

# NON-FINANCIAL INFORMATION STATEMENT 2024



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## Welcome message



When a company has such an important mission as providing the essential public service of managing radioactive waste and decommissioning nuclear facilities, it must

do so with the utmost safety guarantees and demonstrate its commitment to existing resources, social progress and listening to its various stakeholders.

In the following pages, we want to show society how Enresa fulfils its mission, not only by specifying the technical milestones that are the goal of our activity, but also by detailing our processes and how we work.

The way Enresa works goes beyond its legal obligations. Accordingly, the Company has made great strides in recent years to integrate a corporate social responsibility (CSR) strategy into its business management, so that ethics and sustainability are at the forefront of all its activities and in all areas of its operations.

As a result of Enresa's commitment to good practices, it approved a Sustainability Master Plan in 2023 that brings together the principles that govern the Company's actions and includes, among other issues, a commitment to the Sustainable Development Goals to which Enresa is committed.

2024 began with the approval of the 7th General Radioactive Waste Plan, a document that establishes our strategy, horizon and

the steps to be taken in the future. This plan is the result of long and coordinated work, which allows Enresa to move forward in the right direction, providing the radioactive waste management solutions that society demands of us in a timely manner.

Analysing our main areas of activity, the past year saw major developments in the field of very low-, low- and intermediate-level waste management. In February, the project to build a new platform at El Cabril Disposal Centre - the Southeast Platform - received its Environmental Impact Statement, a necessary preliminary step for the construction permit, which was approved by the Nuclear Safety Council in December.

Regarding decommissioning, significant progress has been made at Santa María de Garoña Nuclear Power Plant (NPP) in Burgos,

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although some of this is not yet visible and has taken place at a more administrative level. In this regard, the documentation was submitted in October to build the complementary facility that will support the Individualised Temporary Storage (ITS) at the facility when the pool is no longer operational and in the event that any casks need to be repaired.

Also at Garoña NPP, progress has been made in preparing the Turbine Building as an Auxiliary Decommissioning Building, adapting a new ventilation system, and in the evacuation of spent fuel (SF) from the plant's pool to the ITS with the loading of four casks. Another new development in this period, resulting from Enresa's commitment to transparency, is the new decommissioning information centre, which has recently been completed and will be a useful tool for developing the policy of openness and transparency that is so fundamental to Enresa, explaining our activity to different types of audiences.

At José Cabrera NPP in Guadalajara, the Site Restoration Plan continues to be implemented. In this regard, in the last few months of 2024, the level of the Zorita Reservoir in the Tagus river basin was lowered to carry out radiological measurements of

the bed and slopes of the plant's discharge channel and to take samples, with the aim of verifying the absence of radiological contamination in this area of the already decommissioned facility.

Meanwhile, in Tarragona, Vandellós I NPP remains in safe latency mode, but there has been an important development that will affect the future of the facility. The necessary documentation has recently been submitted to build a temporary storage facility to which the waste from the reprocessing of fuel from this plant will be returned from France, around the year 2028.

With regard to SF management and temporary storage, in the last few months of last year and the start of this year, we saw how the regulatory body authorised the construction of a temporary storage facility at Vandellós II NPP for all of its fuel, and furthermore, how the regulator gave the green light to new capacities at the Ascó plant, which will allow this facility to have "total" capacity to store its SF, a very important aspect in view of its decommissioning.

Another noteworthy event in 2024 was the visits we received at all our facilities, which demonstrates the interest of different

sectors of society in our activity. To name a few, we welcomed the Government Sub-Delegate for Cordoba to El Cabril Disposal Centre, members of Ecologistas en Acción (Ecologists in Action) to the Garoña decommissioning site, and the committee responsible for relations with the Nuclear Safety Council of the Congress of Deputies on both projects, to name a few. And at Enresa's Headquarters in Madrid, we also welcomed important visitors this year, such as the former Third Vice-President of the Spanish Government, Teresa Ribera, accompanied by the former State Secretary for the Ecological Transition, Sara Aagesen, who wanted to learn about our reality and assess the public service we provide.

Safety is key to this public service, and in 2024 an internal evaluation was carried out and various actions were implemented to strengthen the safety culture of everyone who forms part of this Company.

Safety and respect for the environment are two principles that are central to both our ultimate goal and our day-to-day work. In this regard, and to highlight some of the actions taken last year, we should stress that

Garoña NPP now has three charging points for electric vehicles; that new electric vans have been purchased for El Cabril Disposal Centre; the perimeter lighting at Garoña has been upgraded to a more efficient system and, in line with our commitment to the circular economy, last year Enresa held a raffle of disused inventory items so that employees from the Company's various work centres could give them a new lease of life.

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And let us never forget that Enresa looks to the environments where it works and to society as a whole. Accordingly, the agreement with the Regional Government of Andalusia was renewed in 2024 to provide a firefighting team at El Cabril Disposal Centre and, in addition, Enresa's group of volunteers, at its various sites, launched

initiatives to help those affected by the Isolated High Altitude Depression (DANA) storm in Valencia and vulnerable groups in need of food and basic necessities.

In short, as can be seen in this detailed report, we want to make Enresa a company recognised by society for its excellence in fulfilling its commitments and for being a place where employees work with commitment, facilitating a good work-life balance and making them part of the achievements made.

Enresa is now celebrating its 40th anniversary and we hope to continue writing the pages of its history with success and rigour. May our work and commitment serve as an example for other similar companies.



**Olga García García**  
Chair of Enresa

# 1. ENRESA, THE VALUE OF SUSTAINABLE MANAGEMENT



- 1.1. An essential public service
- 1.2. Mission, vision and values
- 1.3. Legal framework and institutional oversight
- 1.4. Structure and governing bodies
- 1.5. Good governance
- 1.6. Economic and financial aspects
- 1.7. Risks and potential impact of activity
- 1.8. Sustainability as a goal
- 1.9. Contribution to the 2030 Agenda

## 1.1. An essential public service

Empresa Nacional de Radioactive Waste, S.A. S.M.E., Enresa, is a public enterprise as provided for in Article 166(2) of the Public Administration Assets Act 33/2003, of 3 November. 80% of its share capital belongs to the autonomous body, the Energy, Environment and Technology Research Centre (CIEMAT) and 20% to the State Industrial Holdings Company (SEPI).



With regard to its legal regime, Enresa is subject to the provisions of Law 33/2003 and Law 40/2015, of 1 October, on the Legal Regime of the Public Sector.

The Company was set up in 1984 and legally commissioned with radioactive waste management, including spent fuel (SF), and the decommissioning and closure of nuclear power plants. It was designed as an essential public service, for which the State is responsible.

The strategies that govern this public service are established by the Government through the approval of the corresponding General Radioactive Waste Plan (GRWP). Currently, the 7th GRWP, approved on 27 December 2023, is established as the framework of reference for the actions of Enresa. Furthermore, supervision of the enterprise is entrusted to the Ministry for the Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, along with its strategic management and the monitoring and supervision of its technical and economic actions and plans.

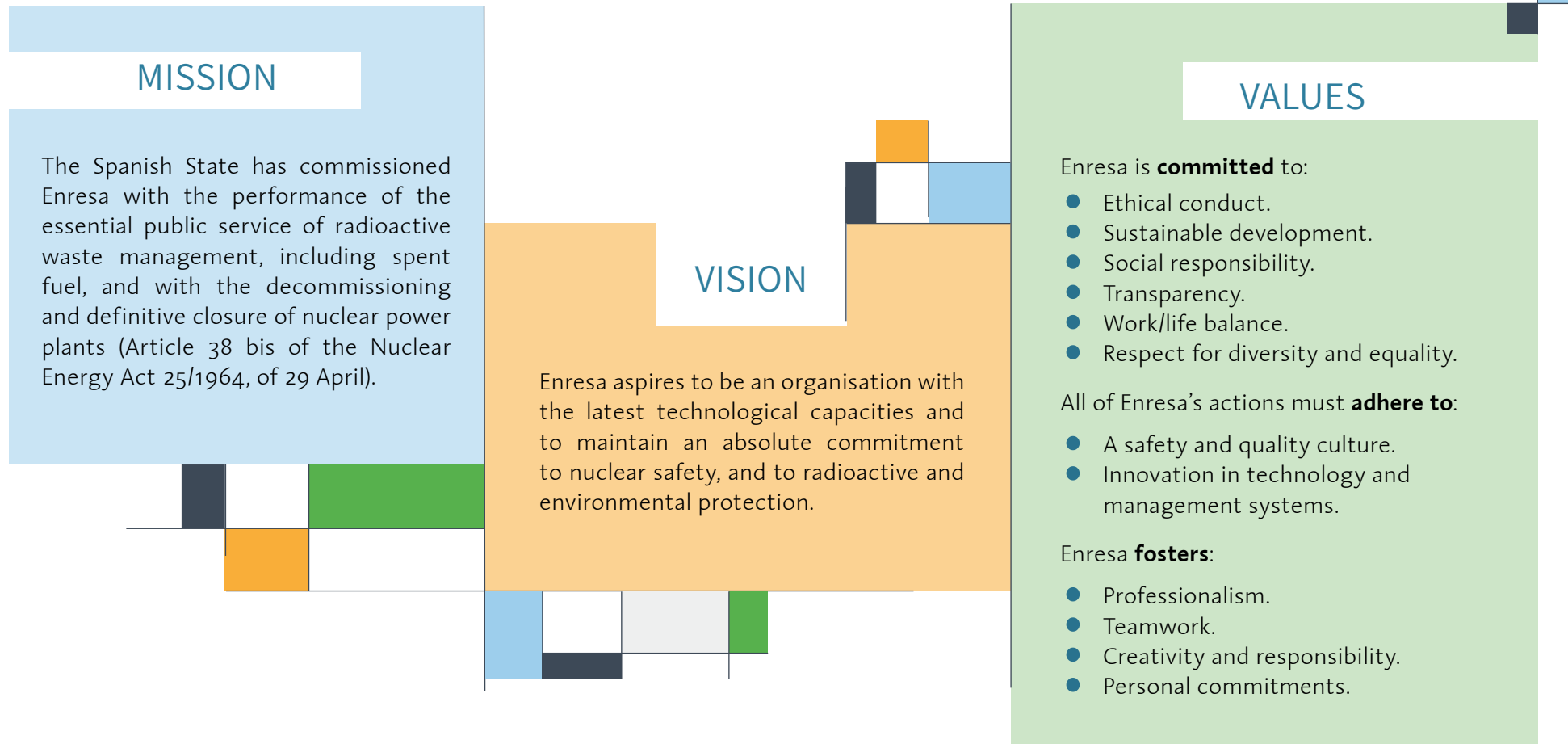
As regards its organisation, the Company Headquarters are located in Madrid, although it currently has the following work centres:

- El Cabril Disposal Centre (Cordoba).
- Vandellós I Nuclear Power Plant (Tarragona).
- José Cabrera Nuclear Power Plant, undergoing decommissioning (Guadalajara).
- Santa María de Garoña Nuclear Power Plant, undergoing decommissioning (Burgos).



Enresa's work centers

## 1.2. Mission, vision and values



## 1.3. Legal framework and institutional supervision

Radioactive waste management, including spent fuel, and the decommissioning and definitive closure of nuclear power plants constitute an essential public service. The State is responsible for this Service, as provided for in Article 128(2) of the Spanish Constitution and in Article 38 bis of the Nuclear Energy Act 25/1964, of 29 April.

Enresa is commissioned to manage this service in accordance with the *General Radioactive Waste Plan* (GRWP), which contains the aims, strategies, and activities to be carried out in Spain in relation to the management of these materials and the decommissioning of nuclear power plants. The 7th GRWP is currently in force, approved by the Council of Ministers on 27 December 2023, and is available for viewing on the [Enresa website](#).

Since it is a public enterprise, ENRESA's performance of the functions entrusted to it is subject to the control of the General State Administration. Accordingly, outside of the supervision exercised by such other bodies as the Ministry of the Treasury, the Comptroller General's Office and the Court of Auditors,

Enresa's supervision is entrusted by law to MITECO, whose State Secretariat for Energy is commissioned with strategic management and the monitoring and oversight of its technical and economic actions and plans. Economic control has been delegated to its shareholder – the State Industrial Holdings Company (SEPI).

MITECO, through the State Secretariat for the Environment, also processes and resolves the strategic environmental assessment procedure of the GRWP and the environmental impact assessment procedure of Enresa projects that require this.

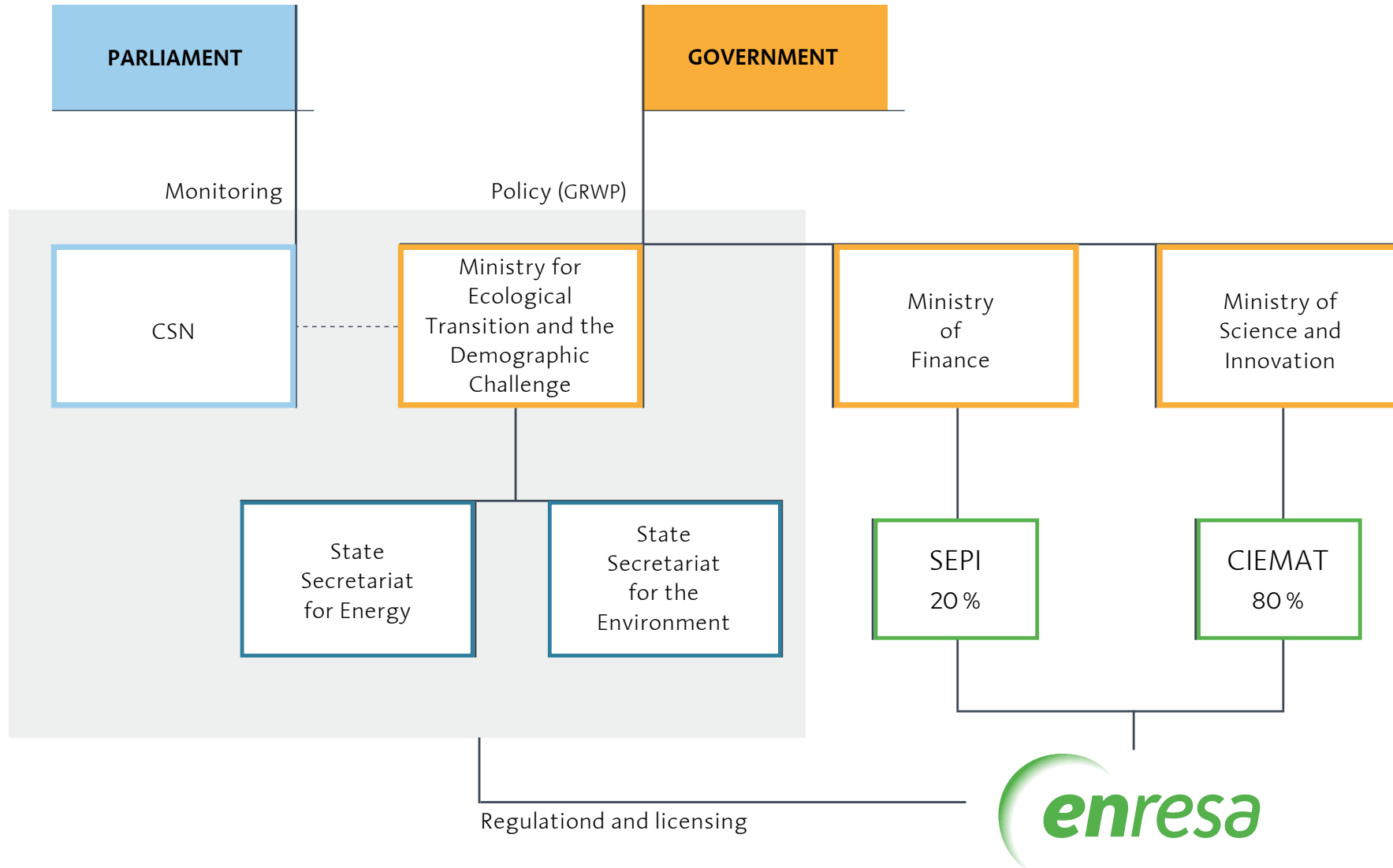
The Company's activities are also supervised and overseen by the Nuclear Safety Council (CSN) – the only public body with jurisdiction over nuclear safety and radiation

protection. Its mission is to protect workers, the population and the environment from the harmful effects of ionising radiation, fostering the safe operation of nuclear and radioactive power plants and establishing the preventive and corrective measures necessary to tackle radiological emergencies.

Enresa periodically reports data on its activities and projects to all these bodies.



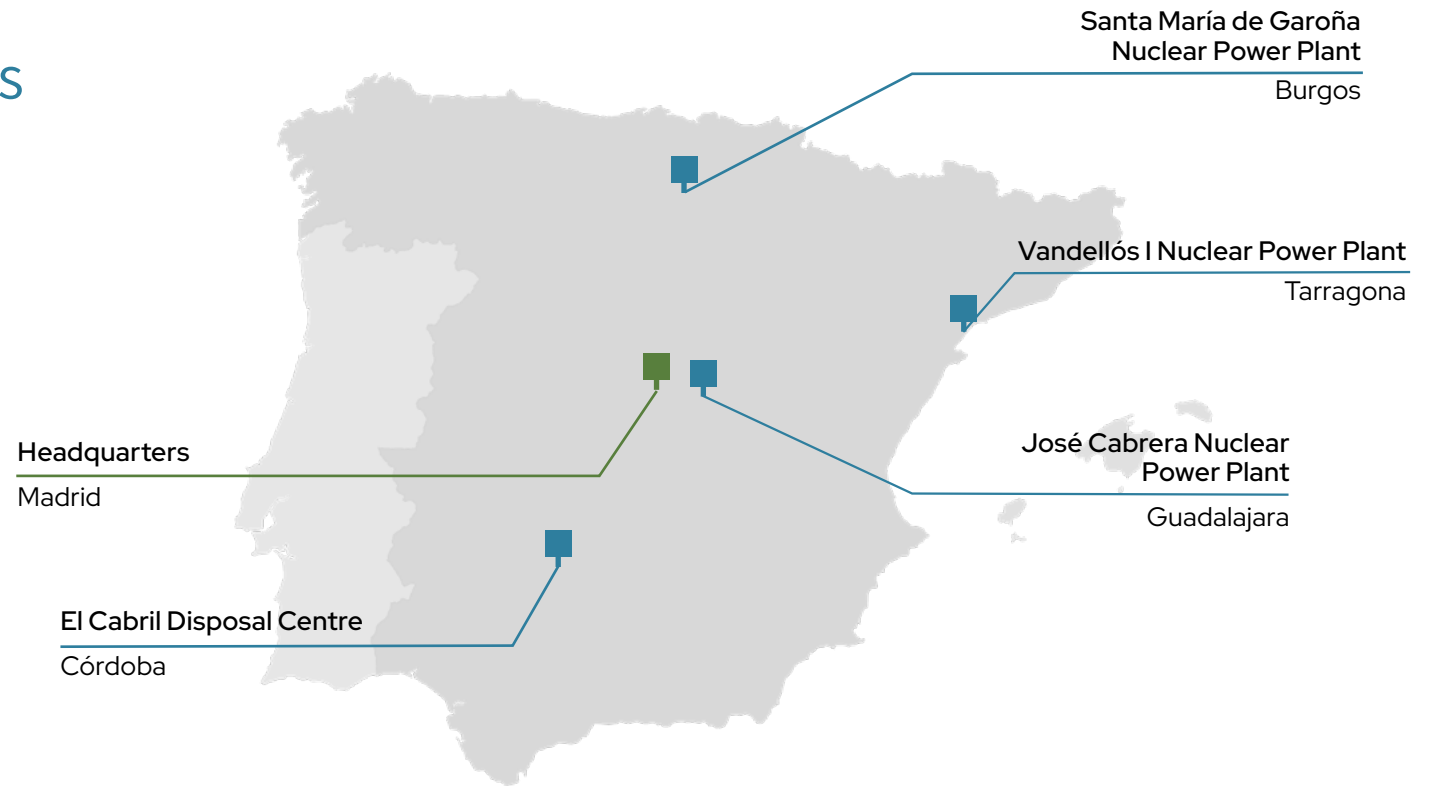
### Institutional oversight chart of Enresa



# 1.4. Structure and governing bodies

## National presence

Enresa has five work centres distributed throughout the Spanish territory. A total of 372 professionals worked at these centres at year-end.



CENTRE	LOCATION	Nº OF EMPLOYEES		
		2022	2023	2024
Headquarters	Madrid	204	202	207
El Cabril Disposal Centre	Córdoba	116	111	118
José Cabrera Nuclear Power Plant	Guadalajara	16	7	7
Vandellós I Nuclear Power Plant	Tarragona	8	10	9
Santa María de Garoña Nuclear Power Plant	Burgos	9	31	31
<b>TOTAL</b>		<b>353</b>	<b>361</b>	<b>372</b>

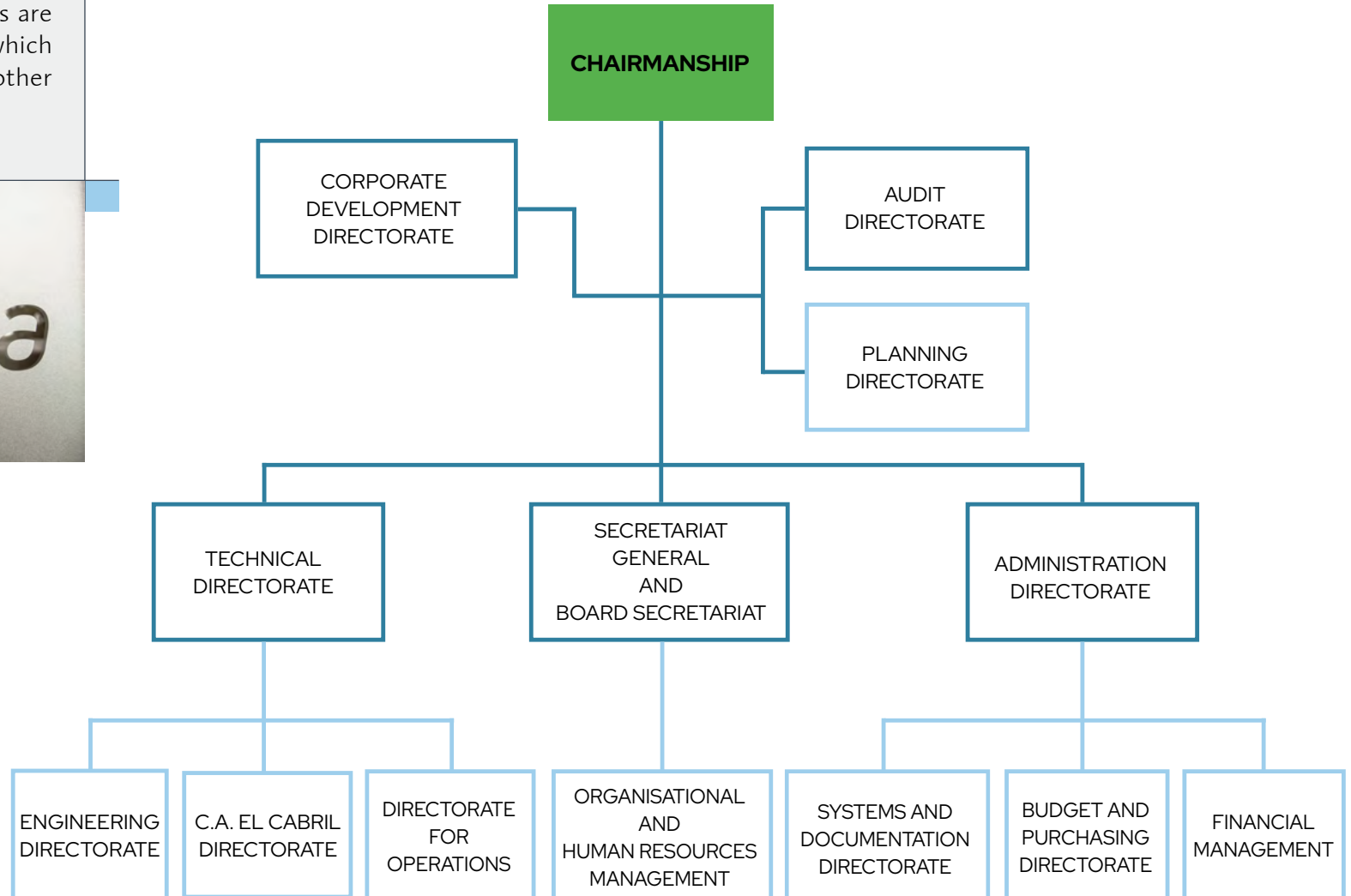


## Organisation

The Chair's Office of Enresa is commissioned with running its activity. Five main directorates are dependent on this office which are structured, in turn, in other specific directorates.



Enresa organisational chart

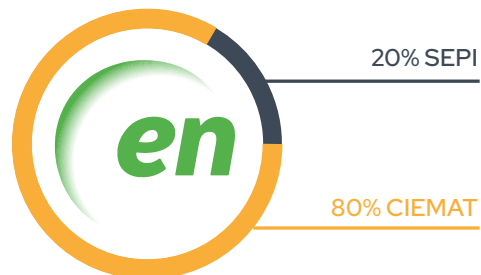


## Governing and administration bodies

The General Shareholders' Meeting and the Board of Directors are the bodies tasked with the governing and administration of Enresa.

### General Shareholders' Meeting

- Maximum governing body of Enresa.
- Meetings are held at least once a year.
- Composition (31/12/2024): CIEMAT (Energy, Environment and Technology Research Centre): 48,000 shares (80% of the share capital); and SEPI (State Industrial Holdings Company): 12,000 shares (20% of the share capital).



### Main responsibilities:

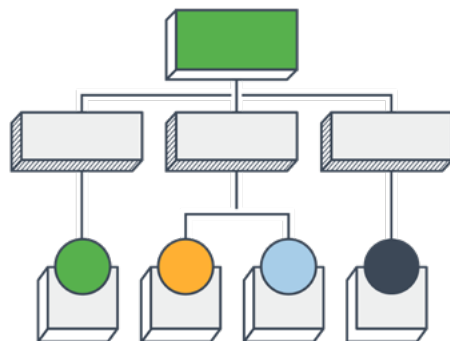
- Approval of the annual accounts, distribution of the profit and approval of social management.
- Appointment and removal of directors, receivers and, as the case may be, of the accounts auditors, along with the exercise of any corporate liability against any of them.
- Modification of the Articles of Association.
- Share capital increase and reduction.
- Dissolution of the Company.
- Approval of the final liquidation balance sheet and any other matters determined by law or in the Articles of Association.

## Board of Directors

- Collegiate administration body that acts in representation of Enresa.
- The Board meets once a month on an ordinary basis.
- Comprised of 12 directors and a secretary. As of 31 December 2024, the Board is composed of five men and seven women, one of whom is the Chair, as well as a non-member Secretary.

### Funciones principales:

- Supervision and oversight of the management of the Company's activity.



## MEMBERS OF THE BOARD OF DIRECTORS OF ENRESA (AT 31 DECEMBER 2024)

Chair	Olga Belén García García	Chair of Enresa
Vice-Chair	Yolanda Benito Moreno	Managing Director of CIEMAT
Directors	José Manuel Pérez Morales	Director of the Technology Department. CIEMAT
	SEPI, representada por D <sup>a</sup> . Mercedes Real Rodríguez	Director of Investee Companies
	Joaquín Serrano Agejas	Head of the Sub-division of Cross-cutting Scientific and Technical, Strengthening and Excellence Programmes. State Research Agency. Ministry of Science, Innovation and Universities
	José Manuel Redondo García	Assistant Director-General for Nuclear Energy. Ministry for the Ecological Transition and Demographic Challenge
	Carlos Redondo López	Assistant Director-General for Electrical Energy. Ministry for the Ecological Transition and Demographic Challenge
	Isabel Arranz Olmos	Assistant Technical Secretary-General. Ministry of Economy, Trade and Enterprise
	Carmen del Rosario Alcolado Martínez	Assistant Director General of Human Resources and Service Inspection. Ministry of Science, Innovation and Universities
	Miguel Ángel Recio Crespo	Assistant Director-General for General Inspection of Services and Relations with Citizens. Ministry of Industry and Tourism
	Cristina Moneo Ocaña	Assistant Director-General of Planning, Monitoring and Evaluation of the Ministry of Science, Innovation and Universities
	Alicia Camacho García	Advisory member. Technical Secretary-General of the Ministry for the Ecological Transition and Demographic Challenge
Non-Board Member Secretary	Isabel María Torres Fernández	Company Secretary and Secretary of the Board of Enresa

The **Audit Committee** is set up as a delegated Board committee. Its main task is to inform the Board of the resolutions to be adopted at the General Shareholders' Meeting regarding the approval of the accounts and the assessment of the Company's performance during the year, as well as the Company's actions in the area of internal supervision.

