspects into our investment processes Environmental Taxonomy

8. Table of Contents in relation to the Global Compact Principles and Sustainable Development Goals

Theme	Global Compact Principles	Most relevant GRI-Standards indicators	SDGs related
Human Rights	Principle 1. Businesses should support and respect the protection of universally recognised human rights.	410-1 a 412-1, 412-2, 413-1	1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 16, 17
	Principle 2. Businesses should make sure that they are not complicit in human rights abuses.	412-3, 414-1, 414-2	
Labour Standards	Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	102-41, 407-1	1, 3, 5, 8, 9, 10, 16, 17
	Principle 4. Businesses should support the elimination of all forms of forced and compulsory labour.	409-1	
	Principle 5. Businesses should support the elimination of child labour.	408-1	
	Principle 6. Businesses should support the abolition of discrimination in respect of employment and occupation.	102-8, 202-2, 401-3, 404-1 a 404-3, 405-1, 405-2, 406-1	
Environment	Principle 7. Businesses should take a precautionary approach to environmental challenges.	201-2, 301-1, 302-1, 303-1, 305-1 a 305-3	2, 3, 4, 5, 6, 7, 8, 10, 11, 16, 17
	Principle 8. Businesses should encourage initiatives that promote greater environmental responsibility.	301-1 a 308-2	
	Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	302-4, 302-5	
Anti-corruption	Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.	102-16, 102-17, 205-1 a 205-3, 415-1	3, 10, 16, 17

9. Table of contents in relation to the European Sustainability Reporting Standard (ESRS)

ESRS 2 IRO-2 p. 54 / ESRS 2 IRO-2 AR 19

Disclosure Requirement	Description	Paragraph	Section of the report	Direct response
ESRS 2: General Disclosures				
Basis for preparation (BP)				
BP-1	General basis for preparation of the sustainability statements	5 (a), 5 (b) i.,5 (c)	About this report	
BP-2	Disclosures in relation to specific circumstances	11 (b) 13 (a), 13 (c), 15, AR 2	About this report	
Governance (GOV)				
GOV-1	The role of the administrative, management and supervisory bodies	21 (a), 21 (b), 21 (c), 22 (a), 22 (b), 22 (d), 23 (a),21 (d), 21 (e), 22 (c) i., 22 (c) ii., 22 (c) iii., 23	General information on the governance system/ Business model	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	24, 26 (a), 26 (b)		
GOV-3	Integration of sustainability-related performance in incentive schemes.	27, 29 (a), 29 (b), 29 (d), 29 (e), 29 (c)	2022-2025 Sustainability Master Plan	
GOV-4	Statement on due diligence	36 (a), 36 (b), 36 (c), 36 (d),	General information on the governance system/ Business model/ Comprehensive risk system. Internal control and operational risk.	
GOV-5	Risk management and internal controls over Sustainability reporting	AR 8, AR 10, AR 11, 21 (a), 21 (b), 21 (c), 22 (a), 22 (b), 22 (d), 23 (a),21 (d), 21 (e), 22 (c) i., 22 (c) ii., 22 (c) iii., 23		
Strategy (SBM)				
SBM-1	Strategy, business model and value chain	40 (a) i, 40 (a), iii, 40 (g)	About Solunion	
SBM-2	Interests and views of stakeholders	45 (a) i, 45 (a) ii, 45 (a) iii, 45 (a) iv, 45 (a) v, 45 (b), 45 (c) i, 45 (d)	Social Commitment	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	48 (a), 48 (c) i., 48 (e) y 48 (h)	Definition of the content of this report. Double Materiality analysis	
Impact, risk and opportunity management (IRO)				
IRO-1	Description of the processes to identify and assess material impacts, risks, and opportunities	53 (a), 53 (b) ii., 53 (b) iii., 53 (e), 53 (g), 53 (f), 53 (h), 59	Long-term risks and opportunities. Comprehensive risk system. Internal control and operational risk. Definition of the content of this report. Double Materiality analysis	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	54, AR 19	Table of contents in relation to the European Sustainability Reporting Standard (ESRS)	
MDR-P	Policies adopted to manage material sustainability matters			Disclosure requirement fulfilled in the context of the rest of the ESRS.
MDR-A	Actions and resources in relation to material sustainability matters			
Metrics and targets				
MDR-M	Metrics in relation to material sustainability matters			Disclosure requirement fulfilled in the context of the rest of the ESRS
MDR-T	Tracking effectiveness of policies and actions through targets			

Disclosure Requirement	Description	Paragraph	Section of the report	Direct response
ESRS E1: Climate Change				
Strategy (SBM)				
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	18, 19 (a), 19 (c), AR 7 (a), AR 7 (b)	Environmental commitment	
Impact, risk and opportunity management (IRO)				
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	20 (b) I., 20 (c), 21, AR 11 (d), AR 12 (c), AR 13 (a), AR 13 (b), AR 15	Long-term risks and opportunities. Comprehensive risk system. Environmental commitment	
E1-2	Policies related to climate change mitigation and adaptation	25 (a), 25 (b), 25 (c), 25 (d), 25 (e), AR 16, AR 17, AR 18	Environmental commitment	
E1-3	Actions and resources in relation to climate change policies	29 (a), 29 (b) , AR 19 (b), 26	Environmental commitment	
Metrics and targets				
E1-5	Energy consumption and mix	35,37 y AR 34	Environmental commitment	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	AR 39 (b)), 44 (a), 44 (b), 44 (c), 48 (a), 49 (a), 49 (b), 50 , 51	Environmental commitment	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	61 (c)	Environmental commitment	
ESRS E4: Biodiversity and ecosystems				
Strategy (SBM)				
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		Long-term risks and opportunities. Comprehensive risk system. Environmental commitment	
ESRS E5: Resource use and circular economy				
Impact, risk and opportunity management (IRO)				
E5-1	Policies related to resource use and circular economy		Environmental commitment	
E5-2	Actions and resources related to resource use and circular economy			



Disclosure Requirement	Description	Paragraph	Section of the report	Direct response
ESRS S1: Own Workforce				
Strategy (SBM)				
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	14 (c), 14 (f), 14 (f) I., 14 (f) II., 14 (g), 14 (g) I.	Commitment to the people who make up the organisation	
Impact, risk and opportunity management (IRO)				
S1-1	Policies related to own workforce	17, 19, 20 (a), 20 (b), 20 (c), 21, 22, 23, 24 (a), 24 (c), 24 (d)		
S1-2	Processes for engaging with own workforce and workers' representatives about impacts			
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	32 (d), 33, 30, 32 (a), 32 (b), 32 (e)	Our Commitment to the people who make up the organisation	
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	35, 37, 38 (a), 38 (b), 38 (c)		
Metrics and targets				
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities			
S1-6	Characteristics of the undertaking's employees			
S1-7	Characteristics of non-employees in the undertaking's own workforce		Our Commitment to the people who make up the organisation	Non existent
S1-8	Collective bargaining coverage and social dialogue			
S1-9	Diversity metrics			
S1-12	Persons with disabilities			
S1-13	Training and skills development metrics			
S1-14	Health and safety metrics			
S1-15	Work-life balance metrics			
S1-16	Remuneration metrics (pay gap and total remuneration)		Principles of the Global Compact and Human Rights Prevention and Compliance Measures	
S1-17	Incidents, complaints, and severe human rights impacts	100,103 (a), 103 (b), 103 (d)		
ESRS S2: Value chain workers				
Strategy (SBM)				
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	11 (b)	Commitment to responsible and sustainable governance	
Impact, risk and opportunity management (IRO)				
S2-1	Policies related to value chain workers	AR 13, 14, 16, 17, 17 (a), 17 (c), 18	Environmentally and socially responsible purchasing at Solunion	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	27 (b), 27 (d)	Suppliers. Principles of the Global Compact and Human Rights Prevention and Compliance Measures	

Disclosure Requirement	Description	Paragraph	Section of the report	Direct response
ESRS S3: Affected Communities				
Strategy (SBM)				
ESRS 2 SBM-2	Interests and views of stakeholders	7	Commitment to responsible and sustainable governance	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	8 (a), 9 (a), 9 (a) I, 10, 11, 9 (a) IV., 9 (c)	Stakeholders relations	
Impact, risk and opportunity management				
NEIS 2 IRO-1	Policies related to affected communities	17, 15, 16, 16 (a), 16 (b), 16 (c)	Commitment to responsible and sustainable governance	
G1-1	Processes for engaging with affected communities about impacts		Principles of the Global Compact and Human Rights Prevention and Compliance Measures	
G1-2	Processes to remediate negative impacts and channels for affected communities to raise concerns	27 (b), 27 (d), AR 21	Relationship channels	
G1-3	Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions		Principles of the Global Compact and Human Rights Prevention and Compliance Measures	
NEIS G1: Business Conduct				
Impact, risk and opportunity management (IRO)				
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	6	About this report	
G1-1	Business conduct policies and corporate culture	7, 8, 9, 10 (a), 10 (c), 10 (c) I, 10 (c) II, 10 (g), 10 (h), 10 (e)	Commitment to responsible and sustainable governance	
G1-2	Management of relationships with suppliers	12, 15 (a), 15 (b), AR 2 (a), AR 2 (c), AR 2 (d), AR 2 (g)	Commitment to responsible and sustainable governance/ Suppliers	
G1-3	Prevention and detection of corruption and bribery	21 (a), 21 (b), 18 (c), 16, 18 (a), 18 (b), 20, AR 5	Commitment to responsible and sustainable governance	
Metrics and targets				
G1-4	Incidents of corruption or bribery	24 (b), 22, 24 (a), 25 (a), 25 (b), 25 (c), 25 (d)	Commitment to responsible and sustainable governance	
G1-5	Political influence and lobbying activities	27, 29 (d)		

10. Independent external verification

Solunion carries out an independent external verification of its annual information, both of the annual accounts and management reports (individual and consolidated with its subsidiaries) through KPMG Auditores, S.L., and of the 2025 Non-Financial Information Statement and Sustainability Reporting through AUREN AUDITORES SP, S.L.P. The Independent External Verification Report of this document is included in Appendix 1.

11. Contact

In addition to providing relevant information for the Stakeholders with whom Solunion interacts, the Report also responds to the observations made by them during the year. However, those interested in consulting or completing the information provided in this document may contact Solunion through:

- The area of Social Responsibility and Sustainability: rss@solunion.com
- The Communication area: comunicacion@solunion.com
- Solunion Corporate Portal: www.solunion.com
- Canal Impulso: <https://solunion.com/canal-de-denuncia/>
- Customer channel: cys@solunion.com





6. Appendices



ANNEX 1

Verification 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 or information, views opinions, the original language version of our report takes precedence over this translation"

INDEPENDENT VERIFICATION REPORT ON THE CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION

To the shareholders of SOLUNION SEGUROS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.

According to article 49 of the Commercial Code we have carried out the verification, with the limited scope of certainty, of the attached consolidated Statement of Non-Financial Information and Sustainability Information (NFISI) corresponding to the financial year ending 31 December 2025, for Solunion Seguros, Compañía Internacional de Seguros y Reaseguros, S.A. (Solunion) and dependent companies (Solunion Group or the Group), which forms part of the consolidated Management Report of the Group.

The content of the NFISI includes additional information beyond what is required by the current commercial regulations regarding non-financial information, which has not been subject to our verification work. In this regard, our work has been limited exclusively to verifying the information identified in the table included in chapter 5.7 "Table of contents in relation to the requirements of Law 11/2018 (Non-Financial Reporting Statement)" of the attached NFISI.

Responsibility of the directors

The drawing up of the NFISI included in the consolidated Management Report of the Group, as well as the content of the same, is the responsibility of the directors of Solunion. The NFISI has been prepared according to the content set out in the current commercial regulations and following the selected Sustainability Reporting Standards criteria of Global Reporting Initiative (GRI standards), according to what is stated for each area in chapter 5.7 "Table of contents in relation to the requirements of Law 11/2018 (Non-Financial Reporting Statement)" to said Statement.