**MEMBERS OF THE AUDIT COMMITTEE (AT 31 DECEMBER 2023)**

Chair	SEPI, represented by Mercedes Real Rodríguez
Member	Carlos Redondo López
Member	José Manuel Pérez Morales
Secretary	Isabel María Torres Fernández (Company Secretary and Secretary of the Board of Enresa)

**Management Committee**

- Comprised of the Chair of Enresa and such department directors as determined by the Chair's Office.
- This is the body for the coordination, communication and deliberation of matters, with the aim of supporting the Chair's Office in decision-making and in forming the policies of the Company.
- It meets periodically.
- Comprised of six members: four women and two men.

**MEMBERS OF THE MANAGEMENT COMMITTEE (AT 31 DECEMBER 2024)**

Olga Belén García García	Chair
María Pérez Fernández	Sustainability and Communication Director
Mariano Navarro Santos	Technical Director
Isabel María Torres Fernández	Company Secretary and Secretary of the Board
Carlos Tamarit de Castro <sup>o</sup> x	Audit Director
Aurora Saeta del Castillo	Administration Director



## 1.5. Good governance

### Corporate policies

Enresa has different policies that guide the Company to develop all its activities in an honest, ethical and transparent manner, always complying with prevailing legislation and in a sustainable fashion. These policies are available to all the Company's professionals and the monitoring of the results and compliance are performed using different indicators. The main indicators are:



[Environmental Policy](#)



[El Cabil Environmental Policy](#)



[Vandellós I Nuclear Power Plant Environmental Policy](#)



[Quality Policy](#)



[Human Rights Policy](#)



[Electronic Signature Policy](#)



[Training Policy](#)



[Risk Management Policy](#)



[Equality and Non-Discrimination, Diversity and Inclusion Policy](#)



[Corporate Social Responsibility Policy](#)



[Occupational Risk Prevention Policy](#)



[Information Security Policy](#)



[Internal Reporting System Policy](#)



## System for Compliance and Prevention of Criminal Risks

The Company uses this management instrument to prevent the commission of criminal offences and the violation of human rights of those criminal offences that could affect the legal entity, and to mitigate, manage and redress potential abuses. The implementation, functioning, maintenance and continuous improvement of this system are the responsibility of the **Compliance and Criminal Prevention Committee (CCPP)**, attached to the Audit Committee of the Board of Directors.

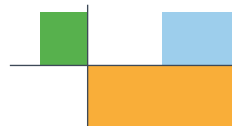
In December 2024, the Board of Directors unanimously approved the amendment to the CCPP Statute, specifically Article 6(1), relating to its composition, highlighting that the chair of the committee will fall to the Head of the Audit Department.

The CCPP's mission is to implement a true culture of compliance. This system is based on three pillars: people, based on the *Code of Ethics* and the Disciplinary Regime; systems, that target the process map and the different management systems implemented; and the Company's own structure.

In 2024, Enresa carried out training activities at the José Cabrera, Vandellós I and El Cabril work centres, as well as internal communication initiatives on prevention and criminal risks with the aim of continuing to improve its performance in this area.

Pursuant to the provisions of Law 2/2023 of 20 February, Enresa has an internal reporting channel in place to prevent and detect possible unlawful conduct, as well as to ensure the protection of the whistleblower. Likewise, in accordance with the aforementioned Law, the Company has an Internal Reporting System Policy.

In 2024, the Compliance and Criminal Prevention Committee received one complaint via email. It also investigated two possible instances of unlawful conduct. In all cases, the Committee found that there was no evidence that a criminal offence had been committed, and the files were closed.



## Code of Ethics

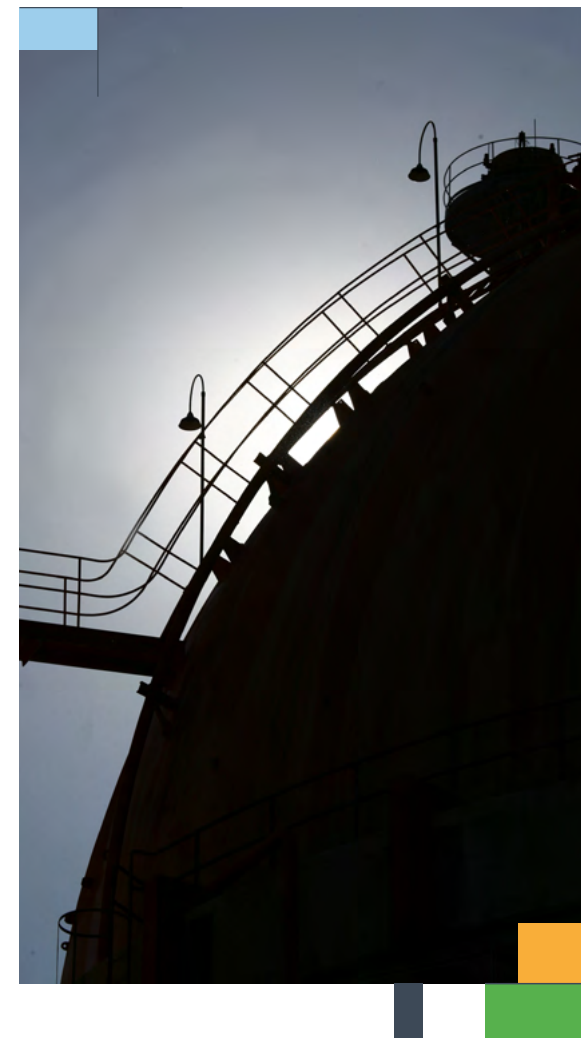
To encourage the alignment and commitment of all Enresa professionals with ethical and responsible conduct, the Company has introduced a Code of Ethics, which is established as an ethical guide that must govern conduct in the performance of activities and relations with third parties. This document is designed in accordance with:

- Corporate values
- General values: legality, integrity, professionalism and incompatibility, the conflict of interests, the fight against corruption.
- Social and environmental values respect for people and for the environment.
- Labour Values: good contractual faith, privacy and conciliation, transparency and confidentiality of information, health and safety at work, corporate image, protection of intellectual and institutional property, and professional secrecy.
- Recruitment values

The bodies responsible for the management, monitoring and proposals for actions relating to compliance with the *Code of Ethics* are **the Ethics Manager and the Ethics Committee**. Both act with full autonomy and answer functionally to the Board of Directors.

As in previous years, Enresa has continued to promote various training initiatives in 2024 to promote understanding of the Code of Ethics among all staff, focusing on the dissemination of specific messages on communication screens in work centres and the publication of news related to this subject in the newsletter.

Enresa has set up the email address: [gestoretico@enresa.es](mailto:gestoretico@enresa.es) to report any breach of the *Code of Ethics*. No complaints were received in this regard in 2024, including human rights violations.





## Internal audits

Continuous improvement is an inherent characteristic of Enresa. The search for excellence leads the Company to revise its processes to incorporate best practices and optimise processes within the organisation, carrying out periodic audits to guarantee the correct performance of its activity.

The internal audit function at the Company provides support to the Board of Directors, to the Chair’s Office and to the rest of management through the analysis, evaluation and supervision of regulatory compliance and the efficacy of internal oversight and risk management systems that are relevant to the Company. Accordingly, it guarantees that these oversight systems are adequate and sufficient in the terms provided for in the Audit Management Statute of Enresa, which regulates this function, approved by the Board of Directors.

To this end, the Board annually approves an *Annual Audit Plan* proposed by the Audit Management. The 2024 Plan, approved in December 2023, was 100% implemented, with the audit actions categorised as follows:

TYPE OF OVERSIGHT	2022	2023	2024
Compliance audit	7	5	3
Management audit	3	5	1
Specific audit	0	0	0
Mixed audit*	-	-	7
Evaluation of internal oversight	1	0	0
Monitoring of recommendations	2	3	2
<b>Total</b>	<b>13</b>	<b>13</b>	<b>13</b>

\* New audit category, introduced in 2024, which includes compliance and management.<sup>9</sup>

## Safety Culture

On 8 November 2008, the Nuclear Safety Council (CSN) published Safety Instruction IS-19 in the Official State Gazette (BOE), of 22 October 2008, defining the requirements of the management system for nuclear power plants. This Instruction introduced the concept of 'Safety Culture', understood as the set of characteristics and attitudes of those entities and people who ensure, as a top priority, that protection and safety matters receive the attention required due to their importance.

To comply with the Safety Culture aspects of this Instruction, Enresa has set up Integrated Management Committees at its installations at El Cabril Disposal Centre and at José Cabrera NPP, and a Safety Culture team at its Headquarters, with representatives from these facilities.

In 2024, the actions set out in the 2021-2024 Safety Culture Improvement Plan continued to be implemented, both at the work centres indicated and at Santa María de Garoña NPP, after Enresa took over ownership in 2023. Among other initiatives, information and awareness campaigns on Safety Culture were carried out for employees, and various news items on the subject were published via the corporate channels.

A campaign to disseminate the eight fundamental principles that promote the Safety Culture was also launched at all facilities. An internal evaluation was also carried out, using electronic surveys to identify areas for improvement and proactively implement actions.

### Safety Culture principles at Enresa:

- 1 All Enresa workers and collaborators are personally responsible for safety.
- 2 Leaders must clearly display their commitment to safety.
- 3 An open climate of trust is established and maintained throughout the organisation.
- 4 Decision-making shall reflect the primacy of safety.
- 5 The specific nature of Enresa's activities is acknowledged.
- 6 A constructive and critical attitude is fostered at all levels on matters related to safety.
- 7 Learning and continuous improvement are present throughout the organisation.
- 8 Safety requires constant monitoring.



## Human rights

Enresa maintains a strong commitment to respect and comply with human rights, as recognised in its *Code of Ethics*. This document clearly highlights the fight against discrimination on grounds of race, nationality, social origin, age, sex, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its professionals. The Company also follows the guidelines established by the European Union in this regard, always guaranteeing the rights inherent to all human beings, with no distinction whatsoever. Enresa also rejects forced labour, compulsory labour and child labour, respects the freedom of association and the right to collective bargaining, in line with best governance practices and international recommendations.

Since 2023, Enresa has had a *Human Rights Policy* committed to aligning its actions with legislation and social values. This policy specifically includes those significant aspects on human rights matters and complements other policies and specific documents on equality and other employment issues. By means of this policy, Enresa rejects any form of abuse or violation of human rights, undertaking to comply with such principles as non-discrimination, human rights due diligence, supervision and oversight, and enable report mechanisms.

Enresa is also committed to the rights contained in the Conventions of the International Labor Organisation, such as the freedom of opinion, trade union membership, data privacy, safe work environments, dignified labour conditions and the prevention of harassment.



## Fight against corruption

As part of its commitment to good governance, Enresa fosters a compliance culture among all the members of the organisation, including conduct that prevents corrupt actions. The Enresa *Code of Ethics* defines the principles that must govern the conduct of its staff on this matter, stressing compliance with legality, integrity and professionalism, avoiding conflicts of interest and containing a specific section on the fight against corruption.

The Company provides for the following actions as potential risks of non-compliance on matters of corruption and/or bribery within the Compliance and Criminal Prevention System:

- Accepting any gift or benefit personally with a view to favouring one party over another in any type of contractual relationship.
- Providing any gift or benefit to third parties to receive a benefit or benefit a third party.
- Not publishing a public tender on the Public Sector Contracts Platform with a view to not announcing it or to benefitting a third party, along with dividing up a contract with the same aim.
- Establishing requirements in the terms and conditions of public tenders that favour a third party or provide the data contained in the terms and conditions before they are published.
- Publishing a public tender that includes requirements beyond those necessary so that only one company can submit a bid.
- Granting additional rectification procedures to manipulate a public tender to the benefit of a third party.
- Approving or granting modifications to the contract without the necessary justification to promote the company commissioned with the work.

In 2024, various communication and training activities were carried out on corruption and bribery, addressing issues related to the Compliance and Criminal Prevention Committee and the Internal Reporting System.



## Money laundering

Due to the type of activity it engages in, Enresa does not expressly provide for the commission of the criminal offence of money laundering. Even so, the due diligence policies and procedures contained in this report cover aspects related to this issue.

## 1.6. Economic and financial aspects

The economic resources allocated to finance radioactive waste management and the decommissioning of nuclear power plants in Spain are obtained under a specific finance system, independent from the General State Budget.

Following approval of the amendment of the Sixth Additional Provision of the Electricity Sector Act 54/1997, through the enactment of Act 11/2009, of 26 October, regulating Listed Property Company Investment Companies, four non-tax public financial contributions (**PPCPNT**) are established, as contained on the [Enresa website](#).

This model leads to a significant time lag between obtaining financial resources and their definitive application. Accordingly, the *Fund for the financing of activities under the General Radioactive Waste Plan* is established.

This Fund is also financed from the financial returns obtained from the management of temporary financial investments fundamentally materialised by said Fund. Pursuant to the provisions of Royal Decree 102/2014, of 21 February, on the Responsible and Safe Management of Spent Fuel and Radioactive Waste, the management of financial assets that could be materialised by the Fund must ensure absolute security, a sufficient return and sufficient availability.

### Committee for the Monitoring and Control of the Fund to Finance the GRWP

Attached to the Ministry for the Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, which chairs the Committee.

#### Comprised of:

- The State Comptroller General's Office.
- The Assistant State Secretary for Science, Innovation and Universities.
- The Secretary-General of the Treasury and International Finance.
- The Director-General for Energy Planning and Coordination.
- The Assistant Director-General for Nuclear Energy (Secretary).

#### Main functions:

- Development of criteria on composition of the Fund's assets.
- Monitoring of financial investments.
- Half-yearly reports on the situation of the Fund and investments corresponding to its financial management. This is presented to the Ministers for the Ecological Transition and Demographic Challenge, for Science and Innovation and for the Treasury and Civil Service.

## Economic-financial figures (thousands of euros)

MAIN FIGURES	2022	2023	2024
Net turnover	470,489	461,293	508,761
Net financial results for managing Fund portfolio	(99,789)	457,821	379,767
Operating income	230,719	275,724	292,866
Investments	48,471	53,405	80,206
Fund for financing GRWP	7,272,768	8,004,625	8,677,121
Accumulated return	5.93%	5.37%	3.78%

## Income from financial contributions according to type of activity (thousand of euros)

LINE OF ACTIVITY	2022	2023	2024	% CRECIMIENTO
Electricity companies (tolls)	103	96	97	1.04%
Electricity companies. Nuclear power plants (nuclear kWh)	469,775	455,900	506,534	11.10%
Production of nuclear fuel	409	391	329	(15.85%)
Radioactive plants	202	240	397	65.41%
Billing for spent fuel management	-	4,574*	-	-
Billing for decommissioning services	-	92	1,404	1,426.08
<b>TOTAL</b>	<b>470,489</b>	<b>461,293</b>	<b>508,761</b>	<b>10.29%</b>

\*Concept only generated in 2023.

## Fiscal information (thousand of euros)

INFORMATION	2022	2023	2024
Profit	214	193 (obtained entirely in Spain)	136
Tax paid on profit	0*	8,277	0*
Public subsidies received	0	0	0

\*No Corporate Income Tax was paid in the financial years 2022 and 2024, since the result declared for the financial years 2021 and 2023 amount to a refund for Enresa in the sum of 339,059.57 euros and 2,488,572.26 euros, respectively

## 1.7. Risks and potential impact on activity

### Risk management

Enresa's Risk Management Policy establishes the basic principles and action guidelines to ensure that risks of any nature that could prejudice achieving the objectives and functions Enresa is commissioned with as an essential public service are systematically identified, analysed, evaluated, managed and controlled with uniform criteria, and within the thresholds or levels of tolerance established, and which lead to compliance with these objectives and functions.

With a view to guaranteeing its performance, within the principles defined by the policy, Enresa has a **Risk Management System** in place, developed under the best practices of the COSO (*Committee of Sponsoring Organisations of the Treadway Commission*) methodologies and UNE-ISO 31010 standard. The Company's different preventive management systems, management committees and departmental heads, both at a corporate level and specific for the different facilities and projects were involved

and participated in its rollout: Integrated Management, Quality Management, Quality Assurance, Environmental Management, Ethics, Social Responsibility and Sustainability, Physical Safety Management, Radiation Protection and ALARA, Occupational Risk Prevention, Security of Information, Personal Data Protection, Nuclear Safety and its culture, Financial, Compliance and Criminal Prevention.

The body tasked with risk management incorporated in the risk map, approved by the Chair of Enresa, which contains the identification, analysis and evaluation of the risks, and the controls and actions to mitigate and eliminate criticalities, is the **Risk Management Committee (RMC)**. This body, attached to the Chair's Office, is made up of a total of 12 members that represent the Company's different departments, which must report to the Chair, the Management Committee, the Audit Committee and the Board of Directors.



## Risk Map

The risk map is comprised of those risks that, once identified by the RMC, or sent by the different committees, departmental heads, risk management systems, or even by any worker, are assessed by the RMC and have been considered, due to their impact at a corporate level, to be included in the map, aside from any other procedure carried out at a preventive level.

For each risk identified and described in the risk map, both an inherent and residual evaluation is made, taking into account the controls established. The risk map is obtained after crossing the residual risk values with the risk criteria. As stated in the Risk Policy, as a general criterion, it is considered that all risks that threaten the achievement of Enresa's strategies and objectives must have a low residual criticality value of less than 9, respectively, calculated as the product of their established probability and impact levels.

Risks that have a residual risk higher than 9 must be subject to actions to bring them closer to this level, to the extent that the risk is manageable and the cost of the mitigation



measures is justified by the effect that the materialisation of the risk may have for Enresa. For risks with a criticality lower than this value, the RMC may decide whether it is appropriate to design an action plan to mitigate them.

The most significant risks with criticality values above 9 are related to the management of its activity and, therefore, have their corresponding action plan. These include socio-political changes that could lead to a significant modification of waste management strategies; insufficiency of the Enresa Fund to finance the activities derived from the GRWP; delays in administrative concessions that could affect the execution timeline of its activities; absence of a shared knowledge strategy; and the total interruption of activities, or any work centre, due to any type of internal or external catastrophe.

In the field of **governance**, risks related to the inability to establish and maintain an environment of internal control that is in line with the expectations of stakeholders and with the law, along with the objectives of the

Company, are considered on the map. The controls that exist for the mitigation of the criticality inherent to these risks include the implementation of the Annual Audit Plan.

Among the risks identified in the Compliance and Criminal Prevention System relating to **good management and governance**, Enresa includes on the risk map those related to fraud, business corruption, illegal financing of political parties, offences against the Public Treasury, Social Security and forgery, bribery, influence peddling, misappropriation of public funds, obstruction of inspection authorities and prevarication.

As regards the risks related to **social aspects**, those related to the inability to adequately respond to socio-political factors that may pose a threat to the attainment of corporate purposes **are included**. Accordingly, Enresa has identified social rejection as a risk, along with the halting of projects by public authorities, among others. This also includes those related to a lack of performance and unsuitable management of activities considered to be included under social



responsibility and sustainability, along with the inadequate management of communications with stakeholders, which could affect the Company's reputation. The development of the Sustainability Master Plan and of communication plans respond to Enresa's intention to prevent and mitigate the criticality of these risks.

As regards **environmental aspects**, Enresa considers those risks that could impact the environment and those arising from the transition associated with climate change, including those related to accidental situations or natural disasters due to a lack of necessary protective measures that may result in harm to individuals and the environment. This includes establishing the Company's response capacity in the event of an interruption to its activity due to natural events. With a view to mitigating these risks, and in line with its commitment to responsible performance, the Company develops specific plans for the care and protection of the environment from disasters and the definition of measures to oversee the integrity of people.

## Factors and trends with an impact on the Company

The main factor in the short and medium term is possible delays in the construction of the Southeast Platform at El Cabril Disposal Centre.

In 2022, Enresa began the process of obtaining authorisation for the construction of new vaults for low- and intermediate-level waste at El Cabril Disposal Centre (a project known as the "Southeast Platform"), with the aim of managing all waste of this type already generated or expected to be generated in the future.

On 18 December 2024, the Nuclear Safety Council issued a favourable report on the project to expand the facility. Although the process is proceeding normally and there are currently no factors that could jeopardise the objective, circumstances could arise in the future that may delay the start-up of the new vaults. If this were to happen, the delay could in turn cause further delays in some of the processes for managing low- and intermediate-level waste from the decommissioning of current and

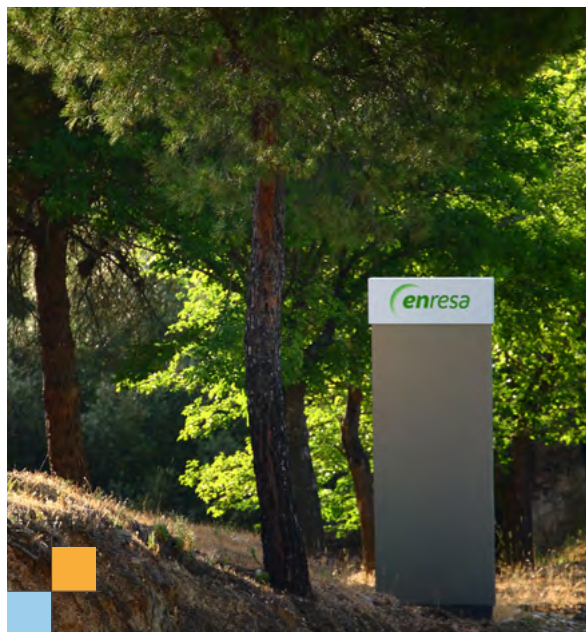
future nuclear power plants, as well as in the storage and management of this type of waste from around the country.

Furthermore, any regulatory change affecting the management of radioactive waste and the decommissioning of nuclear power plants may have an impact on the Company's future activities.



## 1.8. Sustainability as a goal

Enresa, as a Company that serves society, understands that its performance goes beyond mere compliance with its legal obligations. Accordingly, over recent years, it has made a great effort to integrate a corporate social responsibility (CSR) strategy into its business management, such that ethics and sustainability are driving factors in all its activities and areas of action.



The **Enresa Corporate Social Responsibility Policy** structures the commitments made in social and environmental areas and good governance.

- The application of corporate social responsibility as a cross-cutting philosophy of the Company.
- Management under values of integrity and a vocation for public service, and under the principles of compliance with legality, respect for people and the environment, quality and efficient management.
- The creation of a shared sustainable value.
- Compliance with Enresa's strategic goals.
- The maximisation of the positive impacts of the Company in its social, environmental and economic settings, along with the minimisation of negative impacts.
- The establishment of stable and equitable long-term relations with stakeholders.
- The transmission of the social values of the Company in all those settings where its facilities are located.

Enresa has established certain **principles of action** to comply with the commitments of this policy:

- Compliance with prevailing legislation.
- Ethical conduct based on the Code of Ethics of the Company.
- Respect for human rights.
- Dialogue and communication with stakeholders.
- Commitment to transparency.
- Environmental protection.
- Promotion of corporate social responsibility.

## Sustainability Master Plan

In 2023, the Board of Directors approved Enresa's Sustainability Master Plan 2023-2026, a strategic guide to improve corporate management in the environmental, social and governance spheres. This plan, applicable to all work centres and collaborators, sets out the general strategy and planned actions to be developed from 2023 to 2026.

This plan is linked to and consistent with the previous Corporate Social Responsibility Master Plan 2020-2022 and is an update based on the Company's evolution in terms of sustainability. It also takes into account the external context, analysing and assessing the main trends related to the environment and climate change, people and social contribution. It also responds to current and future legal requirements in the areas of governance, circular economy, biodiversity, human rights and corporate reporting, among others.



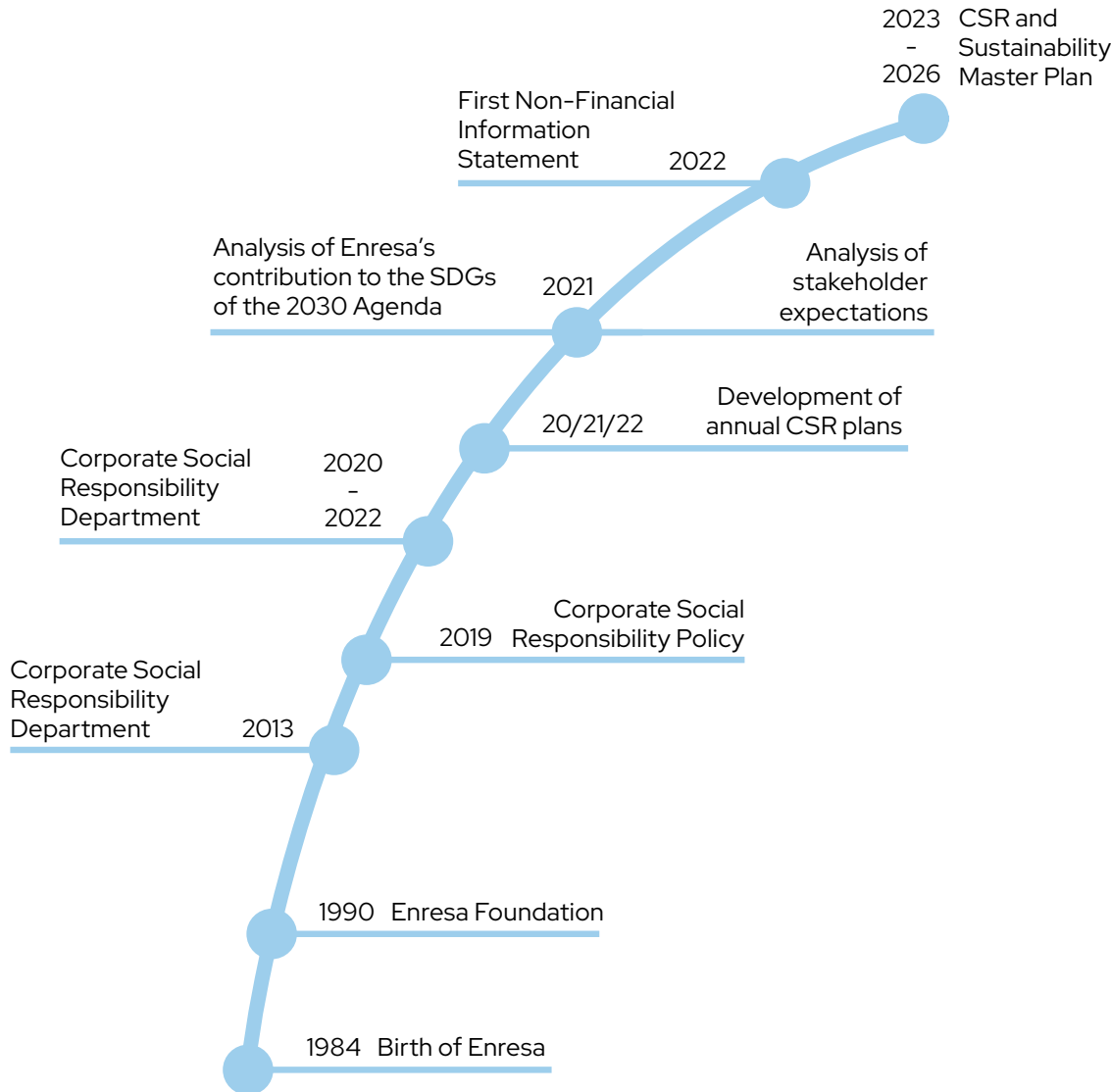
## Objectives and structure

The main objectives of the Sustainability Master Plan 2023-2026 include:

- Consolidate the cross-cutting management of all sustainability initiatives, always with the involvement of management.
- Design, establish and implement an action plan to coordinate and monitor all sustainability actions.
- Define organisational responsibilities for sustainability actions and systematise their measurement and reporting.
- Give value and visibility to Enresa's sustainability actions.

To achieve these goals, the document is structured around four fundamental pillars (governance, environment, social contribution and people) and another cross-cutting pillar (sustainability performance). Around these pillars, 18 action areas are established, with 36 specific lines of work and 102 actions to be carried out (annual or multi-annual).