This responsibility also includes the design, implementation and maintenance of internal monitoring necessary to ensure that the NFISI is free of material misstatement, due either to fraud or error.

The directors of Solunion are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for preparing the NFISI is obtained.

Member of



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AUDITORÍA Y ASSURANCE



Our independence and quality control

We have complied with the requirements of independence and other ethics requirements set out in the Code of Ethics for Accounting Professionals issued by the International Ethics Standards Board for Accountants (IESBA) which is based on the fundamental principles of professional integrity, objectivity, competence and diligence, confidentiality and professional conduct.

Our firm applies International Standard on Quality Management (ISQM) 1 and, as a result maintains an overall quality control system that includes policies and procedures on compliance with the requirements of ethics, professional rules and applicable legal and regulatory provisions.

The working team was formed of professionals who are experts in Non-Financial Information and, specifically, in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent verification report of limited certainty based on the work carried out. We have performed our work in accordance with the requirements established in the current Revised International Standard on Assurance Engagements 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guidelines on verification engagements for Non-Financial Information Statements issued by the Spanish Chartered Accounting Institute.

In a limited certainty engagement, the procedures carried out vary in terms of their nature and the time they are executed, and have a more limited scope, that those carried out in a reasonable certainty engagement and, as such, the certainty obtained is substantially less.

Our work has consisted of the submission of questions to Management, as well as to the different units of the Group that participated in the preparation of the NFISI, of the review of the processes for gathering and validating the information presented in the NFISI and in the application of certain analytical procedures and sample review tests described below:

- Meeting with the personnel of the Group to ascertain the business model, the management policies and approaches applied, the main risks related to these issues and obtain the information necessary for the external review.
- Analysis of the scope, relevance and integrity of the content included in the NFISI for the 2025 financial year in line with the materiality analysis carried out by the Group and described in chapter 5.4 "Defining the content of the Report. Double materiality analysis", considering the content required by the commercial regulations in force.
- Analysis of the processes for gathering and validating the data presented in the NFISI for the 2025 financial year.

Member of





- Review of the information on risks, and management policies and approaches applied in relation to the material aspects presented in the NFISI for the 2025 financial year.
- Confirmation, by means of tests, based on the selection of a sample, of the information on the content included in the NFISI for the 2025 financial year and the proper gathering of the same using the data supplied by the information sources.
- Obtaining a letter of representations from the Directors and from Management.

Conclusion

Based on the procedures carried out in our verification and the evidence obtained, we have not found any aspects that lead us to believe that the NFISI for the Solunion Group for the financial year ending 31 December 2025 has not been prepared, in all significant respects, in line with the content included in the commercial regulations in force and following the criteria of the selected GRI standards, in accordance with what is stated for each area in the "Table of contents in relation to the requirements of Law 11/2018 (Non-Financial Reporting Statement)" included as chapter 5.7 to said statement.

Emphasis of matter

Based on Commission Regulation (EU) 2026/73 of 4 July 2025, which amends Delegated Regulation (EU) 2021/2178 with regard to the simplification of the content and presentation of the information to be disclosed on environmentally sustainable activities, and which modifies the framework applicable to disclosures under Article 8 of Regulation (EU) 2020/852, these amendments introduce a more streamlined presentation of key performance indicators and adjust certain technical criteria relating both to non-climate environmental objectives and to new activities incorporated within the scopes of climate change mitigation and adaptation. As a consequence of this regulatory update, the Non-Financial Information Statement for the 2025 financial year does not include comparative information on alignment with respect to the expanded set of environmental objectives nor regarding the key performance indicators, as this is the first year in which such information is required under the simplified framework. In addition, it should be noted that Solunion's directors have included information on the criteria that, in their opinion, allow better compliance with this obligation and that are defined in Annex 2 "Environmental taxonomy" of the attached NFISI. Our conclusion has not changed in relation to this issue.



Use and distribution

This report has been prepared in response to the requirement established in the current commercial regulations in Spain, meaning that it may not be appropriate for other purposes and jurisdictions.

AUREN AUDITORES SP, S.L.P.

Original signed in Spanish by
Julio López

March 27, 2026



ANNEX 2

Environmental taxonomy

ESRS E1.SBM-3

Solunion Seguros, Compañía Internacional de Seguros y Reaseguros, S.A. is an entity whose sole corporate purpose is to conduct insurance and reinsurance operations in the Credit and Surety lines, as well as other complementary, ancillary, or related activities, to the extent permitted by insurance legislation.

To comply with Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088, as well as the amendments introduced by the Omnibus Directive, the activities that contribute to the fulfillment of the European Union's environmental objectives are listed below.

INVESTMENTS

Delegated Regulation (EU) 2021/2178, together with its amendments via Delegated Regulation (EU) 2023/2486, details the indicators that insurance and reinsurance companies must follow to calculate their investment activities.

Based on the asset structure of the company's consolidated balance sheet under International Financial Reporting Standards (IFRS), those assets that could influence both the denominator and the numerator of the key performance indicator have been identified.

Denominator:

assets falling within the scope of the indicator for assets covered by the Taxonomy, defined under Delegated Regulation (EU) 2021/2178 as all direct and indirect investments, including investments in equity and collective investment undertakings, loans and mortgages, property, plant, and equipment, as well as, where applicable, intangible assets.

Numerator:

assets that fall within the scope of the indicator for assets covered by the Taxonomy and that are assessed to determine whether or not they are aligned with the Taxonomy.

Additionally, Article 7 of Delegated Regulation (EU) 2021/2178 provides the following exceptions regarding the scope of assets to be considered in the key performance indicator:

- Exposures to central governments, central banks, and supranational issuers are excluded from the calculation of the numerator and denominator of the key performance indicator for financial firms.
- Derivatives are excluded from the numerator of the key performance indicator for financial undertakings.
- Exposures of undertakings that are not required to disclose non-financial information in accordance with Article 19a or 29a of Directive 2013/34/EU (NFRD) shall be excluded from the numerator of the key performance indicator for financial undertakings.