## Enresa's Sustainability Milestones



## Pillars and Lines of Action of the Sustainability Master Plan 2023 - 2026

<b>GOVERNANCE</b>	<ul style="list-style-type: none"> <li>• Good governance, ethics, compliance and risk management.</li> <li>• Communication and transparency.</li> <li>• Innovation and technological capability.</li> <li>• National and international collaboration with public and private bodies.</li> <li>• Information security and digitalisation.</li> <li>• Quality management and assurance.</li> </ul>	<b>SUSTAINABILITY</b>
<b>ENVIRONMENT AND CLIMATE CHANGE</b>	<ul style="list-style-type: none"> <li>• Energy and climate change.</li> <li>• Circular economy.</li> <li>• Biodiversity.</li> <li>• Environmental and radiation protection.</li> </ul>	
<b>SOCIAL CONTRIBUTION</b>	<ul style="list-style-type: none"> <li>• Community and local development.</li> <li>• Commitment to society.</li> </ul>	
<b>PEOPLE</b>	<ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Health and wellbeing</li> <li>• Diversity, equity and inclusion</li> <li>• Training and talent management</li> </ul>	
		CONTRIBUTION TO THE 2023 AGENDA  COMMUNICATION AND REPORTING

Enresa made significant progress in 2024 in all areas and lines of work contained in the plan, including the following:

<p><b>GOVERNANCE:</b></p> <ul style="list-style-type: none"> <li>● External verification of the Internal Reporting System and the Criminal Prevention System.</li> <li>● Start-up of the 2024-2027 Communication Plan.</li> <li>● Start-up of the 9th R&amp;D Plan (2024-2028).</li> <li>● 100% implementation of collaborative teleworking ICT tools.</li> </ul>	<p><b>SOCIAL CONTRIBUTION:</b></p> <ul style="list-style-type: none"> <li>● Contribution to the economic and social development of the municipalities in the areas surrounding the nuclear facilities through the co-financing of 50 local development projects.</li> <li>● Continuation of the Corporate Volunteering Plan.</li> <li>● Reinforcement of training activities aimed at the professional development of employees and the transfer of knowledge through multiple partnership and other agreements.</li> </ul>	
<p><b>ENVIRONMENT:</b></p> <ul style="list-style-type: none"> <li>● Preparation of a guide to good circularity practices.</li> <li>● Carry out energy audits at Headquarters, El Cabril Disposal Centre and Garoña.</li> <li>● Continuation of the implementation of energy efficiency measures.</li> <li>● Consolidation of the Environmental Management Committee.</li> <li>● Application and compliance with the annual Environmental Monitoring and Environmental Radiation Monitoring plans.</li> </ul>	<p><b>PEOPLE:</b></p> <ul style="list-style-type: none"> <li>● Promotion of a safety culture throughout the Company</li> <li>● Implementation of measures in Enresa’s 2nd Equality Plan.</li> <li>● Progress in the management of psychosocial risks as part of the corporate prevention culture, promoting healthy habits.</li> </ul>	<p><b>SUSTAINABILITY:</b></p> <ul style="list-style-type: none"> <li>● Review of the materiality analysis methodology, in accordance with the applicable requirements and standards.</li> <li>● Progress in updating the non-financial information reporting model.</li> </ul>

## Social Responsibility and Sustainability Committee

Enresa has set up a Social Responsibility and Sustainability Committee designed to coordinate and monitor the actions developed in this field, which, in turn, is tasked with boosting the social responsibility culture at Enresa.

- » It is comprised of 15 members from different organisational units.
- » **Its main functions are:**
  - To propose actions to develop the Sustainability Plan.
  - To present monitoring and measurement indicators of actions taken.
  - To supervise the development of the plan and related actions, reporting the results to the Corporate Development Department.
  - To design and propose actions to disseminate, inform and raise internal and external awareness about CSR.

## Double Materiality and NFIS Analysis

As part of its commitment to transparency and accountability, Enresa began working in 2024 to adapt its corporate reporting model and respond to the new information requirements established in Directive (EU) 2022/2464 of the European Parliament and of the Council, and the European Sustainability Reporting Standards (ESRS).

The Company carried out a double materiality study, an essential component of the future Sustainability Report that will replace the Non-Financial Information Statement (NFIS). This analysis identifies the aspects with the greatest impact on the Company in environmental, social and governance (ESG) areas and determines the information that must be reported, including that required by the ESRS.

The information derived from the double materiality analysis, together with that already available through the NFIS and corporate communication channels, has been classified to assess the current level of compliance with the Directive and identify the actions needed to address those requirements that are not yet covered.

These two actions were a corporate objective for Enresa in 2024, thus linking part of remuneration to the achievement of sustainability objectives, in accordance with SEPI recommendations in this area.

Overall, Enresa aims to anticipate future reporting requirements in order to respond to new demands in its 2026 report, corresponding to the 2025 financial year, which will be the first to be prepared in accordance with the new regulations.

## 1.9. Contribution to the 2030 Agenda

Through the Sustainability Master Plan, Enresa continues to work to become an increasingly more responsible organisation, both within its scope of action and in its relations with the environment, continuing with its firm intention of developing a sustainable future. This purpose is closely aligned with the vision, principles and goals established by the United Nations 2030 Agenda. Consequently, Enresa contributes to achieving the Sustainable Development Goals (SDGs) with its activities and initiatives.

In 2021, Enresa began measuring its contribution to the SDGs. The results show that the goals on which the Company had the greatest impact were those related to environmental care and those that boost people's development. This is fundamentally due to the nature of its activities, which are focused on the safe management of radioactive waste and the decommissioning of nuclear power plants.

Based on the **materiality study** carried out by the Company in 2022, the most important areas for stakeholders were identified, and the SDGs related to these issues were also analysed. This confirmed the trend to contribute to the SDGs associated with the environment, people and alliances with other companies and agents that were identified in 2021. As part of its commitment to the 2030 Agenda, in developing the new Sustainability Master Plan, approved in 2023, these SDGs have been integrated into the different strategic lines.

Consequently, Enresa will continue working along this line and focus its efforts on its **contribution to the following SDGs:**

- SDGs 11, 12 and 13 - to enhance the impact on environmental care
- SDGs 3, 4 and 8 - particularly the latter, since its employees are one of the main pillars of the activity of Enresa
- SDGs 16 and 17 - to enhance good governance in the business management of Enresa and the Company's collaborative culture.



In 2024, Enresa has continued to contribute to the achievement of the Sustainable Development Goals through its activities and the actions set out in its Sustainability Plan.

In addition, as part of the double materiality analysis carried out, the Company is working to identify the SDGs on which the issues selected as material have the greatest impact, with a view to defining a new roadmap in the short term that will enable it to continue contributing to these goals.

Through its social responsibility and sustainability actions, Enresa helps drive a more prosperous, just and safe future for society as a whole.

## 2. EFFECTIVE MANAGEMENT OF RADIOACTIVE WASTE

- 2.1. Enresa – sector benchmark
- 2.2. Lines of action and main activities in 2024
- 2.3. Quality management
- 2.4. Innovation to continue improving
- 2.5. International cooperation
- 2.6. Safety



## 2.1. Enresa – sector benchmark

Enresa's ultimate goal is to protect people and the environment to guarantee society's present and future well-being. To achieve this, it carries out all its operations under the strictest standards of quality, innovation and safety, concepts on which its strategy is based and that define the organisation's direction. This is all undertaken with quality as the common framework.

Acquiring knowledge is also essential to continuing to grow as an organisation. Accordingly, Enresa undertakes important international participation and cooperation work, benefitting from the exchange of experience and close contact with international benchmark bodies in the sector, such as the International Atomic Energy Agency (IAEA) and the OECD Nuclear Energy Agency (NEA).

## 2.2. Lines of action and main activities in 2024

Enresa's activity and strategy are defined in the *General Radioactive Waste Plan* (GRWP), which includes, among other aspects, radioactive waste management and the decommissioning of nuclear power plants. This document is approved by the Council of Ministers and revised and updated periodically.

Since December 2023, the 7th GRWP has been in force, the main objectives of which are:

- Reduction of radioactive waste generation to the reasonably practicable minimum through design measures, operating practices, proper decommissioning, recycling and reuse.
- Consideration of interdependence at all stages of generating and managing spent fuel and radioactive waste.
- Gradual application of safe management measures proportional to the risks and characteristics of the facility.
- Evidence-based decision-making at all stages of management.
- Preference for passive safety systems in management, based on intrinsically safe design.
- Management costs borne by those generating the materials, with funding through the 'Fund for the financing of GRWP activities' under the Electricity Sector Act.

## Very Low-Level and Low- and Intermediate-Level Waste Management (VLLW, LILW)

Most radioactive waste generated in Spain is very low-level or low- and intermediate-level waste, primarily from nuclear power plants, hospitals, research centres and industry.

Managing all this waste involves a set of actions ranging from collection to definitive storage, with intermediate steps such as transport, treatment, conditioning, characterisation and temporary storage.



## El Cabril Disposal Centre

Very low-level and low- and intermediate-level waste generated in our country is disposed of at El Cabril – a centre built and operated by Enresa. Located in the municipality of Hornachuelos (Cordoba), the plant has been operational since 1992 and has become an international benchmark.

Over the course of 2024, the main activities at this centre were as follows:

- Implementation of the actions provided for in the Technical Instructions relating to the resumption of operation of Vault 29 (VLLW) issued by the Nuclear Safety Council (CSN) and submission of the additional information requested by that body.
- Submission of additional information requested by the CSN for evaluation of the application for authorisation to construct and assemble the project for a new disposal platform for low- and intermediate-level waste.
- On 28 February 2024, the Resolution of the Directorate-General for Environmental Quality and Assessment was published in the Official State Gazette no. 52, formulating the Environmental Impact Statement for the project, and on 18 December, the Plenary Session of the Council agreed to report favourably on the application for authorisation for construction and assembly submitted by Enresa, establishing a series of conditions.
- Submission of additional information requested by the CSN for evaluation by this body of the construction plan for Storage Vault 31, the third storage structure for very low-level waste.
- Supply and assembly of a movable cover on Lines 1 and 2 of Section II of Vault 29.
- Start of storage of equipment and components in the vaults for very low-level waste.

## El Cabril in figures at 31 December 2024

Volume of waste received (m <sup>3</sup> )		2023	2024			2023	2024	Shipments received	
2023	2024	From nuclear power plants	2,535	2,615	From nuclear power plants	233	251	2023	2024
		From radioactive facilities and non-regulated facilities	88	76	From radioactive facilities and non-regulated facilities	43	41		
		From incidents	0	31	From incidents	0	3		
<b>2,623</b>	<b>2,722</b>							<b>276</b>	<b>295</b>

Volume by type of waste received (m <sup>3</sup> )		2023	2024			2023	2024	Shipments received by type of waste	
2023	2024	Low- and Intermediate-Level Waste (LILW)	321	317	Low- and Intermediate-Level Waste (LILW)	107	93	2023	2024
		Very Low-Level Waste (VLLW)	2,302	2,405	Very Low-Level Waste (VLLW)	154	181		
		Mixed (LILW + VLLW)			Mixed (LILW + VLLW)	15	21		
<b>2,623</b>	<b>2,722</b>							<b>276</b>	<b>295</b>

## Occupation of El Cabril

Low- and Intermediate-Level Waste	Volume m <sup>3</sup>	% Capacity used	Very Low-level Waste	Volume m <sup>3</sup>	% Capacity used	
	2023	82.95% occupation 28 existing structures: » 22 closed » 2 in operation » 4 empty (2 temporarily occupied with waste from incidents).		2023	25,670 m <sup>3</sup>	Section 1, Vault 29 complete + Section II (26.70% of vault capacity). Section 1, Vault 30 in operation (28.93% of vault capacity).
	36,148 m <sup>3</sup>			2024	28,228 m <sup>3</sup>	Section 1, Vault 29 complete + Section II (33.29% of vault capacity). Section 1, Vault 30 in operation (28.97% of vault capacity).
	2024	83.69% occupation 28 existing structures: » 22 closed » 2 in operation » 4 empty (2 temporarily occupied with waste from incidents).				
	36,365 m <sup>3</sup>					

## Management of Spent Fuel (SF) and High-Level Waste (HLW)

High-level waste mainly corresponds to spent fuel from nuclear power plants and vitrified waste produced in the reprocessing of small amounts of spent fuel.

In 2024, Enresa continued working and providing solutions capable of optimising and improving the temporary management of spent fuel, according to the forecasts under the GRWP.

In this way, the efforts initiated in previous years have continued, with special mention of the manufacturing of casks and storage and transport systems to allow regular operation of the nuclear power plants, providing additional dry storage capacity for spent fuel to those nuclear power plants whose pools are at high risk of saturation, as well as providing the systems required to allow their pools to be emptied prior to reactor dismantling operations.

It should be noted that in 2024, the Licensees of Ascó, Almaraz, Cofrentes and Vandellós II NPPs submitted additional information requested by the Nuclear Safety Council (CSN) for evaluation by that body of the application for authorisation to construct and assemble the ITS projects that will allow the continued operation of their facilities. In addition, the Directorate-General for Energy Planning and Coordination, through resolutions of November and December 2024, authorised the applications for construction and assembly corresponding to Vandellós II and Ascó, respectively. Furthermore, the Directorate-General for Environmental Quality and Assessment, through resolutions issued in June, July and November 2024, has drawn up Environmental Impact Statements for the Vandellós II, Cofrentes and Ascó projects, respectively.

With regard to the management of spent fuel from Santa María de Garoña, the loading of the first five casks into the ITS has been completed. In addition, the licensing process for obtaining authorisation for the design modification that will allow the ITS to be

expanded to accommodate all the fuel assemblies currently stored in the pool produced as a result of the operation of the nuclear power plant is in its final stages and will be completed with the loading of a total of 49 casks (44 in addition to the 5 already loaded).

Furthermore, in order to guarantee the safety function of recoverability at the cask level, in response to the regulatory requirement of the CSN established for this purpose and included in the 7th GRWP, the application for authorisation to construct and assemble a Support Facility for the ITS at Santa María de Garoña was submitted in October 2024, and the environmental processing has also been initiated, following a simplified procedure in accordance with the provisions of the Environmental Assessment Act 21/2013.

In addition, in order to return the waste to Spain from the reprocessing of fuel from Vandellós I NPP from the Orano facilities in La Hague (France), there are plans to build a Temporary Storage facility at Vandellós I NPP (INV1), which is currently in a latency phase.



To this end, the application for authorisation for construction and assembly was submitted in December 2024, and the process for obtaining the Environmental Impact Statement was also initiated.

Other noteworthy actions carried out in 2024 include:

- Request to the Directorate-General of Energy Policy and Mines for approval of:
  - » Design of the HI-STORM FW Version G Storage System for spent fuel from Almaraz, Ascó, Cofrentes and Vandellós II NPPs.
  - » HI-STAR 190 transport package.
- Signing of the contract and start of engineering work for the development of safety analyses for the TN81 cask in storage configuration and for the renewal of the transport licence.
- Continued supply of casks to nuclear power plants for the storage of spent fuel at the ITSs.

## Figures on cask management

ACTION	NUMBER/TYPE
<b>TOTAL NUMBER OF CASKS LOADED WITH SPENT FUEL AND HIGH-LEVEL WASTE AT THE ITSs OF THE NUCLEAR POWER PLANTS</b>	<b>128</b>
Trillo Nuclear Power Plant	<b>40 (32 DPT + 8 ENUN32P)</b>
José Cabrera Nuclear Power Plant	<b>16 (12 HI-STORM 100Z + 4 HI-SAFE)</b>
Ascó Nuclear Power Plant	<b>35 HI-STORM 100</b>
Almaraz Nuclear Power Plant	<b>17 ENUN32P</b>
Cofrentes Nuclear Power Plant	<b>15 HI-STAR 150</b>
Santa María de Garoña Nuclear Power Plant	<b>5 ENUN52B</b>
<b>TOTAL NUMBER OF CASKS UNDER PRODUCTION AND PENDING LOADING</b>	<b>132</b>
Santa María de Garoña Nuclear Power Plant	<b>44 ENUN52B</b>
Trillo Nuclear Power Plant	<b>6 ENUN32P</b>
Ascó Nuclear Power Plant	<b>23 (1 HI-STORM 100 + 22 HI-STORM FW)</b>
Almaraz Nuclear Power Plant	<b>27 (3 ENUN32P + 24 HI-STORM FW)</b>
Cofrentes Nuclear Power Plant	<b>18 (2 HI-STAR 150 + 16 HI-STORM FW)</b>
Vandellós II Nuclear power plant	<b>14 HI-STORM FW</b>

## Decommissioning and Closure of Nuclear Power Plants

When a nuclear power plant in Spain reaches the end of its lifecycle, Enresa is responsible for its decommissioning. A set of technical and administrative actions and processes then begin, with the aim of Enresa obtaining the transfer of ownership of the site to proceed to its decommissioning and closure. Once the decommissioning is completed and the site is cleaned from a radiological standpoint, it is returned to its owner.

The most important work implemented in 2024 was related to clearance activities and material management, the conventional demolition of buried structures, and remediation activities consisting of the excavation of contaminated land, radiological characterisation, and backfilling of excavated areas, mainly in the areas adjacent to the reactor building and on the refuelling platform. In the last few months of the year, work also began on the clean-up and restoration of the discharge channel. The shipments of convention materials have also continued to authorised managers and radioactive waste to El Cabril Disposal Centre.



### Main operational data on **Vandellós I Nuclear Power Plant in 2024**

The decommissioning of Vandellós I NPP, currently in a latent period, has involved monitoring activities and maintenance to guarantee that the reactor core is in a good state of conservation and that the monitoring measures established for the different plant systems are adequate to detect any deviation from their function prematurely.

A campaign for clearance of material generated during the first stage of the plant's decommissioning has been carried out in accordance with a new methodological framework developed to this end.

Preliminary studies and analyses have been carried out for the Level 3 decommissioning of the facility, mainly related to the preliminary inventory of waste, graphite management and reactor modelling.

### Main operational data on the **decommissioning of José Cabrera Nuclear Power Plant in 2024**



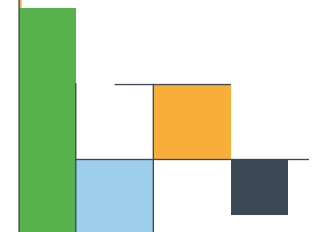
Main operational data on the decommissioning project of **Santa María de Garoña Nuclear Power Plant in 2024**



Over the course of 2024, Enresa carried out actions included in Phase I of the decommissioning process, mainly focused on removing spent fuel from the plant's pool to the ITS and adapting the turbine building as an Auxiliary Decommissioning Building.

Electrical and mechanical modifications to the turbine building have begun, and new ventilation units are being manufactured. Radiological characterisation of the reactor building and the areas outside the nuclear power plant has also been completed.

The main engineering activities have been related to the detailed design and contracting of the works planned for Phase I, including the construction or remodelling of various buildings for the storage and treatment of radioactive waste.



## Other actions

Enresa has continued developing its surveillance and maintenance activities of the Andújar Uranium Mill Plant (FUA) and cooperation with ENUSA at the following sites from uranium mining activities, which are in the compliance or surveillance phase:

- Elefante Plant in Saelices el Chico (Salamanca).
- Restored mining sites in Saelices el Chico (Salamanca).
- Casillas de Flores and Valdemascaño Mine (Salamanca).
- Restored mining sites of La Haba and the Lobo-G Plant, under long-term surveillance following their declaration of closure (Badajoz).

In the project to decommission the CIEMAT Pimic Oeste area, the project organisation, planning and detailed design activities have been carried out, and all the services to be implemented at CIEMAT for the launch of the work have been contracted. In addition, the projects for the dismantling and decontamination work necessary for the decommissioning of the area have been drawn up and put out to tender, and work has begun on the clearance of the buildings.

The Company also carried out other more specific one-off technical actions in 2024:

- Management of radioactive lighting conductors: 10 lightning rods were removed and 16 new requests received.
- Activities associated with the *Action Protocol* in the event of the detection of inadvertent movement or the unlawful trafficking of radioactive material at general interest ports (Megaport) and under RD 451/2020 on the oversight and recovery of orphan radioactive sources.
- Operational support for the competent authorities (Civil Protection and CSN) for response in the event of a radiological emergency.



## 2.3. Quality management

Quality is a strategic factor for Enresa that is comprehensively applied in the management of each and every activity of the Company, even exceeding the expectations of stakeholders and providing an effective and safe service to that end for society and the environment. To achieve this goal, Enresa has established the commitments necessary in the *Quality Policy* of the organisation, which is available for consultation for interested parties on its [corporate website](#).

The quality system deployed throughout the Company complies with the requirements of UNE 73.401 standard and with the requirements of UNE-EN ISO 9001:2015 standard, whereby the Quality Committee is the body tasked with performing the necessary revisions to ensure the effective maintenance of the quality system to guarantee the conformity of the service provided by Enresa, carrying out both the obligatory external requirements (legislation, regulatory, etc.) and internal requirements (procedures, manuals, etc.) and goals of excellence.

### Mechanisms to ensure quality

The quality system implemented at the Company is contained in the corporate *Quality Manual*, through 12 programmes to guarantee quality that specifically define the requirements applicable to the projects and activities and through more than 2,500 procedures, including those validated from the transfer of Santa María de Garoña NPP developed in both the aforesaid *Quality Manual* and the different quality assurance programmes.

Inspections are one of the oversight and supervision tools to guarantee quality. They are carried out at Enresa facilities to ensure compliance with the requirements and at suppliers' facilities to guarantee the quality requirements specified in the contractual documentation. The following table quantifies the number of inspections per project and facility carried out in 2024:

#### QUALITY ASSURANCE INSPECTIONS PERFORMED IN 2024

<b>2 Inspections</b>	Transport of LILW-VLLW
<b>2,586 Inspections</b>	Manufacture of casks (HLW)
<b>44 Inspections</b>	Decommissioning of José Cabrera Nuclear Power Plant
<b>472 Inspections</b>	El Cabril Disposal Centre
<b>84 Inspections</b>	Decommissioning of Santa María de Garoña Nuclear Power Plant

In addition, independent quality assurance audits have been performed to test the correct compliance with the requirements of Enresa's different projects and activities. Over the course of 2024, 30 internal quality and environment audits were performed:

- 2 focused on environmental management systems.
- 1 corresponded to different corporate processes.
- 2 to processes related to high-level waste.
- 8 to processes related to low- and intermediate-level waste.
- 17 to processes related to activities for the decommissioning and closure of facilities (1 at the Andújar Uranium Mill Plant (FUA), 5 at José Cabrera, 2 at Vandellós I, and 9 at Santa María de Garoña).

Since 2010, Enresa has had its own IT tool, which supports the *Comprehensive Improvement System (SIM)* - accessible to all staff and geared towards the identification, management and closure of both non-conformities and proposed improvements.

In 2024, this application has identified 305 non-conformities. The corresponding actions have been defined for these non-conformities for their resolution. Furthermore, 209 corrective actions have been defined aimed at eliminating the causes that led to the most significant non-conformities to prevent their reoccurrence. Company staff also reported 242 proposed improvements to the system applicable to different activities and processes. A total of 524 incidents were reported.

Compliance with environmental requirements is carried out as contract monitoring by the facilities.



## 2.4. Innovation to continue improving

Innovation and Enresa have gone hand in hand since the Company was established and are another pillar on which its activity is based. This philosophy has allowed the organisation to improve and continuously optimise its processes and achieve significant progress on technological matters, positioning Spain as a global benchmark in radioactive waste management and the decommissioning of nuclear facilities.

In terms of Research and Development (R&D), Enresa focuses its efforts on those areas where industrial solutions are not fully implemented and on others where the possibility for improvement and optimisation are possible.

This R&D function is organised through five-year plans. The latest and currently in force is the 9th R&D Plan, approved at the end of 2023, which spans the period 2024-2028, and is designed to support Enresa's technological challenges and needs over the next five years in accordance with the recently approved 7th *General Radioactive Waste Plan*. The 9th R&D Plan, like the previous one, is structured in five main areas:

### TECHNICAL AREAS

1. Precise knowledge of radioactive waste, both its intrinsic properties and its evolution over time.
2. Treatment and conditioning of waste and its relationship with the techniques for the operation and decommissioning of radioactive and nuclear plants.
3. Study of the materials used for their confinement and their interrelations with radioactive waste.
4. Impact of waste on the environment, considering present and future scenarios, and studies related to radiation protection for the environment and human beings.

### CROSS-CUTTING AREAS

5. Management and the spread of knowledge and scientific-technological assets generated, along with coordination between the different sectors.

All R&D activities at Enresa are carried out in collaboration with public and private entities (universities, research centres, companies, etc.) that have been contributing their knowledge and experience to the management of radioactive waste and the decommissioning of nuclear facilities in Spain for decades.

R&D incorporates the development of technological monitoring and competitive intelligence processes, which are fundamentally addressed through participation in different forums where information and experience are exchanged. It also includes the collaborative preparation and development of R&D activities.

Enresa is a member of three R&D platforms, two of which are national: CEIDEN, the nuclear fission energy platform, and PEPRI, the radiation protection platform; and the European IGD-TP platform on R&D in the final management of radioactive waste in deep geological repositories, where it is a member, along with 12 other international agencies, in the platform's Executive Group, the platform's decision-making body

## Participation in international initiatives

Enresa's innovation model also fosters collaboration between the Company and the main international sector bodies and entities. It is involved with many working parties and knowledge platforms – an activity that gives the Company access to first-class knowledge to continue enhancing its technological development and better radioactive waste management.

Enresa participates in several projects under the framework programmes Euratom Horizon 2020 and Horizon Europe, the largest research and innovation programme in the European Union, with its active participation in the Eurad programme being particularly noteworthy. The Company is also involved in working parties and partnership projects with the OECD-NEA and the IAEA.

Horizon 2020 and Horizon Europe projects, in which Enresa participated in 2024, included:

- **PREDIS (2020-2024)**
- **EURAD (2019-2024)**
- **EURAD 2 (2024-2029)**



Other leading international R&D initiatives that Enresa was involved in over the course of 2024 include the HotBent projects of the Grimsel underground laboratory and the GD, HE-E, SW-A and WT experiments of the Mont Terri underground laboratory. It is also worth highlighting Enresa's participation in three working parties of the European IGD-TP platform: Site Characterisation; Post Closure Criticality Safety (PCCS); and Nuclear Waste Disposal and Sustainability (NuSalSus).

Its involvement in all these projects, working parties and platforms allows Enresa, on the one hand, to access front-line knowledge at a reduced cost and, on the other hand, to convert it into an active part of the development of the technologies and knowledge necessary for radioactive waste management and the decommissioning of nuclear facilities.

## 2.5. International Cooperation

In 2024, Enresa continued its international activities, maintaining contact with international bodies and other foreign institutions and companies. The aims of this work area were to achieve the transfer of knowledge, maintain an effective influence on new technical and strategic developments, and support its parent ministerial department and other Spanish institutions.

The most important activities were the following:



<b>European Union (EU)</b>	

Enresa continues participating in various EU groups and committees. It represented the Ministry for the Ecological Transition and Demographic Challenge (MITECO) on **ENSREG** (European high-level nuclear safety and waste management group) to offer support to the European Commission in the interpretation and application of Waste Directive 2011/70/Euratom. It also continues supporting MITECO on two expert groups: the first on financial aspects of the end of the nuclear cycle (**NuBaFa**), which seeks to exchange information and experiences on mechanisms to finance radioactive waste management, and the second, the Nuclear Decommissioning Assistance Programmes (**NDAP**) committee, on European financing of programmes for the decommissioning of nuclear power plants in three countries that are EU Member States (Bulgaria, Slovakia and Lithuania). The meetings scheduled for 2024 have been postponed until early 2025.

In addition, meetings of the working party under Article 37 of the Euratom Treaty on cross-border impact were held.



**OECD  
Nuclear  
Energy  
Agency  
(NEA)**

Enresa took part in the radioactive waste management committee (**RWMC**) and the committee on decommissioning of nuclear installations and legacy management (**CDLM**). With regard to the former, Enresa is present in three groups and projects that depend on them. The integrated group for safety at the deep geological repository (**IGSC**), the group of experts on constructive dialogue between operators and regulators on the development of radioactive waste repositories (RIDD) and the forum on stakeholder confidence (**FSC**) on public participation and acceptance, in the field of waste.

Enresa participates in the following areas related to the decommissioning of nuclear and radioactive facilities:

- The Coordinated Project on Decommissioning (**CPD**) and its Technical Advisory Group (**TaG**)
- The Working Party on Technical, Environmental and Safety Aspects of Decommissioning (**WPTES**)
- The Working Party on Management and Organisational Aspects of Decommissioning (**WPMO**);
- Several Level 3 groups of the latter.

It has also participated in working parties of the Nuclear Law Committee (**NLC**): the Working Party on Nuclear Liability and Radioactive Waste Disposal Facilities (**WPLDF**) (formerly the Working Party on Deep Geological Repositories and Nuclear Liability, WPDGR).

The Joint International Project on Socio-Economic Assessment of Radioactive Waste Management (**JPoSEA**) is being developed with the participation of Andra (France), Ondraf/Niras (Belgium) and NDA (United Kingdom).

Enresa chairs two of the working parties: WPMO and FSC, shared with NIRAS/ONDRAF (Belgium).

Enresa has also participated in the following workshops organised by the NEA, in various roles, including organisation, chairing, coordination of sessions, panellist, speaker and attendee:

- 7th International Conference on Geological Repositories (**ICGR-7**), held in Busan, South Korea, from 27 to 31 May. Enresa participated in one of the discussion panels.
- National Workshop within the framework of the FSC on Sweden dedicated to dialogue and transparency when licensing a repository site and concept. This was held in Solna, Sweden, on 23 and 24 September.
- Joint session of the WPMO and WPTES working parties on the decommissioning of José Cabrera NPP, as a case study. This was held in a workshop format on 2 October in Boulogne-Billancourt, France.

### International Atomic Energy Agency (IAEA)

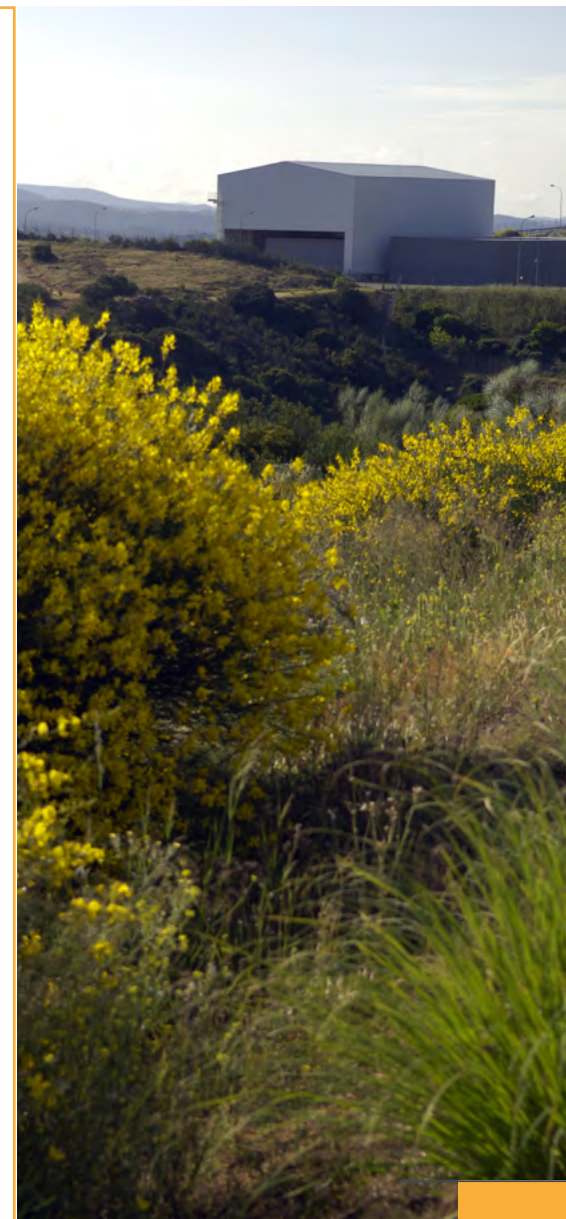
In 2024, Enresa continued to participate in the Technical Working Group on Fuel Cycle Options (**TWGFCO**).

The organisation also participates in the regular activities of two collaborative networks, **DISPONET**, for aspects related to LILW disposal, and IDN, for aspects related to decommissioning.

It participates in other specific activities of the Agency on an ad hoc basis

- “Expert mission to advise on the development of a national radioactive waste management policy and strategy” in Chile
- Attendance at an event focused on reviewing and improving training material for future use, in Vienna
- Expert mission on the “roadmap towards a disposal facility for low- and intermediate-level waste” in Poland in 2023
- Hosting of two experts from Brazil on a training mission at El Cabril Disposal Centre..

In 2024, Enresa also participated in several meetings to prepare technical documents and other projects, all related to radioactive waste management and decommissioning. Enresa’s participation included: “*Circular economy in decommissioning*”, “*Global Status of Decommissioning*”, and “*Technologies for the processing of irradiated graphite waste*”.



## 2.6. Safety

As part of its mission, Enresa maintains an absolute commitment to safety in the development of all its operations with a view to protecting people and the environment, both now and in the future.

The Company carries out activities that involve the manipulation of radioactive materials. Accordingly, it works with the firm purpose of ensuring the protection of all those people who perform tasks that may entail radiological risks. Hence, it has organisational resources and means available at El Cabril Disposal Centre and for the decommissioning of the José Cabrera Nuclear Power Plant, known as 'Radiation Protection Services', the main mission of which is to oversee the care and protection of all staff who carry out work entailing a radiological risk.

In 2024, after obtaining the transfer of ownership of Santa María de Garoña Nuclear Power Plant, these services increased. This plant had its respective 'Radiation Protection Service' authorised at the same time as Phase 1 of the decommissioning was approved, which will mainly consist of emptying the pool.

### Enresa Technical Radiation Protection Unit

In addition to the Radiation Protection Services at its installations, Enresa has a Technical Radiation Protection Unit (UTPR) available that has revised more than 6,000 radioactive sources since its creation in 1990.

The UTPR, authorised by the Nuclear Safety Council to carry out its functions, is commissioned with analysing and classifying radioactive materials and sources throughout the country; with controlling, from a technical standpoint, the removal and transport of waste; with advising Enresa work centres on radiation protection matters; on providing training for prevention and on how to act in the event of a radiological emergency, and supporting the authorities and the State law enforcement agencies when faced with radiological emergencies and incidents that occur in non-nuclear industries.

In 2024, the UTPR carried out 211 actions with normality, recording no radiological incident. These actions were related to individual clients (14), actions for Enresa (83), steelworks and foundries (27), medical centres (14), industries (24), research (18), official bodies (7), and the authorisation of transfers of radioactive material to Enresa (24).

### 3. FOCUS ON THE ENVIRONMENT



- 3.1. Environmental protection as a commitment
- 3.2. Environmental monitoring
- 3.3. Protection of biodiversity
- 3.4. Preventing pollution
- 3.5. Circular economy
- 3.6. Ecological footprint

## 3.1. Environmental protection as a commitment

Enresa's strategic goals include environmental protection and care for the environment. In the course of its duties and as part of the public service it provides, the Company complies with specific prevailing legislation on environmental matters for its projects and facilities. To achieve that, it has environmental systems in place to ensure it always applies the best practices available while complying with prevailing legislation.

However, aware of its responsibility, Enresa goes beyond the regulatory framework in which it operates and has taken on a series of commitments that seek to improve environmental management in all its activities, thus minimising its impact on the environment. It achieves this through actions that foster such important aspects as saving resources, reducing consumption, preventing contamination, protecting biodiversity and fighting climate change.

### Environmental management system

At all its facilities, Enresa has controls that apply to the activities that may produce significant environmental impacts. In addition, El Cabril Disposal Centre and Vandellós I NPP have introduced environmental management systems and ISO 14001 certifications. Each year, Enresa is subject to revisions by the independent certification entity AENOR, with a view to ensuring correct environmental management at work centres and that recertification of the ISO 14001 standard is guaranteed every three years. In 2024, both Vandellós I NPP and El Cabril Disposal Centre renewed their respective Environmental Management System certifications until 2027.

The environmental management systems certified by ISO 14001 standard at these two centres identify the significant and insignificant environmental aspect stemming from the activities carried on at these centres, taking on commitments in both cases with a view to improving environmental management, saving resources, preventing contamination and environmental protection, along with personal safety. This is all undertaken while complying with prevailing legislation, fostering informative transparency, boosting training, applying continuous improvement policies and facilitating a stable framework for defining environmental and safety targets.

## Environmental Management Committee

With a view to the continuous improvement of its management model, Enresa set up the Company's Environmental Management Committee at the end of 2022, the body that defined the **corporate Environmental Policy** and which, in May 2023, was approved by Enresa's Board of Directors with the aim of continuing to move towards more responsible performance, especially in terms of environmental protection, the sustainable use of resources and the fight against climate change.

The Environmental Management Committee is also responsible for monitoring this policy, which is consistent with and aligned with the Sustainability Master Plan 2023-2026, to ensure compliance.

In 2024, the Committee continued to work on the future implementation of a single Environmental Management System for Enresa, another milestone that reinforces the Company's commitment to continuous improvement and the efficiency of its activities.

The Committee comprises 12 members: its Chair, which corresponds to the Head of the Sustainability and Communication Directorate, and 11 members, one of which takes on the role of Secretary. Its main functions are



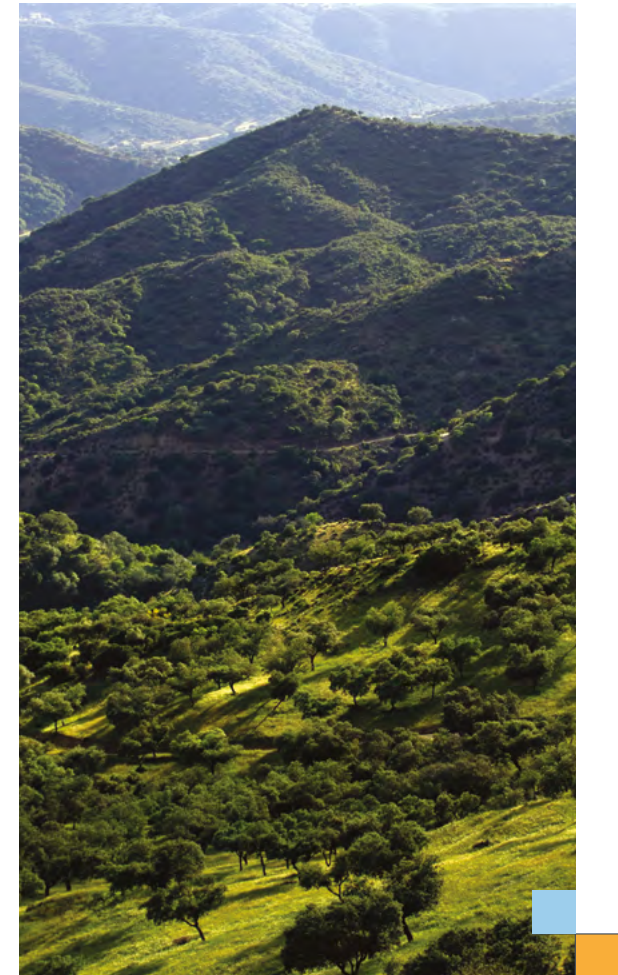
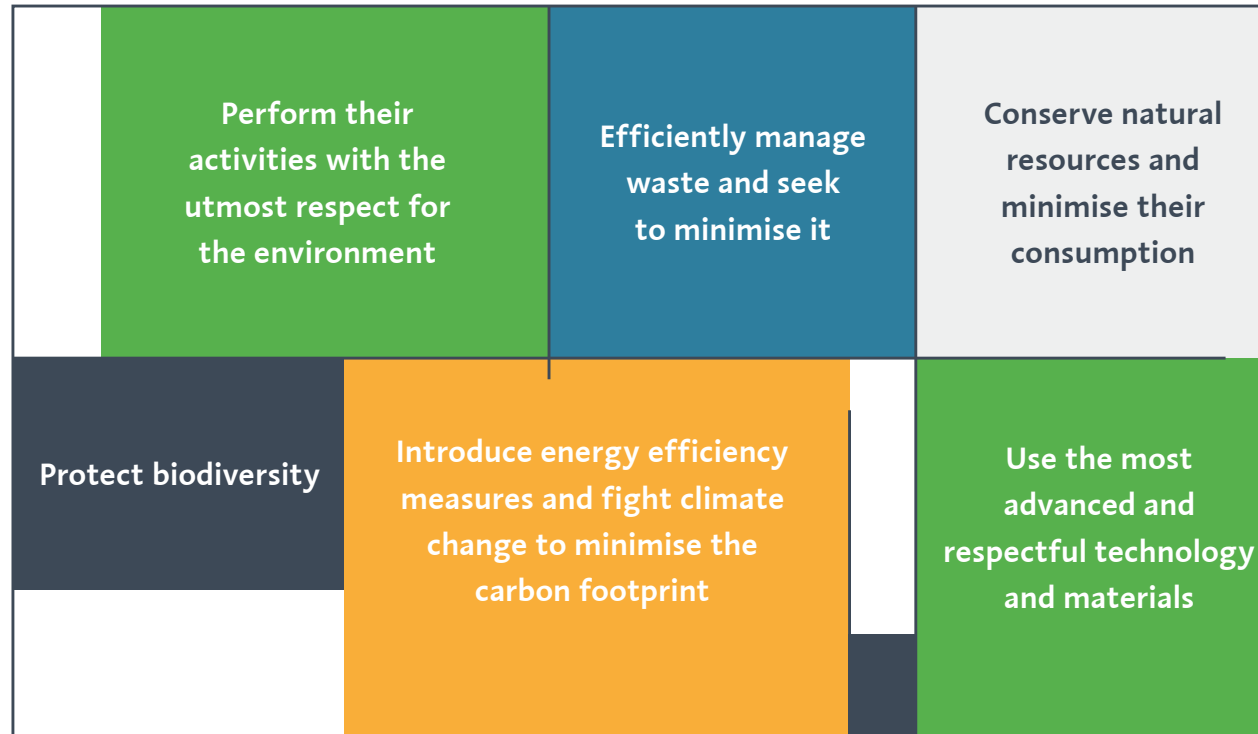
- Revision of the definition of the Environmental Policy and of the documents that apply to the whole Company on environmental management matters and oversee compliance therewith.
- Monitoring of the environmental targets established and proposed improvements.
- Definition of the strategy to follow at each facility in relation to the environmental management system with a view to maintaining and improving the conditions of its surrounding environment.
- Proposal of environmental strategies in relation to waste management, energy efficiency and green procurement.
- Boosting internal coordination and communication to strengthen environmental management.
- Promoting training actions and raising awareness of environmental matters.
- Overseeing informative transparency on environmental matters.

## Environmental commitments

Enresa has taken on the following **commitments** in its efforts to protect the environment

	Develop environmental solutions in the field of radioactive waste.	
	Integrate environmental management into its corporate policy, taking environmental criteria into account in its processes, projects and activities, and decision-making, while also introducing management systems that facilitate continuous improvement mechanisms, considering environmental aspects as an additional quality parameter.	
	Optimise actions for the oversight and monitoring of potential impacts, ensuring that the pertinent environmental protection measures are adopted.	
	Promote environmental training, education and raising of awareness among employees and habitual collaborators on this matter.	
	Involve suppliers and contractors in compliance with Enresa's environmental commitment, including environmental aspects in the work of engineering professionals.	
	Disseminate the objectives and actions stemming from the environmental policy with full transparency.	
	Rationally use resources to contribute to sustainable development.	
	Provide the resources and facilitate the path towards environmental excellence.	
	Maintain a preventive approach that benefits the environment.	
	Promote initiatives that enhance best practices and, thus, greater environmental responsibility.	
	Encourage the development and dissemination of technologies that respect the environment.	

Enresa’s environmental commitment is a responsibility taken on and shared by all its workers. Through its Code of Ethics, it urges its human team to be aware of how the development of its activities affects the environment and work on the search for solutions that help minimise the environmental impact. Accordingly, they should:



## 3.2. Environmental monitoring

Enresa undertakes *Environmental Monitoring Programmes* (EMP) with the aim of verifying that the impact of its activities on the environment falls within the limits established by law, along with *Environmental Radiation Monitoring Programmes* (ERMP), through which it verifies that Enresa's activities do not alter the level of natural radiation of the sites.

The results of these programmes are periodically submitted to the Nuclear Safety Council (CSN) and the Ministry for the Ecological Transition and Demographic Challenge (MITECO).

### Environmental monitoring activities

Environmental Monitoring Plan (EMP)	2022		2023		2024	
	Number of samples	Number of analyses	Number of samples	Number of analyses	Number of samples	Number of analyses
Work centre						
El Cabril Disposal Centre	98	1,480	98	1,480	108	1,598
José Cabrera Nuclear Power Plant	180	264	180	264	191	318
Andújar Uranium Mill Plant (FUA)	116	2,516	116	2,516	116	2,516

All results have been in **accordance** with the reference values.

Environmental Radiation Monitoring Plan (ERMP)	2022		2023		2024	
	Number of samples	Number of analyses	Number of samples	Number of analyses	Number of samples	Number of analyses
Work centre						
Centro de almacenamiento El Cabril	1,063	1,532	1,063	1,532	1,064	1,467
Instalación de Vandellós I	382	1,044	382	1,044	383	1,045
Central nuclear José Cabrera	1,049	2,482	1,049	2,482	1,050	2,483
Fábrica de Uranio de Andújar (FUA)	265	1,425	265	1,425	132	1,304
Garroña	-	-	-	-	967	2,845

All results have been in **accordance** with the reference values.

In 2024, the Company allocated 7.041 billion euros to the management and protection of environmental risks and security. The concepts included in the item are: Environmental Monitoring Programmes, Environmental Radiation Monitoring Programmes, Environmental Impact Assessments, environmental restoration, fire prevention, the conservation and improvement of forest spaces and species, ISO 14001 certifications, conventional waste management and measures to minimise the environmental footprint.

Enresa has insurance policies to cover nuclear civil liability stemming from its activities at El Cabril, Vandellós I, the Andújar Uranium Mill Plant (FUA) and José Cabrera facilities and, in addition, Santa María de Garroña NPP, along with the transportation of radioactive waste. These policies have coverage in excess of 885.6 million euros, at a cost of nearly 1.54 million euros.

It should be underlined that no environmental emergency situation arose during the year. In compliance with the Environmental Responsibility Act 26/2007, Enresa has not established any additional provisions or guarantees to the aforesaid civil liability policies.

### 3.3. Protection of biodiversity

The protection of biodiversity refers to caring for ecosystems and their living components, as well as the ecological processes that maintain them and the services they offer. Enresa's activities in this field are concentrated at El Cabril Disposal Centre, specifically in the Sierra Albarrana (Cordoba), where it owns an estate covering 1,126 hectares, of which just 35 are allocated to the treatment and storage of radioactive waste.

Since the start of its operations at this centre, Enresa has maintained prevention, conservation, restoration and improvement commitments to the natural environment of the facility. Under this commitment, Enresa continued to carry out actions in 2024 focused on four areas.

**Preventing and combatting wildfires**, an area in which it has continued implementing the Technical Plan on Organisation of the Forest on the El Cabril Estate and the partnership agreement with the Department of the Presidency, Interior, Social Dialogue and Administrative Simplification of the Regional Government of Andalusia, renewed in December 2024, with the aim of providing a base and a helicopter at El Cabril Disposal Centre, which will be active for 122 days during the high-risk period and will facilitate action within a radius of approximately 50,000 hectares in the northern part of Hornachuelos Natural Park, in the north of the province of Cordoba, bordering Badajoz, and a large part of Sierra Norte de Sevilla Natural Park.

**Forestry work** that seeks to conserve and benefit the vegetation and wooded areas.

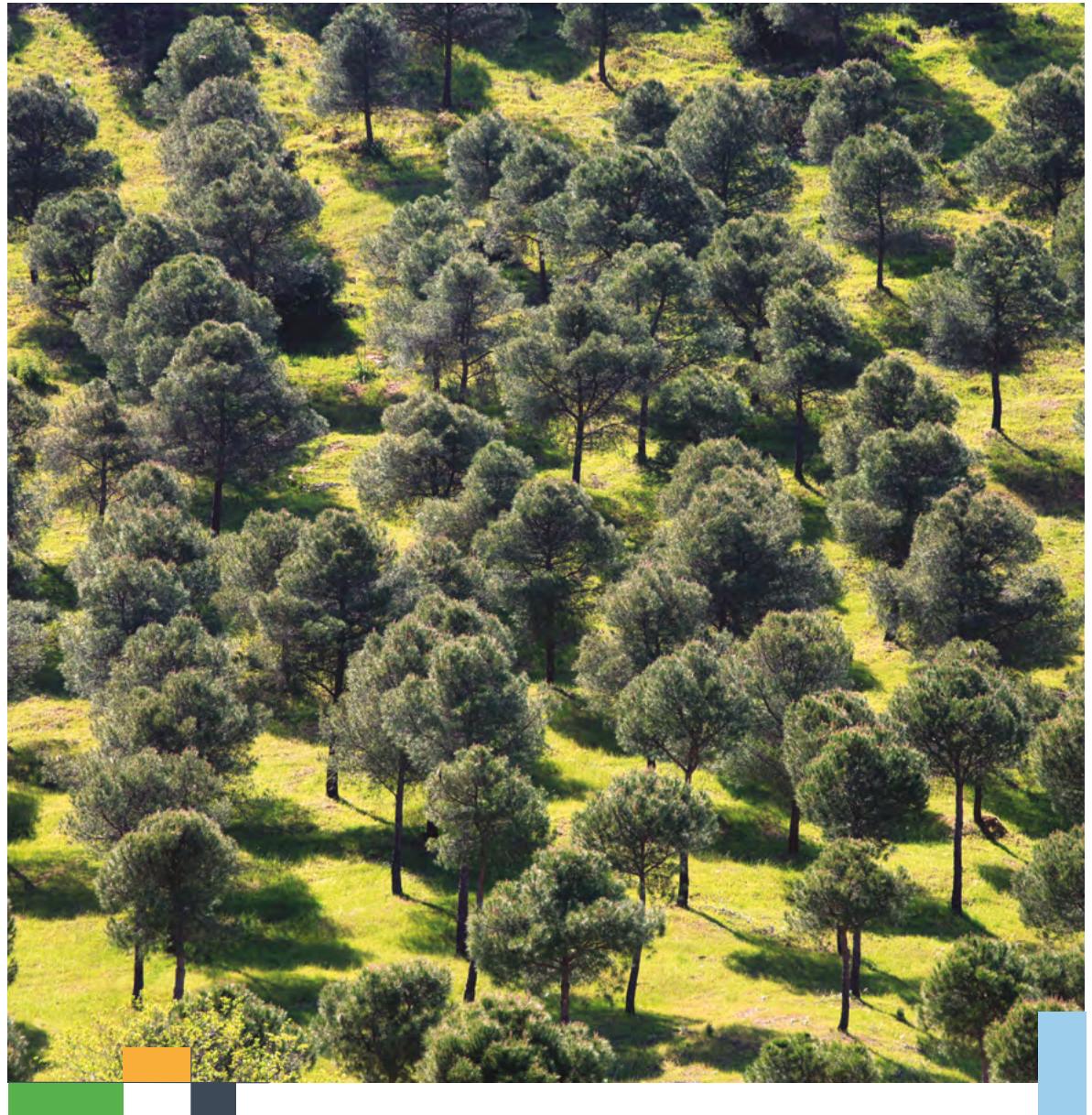
**Improvements to habitats** through actions designed to benefit the conservation and recovery of species.

**Restoration of land** through the spontaneous colonisation of the most resistant species of native vegetation.

In this context, some of the related initiatives carried out during the year focused on increasing the density of holm oak and wild olive trees, improving pastureland (grading, sowing and fertilising) and maintaining water points, as needed.

Furthermore, 2024 saw the continued development of the *El Cabril Hydrogeological Monitoring Programme*, which seeks to verify the correct functioning of the facility from a hydrogeological standpoint. As part of this programme, periodic piezometric levels are monitored at some 135 control boreholes distributed throughout the site; water is monitored and sampled for chemical and radiological analysis every six months and every quarter, respectively; and seven gauging stations are continuously monitored to control drainage in storage structures and other points. This information is reported by Enresa to the CSN annually.

It is worth noting that all of Enresa's projects are legally obliged to include an Environmental Impact Study, which, among other environmental variables, includes the study of potential impacts on biodiversity. Enresa also always complies with the conditions of the impact statements issued by the competent environmental authorities.



### 3.4. Prevention pollution

Each year, Enresa allocates significant resources to prevent and reduce pollution that the development of its activities may entail. Its strategy in this field is built on two main pillars. The first is strict compliance with operating licences for its facilities, along with all their permits and authorisations. The second is based on the implementation of voluntary measures that exceed the demands of prevailing legislation and thus benefit optimum environmental management by the Company.

Furthermore, as previously mentioned, all of Enresa’s projects are submitted to an Environmental Impact Assessment (EIA) and hence include the mandatory Environmental and Social Impact Assessments that analyse the potential impacts on all the environmental variables. Enresa strictly complies with the conditions of positive Environmental Impact Statements (EIS).

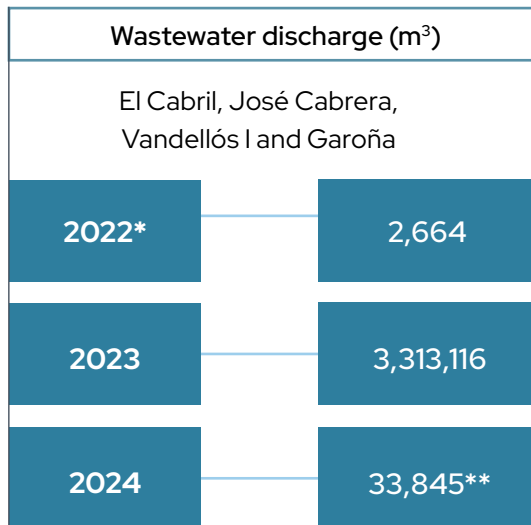
AIR POLLUTION	SOIL POLLUTION
<p>Due to the nature of its activities, no significant air pollution is caused by Enresa. However, with the aim of improving and guaranteeing correct performance in this field, the Company has implemented measures and mechanisms to control and reduce emissions stemming from its activity through the systemisation and control of processes, the undertaking of best environmental practices and the efficient use of resources. This seeks to guarantee that natural resources are not subject to pollution, thus reducing adverse environmental impacts through their preventive control.</p>	<p>The environmental management systems implemented by Enresa at El Cabril Disposal Centre and Vandellós I NPP, certified under ISO 14001 standard, are applied to all its activities that may have a significant environmental impact, including the prevention of soil pollution through waste or the generation of waste, among others. Decommissioning procedures exist that describe specific actions to avoid soil pollution. By systematising these processes, the Company undertakes preventive oversight of this, with a view to ensuring that soil is protected at its work centres.</p>
LIGHT POLLUTION	NOISE POLLUTION
<p>The Company considers the environmental impact from light pollution generated by the outside lighting at its facilities to be insignificant. Accordingly, no measures were established in 2024 to prevent, reduce or repair light emissions.</p>	<p>Despite the fact that, by definition, the activities carried on do not produce noise pollution, Enresa carries out controls to measure its noise emissions and to verify that these do not negatively affect the environment. Accordingly, noise level controls are carried out annually at Vandellós I NPP and José Cabrera NPP to verify compliance with the established limits. With respect to El Cabril Disposal Centre, no measurements were taken in 2024, as there were no changes in activity entailing an increase in noise levels.</p>

**WASTEWATER**

Enresa applies a systematic self-control schedule to guarantee the quality of wastewater discharged from El Cabril Disposal Centre, José Cabrera NPP, Vandellós I NPP and Santa María de Garoña NPP. This ensures the smooth operation of the systems to purify and treat wastewater at these plants.

All of them periodically send information on analytical statements to the Hydrographic Confederation of °Guadalquivir (El Cabril), the Hydrographic Confederation of Tagus (José Cabrera), the Catalan Water Agency (Vandellós I) and the Hydrographic Confederation of the Ebro (Garoña). The El Cabril and José Cabrera facilities also report the annual discharge volume.

In 2024, wastewater discharge amounted to 35,464 cubic metres. The significant difference compared with 2023 is due to a change in the criteria for accounting for wastewater discharge at Santa María de Garoña NPP, as the water used in cooling flow 1, which accounts for most of the water used by the facility, is not treated at the treatment plants (although pH and temperature are monitored).



\* The figures for 2021 and 2022 do not include Santa María de Garoña.

\*\*Santa María de Garoña, different criteria compared with 2023; sum of data on water discharge from the north and south WWTPs, osmosis rejection, filter feed and washing, and laundry: total 31,293 litres.

## 3.5. Circular economy

### Circular Economy Plan

One of the most noteworthy actions within the 'Environment' pillar of the Sustainability Master Plan was the approval, in 2023, of the Circular Economy Plan, which spans the period 2023-2026. This strategy focuses on responsible resource management to reinforce the Company's commitment to good corporate practices and, above all, to caring for the planet.