To determine the eligibility and alignment percentages (and, consequently, compliance with the DNSH and MSS criteria) of the companies included in Solunion's asset portfolio, data collected by the entity regarding its investments has been used. The amounts of aligned investments have been calculated using the alignment percentages disclosed by the companies in 2024, taking into account Solunion's position at the end of the 2025 fiscal year.

In accordance with Delegated Regulation (EU) 2021/2178, assets included in the denominator—which comprise intangible assets, property, plant, and equipment, investment property, financial investments, investments accounted for using the equity method, other investments, trade receivables, and others, as well as cash and cash equivalents.

Furthermore, the numerator (i.e., potentially eligible assets) includes real estate investments, financial investments, and investments accounted for using the equity method. In this context, the value of investment property is not significant, amounting to €31,000, while there are no investments accounted for using the equity method as of the end of the fiscal year. Therefore, the analysis has focused on the study of Solunion's portfolio of financial investments.

In the financial year 2025, the data available for Solunion are as follows:

Key Performance Indicator (KPI)	
The weighted average value of all investments by insurance or reinsurance companies aimed at financing economic activities that comply with the taxonomy or are linked to these activities, relative to the value of total assets covered by the key performance indicator, with the following weightings for investments in companies:: Based on turnover: 0.02% .^A Based on investments in fixed assets: 0.02% .^A	The weighted average value of all investments by insurance or reinsurance companies aimed at financing economic activities that comply with the taxonomy or are linked to these activities, with the following weightings for investments in companies: Based on turnover: €48,013 ^A Based on investments in fixed assets: €32,045 ^A
The percentage of assets covered by the KPI in relation to the total investments of insurance or reinsurance undertakings (total assets under management). Except investments in sovereign entities.^B Coverage ratio: 24.73%	The monetary value of assets covered by the key performance indicator. Excluding investments in sovereign entities^B Coverage: €198,984,649.

A The key performance indicators for the weighted average of aligned investments have been calculated using the alignment percentage of each investment, taking into account its weight—that is, the amount invested—within the SOLUNION portfolio (excluding, as required by regulations, investments in sovereign entities).

B TThe amount of the investment portfolio relating to central governments, central banks, and supranational issuers totals €140,939,032.70.

Breakdown of the denominator of the key performance indicator

The percentage of derivatives relative to total assets covered by the key performance indicator	The monetary value of derivatives.
0.00%	0.00 €
The proportion of exposures to financial and non-financial entities not subject to Articles 19a and 29a of Directive 2013/34/EU in total assets covered by the the key performance indicator:	Value of exposures to financial and non-financial companies not subject to Articles 19a and 29a of Directive 2013/34/EU as a percentage of total assets covered by the key performance indicator:
Non-financial firms: 5.20% Financial firms: 9.85%	Non-financial undertakings: €10,342,597 Financial undertakings: €19,595,397.
The proportion of exposures to financial and non-financial firms from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU in total assets covered by the key performance indicator:	Value of exposures to financial and non-financial companies from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU :
Non-financial firms: 3.77% Financial firms: 15.63%.	Non-financial companies: €7,500,950 Financial firms: €31,101,218
The proportion of exposures to financial and non-financial companies subject to Articles 19a and 29a of Directive 2013/34/EU in total assets covered by the key performance indicator:	Value of exposures to financial and non-financial entities subject to Articles 19a and 29a of Directive 2013/34/EU :
Non-financial firms: 9.42% Financial firms: 21.07%.	Non-financial undertakings: €18,749,034 Financial undertakings: €41,922,443.
The proportion of exposures to other counterparties and assets in total assets covered by the key performance indicator:	Value of exposures to other counterparties and assets :
50.11%	€99,711,002
The proportion of investments by insurance or reinsurance companies that are not investments related to life insurance contracts under which the investment risk is borne by the policyholders , and which are intended to finance activities that comply with the taxonomy or are linked to such activities:	Value of investments by insurance or reinsurance undertakings that are not investments related to life insurance contracts under which the investment risk is borne by the policyholders , and which are intended to finance activities that comply with the taxonomy or are linked to such activities:
€0.00	€0.00
The value of all investments financing economic activities that are not eligible under the taxonomy relative to the value of total assets covered by the key performance indicator:	Value of all investments financing economic activities that are not eligible under the taxonomy :
42.59%	€84,739,676
The value of all investments financing economic activities eligible under the taxonomy but not compliant with the taxonomy, relative to the value of total assets covered by the key performance indicator:	Value of all investments financing economic activities eligible under the taxonomy but not compliant with the taxonomy :
8.94%	€17,779,784

Breakdown of the numerator of the key performance indicator

The proportion of **exposures that comply with the taxonomy relative to financial and non-financial firms subject to Articles 19a and 29a** in the total assets covered by the key performance indicator:

Non-financial firms:

Based on turnover: 0.28%

Based on investments in fixed assets: 0.53%

Financial firms:

Based on turnover: 0.00%

Based on investments in fixed assets: 0.00%

Value of exposures that **meet the taxonomy criteria for financial and non-financial firms subject to Articles 19a and 29a:**

Non-financial firms:

Based on turnover: €548,687

Based on investments in fixed assets: €1,054,172

Financial firms:

Based on turnover: €0.00

Based on investments in fixed assets: €0.00

The proportion of investments by insurance or reinsurance companies **that are not investments related to life insurance contracts under which the investment risk is borne by the policyholders**, and that are intended to finance activities that comply with the taxonomy or are linked to such activities:

linked to these activities:

Revenue-based: 0.00%.

CapEx-based: 0.00%.

Value of investments by insurance or reinsurance undertakings **that are not investments related to life insurance contracts under which the investment risk is borne by the policyholders**, and which are intended to finance activities that comply with the taxonomy or are linked to such activities:

Based on turnover: €0.00

Based on investments in fixed assets: €0.00

The proportion of **taxonomy-compliant exposures relative to other counterparties and assets** in total assets covered by the key performance indicator:

Based on turnover: 0.00%

Based on investments in fixed assets: 0.00%

Value of **exposures to other counterparties and assets that comply with the taxonomy:**

Based on turnover: €0.00

Based on investments in fixed assets: €0.00

Breakdown of the numerator of the KPI per environmental objective

1) Climate change mitigation

Revenue: 0.5504%

CapEx: 0.000%

Transition activities: 0.15% (revenue)

Transition activities: 0.64% (CapEx)

Enabling activities: 0.11% (revenue)

Enabling activities: 0.24% (CapEx)

2) Climate change adaptation

Revenue: 0.5504%

CapEx: 0.5298%

Enabling activities: 0.0001% (Revenue)

Enabling Activities: 0.000% (CapEx)

3) Sustainable use and protection of water and marine resources

Revenue: * %

CapEx: %

Enabling activities: * %

4) Transition to a circular economy

Revenue: * %

CapEx: %

Enabling activities: * %

5) Pollution prevention and control

Revenue: * %

CapEx: %

Enabling activities: * %

6) Protection and restoration of biodiversity and ecosystems

Revenue: * %

CapEx: %

Enabling activities: * %

** It should be noted that, as indicated above, the study has been carried out on the basis of data published by the companies for the 2022 financial year. In this regard, Delegated Regulation (EU) 2023/2486 had not yet entered into force and, therefore, this data is not available for the rest of the environmental objectives. Furthermore, Delegated Regulation (EU) 2021/2178 states that these data will be disaggregated when they become available.*

Below are the templates for nuclear and fossil energy set out in Delegated Regulation (EU) 2022/1214 amending Delegated Regulation (EU) 2021/2178:

Template 1. Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The company carries out, finances, or has exposures to the research, development, demonstration, and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal fuel cycle waste.	NO
2.	The company carries out, finances, or has exposure to the construction and safe operation of new nuclear facilities to produce electricity or process heat, including for district heating or industrial processes such as hydrogen production, as well as safety upgrades to such facilities, using the best available technologies.	NO
3.	The company carries out, finances, or has exposures to the safe operation of existing nuclear facilities that produce electricity or process heat, including for district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety improvements.	NO
Row	Fossil gas related activities	
4.	The company engages in, finances, or has exposures to the construction or operation of power generation facilities that produce electricity from gaseous fossil fuels.	NO
5.	The company engages in, finances, or has exposures to the construction, renovation, and operation of combined heat and power generation facilities that use gaseous fossil fuels.	NO
6.	The company engages in, finances, or has exposures to the construction, renovation, and operation of heat generation facilities that produce heat/cooling from gaseous fossil fuels.	NO

Revenue information

Template 2. Taxonomy-aligned economic activity (denominator)

Row	Economic activities	Revenue amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities that conform to the taxonomy not mentioned in rows 1 through 6 in the denominator of the applicable ICR	53,452.46 €	100%	1,264.25 €	2.37%	52,188.21 €	97.63%
8	Total applicable ICR	53,452.46 €	100%	1,264.25 €	2.37%	52,188.21 €	97.63%

Template 3. Taxonomy-aligned economic activity (numerator)

Row	Economic activities	Revenue amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	The amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities that conform to the taxonomy not referred to in rows 1 through 6 above in the numerator of the applicable ICR	€48,013.55	100%	€6,519.65	13.58%	€41,493.90	86.42%
8	Total amount and proportion of economic activities that comply with the taxonomy in the numerator of the applicable ICR	€48,013.55	100%	€6,519.65	13.58%	€41,493.90	86.42%

Template 4. Taxonomy-eligible but not taxonomy-aligned economic activity.

Row	Economic activities	Revenue amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of the economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities eligible under the taxonomy but not conforming to the taxonomy, not mentioned in rows 1 through 6 above, in the denominator of the applicable ICR	€8,279,927.56	100%	€3,765,049.86	45.47%	€4,514,877.70	54.53%
8	Amount and proportion of economic activities eligible under the taxonomy but not compliant with the taxonomy in the denominator of the applicable ICR	€8,279,927.56	100%	€3,765,049.86	45%	€4,514,877.70	55%

Template 5. Taxonomy non-eligible economic activity

Row	Economic activities	Revenue amount and proportion	Percentage
1	Amount and proportion of the economic activity referred to in row 1 of template 1 that is ineligible according to the taxonomy set out in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
2	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
3	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
4	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
5	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
6	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
7	Amount and proportion of other economic activities ineligible under the taxonomy not mentioned in rows 1 through 6 above in the denominator of the applicable ICR	€30,543,596.31	100%
8	Total amount and proportion of economic activities ineligible under the taxonomy in the denominator of the applicable ICR	€30,543,596.31	100%

Information on CapEx

Template 2. Economic activities conforming to the Taxonomy (denominator)

Row	Economic activities	CapEx amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities that conform to the taxonomy not mentioned in rows 1 through 6 in the denominator of the applicable ICR	€31,739.66	100%	€11,221.16	35.35%	€20,518.51	64.65%
8	Total applicable ICR	€31,739.66	100%	€11,221.16	35.35%	€20,518.51	64.65%

Template 3. Taxonomy-aligned economic activity (numerator)

Row	Economic activities	CapEx amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that complies with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities that conform to the taxonomy not referred to in rows 1 through 6 above in the numerator of the applicable ICR	€31,739.66	100%	€11,221.16	35.35%	€20,518.51	64.65%
8	Total amount and proportion of economic activities that comply with the taxonomy in the numerator of the applicable ICR	€31,739.66	100%	€11,221.16	35.35%	€20,518.51	64.65%