After the first year of implementation of the plan in 2024, the degree of progress in each of the specific annual or multiannual pillars and actions was analysed, achieving 83% compliance with the actions considered (25 of the 30 planned).

Enresa continue working on its waste management strategy, both hazardous and non-hazardous, with the aim of reducing waste generation and improving reuse and recycling. In this respect, the Company has containers at all its work centres for waste segregation, which are subsequently managed according to their type.

The strategy initiated in 2022 of not purchasing single-use plastic products has also been continued, with the aim of replacing them with others whose manufacture and management are more environmentally friendly.

Enresa has also defined measures to combat food waste, although this is not a significant aspect for the Company, as it does not have catering services at its facilities, with the exception of El Cabril Waste Disposal Centre, where the food supply is adapted to the demand of the staff who work at the facility every day.



## Production of non-hazardous waste at Enresa (kg)

TYPE OF WASTE	2022	2023	2024
Mix of municipal waste <sup>1</sup>	5,840	162,465	70,996.00 <sup>(2)</sup>
Organic material	204,052	121,050	2,084 <sup>(3)</sup>
Inert waste (RCD)	22,142,000	8,178,240	8,418,751.00
Scrap	829,680	185,487	127,647.04 <sup>(4)</sup>
Paper and cardboard	8,100	14,803	35,145.00 <sup>(5)</sup>
Containers <sup>6</sup>	11,230	2,740	39,740 <sup>(7)</sup>
Glass	0	48	2,390 <sup>(8)</sup>
Toner	50	154	320
Bulky waste	2,660	1,920	0 <sup>(9)</sup>
Non-hazardous absorbents	8	0	0

<sup>1</sup> Data reported in previous years as 'Municipal Solid Waste (MSW)'.

<sup>2</sup> Enresa's Headquarters changed the procedure for recording this type of waste in 2024, as it was based on estimated rather than actual data (the data provided spans the period February-December). Santa María de Garoña and El Cabril Disposal Centre reported higher volumes of this waste; the former because it was accounting for the full year for the first time and the latter because it included waste that in previous years had been accounted for in the organic matter category.

<sup>3</sup> The lower level of decommissioning activity at the José Cabrera facility led to a decrease in the volume of waste managed, from 82,560 kilograms in 2023 to 1,040 kilograms in 2024. Enresa also modified the procedure for recording this type of waste generated at its Headquarters, as the previous procedure was based on estimates rather than actual data.

<sup>4</sup> Lower activity at José Cabrera led to a decrease in scrap metal waste management, from 181,068 kilograms in 2023 to 110,628 in 2024.

<sup>5</sup> The waste managed by Santa María de Garoña increased from 5,700 kilos in 2023 to 24,780 kilos in 2024, as a result of increased activity at the plant and the recording of data for the entire year.

<sup>6</sup> 2022 and 2023 do not include data from the Headquarters as exact data are not available.

<sup>7</sup> In 2024, the Santa María de Garoña facility managed a total of 35,750 kilos of packaging, compared with none reported in the previous year. Data from the Madrid Headquarters are included in 2024.

<sup>8</sup> The increase is due to the higher collection of glass from special cleaning tasks at the El Cabril Disposal Centre and José Cabrera facilities, as well as the collection by an authorised waste management company of this type of waste at both centres during the year, which did not occur in 2023.

<sup>9</sup> The total waste managed in 2023 corresponds to El Cabril Disposal Centre, derived from special cleaning tasks. These tasks are not carried out on an annual basis.

### New life for hundreds of items

Since 2023, Enresa, in line with its Circular Economy Plan, has been organising raffles for 'depreciated equipment' from different work centres, giving a second life to hundreds of items and IT equipment and furniture. In 2024, continuing with the success achieved the previous year, a new raffle of equipment was held among Enresa staff, promoting reuse and recycling in order to extend the useful life of these resources.



## Production of hazardous waste at Enresa (kg)

Type of waste	2022	2023	2024
Oil filters	89	40	58
Aerosols	471	132	156
Expired medication	9	2	6
Material contaminated with hydrocarbons or chemical products	462	308	416
Concrete additives	1,536	220	883 <sup>1</sup>
Expired adhesives	11	0	0
Obsolete electrical material	3,092	3,271	2,193
Fluorescents	282	268	718 <sup>2</sup>
Contaminated plastic and metal containers	306	294	558
Alkaline and saline batteries	145	92	95
Lead batteries	156	525	47,705 <sup>3</sup>
Ni-Cd batteries	24	0	13
Asbestos	2,960	0	0
Used oils and hazardous liquids	754	1,804	1,514
Paint cans	27	753	51
Paint stripping	165	131	77
Bio-sanitary	3	2	3
Laboratory reagents	97	0	8

<sup>1</sup> Generated at El Cabril Disposal Centre; the increase over the previous year is due to the removal of expired material from storage.

<sup>2</sup> The increase is due to the removal of this waste after it was replaced by more efficient equipment.

<sup>3</sup> At the Santa María de Garoña facility, 46,001 kilograms of this waste were removed, which was stored in disuse and/or obsolete.





The hierarchy of waste management provided for in Article 8 of Act 7/2022, of 8 April, on waste and contaminated soil for a circular economy, has been followed by the Company, which establishes the following order of priority to achieve the best environmental result:

1. PREVENTION
2. PREPARATION FOR REUSE
3. RECYCLING
4. OTHER TYPES OF RECOVERY
5. ELIMINATION

	2022	% OF TOTAL	2023	% OF TOTAL	2024	% OF TOTAL
Volume of recycled waste (kg)	22,888,054	98.4%	8,507,197	98.07%	8,678,498	98.88%
Volume of eliminated waste (kg)	157,179	0.7%	21,128	0.24%	88,322	1.01%
Volume of waste under municipal management (kg)	201,593	0.9%	146,993	1.69%	9,709	0.11%
<b>Total (kg)</b>	<b>23,246,850</b>	<b>100%</b>	<b>8,675,318</b>	<b>100%</b>	<b>8,776,529</b>	<b>100%</b>

## 3.6. Ecological footprint

Enresa endeavours to leave its mark on society but not on the environment. Accordingly, and as part of its environmental management strategy, it implements initiatives and action plans to minimise the impact of its activities on the sites where it operates, benefiting society as a whole.



### Climate change

In 2021, the first calculation of Enresa's carbon footprint was made, in accordance with UNE-EN ISO 14064-1:2019 standard, as a measure to see the Company's volume of emissions and be able to implement initiatives to reduce it. This effort has been rewarded at the end of 2023 by obtaining the 'Calculation' carbon footprint seal awarded by MITECO, demonstrating the Company's commitment to the fight against climate change.



The carbon footprint consists of an inventory of the full range of greenhouse gas emissions (GHGs), in other words, spanning direct and indirect emissions generated by activities controlled by the Company. This is an informative aspect that helps manage Enresa's risks and opportunities in relation to GHGs in a

global and integrated manner, allowing it to incorporate the 'carbon component' in decision-making.

In addition, the quantification of the emissions and their verification with regard to ISO 14064-1 standard provides consistency, integrity and transparency vis-à-vis interested parties in relation to quantification, reporting and monitoring processes of GHGs by the Company.

The emissions included in the carbon footprint have been consolidated under an operational control approach, including emissions from facilities over which Enresa exercises operational control.

The carbon footprint covers radioactive waste management activities and the decommissioning and closure of nuclear power plants carried out by Enresa through the following facilities and processes:

- Headquarters (Madrid).
- Alcalá de Henares warehouses (Madrid).
- CTS offices in Villar de Cañas (Cuenca).
- Transport of very low-, low- and intermediate-level waste from nuclear facilities.
- El Cabril Disposal Centre.
- Decommissioning, restoration and monitoring of the following sites: José Cabrera NPP (Guadalajara), Vandellós I NPP (Tarragona) and Santa María de Garoña NPP (Burgos).

Enresa has calculated its carbon footprint in consideration of the following references:

- Specifications of the ISO 14064-1 standard.
- GHG Protocol.
- EMEP/EEA methodology and IPCC Guidelines for *National Greenhouse Gas Inventories*.
- Support documents prepared for the carbon footprint, compensation and absorption projects registry, set up under Royal Decree 163/2014, of 14 March, creating the carbon footprint, compensation and carbon dioxide absorption projects registry.

The following are the **types of GHG emission sources** considered in the carbon footprint, according to their classification by category

**Direct GHG emissions (Scope 1).** Direct emissions from GHG sources owned or controlled by Enresa:

- Combustion in stationary and mobile sources (except road transport): boilers, generators, mobile machinery, incinerators, generators and pumps.
- Fugitive GHG emissions (fluorinated greenhouse gases) from air conditioning and fire protection systems.
- Combustion in mobile sources (owned or operated vehicles).

**Indirect GHG emissions from imported energy (Scope 2).** Indirect GHG emissions due to the generation of electricity that is purchased by Enresa and is not self-generated. This includes electricity purchased and consumed by equipment/facilities at Enresa's workplaces.

**Indirect GHG emissions from transport (Scope 3).** Other indirect GHG emissions, including those that are not generated by sources controlled by Enresa but stem from its activities, considering

- Travel by staff by plane, train and rental/leased vehicles or the use of private vehicles for business trips.
- *In itinere* travel by Company personnel, including travel by private car/motorbike, underground/train/suburban train and bus.
- Transport of intermediate-, low- and very low-level waste from nuclear facilities to El Cabril Disposal Centre.

**Indirect GHG emissions from products used by the organisation (Scope 3).** Otras emisiones indirectas de GEI, en las cuales se incluyen aquellas que, no siendo generadas en fuentes controladas por Enresa, son consecuencia de las actividades de ésta, considerando:

- Life cycle of fuels consumed at its stationary combustion facilities and in mobile combustion.
- Transport and treatment of waste generated in operations.
- Acquisition of goods and services.
- Manufacture and supply of high-level waste casks.

## GHG emissions by scope and type of source

	2022		2023*		2024**	
	ABSOLUTE VALUE (tCO <sub>2</sub> e)	INTENSITY OF EMISSIONS (tCO <sub>2</sub> e/m <sup>3</sup> RR)	ABSOLUTE VALUE (tCO <sub>2</sub> e)	INTENSITY OF EMISSIONS (tCO <sub>2</sub> e/m <sup>3</sup> RR)	ABSOLUTE VALUE (tCO <sub>2</sub> e)	INTENSITY OF EMISSIONS (tCO <sub>2</sub> e/m <sup>3</sup> RR)
SCOPE 1	3,302.84	1.55	1,073.91	0.41	1,457.01	0.54
SCOPE 2	1,530.66	0.72	2,920.45	1.11	4,371.10	1.61
SCOPE 3	25,698.99	12.07	42,227.35	16.10	26,708.49	9.81
BIOGENIC EMISSIONS	30,532.49	14.34	46,221.71	17.62	32,536.60	9.81
	BIOGENIC EMISSIONS 39.83	-	BIOGENIC EMISSIONS 39.10	-	BIOGENIC EMISSIONS 50.30	-

\* Data for 2023 have been updated in accordance with information verified by an independent entity in March 2023.

\*\* Data for 2024 are pending verification by an independent entity.

As can be seen in the table, the value of Scope 1 and 2 emissions has increased compared with 2023, given that in 2024, the contribution of Santa María de Garoña NPP to energy consumption was accounted for over 12 months, unlike the previous year, which was only taken into account from July 2023, as this was the month when the transfer took place.

In the case of Scope 3, the reduction in emissions is noteworthy, mainly due to the reduction identified in waste production, mainly at José Cabrera NPP, as waste generation at this plant has decreased considerably due to the advanced stage of the project.

Furthermore, the facilities designed by Enresa are subject to evaluation by the Nuclear Safety Council, along with inspections by this body, to verify compliance with its requirements during their construction and operating life. This includes the potential effects of climate change; the measures are framed so that these facilities adapt to its effects, such as periods of persistent drought, torrential rainfall, extreme temperatures, etc.

In this context, the Company includes its risk map of *Material and Human Damage/Losses caused by Natural Disasters*, which establishes both the definition and structure of the Company's response capacity in the event of an interruption in activity due to natural events, including those stemming from climate change.

## Energy efficiency

As part of its environmental commitment and the sustainable use of its resources, Enresa continued to undertake initiatives in 2024 designed to foster its energy efficiency and improve and optimise processes to reduce energy consumption.


At the Madrid Headquarters, the tender process for the installation of photovoltaic panels for self-consumption was managed, and in December the contract was awarded to a construction company to begin work in the first quarter of 2025.

At Santa María de Garoña NPP, part of the perimeter lighting was renovated with the installation of 65 high-efficiency 150W lights and four 200W projectors, optimising the lighting around the plant and improving energy efficiency.

At Vandellós I NPP, work has also continued on the tasks begun in the previous year to renovate and upgrade the lighting systems with new LED technology.

Finally, at El Cabril Disposal Centre, work has been carried out on a project to replace the cooling machines that serve the Administration, Inactive Laboratory, General Services, Conditioning and Active Laboratory buildings with more efficient equipment; Progress has been made on the future installation of a solar photovoltaic plant for self-consumption, and 139 fluorescent lamps have been replaced with LED technology.

In total, energy consumption stood at 17,784,187 kWh in 2024, representing an increase of 64.95% on the previous year. This is mainly due to increased activity at Santa María de Garoña NPP, whose consumption figures also cover the entire year, rising from 5,892,032 kWh in 2023 to 13,053,027 kWh in 2024.

 <b>TOTAL ELECTRICITY CONSUMPTION (kWh)</b>		
2022	2023	2024
5,330,886	10,781,284	17,784,187.25*

\*The figure for 2024 has been calculated using estimated consumption for November and December at the José Cabrera facility and for December at the Alcalá warehouses, as the final bill from the supplier is not yet available



## Water consumption

The Company consumes water from the general water supply network and the public water domain. In both cases, this consumption is duly authorised, and it always complies with the limits established for each authorisation.

In 2024, various improvement measures were implemented to reduce consumption. At El Cabril Disposal Centre, for example, the maximum flow rate and irrigation schedules were limited, and 325 square metres of lawn were replaced with pebbles and native species that require low water consumption.

The organisation's total water consumption in 2024 was 7,385,877 cubic metres, representing a significant increase on the previous year. As with other consumption data, this notable increase is explained by the fact that, for the first time, consumption at Santa María de Garoña NPP was recorded for a full year.

### Total water consumption

	2022	2023	2024
Own supply	33,467	3,300,475	7,383,451
Mains supply	4,968	4,092	2,426
<b>Total (m3)</b>	<b>38,435</b>	<b>3,304,567</b>	<b>7,385,877*</b>

\* Water meter readings from the facilities in Madrid and Vandellós.

## Raw materials

Enresa's main consumption of raw materials takes place at El Cabril Disposal Centre, where the Company has an installation to manufacture its own casks to store low- and intermediate-level waste. This ensures that the concrete used is of the quality required by the regulatory body. The consumption of these raw materials is directly associated with the safety requirements established by the competent body and with storage needs. Accordingly, no additional measures have been established beyond the habitual operational control measures.

### Consumption of raw materials (El Cabril cask manufacturing plant)

	UD	2022	2023	2024
Sand 0-2	Tn	102.74	170.10	74.44
Sand 0-4	n	233.8	285.25	210.26
Aggregate 4-16	Tn	379.11	473.81	336.82
Cement	Tn	145.51	199.824	131.68
Water	m <sup>3</sup>	58.82	47.69	54.65
Additive	Kg	2,564.85	2,094.23	4,728.05
Mortar	Kg	42,250	36,611.00	81,880
Release agent	L	509	507	483
Plating	Nº	72	72	80

## Use of office paper

Enresa has established measures to streamline and reduce the use of office paper – a saving strategy that, moreover, contributes to reducing its environmental footprint. The Company has established a digitalisation policy that pursues a cultural change to replace paper documents with digital formats, along with reducing printing and photocopies thanks to an electronic documentary management system. In this context, all office staff have been provided with an electronic signature to avoid printing documents.

In addition, the use of paper for corporate publications has been optimised, prioritising the dissemination of such publications in digital format, as is the case with the Estratos newsletter. However, when it is necessary to publish printed material, this is always done under FSC or PEFC certification. Furthermore, the new restaurant card was implemented in 2024, replacing the previous paper tickets.



In 2024, paper consumption amounted to 6,729 kilograms, a decrease of 3.13% on the previous year. Although consumption at Santa María de Garoña increased to 2,368 kilograms of recycled paper during the year (compared with 600 kilograms in 2023), the use of this resource has been contained at all centres, especially at the Madrid Headquarters (almost 30% less than in 2023).

Meanwhile, the volume of paper purchased by Enresa in 2024 amounted to 6,250 kilograms.

### TOTAL PAPER CONSUMPTION (KG)

	2022	2023
	7,779	6,947
	2024	
	6,729	

## Sustainable mobility

Enresa is promoting sustainable mobility with the aim of preventing, reducing and/or offsetting carbon and other greenhouse gas emissions that contribute to climate change.

In recent years, the Company has updated the fleet of vehicles at its Madrid Headquarters with more efficient and less polluting models. These fleet vehicles have been used for employee travel since, as reflected in the Travel Policy, Enresa promotes the use of this transport, as well as public transport. In 2024, the following actions stand out:



- El Cabril Disposal Centre: incorporation of two electric vans into its vehicle fleet, with a range of 270 kilometres, which will be used to meet travel needs inside and outside the facility.
- Santa María de Garoña NPP: installation of three electric charging points in the car parks, two of them located in the employee area and the other for external users.

The Company has also continued its commitment to public transport to reduce emissions, providing employees at El Cabril and Garoña with a corporate bus to travel to these work centres.

The following table shows a breakdown of Enresa's consumption of the different fuels

in 2024. Total consumption amounted to 504,863.69 litres. Once again, the higher volume of activities at Santa María de Garoña, together with the complete record for the year for the first time, explain this increase compared with 2023, mainly considering the consumption of diesel A, B and C in equipment and machinery.

### Total fuel consumption (l)

			2022	2023	2024
	<b>Vehicles</b>	Diesel	12.820,88	19.410,01	20.193,26
		Petrol	72,91	613,21	1.044,33
	<b>Equipment and machinery</b>	Diesel - A, B y C	85.516,62	306.146,02	475.511,21
		Petrol	47,02	2.063,42	9,89
		Propane	21.495	20.439	8.105
<b>TOTAL CONSUMPTION</b>			<b>119,952.43</b>	<b>348,671,66</b>	<b>504,863.69</b>

## 4. SERVING SOCIETY

- 4.1. Part of the community
- 4.2. Sustainable value chain
- 4.3. Contribution to social development
- 4.4. Colaboration with institutions and associations
- 4.5. Communication to be closer to society



## 4.1. Part of the community

Enresa, as well as its commission to operate as an essential public service, carries on its activities with the whole of society in mind, particularly its surrounding areas and its different stakeholders.

This responsibility begins with its own value chain, where it applies and demands the same principles of responsibility from the suppliers it works with. To ensure this, it continuously supervises all of them, verifying that they are aligned with Enresa's policies. Accordingly, it promotes a responsible purchasing policy to enhance the quality of their activities.

Similarly, in line with its strategic policy, Enresa includes special conditions in its projects and initiatives to benefit society and its environments, thus driving local development through employment, improvements to infrastructure and equipment, education, training and environmental conservation and care. In this regard, the partnership agreements it maintains with both sector organisations and associations in the nuclear sector, business organisations and those in other areas are worthy of mention. Through these, Enresa strengthens its relations with the

community and makes resources, experience and knowledge available to them to develop together.

This is all undertaken in a clear and transparent fashion, given that it applies a communication policy that allows it to be in ongoing contact with all its stakeholders and satisfy their information needs. In this regard, the Company has a number of bidirectional communication channels that foster fluid and close relations between the parties.



## 4.2. Sustainable value chain

Enresa is a public enterprise with the status, for the purposes of the Public Sector Contracts Act (LCSP) 9/2017, of 8 November, of a non-public authority contracting body, and hence the preparation and award of public tenders is subject to general rules on the preparation of contracts as provided for in Chapter I of Title I of Book II of this Act.

Hence, the rules on capacity and solvency applicable to bidders, along with the grounds that lead to a prohibition on contracting and its consequences, are those established in the LCSP, and neither Enresa nor other contracting authorities may introduce modifications thereto.

Enresa, as a result of a resolution adopted by its Board of Directors in 2022, organises its contracting policy and procedures through two bodies – one collegiate and another single-member body. Accordingly, the Purchasing Committee holds jurisdiction over procurement, except those matters relating to the approval of the tender file and expense, and providing for the opening of the award procedure, as provided for in Article 117 of the Public Sector Contracts Act

(LCSP) for contracts with an estimated value equal to or more than 1 million euros, which correspond to the Board of Directors.

In turn, the second body, of a single-member nature, falls on the Chair of the Board of Directors, which holds jurisdiction over contracts with an estimated value of less than 1 million euros. The Board of Directors also agreed to set up a Technical Assistance Committee to exercise the functions

established in Article 326 of the LCSP as the body that provides technical assistance to the contracting bodies.

In 2024, a total of 556 contracts were formalised for a total amount of 65.7 million euros, excluding VAT. Of these, 53 correspond to tender files initiated in 2023 and 503 contracts correspond to tender files initiated in 2024.

### Contracts formalised

TYPE	2022	2023	2024
Minor contract	394	421	413
Contracts processed as urgent	0	0	0
SARA and NON-SARA contracts formalised	102*	137**	143***
<b>TOTAL contracts formalised</b>	<b>496</b>	<b>558</b>	<b>556</b>
Contracts under framework agreements	0	0	0
<b>TOTAL</b>	<b>496</b>	<b>558</b>	<b>556</b>

\* Includes contracts whose file was initiated in 2021, but the contract was formalised in 2022.

\*\* Includes contracts whose file was initiated in 2022, but the contract was formalised in 2023.

\*\*\* Includes contracts whose file was initiated in 2023, but the contract was formalised in 2024.

In accordance with its responsibility strategy and in compliance with Act 9/2017, which incorporated the European Union's commitment to **socially responsible public procurement** into Spanish legislation, Enresa has at least introduced into its contracts a special environmental, social (including gender equality) or innovation-related clause. Given that these conditions must be related to the purpose of the contracts and those that respond to compliance with prevailing rules are not admitted, Enresa preferably opts to establish conditions that strengthen the training of professionals at contractor companies and on issues related to the controlled management of waste generated under sub-contracted work.



In 2024, 19.15% of contracts formalised included social clauses, and 81.56% included environmental clauses. The total exceeds 100% because some contracts contain both types of clauses.

Enresa has not implemented a specific *Code of Ethics* for suppliers since the capacity and solvency conditions of companies and the grounds that prohibit contracting with the public sector are provided for in the LCSP. However, the *Code of Ethics* of the Company alludes to suppliers establishing different obligations on employees of the Company in three areas: the rejection of gifts and other courtesies, the protection of information accessed and health and safety at work. Furthermore, this *Code of Ethics* contains in Section Three (Values in Contracting) the principles that must be applied by Enresa staff that are involved in contracting procedures: legality, efficiency in public spending, equal treatment and non-discrimination, mutual recognition, transparency and integrity.

Enresa's standard tender specifications, approved by the Board of Directors on 28 November 2022, include a reference to

the fact that Enresa has implemented a Criminal Risk Prevention System to prevent the commission of criminal offences and prevent unethical conduct. The specifications state that there is a whistleblowing channel for reporting conduct or actions that may be contrary to the law. Finally, they indicate that the *Code of Ethics* and the whistleblowing, complaints and queries channel are accessible on the Company's website ([www.enresa.es](http://www.enresa.es)).

In addition, the administrative terms and conditions of public tenders establish that the submission of bids includes a commitment from the bidder to be familiar with, observe and respect the provisions of Enresa's Code of Ethics and its policies on the prevention of criminal offences, and collaborate to prevent the breach thereof.

As regards contracts subject to Act 9/2017, Enresa is subject to oversight from the Court of Auditors, to which it periodically sends information.

## Supervision of the supply chain

Quality is a principle integrated into all of Enresa's operations. This commitment is also determined by the quality provided by suppliers of goods, works and services of those contracts subject to quality assurance. With this focus in mind, the Company performs periodic controls that ensure that the quality of collaborator companies falls within the standards determined by the Company and by Spanish law.

Enresa also evaluates collaborator companies to verify that they comply with the necessary requirements for the scope of the project contracted and that they offer the necessary quality to perform this.

In 2024, 112 evaluations were made of products and services by Enresa suppliers, in compliance with the requirements of UNE 73.401 standard on Quality Assurance at Nuclear Facilities and Safety Guide 10.8 of the Nuclear Safety Council (CSN), of which 12 were based on quality assurance audits performed by Enresa audit teams.

## Supervision of Enresa suppliers in 2022, 2023 y 2024

	2022	2023	2024
Satisfactory evaluations	93	108	112
Evaluations based on audits of their quality systems	12	21	12

Over the year, 19 Quality Assurance audits (external audits) have been performed to verify the activities performed by suppliers. Of these, 14 were performed on suppliers specific to Enresa and 5 on suppliers shared with the Spanish nuclear power plants' Supplier Evaluation Group (GES) in the application of the procedures established by this working party.

As a result of this process, a total of 59 Non-Conformities were detected: 53 in audits of Enresa suppliers and another 6 in GES audits (in all cases it has been necessary for the supplier to define and implement corrective actions). None of the non-conformities led to the termination of the contract with any of the suppliers.

## Complaints and claim systems

Enresa, like other public enterprises, is not included within the scope of application of the rules regulating the citizen complaints and suggestions system (Royal Decree 951/2005, of 29 July, establishing the general framework to improve the quality of the General State Administration), given that this is confined to the General State Administration, its autonomous bodies and to management entities and common services of the Social Security system.

In any event, no complaint was received in 2024 through the communication channels connecting it with bidders, contractors, the different public stakeholders it operates with, or society in general.

Along the same line, due to the activity undertaken by Enresa, the requirements for the application of Royal Legislative Decree 1/2007 of 16 November, approving the recast text of the General Consumer and User Defence Act and other complementary laws are neither relevant nor significant, and hence no policies have been established in this regard.

## 4.3. Contribution to social development

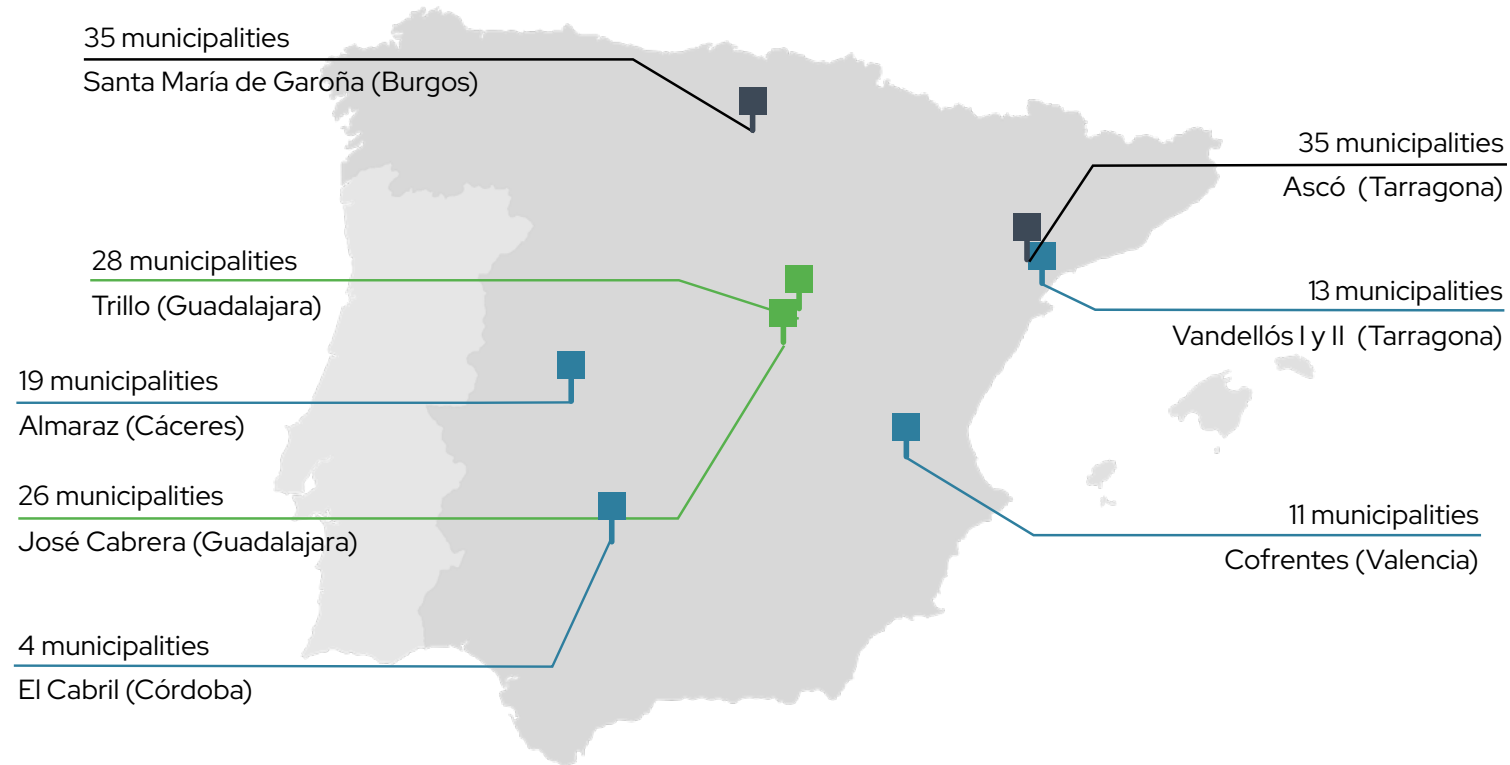
Enresa promotes the advancement of Spanish society by co-financing local development projects that contribute to the generation of alternative economies to those related to nuclear facilities and the generation of employment.