Template 4. Taxonomy-eligible but not taxonomy-aligned economic activity

Row	Economic activities	CapEx amount and proportion					
		CCM + CCA		Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of the economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
2	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
3	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
4	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
5	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
6	Amount and proportion of economic activity that is eligible under the taxonomy but does not comply with the taxonomy referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%	- €	0%	- €	0%
7	Amount and proportion of other economic activities eligible under the taxonomy but not conforming to the taxonomy, not mentioned in rows 1 through 6 above, in the denominator of the applicable ICR	€1,432,148.07	100.00%	€770,092.65	53.77%	€662,055.42	46%
8	Amount and proportion of economic activities eligible under the taxonomy but not compliant with the taxonomy in the denominator of the applicable ICR	€1,432,148.07	100%	€770,092.65	53.77%	€662,055.42	46%

Template 5. Ineligible economic activities according to Taxonomy

Row	Economic activities	CapEx	Percentage
1	Amount and proportion of the economic activity referred to in row 1 of template 1 that is ineligible according to the taxonomy pursuant to Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
2	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
3	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
4	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
5	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
6	Amount and proportion of the economic activity referred to in row 1 of Template 1 that is ineligible under the taxonomy in accordance with Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable ICR	- €	0%
7	Amount and proportion of other economic activities ineligible under the taxonomy not mentioned in rows 1 through 6 above in the denominator of the applicable ICR	€36,643,649.73	100%
8	Total amount and proportion of economic activities ineligible under the taxonomy in the denominator of the applicable ICR	€36,643,649.73	100%

ANNEX 3

Data

Total number of Solunioners by job category and professional qualification and gender

2025

(as at 31 December 2025)	Total	Executives	Men	Women	Managers	Men	Women
Total of employment contracts	658	47	33	14	152	74	78
% of permanent contracts	98.5%	7%	70%	30%	23%	49%	51%
% of fixed term contract	1.5%	0%	0%	0%	0%	0%	0%
% of part-time contracts	0.3%	0%	0%	0%	0%	0%	0%

Commercial	Men	Women	Technicians	Men	Women	Administrative	Men	Women
118	65	53	209	99	110	132	43	89
18%	55%	45%	32%	48%	52%	19%	32%	68%
20%	50%	50%	20%	0%	100%	60%	50%	50%
0%	0%	0%	0%	0%	0%	100%	0%	100%

2024

(as at 31 December 2024)	Total	Executives	Men	Women	Managers	Men	Women
Total of employment contracts	656	43	31	12	147	73	74
% of permanent contracts	97.4%	7%	72%	28%	22%	50%	50%
% of fixed term contract	2.6%	0%	0%	0%	0%	0%	0%
% of part-time contracts	0.2%	0%	0%	0%	0%	0%	0%

Commercial	Men	Women	Technicians	Men	Women	Administrative	Men	Women
117	64	53	135	66	69	214	79	135
18%	55%	45%	21%	49%	51%	33%	37%	63%
0%	0%	0%	12%	0%	100%	88%	40%	60%
0%	0%	0%	0%	0%	0%	100%	0%	100%



2023

(as at 31 December 2023)	Total	Executives	Men	Women	Managers	Men	Women
Total of employment contracts	628	37	29	8	161	81	80
% of permanent contracts	98.4%	6%	78%	22%	26%	50%	50%
% of fixed term contract	1.6%	0%	0%	0%	0%	0%	0%
% of part-time contracts	0.2%	0%	0%	0%	0%	0%	0%

Commercial	Men	Women	Technicians	Men	Women	Administrative	Men	Women
96	63	33	165	64	101	159	66	93
15%	66%	34%	26%	39%	61%	25%	42%	58%
0%	0%	0%	80%	50%	50%	20%	0%	100%
0%	0%	0%	0%	0%	0%	100%	0%	100%

2022

(as at 31 December 2022)	Total	Executives	Men	Women	Managers	Men	Women
Total of employment contracts	598	38	32	6	151	80	71
% of permanent contracts	98.8%	6%	84%	16%	26%	53%	47%
% of fixed term contract	1.2%	0%	0%	0%	0%	0%	0%
% of part-time contracts	0.3%	0%	0%	0%	0%	0%	0%

Commercial	Men	Women	Technicians	Men	Women	Administrative	Men	Women
100	60	40	114	50	64	195	68	123
17%	60%	40%	19%	42%	58%	32%	55%	45%
0%	0%	0%	43%	100%	0%	57%	75%	25%
0%	0%	0%	0%	0%	0%	100%	0%	100%



Contract modalities by age and number of dismissals

GRI 102-8

<i>(as at 31 December)</i>	Total 2025	Under 25s	Between 25 and 40 years old	More than 40 years	Total 2024	Under 25s	Between 25 and 40 years old	More than 40 years
Total of employment contracts	658	14	303	341	656	14	308	334
% permanent contracts	98.5%	78.6%	98.0%	99.7%	98.4%	85.7%	96.4%	98.8%
% fixed term contracts	1.5%	21.4%	2.0%	0.3%	1.3%	1.6%	14.3%	3.6%
% part-time contracts	0.3%	0%	0.7%	0%	0.2%	0%	0.3%	0%
Number redundancies	12	0	58.0%	42.0%	22	0	64%	36%

<i>(as at 31 December)</i>	Total 2023	Under 25s	Between 25 and 40 years old	More than 40 years	Total 2022	Under 25s	Between 25 and 40 years old	More than 40 years
Total of employment contracts	628	18	283	327	598	13	264	320
% permanent contracts	98.7%	77.8%	98.6%	99.4%	98.8	2.03%	43.82%	54.15%
% fixed term contracts	1.2%	14.29%	71.43%	14.29%	1.2%	14.29%	71.43%	14.29%
% part-time contracts	1.3%	22.2%	1.4%	0.6%	0.3%	0%	50%	50%
Number redundancies	10	0	31%	69%	10	0	40%	60%

Contract modalities by category and number of dismissals (GRI 102-8)