Enresa co-finances these municipal initiative projects with towns in the vicinity of nuclear power plants and radioactive waste facilities (El Cabril) under the provisions of Ministerial Order IET/458/2015, of 11 March 2015, regulating allocations to municipalities surrounding nuclear power plants charged to the Fund for the financing of the activities of the *General Radioactive Waste Plan*.

This Order was modified in 2023 by Order TED/295/2023, of 23 March. Among the most significant changes in the new order are the increase in the minimum guaranteed amount and the possibility of financing new agreements that promote socio-economic development in the event that works are carried out. The new Order also commissions Enresa with the processing and management of the evaluation process for projects for which co-funding is requested, as well as adjusting the deadlines for the process, for which a new online tool for processing projects has been implemented.



The number of municipalities that can benefit from Enresa's contribution to the co-financing of local development projects now stands at 170\*:



\*The municipality of Tivissa is included in the Ascó and Vandellós areas.

In 2024, a total of 50 projects were managed for 36 local councils, with a maximum investment of 7,305,642.28 euros. This represents a positive impact for around 55,000 inhabitants of these municipalities.

Furthermore, seven partnership agreements have been formalised with five local councils to finance activities that promote the socio-economic development of the municipalities, job creation, economic activity in sectors linked to the ecological transition, the creation of a local business

network, population retention to address the demographic challenge, as well as environmental actions, under the aforementioned Ministerial Order. The budget for 2024 amounted to 1,062,593.71 euros.

## 4.4. Collaboration with **institutions** and **associations**

In its efforts to foster the spread and transfer of knowledge acquired in radioactive waste management and its implications in the field of sustainability, Enresa collaborates with different universities and training entities. In 2024, through specific agreements, the Company has collaborated with:

	Spanish Association of Energy Women (AEMENER), for the exchange of information and scientific and technological knowledge in the field of energy.
	Association of Municipalities of in Areas surrounding Nuclear Power Plants (AMAC), in the organisation of informative and training events, as well as conferences to exchange experiences in the field of radioactive waste management.
	The University of Cordoba, with which it promotes the Enresa-UCO Environment Chair, whose main initiatives are the organisation of the 'Expert in Radioactive Waste Management and Treatment' course, the implementation of a research contract for the development of a doctoral thesis and the execution of a complete programme of activities to promote knowledge related to waste management.
	University-Society Foundation of the University of Extremadura, developing the Enresa-UEx Chair, which seeks to promote knowledge regarding radioactive waste management and its implications for sustainability.
	Centre for Energy-Related Environmental and Technological Research (CIEMAT) and the Technical University of Madrid (UPM), for the organisation of the 32nd edition of the 'Radioactive Waste Management Course'.
	Official College of Physicists (COFIS), in the organisation of a new edition of the course 'Ionising radiation: applications and safety'.
	Autonomous University of Madrid Foundation (FUAM), with which it organises the 'Master's Degree in Waste and Waste Water Management and Treatment for the Recovery of Resources'.
	Cordoba Conference Centre, to promote the "Ambassadors of Cordoba" programme.
	Spanish Society for Radiation Protection (SEPR), participating in the implementation of its Scientific Activities Planas.

Enresa has allocated a total of 159,200 euros in 2024 for the development of these initiatives through partnership agreements.

Enresa also collaborates with universities to organise master’s degrees, courses and training seminars, and provides work experience placements. In 2024, a total of 25 scholarships were awarded.

Furthermore, as part of these agreements, Enresa collaborates with these entities by providing professionals from the Company to take part in teaching courses and master’s degrees related to radioactive waste management.

### Institutional partnerships on training, science and technology

TYPE OF ACTION	2022	2023	2024
Training actions involving the participation of Enresa technicians	40	44	45
Enresa speakers who have participated in external training	28	37	34
Total hours of external training taught	362	225	102



## Associations

As part of its commitment to society and beyond the scope of training, Enresa also collaborates closely with other sectors, business and social responsibility associations and initiatives, both public and private. This activity seeks to enhance cooperation, collaboration and shared value, to which a total of 53,571.54 euros was allocated in 2024.

Its participation as an active member of Forética is worthy of mention, along with its *Sustainability and CSR Action Group in public companies* to foster the exchange of knowledge on environmental, social and good governance matters, which seeks to raise the visibility of business case studies, transfer tools and relevant trends at an international level, and thus positively contribute to the leadership of public enterprises in this field.

### Sector associations and initiatives that Enresa is a member of or collaborates with

SECTOR	BUSINESS	SOCIAL RESPONSIBILITY
<ul style="list-style-type: none"> <li>Spanish Energy Club.</li> <li>SEDIC (Spanish Society of Scientific Documentation and Information).</li> <li>NUCNET (Nuclear Forum - <i>The independent nuclear news agency</i>).</li> <li>UNE (Spanish Standardisation Association).</li> </ul>	<ul style="list-style-type: none"> <li>Institut of Internal Auditors.</li> <li>New Economic Forum.</li> <li>ASFACO (Manufacturers Association of Cordoba).</li> <li>CECO (Confederation of Business Owners of Cordoba).</li> </ul>	<ul style="list-style-type: none"> <li>AEC (Spanish Association of Quality).</li> <li>Forética.</li> <li>ASCOM (Spanish Compliance Association).</li> </ul>

Enresa has no legal mechanisms for making financial donations, so it has not donated to foundations or non-profit entities.

## Volunteer Plan

Enresa has a Corporate Volunteering Plan, called ENREacción, within the framework of the Sustainability Master Plan 2023-2026. The aim is to structure and promote solidarity actions within the Company, focused on priority areas such as environmental care, fighting inequalities, and promoting education. Through this initiative, the Company promotes collaboration with entities that would otherwise be impossible (donation).



Some of the most significant actions carried out in 2024 were the collection of feminine hygiene products for subsequent delivery, as part of International Women’s Day, to the Ana Bella Foundation; the donation of basic products for those affected by the DANA; and the now customary Christmas initiatives to collect food and hold a charity raffle to help disadvantaged groups, thanks to collaboration with organisations such as Hermanitas de los Pobres and Cáritas.

## 4.5. Communication to be closer to society

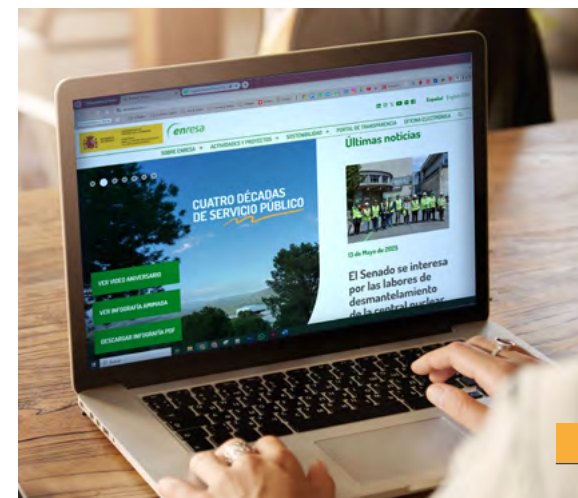
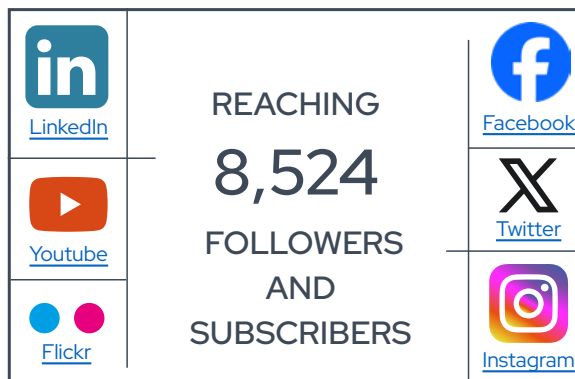
One of the principles governing Enresa’s activity is transparency, which applies to both internal processes and relations with society. In addition to managing radioactive waste and decommissioning nuclear power plants, Enresa seeks to involve citizens in its technical solutions.

Enresa’s communication activities are part of the Company’s Communication Plan. The 2024-2027 Communication Plan has been in force since the end of 2023 and, for the first time in the Company’s history, includes activities aimed at both external and internal audiences.

Enresa continued with its communication and dissemination efforts through different channels in 2024. On the one hand, there was interaction with the media, which during the year resulted in 59 informative responses, visits or interviews with the media on different areas of the Company’s activity

Other important channels that draw Enresa closer to society include social media. The Company has active profiles on [X](#) (former Twitter), [YouTube](#), [Flickr](#), [Instagram](#), [LinkedIn](#) and [Facebook](#), with the Company’s virtual community reaching 8,524 total followers and subscribers, with an interaction rate that shows that the content published was of interest.

### Enresa’s social media



The digital support is complemented by the [Enresa website](#), a channel on which 36 news items were published over the course of 2024, as well as other new content throughout the portal, which generated a total of 115,654 visits by 45,718 users (overall viewing figures). The total number of page views was 252,067.

The Company has also continued to use more traditional communication channels, as they have a high penetration in the environments in which Enresa operates. Specifically, it has published two issues of each of its corporate magazines: Sierra Albarrana, distributed in municipalities and places of interest in the vicinity of El Cabril Disposal Centre, and Estratos, which has a larger print run and wider distribution. In relation to the latter, Enresa published the last printed issue in July 2024, converting Estratos into a digital magazine that offers content specially designed for access from computers, tablets and/or mobile devices, with interactive and multimedia formats, providing a more enriching and attractive reading experience. This milestone has also made it possible to reduce the magazine's print run from 5,000 to 500 copies, achieving significant paper savings in line with the corporate resource saving objectives.

In 2024, visits to the information centres, called Espacios Enresa, continued, welcoming a total of 4,160 visitors:

- El Cabril. 126 visits, 2,794 visitors.
- Santa María de Garoña: 33 visits, 320 visitors.
- Vandellós I: 42 visits, 975 visitors.
- José Cabrera: 8 visits, 71 visitors.

With regard to internal communication, Enresa strives year after year to improve the information it provides to its employees on the various projects and current events at the Company. In this regard, a total of 404 news items were issued in 2024, of which 294 were through newsletters and 36 were published on the website. In addition, 74 audiovisual reports were published on the corporate screens of the different work centres.



Corporate  
magazines  
Estratos and  
Sierra Albarrana



## 2024, a year of informative milestones

Over the course of the year, Enresa organised a new edition of the **'Chec' (El Cabril Chats) - informative talks** at El Cabril Disposal Centre - with the collaboration of the Cordoba media. The event's protagonist was Eva Noguero, Director of the centre, who recounted the history of the facility, its evolution, its day-to-day activities and its plans for the future.

In June, Enresa organised, together with the Association of Environmental Journalists (APIA) and the University of Cordoba (UCO), the 19th edition of the International Seminar on Journalism and the Environment, a leading event that brought together more than a hundred professionals and students interested in dissemination and the environment in Cordoba.

Another of Enresa's milestones in 2024 came in December, when the then Chairman José Luis Navarro handed over the reins to Olga García, who became Enresa's first female Chair after being appointed by the Board of Directors.



## Communication channels

In addition, it should be pointed out that the model of dialogue with other social stakeholders and with society, in general, is undertaken through the channels provided for in Title I of Chapter III of the Transparency, Access to Public Information and Good Governance Act 19/2013 of 9 December, which allows citizens to exercise their right to access public information in those fields that

are not covered by active publicity contained on the **transparency portal** and via the email addresses: [buzontransparencia@enresa.es](mailto:buzontransparencia@enresa.es), [registro@enresa.es](mailto:registro@enresa.es) and [prensa@enresa.es](mailto:prensa@enresa.es), or the telephone number 91 566 81 00.

Enresa has also set up the email address [gestoretico@enresa.es](mailto:gestoretico@enresa.es) to report any breach of its *Code of Ethics* and has an [internal](#)

[reporting channel](#) to report any conduct that may be considered a serious or very serious breach or illegal

Specifically, **Enresa's communication channels with its stakeholders** are the followings:

STAKEHOLDER	CHANNELS
Nuclear Safety Council	Liaison committees Inspections Work meetings Periodic report Attention to requests for information
Ministry for the Ecological Transition and Demographic Challenge	Periodic meetings Information committees on decommissioning Assessment committee of projects contained in MO IET 458/2015 Attention to and coordination of requests for information
Upper and Lower Houses of Parliament	Institutional meetings Participation in the Panel commissioned on relations with the Nuclear Safety Council Appearance by the Chair before other parliamentary committees

STAKEHOLDER	CHANNELS
Regional and local governments in Enresa's areas of influence	Work and informative meetings Monitoring committees for projects contained in MO IET 458/2015 Attention to enquiries and requests for information Corporate journals Information committees of the nuclear power plants
Shareholders	General Shareholders' Meeting Board of Directors Annual Operating Plan (AOP) Periodic meetings
Nuclear power plants	Work meetings Congresses and training meetings Information committees of the nuclear power plants

STAKEHOLDER	CHANNELS
Radioactive facilities and companies that recycle metallic materials	Work meetings Congresses and training meetings
Contractors and suppliers of goods and services in the nuclear sector	Public sector contracting platform Enresa electronic office Contact mailbox: <a href="mailto:dpto.comprasinversones@enresa.es">dpto.comprasinversones@enresa.es</a> Work meetings to manage contracts
Population of Enresa's areas of influence	Corporate website Social media Information centres Training days Informative videos Attention to requests for information Face-to-face meetings
Sector associations	Attendance at conferences and training days Informative meetings Attention to requests for information
Entities and bodies in the fields of science and training	Agreements to organise and collaborate in training activities Joint research projects Corporate journals Technical publications

STAKEHOLDER	CHANNELS
NGOs	Meetings Attention to requests for information Transparency mailbox
Media	Press releases Informative meetings Attention to requests for information and visits/filming at our facilities Corporate website Social media
Enresa employees	Works councils Informative email addresses Social media Intranet Internal newsletter Internal informative screens Notice boards Internal participative actions: training, meetings, competitions Meetings with the Chair's Office and other Enresa executives What's happening at Enresa (live connections from major news events)



## 5. PEOPLE, ENRESA'S GREATEST ASSET



- 5.1. United to go further
- 5.2. Stable, quality jobs
- 5.3. Work/life balance, equality and inclusion
- 5.4. Training to continue growing
- 5.5. The challenge of digitalisation
- 5.6. Health and safety
- 5.7. Profile of the workforce and remuneration

## 5.1. United to go further

People are undoubtedly Enresa's greatest asset. Through their commitment, professionalism and dedication, the 372 people who made up the Enresa team at the end of 2024 drive this common project, complying with the public service the Company is commissioned with.

As part of this commitment to responsible management, Enresa endeavours to offer people the best possible workplace. It does this through stable, quality employment, fostering a work/life balance, being committed to effective equality between men and women, and facilitating the inclusion of people with disabilities in the labour environment.

The Company also allocates significant resources each year to training for its workforce, providing tools that boost the capabilities and skills of workers to benefit their personal and professional development. Enresa also benefits from this growth as it has the best talent available to develop its activities correctly.

Of course, all this is done with a focus on the safety and well-being of the workforce — one of the Company's strategic pillars. Each year, to continue developing this matter, Enresa revises its processes to minimise the risks associated with its activity, drive a prevention culture, and seek to eliminate any kind of incident.



## Boosting recognition

In its efforts to strengthen its corporate culture, Enresa carried out an internal survey in 2022 related to the values of the Company (Barrett Values Test) with a view to seeing the perceptions of values desired in the Company by the workforce. After analysing the results, employee recognition was highlighted as a value to be strengthened. Accordingly, in 2023 and 2024 Enresa has invested significant resources in both disseminating and materialising actions in this area, such as directly linking the processes of distribution of remaining salary mass to recognition processes that involve a change in the subgroup or remuneration position, assignment of a bonus or assignment of a productivity module, which lead to improved performance.

EMPLOYEE RECOGNITION WAS HIGHLIGHTED AS A VALUE TO BE STRENGTHENED. ACCORDINGLY, IN 2023 AND 2024 ENRESA HAS INVESTED SIGNIFICANT RESOURCES IN BOTH DISSEMINATING AND MATERIALISING ACTIONS IN THIS AREA



## Enresa's internal 40th anniversary celebration

In September, Enresa held a celebration to mark its 40th anniversary, which will continue throughout 2025. The event was attended by more than 300 employees and served to pay tribute to the Company's most veteran professional.



## 5.2. Stable, quality jobs

In line with its social responsibility strategy, the Company promotes the personal and professional growth of its human team through training, equal opportunities, inclusion, and health and safety at work.

En lo que se refiere a la regulación de las condiciones de trabajo, el [Single Collective Agreement 2019-2023](#), published in the Official State Gazette (BOE) on 31 December 2019, is the single legal framework for staff at all Enresa work.

The agreement, which is currently being negotiated by the Company and social stakeholders, will cover 88.44% of the workforce in 2024. This document regulates the system of professional classification based on professional groups, structuring the positions and corresponding remuneration for each of these. It also regulates the staff selection processes to cover positions that, in their first phase, must be filled by internal promotions. In addition, it regulates work/life balance measures and provides for a broad system of social action.

An important aspect of industrial relations is the structure of employee representatives' participation. The representative bodies in the Company include: :

- Work Council Madrid (Headquarters): 9 members
- El Cabril Work Council: 9 members
- 3 staff delegates at Santa María de Garoña
- 1 staff delegate at Vandellós I

The collective agreement created a labour relations structure with a Joint Committee for the development and monitoring of the agreement, made up of workers' representatives from the two Works Councils and a committee for each site, which coincides with the scope of each Works Council, which will now have to adapt to the existence of the new Santa María de Garoña site. This structure is completed by a site committee for each management area, on the one hand, El Cabril and on the other Madrid, Santa María de Garoña, Zorita and Vandellós. The agreement also created the Inter-centre Committee to deal with training

issues and another Inter-centre Committee for occupational risk prevention issues common to the Company. The Monitoring Committee for Enresa's 2nd Equality Plan is also worth mentioning.



## 5.3. Work/life balance, equality and inclusion

Enresa considers the work/life balance to strengthen the well-being of its employees and make this compatible with the needs of the Company, regulating, in the collective agreement, effective measures that provide for a balance between the work and the personal life of its workforce. Accordingly, the work timetable has become more flexible to foster the work/life balance. Along this same line, the collective agreement also provides aspects to reduce the working day. It should also be highlighted that the work calendar at each centre is agreed upon on an annual basis after being negotiated with the respective representative body, the Works Council in Madrid and El Cabril, and the staff delegates at Santa María de Garoña.

Enresa's Remote Working Agreement, signed at the end of 2023, led to a change in the work methods and organisation, but also provided a formula that enhances the work/life balance. This agreement allows for the establishment of forms of remote work of a temporary, exceptional, and individual nature to resolve, by means of remote work,

work/life balance needs to respond to caring for dependents, children, spouses or legal partners. It also provides measures for digital disconnection. In this regard, for example, a configuration has been developed in the electronic mail system that warns about the emails sent outside of the working day.

In addition, among the initiatives carried out in 2024, the 'Day without school' held at the Madrid Headquarters stands out. This event allowed the children of employees to enjoy a day of science and fun through a visit to the offices and educational workshops on topics such as energy generation and transmission.

### Work days and hours at the different Enresa work centres

Work centre	Annual working time (hours)	Weekly working time (hours)	Flexitime	Others
MADRID	1,642	37.5 (average)	Yes	Intensive working day between 1/05 and 30/09
EL CABRIL	1,627.5	37.5	No	Continuous working day
SANTA MARÍA DE GAROÑA JOSÉ CABRERA	1,642	40 (average)	No	Continuous working day
VANDELLÓS	1,642	37.5 (average)	Yes	Continuous working day

## More equality, more rights

Enresa has a Policy on Equality and Non-Discrimination, Diversity and Inclusion, through which it undertakes to ensure and promote equality, diversity and inclusion among its employees and in their relations with third parties. In line with this egalitarian approach, Enresa's policies and Code of Ethics specifically reject discrimination. Enresa believes in the equality of all people, fostering equal treatment and equal opportunities, regardless of gender, religion, race or any other aspect. Along the same lines, a Human Rights Policy exists, which states Enresa's position on this matter and establishes lines of action for protection and whistleblowing channels that redirect existing ones through the Ethics Manager.

However, this policy does not include the issue of equal treatment between men and women, which is included in the **2nd Enresa Equality Plan**, a document which in itself, in accordance with regulations, constitutes the Enresa Policy for Equal Treatment between men and women, because it includes the set of objectives, actions and means of monitoring that must be agreed with the workers' representatives. This principle of action is included in the Company's 2nd

Equality Plan, which was agreed upon by the Company's management and the workers' legal representatives on 14 November 2022. The 2nd Equality Plan contains eight lines of action, a total of 35 measures and a timeline for their implementation that spans the four years that the plan is in place. The plan is fully operational.

Among the main developments in 2024 within the framework of the Equality Plan, the creation of the role of 'Equality Officer' stands out, as does the increase in internal

communication on equality-related issues through the newsletter and other internal communication channels, and the holding of training sessions in the 'Training through information' format, such as the one dedicated to 'Female leadership'.

In addition, Enresa conducted a survey of the entire workforce with the aim of identifying work-life balance needs and promoting shared responsibility between men and women in the family sphere. The results of the survey are pending analysis.

The Company also applies its equality policies to remuneration, with the aim of avoiding any wage gap between men and women. To achieve this, it rolled out a strategy in previous years based on a process for the normalisation of remuneration based on the wage tables contained in the collective agreement for staff not party to this agreement in which remuneration is fully homogenised in all job positions regardless of the official job title. Accordingly, the wage gap has been corrected so that the current salary difference is weighted in favour of women.



All salary concepts are included in the calculation of the wage gap, including length of service. This remuneration concept has a greater weighting for male employees, due to their greater presence at the Company since its creation. This deviation is not attributable to gender questions, as concluded in the diagnosis of the Equality Plan, of which the remuneration policy and wage gap fall under one of its main chapters.

The wage gap is determined by calculating the difference between the average remuneration of men and women based on the average remuneration of men. If the value is less than 0, the gap is favourable for women. In contrast, if the value is higher than 0, the gap is favourable for men.

In 2024, the pay gap has increased in favour of women by 4.18%, going from -4.79% in 2023 to -8.97%. The appointment of

a woman as Chair, as well as the entry of female employees and the promotion of those already in all professional categories, has contributed to this result.

However, the existing wage gap is not significant, as it is within the +/-10% range, well below the +/-25% established by Spanish regulations on equality and the wage gap, above which specific measures should be established.



## Inclusive work

In the same way, Enresa maintains a strong commitment to the inclusion of people with functional diversity, thus fostering inclusive employment. All the rounds of employment offers include a clause that fosters hiring people with a disability equal to or higher than 33%.

Enresa is currently in the period of the declaration of exceptional nature granted by the Directorate-General of the State Public Employment Service (SEPE) of the Ministry of Work, Migration and Social Security (currently the Ministry of Labour and Social Economy), in accordance with the provisions established in Royal Decree 364/2005, regulating alternative compliance of an exceptional nature with the reserved quota of jobs in favour of workers with disabilities. In accordance with the provisions of the last paragraph of Article 1(3) of the Royal Decree, the SEPE grants Enresa the Certificate of Exceptional Nature with the aim of complying with the provisions contained in the General Law on the Rights of Persons with Disabilities, for the years 2022-2023 and 2024.



Accordingly, the SEPE authorised Enresa to adopt alternative measures consisting of formalising a contract for the provision of certain general services with a Special Employment Centre (CEE), SBC OUTSOURCING SL. The purpose of this contract is to train and recruit people with functional diversity. Seven people from this CEE provide these services.

In addition to fostering inclusion, Enresa works to benefit **real universal accessibility**, both in physical workspaces and in the Company's communication mediums. All the Enresa work centres have special access for people with functional diversity.

Furthermore, the web portal [www.enresa.es](http://www.enresa.es) is completely accessible, complying with Royal Decree 1112/2018, of 7 September, on accessibility to websites and applications for mobile devices in the public sector, and includes a report from the company TOTHOMweb that grants it level AA of the W3C, thus accrediting compliance with the accessibility requirements for ICT products and services established in UNE 301549:2020 standard (WCAG 2.1).

## Prevention of workplace, sexual and gender-based

Enresa has an Action Procedure to combat workplace and sexual harassment and harassment on grounds of gender at its work centres and in workplace activities and/or projects, which forms an integral part of the management of the 2nd Equality Plan. The aim is to ensure that Enresa staff enjoy a workplace environment where their moral integrity and dignity are respected and their health is unaffected. This document establishes a straightforward, quick and accessible procedure for confidential complaints, which allows victims of harassment to report their situation.

The following guiding principles govern the procedure:



Prevention and raising awareness regarding different types of harassment. Information and accessibility to procedures and measures.

Confidentiality and respect for the privacy and dignity of the person(s) allegedly harassed.

Respect to the presumption of innocence of the person(s) allegedly harassed.

Prohibition on reprisals against the alleged victim or those that support reporting the harassment or report cases of harassment in its different forms.

Speed, security, coordination and collaboration in the procedure.

Guarantee of employment rights and the social protection of victims.

Exhaustive and confidential investigation of the facts, based on the adversarial principle and oral procedures, which will be resolved after hearing out those people affected and guaranteeing the impartiality of any action.

As part of this procedure, Enresa adopts a zero-tolerance commitment to these forms of conduct, extending the responsibility to all its workers with a view to guaranteeing a labour environment free of harassment that respects the dignity of the person.

The Company has set up the [Internal Reporting Channel](#) to communicate and report possible misconduct related to harassment.



## 5.4. Training to continue growing

The acquisition of new knowledge is fundamental for the personal and professional growth of the human team at Enresa and for developing staff performance with the highest guarantees of quality, innovation and safety.

Enresa has a Training Policy, which is applied through *General Training Plans*, drawn up with the aim of systematising the training of people at the Company and are agreed with trade union representatives and specific training plans for management staff. Both plans are developed through annual programmes that include the training offer for each year for the whole of the workforce and in each and every work area, which have been designed by means of mechanisms to detect the training needs provided for in the agreement and which not only structure the Company's needs for greater employee training but also for the personal training that employees pinpoint.

The main aims of the *General Training Plan* are:

- 1 To disseminate the culture and values of the Company.
- 2 To convey knowledge about the applicable Company regulations.
- 3 To convey knowledge about cross-cutting matters: safety culture, prevention of risks at work, corporate social responsibility and equality, among others.
- 4 To facilitate the adaptation to shifting technological environments. Disseminate Company principles, development and coordination.
- 5 To convey knowledge about effective management and quality management techniques.
- 6 To contribute to establish an optimal working environment for all employees.

Enresa employs a monitoring mechanism to comply with its training programme. This is undertaken by the **Inter-centre Training Committee** – a parity body made up of workers' and Company representatives that meets at least once every six months in order to carry out adequate monitoring of the training undertaken and of other indicators on the cost and impact of training.

In 2024, Enresa provided a total of 32,543 hours of training, 19.04% fewer than the cumulative figure for the previous year (40,198 hours). This is mainly due to the fact that in 2023 specific training sessions were scheduled on contracts and document management for new recruits and on refreshing knowledge or acquiring new professional skills for new staff at Garoña NPP and El Cabril Disposal Centre, which have not continued this year.

The Company is working on a new proposal for the *General Training Plan*, in line with the negotiations for the new collective agreement, over the course of 2025

## Training at Enresa in 2022

	TYPE OF TRAINING*					No. of hours of training
	Attendance at conferences <sup>1</sup>	Cross-cutting <sup>2</sup>	Specific <sup>3</sup>	Individual professional development <sup>4</sup>	External <sup>5</sup>	
Graduates**	1,174	7,826	8,515	4,745	315	<b>22,575</b>
Non-graduate technicians	18	282	1,029	50	44	<b>1,423</b>
Administrative staff	18	1,410	673	447	0	<b>2,548</b>
Professionals - trades	0	498	1,703	42	3	<b>2,246</b>
<b>Total</b>	<b>1,210</b>	<b>10,016</b>	<b>11,920</b>	<b>5,284</b>	<b>362</b>	<b>28,792</b>

## Training at Enresa in 2023

	TYPE OF TRAINING*					No. of hours of training
	Attendance at conferences <sup>1</sup>	Cross-cutting <sup>2</sup>	Specific <sup>3</sup>	Individual professional development <sup>4</sup>	External <sup>5</sup>	
Graduates**	1,226	11,109	13,956	5,680	181	<b>32,152</b>
Non-graduate technicians	0	236	564	0	0	<b>800</b>
Administrative staff	0	1,298	580	135	0	<b>2,013</b>
Professionals - trades	40	549	3,164	1,436	44	<b>5,233</b>
<b>Total</b>	<b>1,266</b>	<b>13,192</b>	<b>18,264</b>	<b>7,251</b>	<b>225</b>	<b>40,198</b>

## Training at Enresa in 2024

	TYPE OF TRAINING*					No. of hours of training
	Attendance at conferences <sup>1</sup>	Cross-cutting <sup>2</sup>	Specific <sup>3</sup>	Individual professional development <sup>4</sup>	External <sup>5</sup>	
Graduates**	1,196	5,838	12,616	5,023	95	<b>24,767</b>
Non-graduate technicians	0	128	309	0	0	<b>437</b>
Administrative staff	25	813	952	25	1	<b>1,815</b>
Professionals - trades	72	430	2,764	2,252	7	<b>5,523</b>
<b>Total</b>	<b>1,292</b>	<b>7,209</b>	<b>16,640</b>	<b>7,299</b>	<b>102</b>	<b>32,543</b>

### \*Type of training

<sup>1</sup>Attendance by Enresa staff as speakers or attendees at national and international events whose organisation is external to Enresa and which are colloquially known as seminars, conferences, annual meetings, symposiums, etc.

<sup>2</sup>Caters for training needs on cross-cutting, priority or essential matters for the Company, general regulations for the public sector, office skills, computer skills, languages, social responsibility, equality, risk prevention, etc.

<sup>3</sup>Caters for the needs of the different departments and services on matters related to the functions they develop and the specific regulations, techniques, applications and skills they need to develop. Its function is the adaptation and continuous updating of the worker in terms of general and specific knowledge of the units and job positions integrated therein.

<sup>4</sup>Facilitates the development of the skills required for each position and better performance of the functions required, along with professional promotion and change of job position.

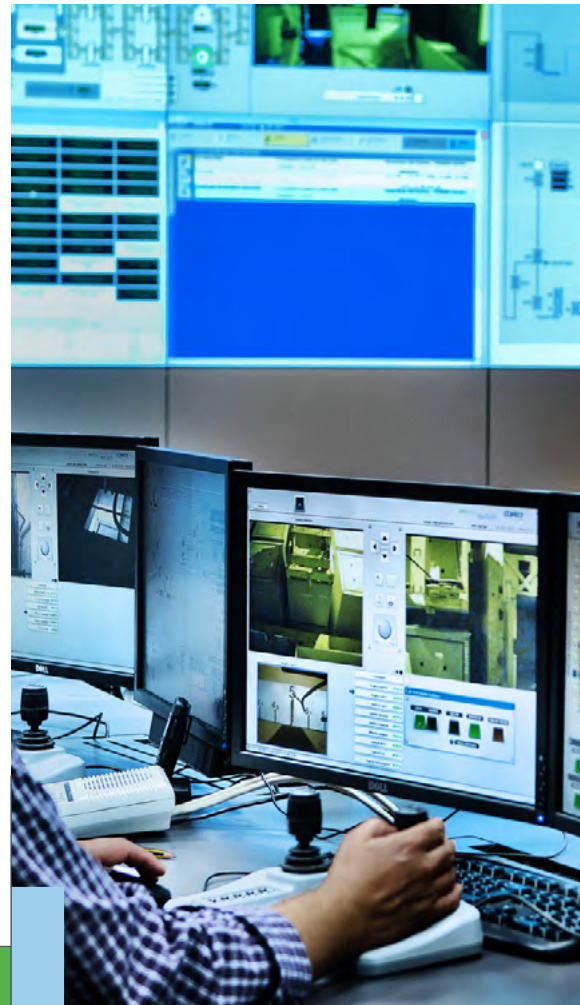
<sup>5</sup>Training carried out proposed by third parties that request the participation of Enresa's technical staff to outline different activities of the Company on courses, at seminars, conferences, on master's degrees, etc.

**\*\* The professional category of 'Senior Management' is included under the category of 'Graduates'**

## 5.5. The challenge of digitalisation

In line with its corporate policies and its future strategy, Enresa has taken on the challenge of modernising the Company with the aim of optimising the efficiency of all its processes and operations. Technology plays a crucial role in this undertaking, as does digitalisation – a concept that strengthens the management of companies.

In 2024, the second year of implementation of the 10th Information Systems and Technologies Plan 2023-2027, the first phase of the Waste Management System was developed, a key element in the management of El Cabril Disposal Centre. A functional analysis of the first of the three phases of the future Decommissioning Management System has also been carried out. This system will serve another fundamental activity of Enresa, aligning us with the BIM Plan for Public Procurement approved by the Council of Ministers on 27 June 2023.



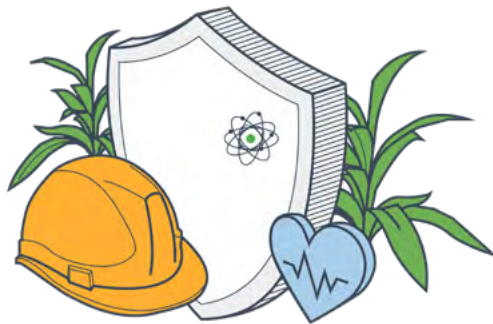
At Enresa, we continue to strengthen the process of digitising documentation, and in 2024, a project was carried out to digitise paper documentation at El Cabril Disposal Centre, digitising more than 14,800 paper documents, which has led to an increase in the number of documents catalogued in physical format. These documents, now in digital format, will be assured long-term preservation and will be more efficient and quicker to consult.

Information security at Enresa is another strategic line of the plan and this year an *Information Security Plan 2024-2027* has been drawn up and a contract for hosting, communications and cybersecurity services has been formalised, which will enable us to make progress in adapting to the National Security Scheme. In addition, the objective of raising employee awareness of security issues through internal communication channels remains in place, with regular campaigns informing them of the dangers of cyberattacks in both their professional and personal lives.



## 5.6. Health and Safety

Protecting and caring for people is one of the pillars on which Enresa's activity is based. Accordingly, the Company has designed a series of actions aimed at protecting the health of its employees with constant monitoring based on a **Preventive Policy**, accompanied by special campaigns that highlight and anticipate potential diseases.



### General Health and Safety Plan

The policy, objectives and goals that Enresa seeks to achieve on prevention, along with the human, technical, material and economic resources available to that end, are contained in the Enresa Prevention of Occupational Hazards Manual, which, together with the implementing procedures, constitute the Enresa *Prevention of Occupational Hazards Plan*. On a complementary basis, it annually approves the *General Health and Safety Plan* and, for each work centre, project and activity, a specific occupational risk prevention plan is applied along with preventive planning, which allows actions to be taken systematically, following the safety rules and guidelines geared to reducing the possibility of accidents at work and occupational diseases in all areas of activity and Company departments.

In 2024, other activities were also carried out, such as updating and revising risk evaluations in line with the programme established and developing the personal health monitoring plan (335 medical examinations were performed and 306 specific preventive tests).

In 2024, eight work accidents that did not require sick leave, one *in itinere* accident and one that required sick leave were recorded. All of these have been classified as minor accidents. The following table shows a breakdown of workplace accidents, the frequency rate and severity rate by gender:

	Men			Women			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Accidents not requiring sick leave	8	3	6	2	0	2	10	3	8
Accidents requiring sick leave	2	3	1	1	1	0	3	4	1
In itinere accidents requiring sick leave	0	0	1	0	0	0	0	0	1
Frequency rate	6.08	9.29	2.64	4.73	4.77	0	5.55	7.51	1.6
Seriousness rate	0.07	0.78	0.17	0.25	0.14	0	0.14	0.53	0.1
Occupational diseases	0	0	0	0	0	0	0	0	0

As can be seen in the table, the total number of accidents has increased, from seven accidents in 2023 to ten accidents in 2024. However, the frequency and severity rates have decreased, as only the number of accidents resulting in lost time and the number of working days lost due to these accidents are taken into account for their

calculation. The table shows that the number of accidents with sick leave fell by 50%, as there were four accidents in 2023 and only two this year.

Enresa's **absenteeism** hours in 2024 amounted to 41,370 (39,180 in 2023 and 35,222 in 2022). The increase in hours

compared with the previous year is due, on the one hand, to the increase in the average workforce and, on the other, to delays by the National Social Security Institute (INSS) in assessing cases of permanent disability.



## Internal management of health and safety

The Occupational Risk Prevention Unit was created on 20 April 2022, reporting to the Organisation and Human Resources Department. Its main task is to coordinate the Occupational Risk Prevention Management System (ORP) and Enresa's **Own Prevention Service**, which covers the four preventive specialities: health monitoring, occupational safety, industrial hygiene and ergonomics and applied psychosociology. This system is audited every two years to assess and ensure its effectiveness and results.

In turn, through the **Basic Health Unit** integrated within its Own Prevention Service, Enresa provides this service to all its employees. Also noteworthy are the two-level I care centres, equipped staffed to attend to possible irradiation and/or contamination incidents at El Cabril work centres and at Santa María de Garoña NPP, as well as the presence of permanent medical transport at these same centres, as a voluntary improvement in the care and prevention of occupational accidents. The healthcare centre that Enresa had at José Zorita Nuclear Power Plant ceased to be operational in mid-2023 following notification to the Castilla-La Mancha Regional Department of Health.

Enresa also has two **Health and Safety Committees**, one at El Cabril and the other to cover the other work centres, made up of three workers' representatives and another three Company representatives. Their main responsibilities include fostering social dialogue in relation to health and safety.



In 2024, four meetings were held by the Headquarters Committee in Madrid and another four by the El Cabril Disposal Centre Committee. These meetings monitored preventive planning, accident rates, training and pending and unexpected actions. Furthermore, the inter-centre Occupational Risk Prevention meeting was held.

In addition, the preventive organisation includes **prevention management committees and integrated management committees** for facilities, projects and specific operations. These are of a purely internal, and not trade union, nature.

In 2024, in accordance with Royal Decree 39/97, of 17 January, which approves the Regulation on Prevention Services, an audit was carried out on Enresa's Occupational Risk Prevention (ORP) service, covering all the technical and preventive disciplines covered by Law 31/95: Occupational Medicine, Industrial Hygiene, Occupational Safety and Ergonomics and Applied Psychosociology. During this audit, it was confirmed that Enresa has a mature system that is integrated into its general prevention management. Specifically, compliance with applicable

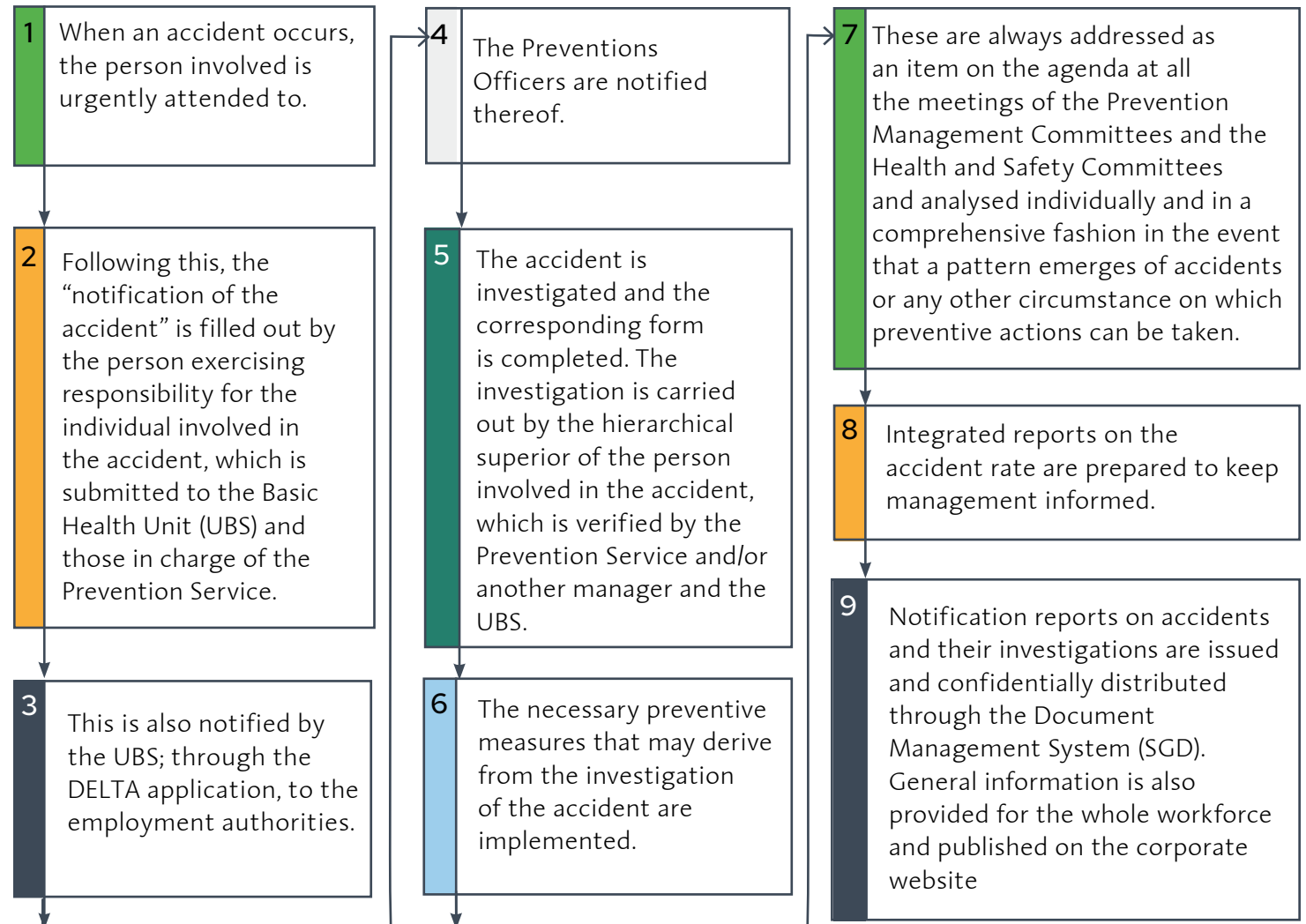
regulations and the effectiveness of the activities carried out by Enresa, coordinated by its Own Prevention Service, in integrating prevention were verified.

In addition, compliance with the minimum requirements for monitoring the health of workers was verified, as well as how Enresa acts in the event of occupational risks or accidents (reactive control), its ability to anticipate them, and the effectiveness of the occupational risk prevention system with regard to occupational medicine (active control).

Finally, the audit confirmed that the human and technical resources of Enresa's medical service at the facilities are sufficient to carry out occupational medicine tasks effectively and in accordance with prevailing legislation.

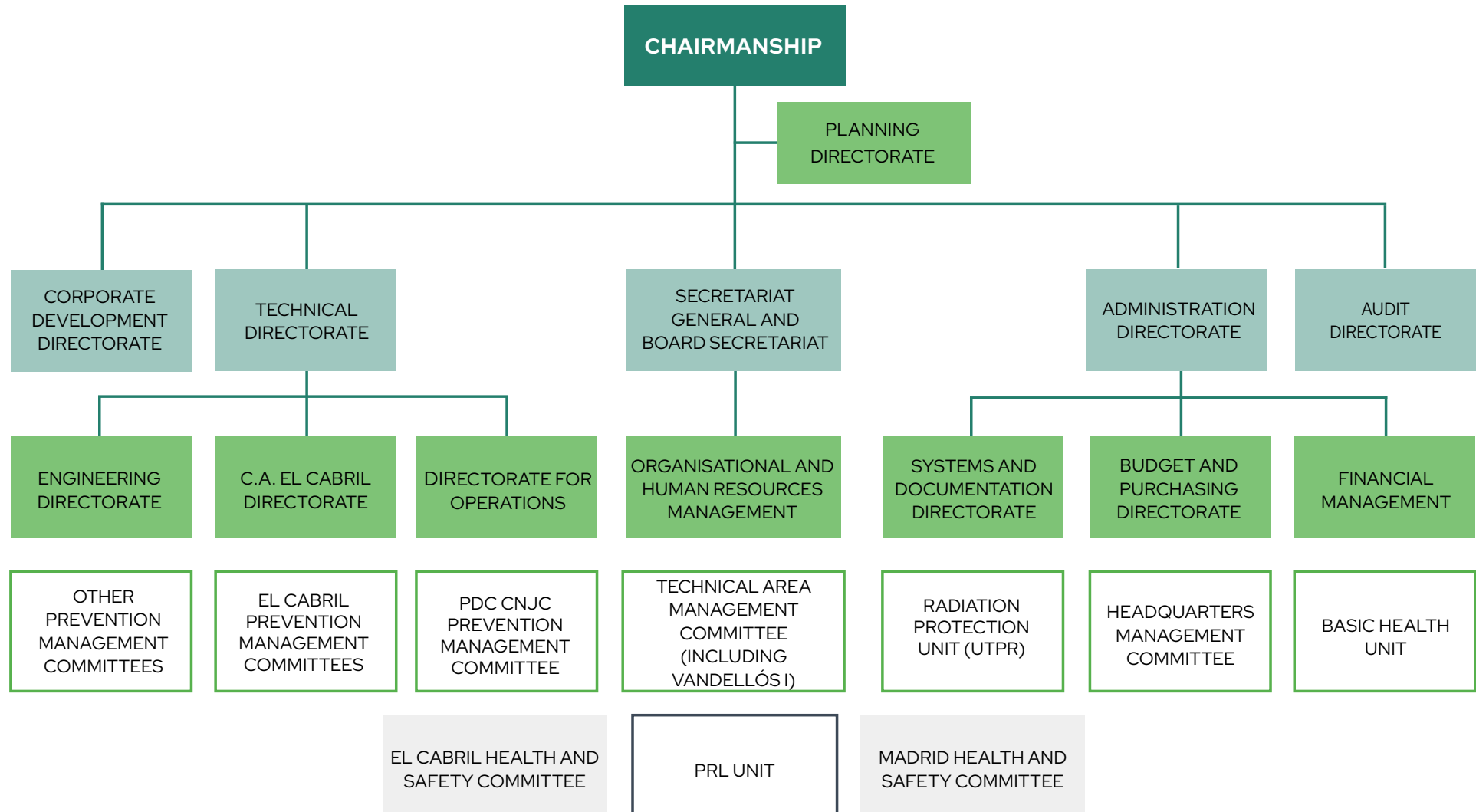
## Management of work accidents at Enresa

Enresa follows a series of procedures for the correct management of accidents at work that may occur at its work centres:



## Diagram of Prevention Management Committee:

Enresa's Own Prevention Service



## 5.7. Profile of the workforce and remuneration

After 40 years of activity, Enresa has a workforce with extensive experience that is in line with the Company's undertakings. The average profile of the Enresa employee is that of a graduate over the age of 50. The remuneration of the workforce and of management is determined according to the Company's single collective agreement and prevailing legislation..

- As of 31 December 2024, Enresa's workforce comprised a total of 372 people, 3.05% more than at the same date of the previous year (361). Of these, 60.75% are men and 39.25% are women.
- The largest professional category is Graduates, which accounts for 63.44% of the staff.
- By age group, the largest group is "over 50s", which accounts for 55.65% of the workforce.
- Enresa has three workers with a disability of 33% or more.
- 100% of the workforce is Spanish and employed on permanent contracts. 99.7% of the workforce is employed full-time.
- 88.44% of employees are covered by the Single Collective Bargaining Agreement.
- In 2024, there have been no layoffs.

### Remuneration of employees and directors

The Enresa remuneration policy is contained in the *Single Collective Agreement 2019-2023* for all staff at the work centres and in successive General State Budget Acts. The Collective Agreement establishes the remuneration structure and the salary scales. In all cases, the remuneration received exceeds the minimum wage, and no remuneration inequalities have been detected on the grounds of gender, except for questions of the length of service and other concepts associated with the specific provisions of the job position that lack a gender bias.

The remuneration of senior management is established in accordance with Royal Decree 451/2012, of 5 March, regulating the remuneration regime of senior management and executives in the public enterprise and other entities sector. The Chair receives the maximum remuneration of €186,762.61 at 31

December 2024. The members of the Board of Directors receive a maximum amount of €9,425 per annum as remuneration for attending ordinary Board meetings, in accordance with the Order communicated by the Ministry of Finance and Civil Service of 8 January 2013, since Enresa is a Company under Group 2. The amount corresponding to senior officials in 2024, for the Chair and Vice-Chair of the Company, is paid into the Public Treasury pursuant to the provisions of prevailing legislation.

The allowances of the Board members are governed by the Ministerial Order of the Ministry of the Treasury and Public Administrations of 8 January 2013, whereby the allowances provided for therein for Group 2 apply to Enresa. The members of the Audit Committee do not receive an allowance, nor Board members for attendance at extraordinary sessions of the Board of Directors.

## People indicators

The following tables provide detailed statistical information on staff, professional classification, contract types, functional diversity, remuneration and wage gap for 2022, 2023 and 2024.

### Total number of employees by sex, age and professional classification

Type	Men			Women			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
<b>Senior Management</b>	7	6	5	7	8	9	14	14	14
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	2	1	1	1	1	2	3	2	3
Older than 50	5	5	4	6	7	7	11	12	11
<b>Graduates</b>	128	132	135	88	98	101	216	230	236
Under the age of 30	1	1	0	1	0	0	2	1	0
Between 30 and 50	60	66	69	49	59	56	109	125	125
Older than 50	67	65	66	38	39	45	105	104	111
<b>Non-graduate Technicians</b>	16	14	13	2	3	3	18	17	16
Under the age of 30	1	0	0	0	0	0	1	0	0
Between 30 and 50	2	2	2	0	0	0	2	2	2
Older than 50	13	12	11	2	3	3	15	15	14
<b>Administrative Staff</b>	9	11	12	40	33	31	49	44	43
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	1	3	5	9	4	5	10	7	10
Older than 50	8	8	7	31	29	26	39	37	33
<b>Professionals-Trades</b>	55	55	61	1	1	2	56	56	63
Under the age of 30	0	1	1	0	0	0	0	1	1
Between 30 and 50	18	22	24	0	0	0	18	22	24
Older than 50	37	32	36	1	1	2	38	33	38
<b>TOTAL</b>	<b>215</b>	<b>218</b>	<b>226</b>	<b>138</b>	<b>143</b>	<b>146</b>	<b>353</b>	<b>361</b>	<b>372</b>

## Distribution of employees by sex, age and professional classification (all located in Spain)

Tipo	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Senior Management</b>	<b>1.98%</b>	<b>1.98%</b>	<b>3.97%</b>	<b>1.66%</b>	<b>2.22%</b>	<b>3.88%</b>	<b>1.34%</b>	<b>2.42%</b>	<b>3.76%</b>
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.57%	0.28%	0.85%	0.28%	0.28%	0.55%	0.27%	0.54%	0.81%
Older than 50	1.42%	1.70%	3.12%	1.39%	1.94%	3.32%	1.08%	1.88%	2.96%
<b>Graduates</b>	<b>36.26%</b>	<b>24.93%</b>	<b>61.19%</b>	<b>36.57%</b>	<b>27.15%</b>	<b>63.71%</b>	<b>36.29%</b>	<b>27.5%</b>	<b>63.44%</b>
Under the age of 30	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%
Between 30 and 50	17.00%	13.88%	30.88%	18.28%	16.34%	34.63%	18.55%	15.05%	33.60%
Older than 50	18.98%	10.76%	29.75%	18.01%	10.80%	28.81%	17.74%	12.10%	29.84%
<b>Non-graduate Technicians</b>	<b>4.53%</b>	<b>0.57%</b>	<b>5.10%</b>	<b>3.88%</b>	<b>0.83%</b>	<b>4.71%</b>	<b>3.49%</b>	<b>0.81%</b>	<b>4.30%</b>
Under the age of 30	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.57%	0.00%	0.57%	0.55%	0.00%	0.55%	0.54%	0.00%	0.54%
Older than 50	3.68%	0.57%	4.25%	3.32%	0.83%	4.16%	2.96%	0.81%	3.76%
<b>Administrative Staff</b>	<b>2.55%</b>	<b>11.33%</b>	<b>13.88%</b>	<b>3.05%</b>	<b>9.14%</b>	<b>12.19%</b>	<b>3.23%</b>	<b>8.33%</b>	<b>11.56%</b>
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.28%	2.55%	2.83%	0.83%	1.11%	1.94%	1.34%	1.34%	2.69%
Older than 50	2.27%	8.78%	11.05%	2.22%	8.03%	10.25%	1.88%	6.99%	8.87%
<b>Professionals-Trades</b>	<b>15.58%</b>	<b>0.28%</b>	<b>15.86%</b>	<b>15.24%</b>	<b>0.28%</b>	<b>15.51%</b>	<b>16.40%</b>	<b>0.54%</b>	<b>16.94%</b>
Under the age of 30	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.27%	0.00%	0.27%
Between 30 and 50	5.10%	0.00%	5.10%	6.09%	0.00%	6.09%	6.45%	0.00%	6.45%
Older than 50	10.48%	0.28%	10.76%	8.86%	0.28%	9.14%	9.68%	0.54%	10.22%
<b>TOTAL</b>	<b>61.00%</b>	<b>39.00%</b>	<b>100%</b>	<b>60.00%</b>	<b>40.00%</b>	<b>100%</b>	<b>60.75%</b>	<b>39.25%</b>	<b>100%</b>

## Total number of types of employment contracts in 2022

Type	Senior management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
Full time	0	0	0	1	1	2	1	0	1	0	0	0	0	0	0	3
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Between 30 and 50</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>60</b>	<b>49</b>	<b>109</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>10</b>	<b>18</b>	<b>0</b>	<b>18</b>	<b>142</b>
<b>Permanent</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>60</b>	<b>49</b>	<b>109</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>10</b>	<b>18</b>	<b>0</b>	<b>18</b>	<b>142</b>
Full time	2	1	3	60	49	109	2	0	2	1	9	10	18	0	18	142
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Older than 50</b>	<b>5</b>	<b>6</b>	<b>11</b>	<b>67</b>	<b>38</b>	<b>105</b>	<b>13</b>	<b>2</b>	<b>15</b>	<b>8</b>	<b>31</b>	<b>39</b>	<b>37</b>	<b>1</b>	<b>38</b>	<b>208</b>
<b>Permanent</b>	<b>5</b>	<b>6</b>	<b>11</b>	<b>67</b>	<b>38</b>	<b>105</b>	<b>13</b>	<b>2</b>	<b>15</b>	<b>8</b>	<b>31</b>	<b>39</b>	<b>37</b>	<b>1</b>	<b>38</b>	<b>208</b>
Full time	5	6	11	67	38	105	13	2	15	7	31	38	37	1	38	207
Part-time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
<b>TOTAL</b>	<b>7</b>	<b>7</b>	<b>14</b>	<b>128</b>	<b>88</b>	<b>216</b>	<b>16</b>	<b>2</b>	<b>18</b>	<b>9</b>	<b>40</b>	<b>49</b>	<b>55</b>	<b>1</b>	<b>56</b>	<b>353</b>