	2025						2024						2023						2022					
	Total	Executives	Managers	Commercial	Technicians	Administrative	Total	Executives	Managers	Commercial	Technicians	Administrative	Total	Executives	Managers	Commercial	Technicians	Administrative	Total	Executives	Managers	Commercial	Technicians	Administrative
Total of employment contracts	658	47	152	118	209	132	656	43	147	117	135	214	628	37	161	96	165	159	598	38	151	100	114	195
%of permanent contracts	98.5	7	23	18	32	19	98.4%	7	22.4	17.8	20.3	30.3	98.4	6	25.6	15.3	26.3	25.3	98.8	6.0	26.0	17.0	19.0	32.0
% of fixed-term contracts	1.5%	0%	0%	20	20	60	1.6	0	0.0	0.0	11.8	88.2	1.6%	0	0.0%	0.0%	80.0	20.0	1.2	0.0	0.0	0.0	43.0	57.0
% of part-time contracts	0.3	0	0	0	0	100	0.2	0	0.0	0.0	0.0	100.0	0.2	0	0.0	0.0	0.0	100.0	0.3	0.0	0.0	0.0	0.0	100.0
Number redundancies	12	0	16.7	33.3	33.3	16.7	22	4.5	18.2	18.2	9.1	50.0	13	8.0	8.0	8.0	46.0	31.0	10	0.0	30.0	20.0	0.0	50.0

Total number of employees of the organisation made redundant during the reporting period, disaggregated by gender

(as at 31 December)	Total	Man	Woman
Year 2025	12	3	9
Year 2024	22	8	14
Year 2023	13	9	4
Year 2022	10	4	6
Year 2021	13	8	5
Year 2020	11	7	4

Total hours of training undertaken by the organisation's employees during the reporting period, broken down by gender and professional qualification

(as at 31 December)	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Executives	426.53	226.30	1,224.00	736.22	809.06	292.59	615.68	306.70
Managers	3,872.74	4,333.94	2,791.41	4,226.98	2,286.94	2,352.70	1,628.63	1,660.72
Commercial	3,330.25	2,747.90	2,507.96	2,085.89	1,732.44	848.71	600.70	684.15
Technicians	1,857.46	2,218.74	1,982.92	1,976.82	1,168.04	1,954.35	1,104.65	3,371.03
Administrative	3,468.20	5,507.29	2,948.80	4,637.87	1,199.83	1,953.27	624.02	951.28

Average hours of training that employees of the organisation have undertaken during the reporting period, broken down by gender and professional qualification (n.º hours of training / n.º employees in the category)

(as at 31 December)	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Executives	19.24	51.12	27.90	36.57	39.48	61.35	12.93	16.16
Managers	20.36	23.39	28.23	29.41	38.24	57.12	52.33	55.56
Commercial	10.01	17.10	27.50	25.72	39.19	39.36	51.23	51.85
Technicians	22.09	52.67	17.18	18.61	30.04	28.65	18.76	20.17
Administrative	8.79	7.67	18.18	20.56	37.33	34.35	80.66	61.88

Total hours of training undertaken by the organisation's employees during the reporting period, disaggregated by gender and age

(as at 31 December)	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Under 25s	115.86	135.17	101.39	174.30	417.65	322.21	398.38	271.95
Between 25 and 40 years old	2,491.03	2,606.89	2,895.53	3,960.10	5,571.80	7,026.64	6,089.08	8,497.67
More than 40 years	3,031.72	3,166.89	4,199.39	3,267.22	5,465.64	6,314.93	6,467.72	6,264.55

Average hours of training that the organisation's employees have undertaken during the reporting period, broken down by gender and age (n.º of hours of training / n.º of employees in the category)

(as at 31 December)	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Under 25s	9.71	3.02	14.48	15.85	59.66	46.03	56.91	38.85
Between 25 and 40 years old	11.33	22.45	22.10	26.05	40.38	41.33	44.45	51.19
More than 40 years	23.76	19.79	24.85	20.68	32.53	38.04	38.05	36.63

Average remuneration by job category and gender

(as at 31 December)	Executives		Managers		Commercial		Technicians		Administrative	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Average remuneration (€) Year 2025	111,624.15	95,559.02	63,058.42	49,856.08	44,500.75	36,170.08	34,396.34	32,652.38	27,641.13	26,695.73
Average remuneration (€) Year 2024	108,110.49	93,537.93	61,372.42	47,357.65	43,164.72	34,278.07	32,858.52	33,217.76	29,970.22	27,068.54
Average remuneration (€) Year 2023	110,397.71	100,891.11	60,550.50	47,523.50	42,760.49	34,167.42	38,140.68	33,894.26	23,581.81	21,984.43
Average remuneration (€) Year 2022	101,715.57	87,068.95	55,936.97	43,446.78	41,109.82	28,996.44	32,819.35	32,731.24	29,004.52	25,438.55
Average remuneration (€) Year 2021	93,202.27	86,196.09	54,404.35	40,552.62	40,352.05	27,895.20	27,991.00	28,334.11	27,193.93	24,685.48
Average remuneration (€) Year 2020	93,598.92	87,070.36	54,478.19	40,100.44	40,055.03	25,593.82	28,787.34	28,554.40	26,954.40	24,954.47
Average remuneration (€) Year 2019	97,340.90	84,114.73	51,601.50	38,405.61	39,571.01	26,470.04	35,421.88	28,554.40	27,429.92	26,619.96

Total number of employees of the organisation who were promoted during the reporting period, disaggregated by gender

(as at 31 December)	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Promotion	31	28	16	28	15	9	25	28

Net maximum average working time

in hours per week	Solunion	Country
Spain	38.5	40
Mexico	40	48
Colombia	42.5	44
Chile	42.5	44
Argentina	38	48
Panama	40	40
Peru	42.5	48
Monday to Friday, daytime		

Total hours worked

	2025	2024
Total hours	1,192,753.50	1,187,342.50

New hires per age and gender

(as at 31 December)	2025		2024		2023		2022		2021	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30s	13	11	19	19	19	20	14	23	8	8
Between 30 - 50	12	19	17	31	2	1	16	31	15	5
More than 50s	1	4	5	2	20	16	3	4	2	2
TOTAL	26	34	41	52	41	37	33	58	25	15

(as at 31 December)	2025		2024		2023		2022		2021	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30s	54%	46%	50%	50%	49%	59%	38%	62%	50%	50%
Between 30 - 50	39%	61%	35%	65%	67%	33%	34%	66%	75%	25%
More than 50s	20%	80%	71%	29%	56%	84%	43%	67%	50%	50%
TOTAL	43%	57%	44%	56%	53%	47%	36%	64%	63%	38%

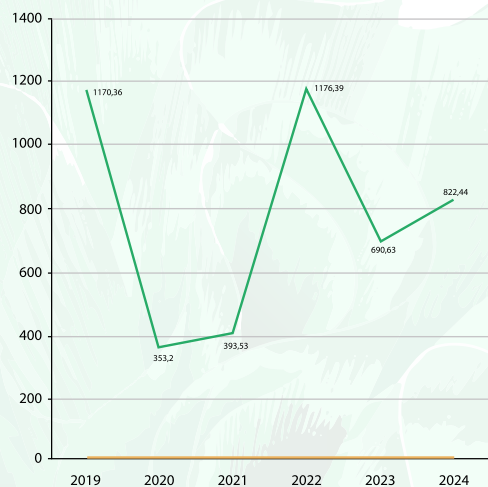
Staff turnover by age and sex

(as at 31 December)	2025		2024		2023		2022		2021	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30s	7	8	7	13	5	3	8	7	3	6
Between 30 - 50	9	17	19	15	12	12	17	15	14	10
More than 50s	10	7	8	8	10	10	5	4	2	5
TOTAL	26	32	34	36	27	25	30	26	19	21

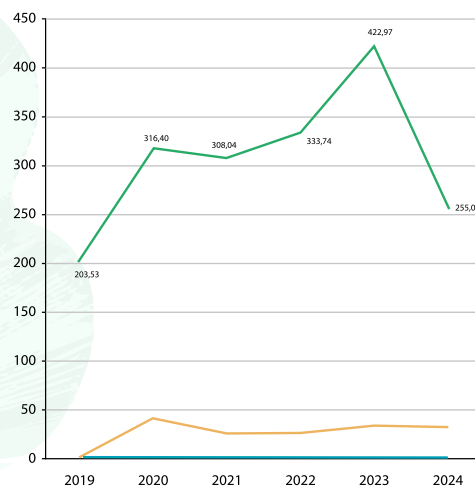
(as at 31 December)	2025		2024		2023		2022		2021	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 30s	47%	53%	35%	65%	63%	38%	53%	47%	33%	67%
Between 30 - 50	35%	65%	56%	44%	50%	50%	53%	47%	58%	42%
More than 50s	59%	41%	50%	50%	50%	50%	56%	44%	29%	71%
TOTAL	45%	55%	49%	51%	52%	48%	56%	44%	29%	71%

GHG inventory by country

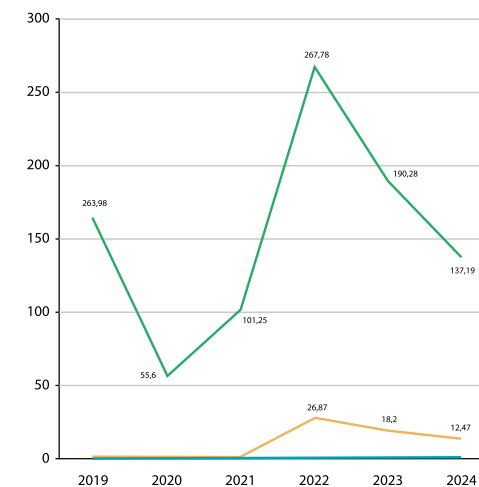
SPAIN



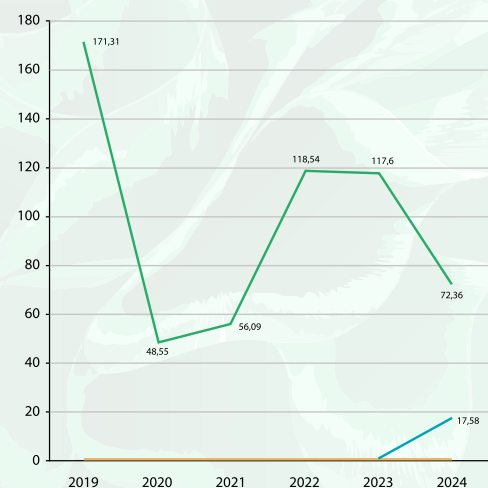
MEXICO



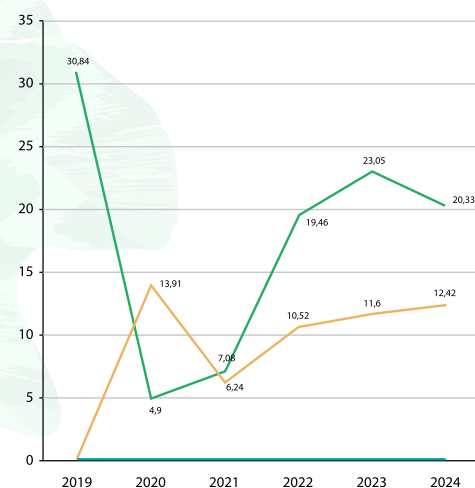
COLOMBIA



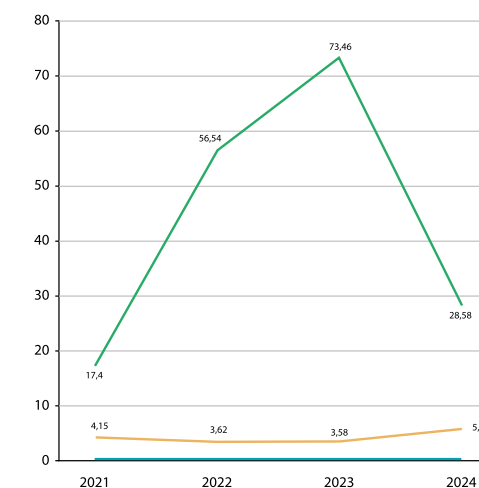
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