## Total number of types of employment contracts in 2023

Type	Senior management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>
<b>Permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>
Full time	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Between 30 and 50</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>66</b>	<b>59</b>	<b>125</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>158</b>
<b>Permanent</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>66</b>	<b>59</b>	<b>125</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>158</b>
Full time	1	1	2	66	59	125	2	0	2	3	4	7	22	0	22	158
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Older than 50</b>	<b>5</b>	<b>7</b>	<b>12</b>	<b>65</b>	<b>39</b>	<b>104</b>	<b>12</b>	<b>3</b>	<b>15</b>	<b>8</b>	<b>29</b>	<b>37</b>	<b>32</b>	<b>1</b>	<b>33</b>	<b>201</b>
<b>Permanent</b>	<b>5</b>	<b>7</b>	<b>12</b>	<b>65</b>	<b>39</b>	<b>104</b>	<b>12</b>	<b>3</b>	<b>15</b>	<b>8</b>	<b>29</b>	<b>37</b>	<b>32</b>	<b>1</b>	<b>33</b>	<b>201</b>
Full time	5	7	12	65	39	104	12	3	15	7	29	36	32	1	33	200
Part-time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
<b>TOTAL</b>	<b>6</b>	<b>8</b>	<b>14</b>	<b>132</b>	<b>98</b>	<b>230</b>	<b>14</b>	<b>3</b>	<b>17</b>	<b>11</b>	<b>33</b>	<b>44</b>	<b>55</b>	<b>1</b>	<b>56</b>	<b>361</b>

## Total number of types of employment contracts in 2024

Type	Senior management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
Full time	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Between 30 and 50</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>69</b>	<b>56</b>	<b>125</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>24</b>	<b>0</b>	<b>24</b>	<b>164</b>
<b>Permanent</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>69</b>	<b>56</b>	<b>125</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>24</b>	<b>0</b>	<b>24</b>	<b>164</b>
Full time	1	2	3	69	56	125	2	0	2	5	5	10	24	0	24	164
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Older than 50</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>66</b>	<b>45</b>	<b>111</b>	<b>11</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>26</b>	<b>33</b>	<b>36</b>	<b>2</b>	<b>38</b>	<b>207</b>
<b>Permanent</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>66</b>	<b>45</b>	<b>111</b>	<b>11</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>26</b>	<b>33</b>	<b>36</b>	<b>2</b>	<b>38</b>	<b>207</b>
Full time	4	7	11	66	45	111	11	3	14	6	26	32	36	2	38	206
Part-time	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1
<b>TOTAL</b>	<b>5</b>	<b>9</b>	<b>14</b>	<b>135</b>	<b>101</b>	<b>236</b>	<b>13</b>	<b>3</b>	<b>16</b>	<b>12</b>	<b>31</b>	<b>43</b>	<b>61</b>	<b>2</b>	<b>63</b>	<b>372</b>



## Distribution of types of employment contracts in 2022

Type	Senior management			Graduates			Non-Graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
<b>Permanent</b>	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
Full time	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Between 30 and 50</b>	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
<b>Permanent</b>	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
Full time	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Older than 50</b>	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	2.27%	8.78%	11.05%	10.48%	0.28%	10.76%	58.92%
<b>Permanent</b>	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	2.27%	8.78%	11.05%	10.48%	0.28%	10.76%	58.92%
Full time	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	1.98%	8.78%	10.76%	10.48%	0.28%	10.76%	58.64%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.28%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	1.98%	1.98%	3.97%	36.26%	24.93%	61.19%	4.53%	0.57%	5.10%	2.55%	11.33%	13.88%	15.58%	0.28%	15.86%	100.00%

## Distribution of types of employment contracts in 2023

Type	Senior management			Graduates			Non-Graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
<b>Permanent</b>	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
Full time	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.55%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Between 30 and 50</b>	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
<b>Permanent</b>	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
Full time	0.28%	0.28%	0.55%	18.28%	16.34%	34.63%	0.55%	0.00%	0.55%	0.83%	1.11%	1.94%	6.09%	0.00%	6.09%	43.77%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Older than 50</b>	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	2.22%	8.03%	10.25%	8.86%	0.28%	9.14%	55.68%
<b>Permanent</b>	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	2.22%	8.03%	10.25%	8.86%	0.28%	9.14%	55.68%
Full time	1.39%	1.94%	3.32%	18.01%	10.80%	28.81%	3.32%	0.83%	4.16%	1.94%	8.03%	9.97%	8.86%	0.28%	9.14%	55.40%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.28%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	1.66%	2.22%	3.88%	36.57%	27.15%	63.71%	3.88%	0.83%	4.71%	3.05%	9.14%	12.19%	15.24%	0.28%	15.51%	100.00%

## Distribution of types of employment contracts in 2024

Type	Senior management			Graduates			Non-Graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.27%
<b>Permanent</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.27%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.27%	0.27%	0.27%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Between 30 and 50</b>	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
<b>Permanent</b>	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
Full time	0.27%	0.54%	0.81%	18.55%	15.05%	33.60%	0.54%	0.00%	0.54%	0.00%	1.34%	2.69%	6.45%	0.00%	6.45%	44.09%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Older than 50</b>	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.87%	9.68%	0.54%	10.22%	55.65%
<b>Permanent</b>	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.87%	9.68%	0.54%	10.22%	55.65%
Full time	1.08%	1.88%	2.96%	17.74%	12.10%	29.84%	2.96%	0.81%	3.76%	0.00%	6.99%	8.60%	9.68%	0.54%	10.22%	55.38%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.27%
<b>Temporary</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part-time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	1.34%	2.42%	3.76%	36.29%	27.15%	63.44%	3.49%	0.81%	4.30%	0.00%	8.33%	11.56%	16.40%	0.54%	16.94%	100.00%

## Annual average of employees by sex, age and professional classification in 2022

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
<b>Permanent</b>	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
Full time	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Between 30 and 50</b>	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
<b>Permanent</b>	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
Full time	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Older than 50</b>	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	8.87	33.19	42.06	38.47	1.00	39.47	212.99
<b>Permanent</b>	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	8.87	33.19	42.06	38.47	1.00	39.47	212.99
Full time	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	7.87	33.19	41.06	38.47	1.00	39.47	211.99
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
<b>TOTAL</b>	7.00	7.00	14.00	123.98	85.03	209.01	17.58	2.00	19.58	9.87	42.19	52.06	55.26	1.00	56.26	350.91



## Annual average of employees by sex, age and professional classification in 2023

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.82</b>	<b>0.00</b>	<b>0.82</b>	<b>1.82</b>
<b>Permanent</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.82</b>	<b>0.00</b>	<b>0.82</b>	<b>1.82</b>
Full time	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.82	0.00	0.82	1.82
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Between 30 and 50</b>	<b>1.00</b>	<b>1.00</b>	<b>2.00</b>	<b>61.04</b>	<b>56.32</b>	<b>117.35</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>	<b>2.50</b>	<b>3.32</b>	<b>5.82</b>	<b>21.00</b>	<b>0.00</b>	<b>21.00</b>	<b>148.17</b>
<b>Permanent</b>	<b>1.00</b>	<b>1.00</b>	<b>2.00</b>	<b>61.04</b>	<b>56.32</b>	<b>117.35</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>	<b>2.50</b>	<b>3.32</b>	<b>5.82</b>	<b>21.00</b>	<b>0.00</b>	<b>21.00</b>	<b>148.17</b>
Full time	1.00	1.00	2.00	61.04	56.32	117.35	2.00	0.00	2.00	2.50	3.32	5.82	21.00	0.00	21.00	148.17
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Older than 50</b>	<b>5.55</b>	<b>7.00</b>	<b>12.55</b>	<b>67.46</b>	<b>40.10</b>	<b>107.56</b>	<b>13.64</b>	<b>3.00</b>	<b>16.64</b>	<b>8.00</b>	<b>29.77</b>	<b>37.77</b>	<b>33.80</b>	<b>1.00</b>	<b>34.80</b>	<b>209.32</b>
<b>Permanent</b>	<b>5.55</b>	<b>7.00</b>	<b>12.55</b>	<b>67.46</b>	<b>40.10</b>	<b>107.56</b>	<b>13.64</b>	<b>3.00</b>	<b>16.64</b>	<b>8.00</b>	<b>29.77</b>	<b>37.77</b>	<b>33.80</b>	<b>1.00</b>	<b>34.80</b>	<b>209.32</b>
Full time	5.55	7.00	12.55	67.46	40.10	107.56	13.64	3.00	16.64	7.00	29.77	36.77	33.80	1.00	34.80	208.32
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
<b>TOTAL</b>	<b>6.55</b>	<b>8.00</b>	<b>14.55</b>	<b>129.50</b>	<b>96.42</b>	<b>225.92</b>	<b>15.64</b>	<b>3.00</b>	<b>18.64</b>	<b>10.50</b>	<b>33.09</b>	<b>43.58</b>	<b>55.62</b>	<b>1.00</b>	<b>56.62</b>	<b>359.31</b>



### Annual average of employees by sex, age and professional classification in 2024

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
<b>Under the age of 30</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
<b>Permanent</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
Full time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	1.00
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Between 30 and 50</b>	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
<b>Permanent</b>	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
Full time	1.00	1.03	2.03	64.94	56.39	121.33	2.00	0.00	2.00	4.48	4.58	9.06	22.46	0.00	22.46	156.88
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Older than 50</b>	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	7.99	28.08	36.08	34.46	1.56	36.02	214.97
<b>Permanent</b>	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	7.99	28.08	36.08	34.46	1.56	36.02	214.97
Full time	4.96	7.00	11.96	70.18	45.39	115.57	12.33	3.00	15.33	6.99	28.08	35.08	34.46	1.56	36.02	213.97
Part-time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
<b>TOTAL</b>	5.96	8.03	14.00	135.12	101.78	236.91	14.33	3.00	17.33	12.48	32.66	45.14	57.92	1.56	59.48	372.85



### Employees with functional diversity

Disability	No. of Employees		
	2022	2023	2024
< 33%	0	0	0
Between 33% and 65%	2	3	3
> 65%	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>3</b>



### Average remuneration of Board members

	Average Remuneration 2022		Average Remuneration 2023		Average Remuneration 2024	
	Men	Women	Men	Women	Men	Womwn
Board members						
Of any age and regardless the sex	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €	9,425 €
<b>Total</b>	<b>9,425 €</b>	<b>9,425 €</b>	<b>9,425 €</b>	<b>9,425 €</b>	<b>9,425 €</b>	<b>9,425 €</b>

### Wage Gap by professional category

	2022	2023	2024
Senior Management	4.79%	6.88%	0.04%
Graduates	0.83%	3.10%	2.00%
Non-graduate Technicians	13.57%	9.64%	9.74%
Administrative Staff	-6.36%	-10.52%	-11.66%
Professionals-Trades	-8.88%	-15.05%	-0.94%
<b>TOTAL</b>	<b>-2.93%</b>	<b>-4.79%</b>	<b>-8.97%</b>

The wage gap is determined by calculating the difference between the average remuneration of men less the average remuneration of women, divided by the average remuneration of men. If the value is less than 1, the gap is favourable to women. If the value is more than 0, the gap is favourable to men.

## AVERAGE REMUNERATION AND ITS EVOLUTION BROKEN DOWN BY SEX, AGE AND PROFESSIONAL CLASSIFICATION OR EQUAL VALUE\* (IN €)

Type	Average Remuneration 2022			Average Remuneration 2023			Average Remuneration 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Senior Management**</b>	<b>151,971</b>	<b>144,864</b>	<b>148,417</b>	<b>158,932</b>	<b>148,406</b>	<b>152,917</b>	<b>157,328</b>	<b>157,262</b>	<b>157,285</b>
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	142,847	135,734	140,476	155,701	139,806	147,754	160,262	169,724	166,570
Older than 50	155,620	146,386	150,583	159,578	149,634	153,777	156,594	153,701	154,753
<b>Graduates</b>	<b>68,188</b>	<b>67,624</b>	<b>67,958</b>	<b>69,483</b>	<b>67,354</b>	<b>68,576</b>	<b>70,569</b>	<b>69,160</b>	<b>69,966</b>
Under the age of 30	43,550	49,341	46,445	44,856	0	44,856	0	0	0
Between 30 and 50	57,803	59,971	58,777	60,510	61,088	60,783	60,573	63,028	61,673
Older than 50	77,856	77,973	77,899	78,972	76,833	78,170	81,018	76,791	79,304
<b>Non-graduate Technicians</b>	<b>57,255</b>	<b>49,598</b>	<b>56,404</b>	<b>59,634</b>	<b>53,979</b>	<b>58,636</b>	<b>61,603</b>	<b>55,602</b>	<b>60,478</b>
Under the age of 30	47,230	0	47,230	0	0	0	0	0	0
Between 30 and 50	51,665	0	51,665	53,618	0	53,618	54,956	0	54,956
Older than 50	58,886	49,598	57,647	60,637	53,979	59,306	62,812	55,602	61,267
<b>Administrative Staff</b>	<b>45,738</b>	<b>48,807</b>	<b>48,243</b>	<b>45,454</b>	<b>50,644</b>	<b>49,347</b>	<b>46,481</b>	<b>51,902</b>	<b>50,389</b>
Under the age of 30	0	0	0	0	0	0	0	0	0
Between 30 and 50	37,879	41,698	41,316	37,902	39,510	38,821	40,884	42,368	41,626
Older than 50	46,720	50,871	50,019	48,286	52,180	51,338	50,479	53,735	53,045
<b>Professionals-Trades</b>	<b>47,298</b>	<b>51,502</b>	<b>47,373</b>	<b>47,336</b>	<b>54,478</b>	<b>47,464</b>	<b>47,875</b>	<b>48,327</b>	<b>47,889</b>
Under the age of 30	0	0	0	37,346	0	37,346	42,624	0	42,624
Between 30 and 50	42,453	0	42,453	43,292	0	43,292	51,642	48,327	51,468
Older than 50	49,655	51,502	49,704	50,429	54,478	50,552	38,278	0	38,278
<b>TOTAL</b>	<b>63,819</b>	<b>65,710</b>	<b>64,558</b>	<b>64,512</b>	<b>67,662</b>	<b>65,760</b>	<b>64,568</b>	<b>70,363</b>	<b>66,842</b>

\*The average remuneration corresponds to the base salary, length of service, fixed supplements and maximum provision of variable remuneration for the employees at year-end. All the average values are weighted according to the number of staff with which the calculation was made.

\*\* The Senior Management remuneration contained in the table is their total contractual remuneration.

# ABOUT THIS REPORT

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## About this report



<b>Company</b>	<b>Enresa</b>
<b>Registered address</b>	Calle de Emilio Vargas, 7 28043, Madrid
<b>Country</b>	Spain
<b>Period covered</b>	2022
<b>Frequency</b>	Annual
<b>More information</b>	<a href="mailto:prensa@enresa.es">prensa@enresa.es</a> <a href="mailto:sostenibilidad@enresa.es">sostenibilidad@enresa.es</a> 915 66 81 00 <a href="http://www.enresa.es">www.enresa.es</a>

This report contains non-financial information and data on EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E. (Enresa) in Spain. Its preparation is the result of collaboration from all Enresa management departments.

This document shares Enresa's performance over 2024, focused on corporate, economic, social and environmental areas, with all its stakeholders and society as a whole. This is an exercise in accountability whereby the Company clearly shows its commitment to value creation, transparency and fluid communication.

In compliance with Law 11/2018, of 28 December, on non-financial information and diversity, EMPRESA NACIONAL DE RESIDUOS RADIATIVOS, S.A., S.M.E. (Enresa) includes its Non-financial Information Statement (NFIS) in the Directors' Report corresponding to

the financial year from 1 January to 31 December 2024.

This NFIS has been drawn up using certain standards selected from the Global Reporting Initiative (GRI) as references. The non-financial indicators selected by Enresa comply with the principles of comparability, materiality, relevance and reliability, and the information is accurate, comparable and verified by an independent verification service provider.

The independent assurance report, which includes the process's goals and scope, revision procedures used, and conclusions, is attached to this report as an annex.

# Principles that govern this report

## 1. Principles to guarantee the quality of the report

These principles are related to the quality of the information, including their correct presentation:

- **Accuracy:** the information that Enresa provides in this report is set out in an accurate and detailed manner.
- **Balance:** the report shows both the positive and negative aspects of the performance of Enresa's activity in 2024.
- **Clarity:** an easily understandable style is used; it is drafted in such a way that it does not hinder the comprehension of the information provided. The structure of the document facilitates the location of the information. A table of contents and tables are included.
- **Comparability:** the information is presented in a way that facilitates the analysis of the development of Enresa's performance over time and in comparison with other companies.
- **Reliability:** the information included in this report is backed by internal and external controls, including verification by an independent verification service provider.

## 2. Principles for the definition of the content:

### Relevant issues and stakeholder participation

As part of its corporate social responsibility strategy, Enresa conducted a study in 2022 to identify the most relevant issues in its performance in relation to economic, governance, social and environmental dimensions. This work, known as a **materiality analysis**, allows the expectations

of its stakeholders to be analysed from the perspective of social responsibility and sustainability, defining the most important aspects for the Company's internal and external stakeholders.

This study is developed in accordance with the following methodology:

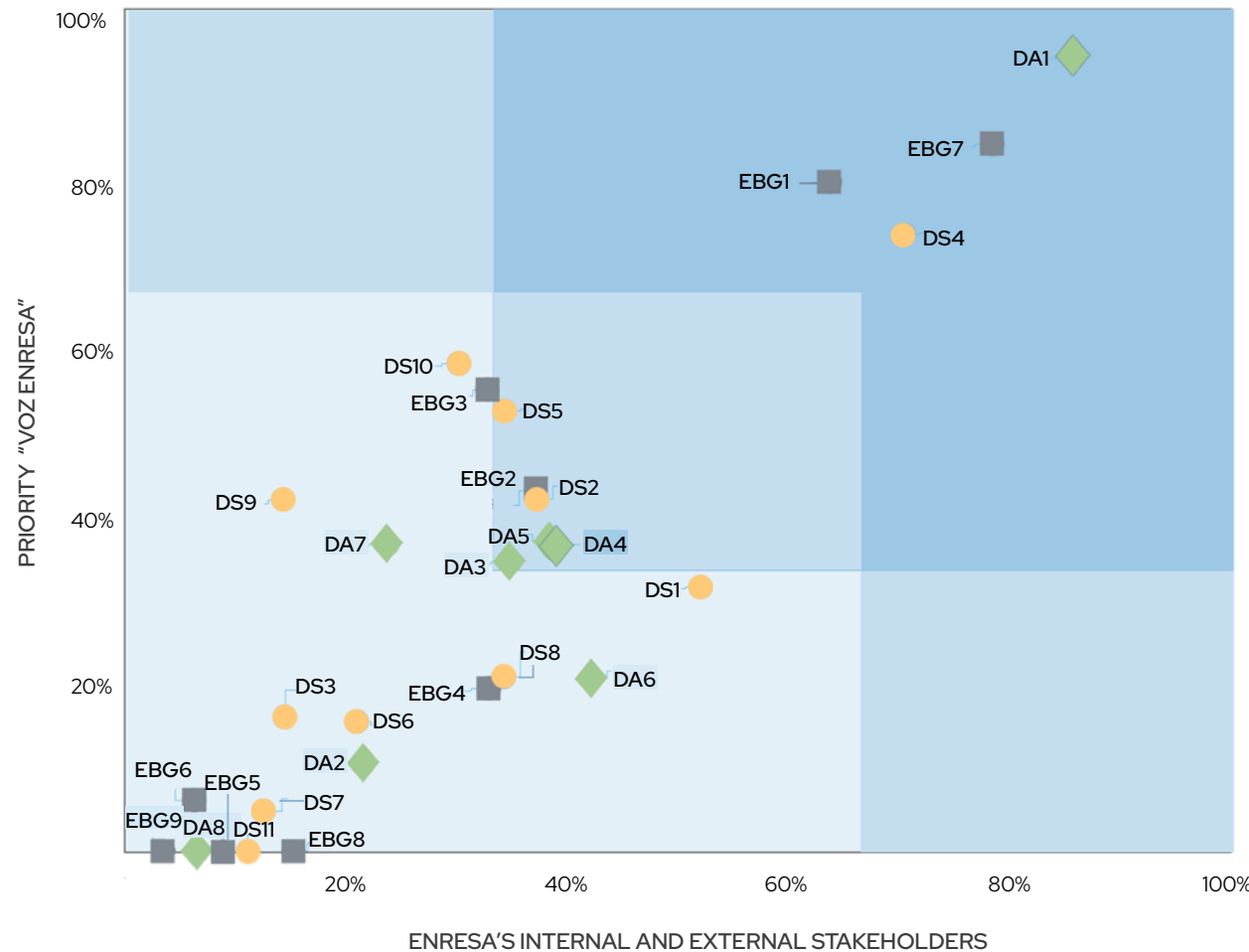


The most important issues for Enresa are grouped into three thematic areas, each of which develops more specific aspects:



The matrix allows the relevance of the issues for Enresa’s internal and external stakeholders to be visualised, weighted according to the critical nature of these groups and the maturity of the issues.

### Materiality analysis



### ETHICS AND GOOD GOVERNANCE

- EBG1 Regulatory compliance
- EBG2 Transparency
- EBG3 Code of ethics
- EBG4 Efficiency in the financial management
- EBG5 Protection of Human Rights
- EBG6 Protection of data and security
- EBG7 Safe management of radioactive waste
- EBG8 Responsible procurement
- EBG9 Other ethical and good governance issues

### ENVIRONMENTAL PERFORMANCE

- DA1 Environmental monitoring and oversight
- DA2 Contribution to SDG
- DA3 Climate change
- DA4 Energy management
- DA5 Circular economy
- DA6 Environmental awareness
- DA7 Protection of biodiversity
- DA8 Other environmental issues

### SOCIAL PERFORMANCE

- DS1 Quality jobs
- DS2 Technical and human assistance
- DS3 Support to vulnerable collectives
- DS4 Local development
- DS5 Collaboration with educational institutions
- DS6 Transparency in procurement processes
- DS7 Supervision of the supply chain
- DS8 Direct allocations
- DS9 International cooperation
- DA10 Efficient management of resources
- DA11 Other social issues

Enresa's stakeholders that took part in the analysis of the relevant issues are as follows:

Stakeholder	Number sent	Number of responses	Percentage of participation
Management Committee	14	11	79%
Board of Directors	10	8	80%
Workforce	42	32	76%
Upper and Lower Houses of Parliament	18	0	0%
Regional and local governments	81	9	11%
Entities and bodies in the fields of science and training	5	3	60%
Contractors and suppliers	11	14	127%
NGOs	2	2	100%
Nuclear sector (power plants and facilities)	35	8	23%
Media	10	4	40%
Sector associations	9	4	44%
Shareholders	2	1	50%
Ministry for the Ecological Transition and Demographic Challenge	3	1	33%
Nuclear Safety Council	9	2	22%
Society	690	49	7%



## Context of Sustainability

This report analyses the results obtained by the only company included in its scope, its relationship with the commission received, and its sustainability strategy described in the *Master Sustainability Plan*.



## Exhaustivity

This report's information allows for an assessment of Enresa's conduct in those aspects considered key in 2024.

The following modifications took place in 2024 that affected the scope of the information contained in this report:

- In July 2023, Enresa assumed 100% ownership of Santa María de Garoña NPP. The 2023 NFIS reported information on consumption and waste at this centre for the second half of 2023 only. In 2024, however, the information relating to this centre now covers the entire financial year.



In addition, Enresa owns the following facilities:

- Offices in Cordoba: these operate under a rental regime from a third party. The Company has no staff or operating control over these offices.
- Warehouse in Alcalá de Henares: dedicated to store material. There are no permanent staff. The information is managed from the Company Headquarters.
- Villar de Cañas: building with no permanent staff; managed from the Headquarters.

This report's different sections cover the relevant issues, offering concrete responses. A table referencing the requirements of Law 11/2018 is also included.

# TABLE REFERENCED TO THE REQUIREMENTS OF LAW 11/2018



# Table referenced to the requirements of Law 11/2018

List of contents according to the requirements of Law 11/2018 on Non-Financial Information and Diversity matters

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
<b>1. INFORMACIÓN GENERAL</b>				
Description of the business model, including its business environment, organisation and structure.	Relevant	<a href="#">1.1. An essential public service</a> <a href="#">1.2. Mission, vision and values</a> <a href="#">1.3. Legal framewok and institutional control</a> <a href="#">1.4. Structure and Governing bodies</a> <a href="#">2.1. Enresa, a reference for the sector</a> <a href="#">2.2.Lines of action and most important activities in 2024</a> <a href="#">About this report</a>	GRI 2-1 GRI 2-2 GRI 2-3 GRI 2-6 GRI 2-9 (partial) GRI 2-11	Not applicable
Markets in which it operates	Relevant	<a href="#">1.1. An essential public service</a> <a href="#">1.2. Mission, vision and values</a> <a href="#">1.3. Legal framewok and institutional control</a> <a href="#">1.4. Structure and Governing bodies</a>	GRI 2-1 GRI 2-6	Not applicable
Objectives and strategies of the organisation	Relevant	<a href="#">1.1. An essential public service</a> <a href="#">1.2. Mission, vision and values</a> <a href="#">1.8. Sustainability as an objective</a>	GRI 3-3 GRI 2-6	Not applicable
Main factors and trends likely to affect its future development	Relevant	<a href="#">1.7. Risks and potential impacts on the activity</a>	GRI 3-3 GRI 2-6	Not applicable
Reporting framework used	Relevant	<a href="#">About this report</a>	GRI 1. 2021 Fundamentals	Not applicable
Principle of materiality	Relevant	<a href="#">About this report</a>	GRI 3-1 GRI 3-2	Not applicable

<sup>1</sup> GRI – Global Reporting Initiative. All of them in the latest available version.

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
<b>2. ENVIRONMENT</b>				
<b>Environmental management</b>				
Management approach: Policies and risks	Relevant	<a href="#">1.5. Good governance</a> <a href="#">1.7. Risks and potential impacts on the activity</a>	GRI 3-3	Not applicable
Current and foreseeable effects of the Company's activities on the environment and, where appropriate, on health and safety.	Relevant	<a href="#">3.1. Environmental protection as a commitment</a>	GRI 3-3	Not applicable
Environmental assessment or certification procedures	Relevant	<a href="#">3.1. Environmental protection as a commitment</a>	GRI 3-3	Not applicable
Resources dedicated to environmental risk prevention	Relevant	<a href="#">3.2. Environmental monitoring</a>	GRI 3-3	Not applicable
Application of the precautionary principle	Relevant	<a href="#">3.2. Environmental monitoring</a>	GRI 2-23 (partial) GRI 3-3	Not applicable
Amount of provisions and guarantees for environmental risks	Relevant	<a href="#">3.2. Environmental monitoring</a>	GRI 3-3	Not applicable
<b>Contamination</b>				
Measures to prevent, reduce or remediate emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution	Relevant	<a href="#">3.4. Pollution prevention</a> <a href="#">3.5. Circular economy and waste management</a>	GRI 3-3 GRI 306-1 GRI 306-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
<b>Circular economy and waste prevention</b>				
Waste prevention, recycling, reuse, other forms of recovery and disposal measures	Relevant	<a href="#">3.5. Circular economy and waste management</a>	GRI 3-3 GRI 306-1 GRI 306-2 (parcial) GRI 306-3 (2020) GRI 306-4 (parcial) GRI 306-5 (parcial)	Not applicable
Actions to combat food waste	Relevant	<a href="#">3.5. Circular economy and waste management</a>	GRI 3-3 GRI 306-2 GRI 306-4 (2020)	Not applicable
<b>Sustainable use of resources</b>				
Water consumption and water supply according to local constraints	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 303-1 (parcial) GRI 303-5 (parcial)	Not applicable
Consumption of raw materials and measures taken to improve the efficiency of their use	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 301-1 (parcial)	Not applicable
Direct and indirect consumption of energy	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 302-1 (parcial)	Not applicable
Measures taken to improve energy efficiency	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 3-3 GRI 302-4 (parcial)	Not applicable
Use of renewable energies	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 302-1 (parcial)	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
<b>Climate Change</b>				
Significant elements of greenhouse gas emissions generated as a result of the Company's activities, including the use of the goods and services that it produces	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	Not applicable
Measures taken to adapt to the consequences of climate change	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 3-3	Not applicable
Voluntary reduction targets are established in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.	Relevant	<a href="#">3.6. Ecological footprint</a>	GRI 305-5	Not applicable
<b>Biodiversity</b>				
Measures taken to preserve or restore biodiversity.	Relevant	<a href="#">3.3. Biodiversity protection</a>	GRI 3-3 GRI 304-3 (partial)	Not applicable
Impacts caused by activities or operations in protected areas	Relevant	<a href="#">3.3. Biodiversity protection</a>	GRI 304-1 (partial)	Not applicable
<b>3. SOCIAL AND PERSONNEL MATTERS</b>				
<b>Employment</b>				
Management approach: Policies and risks	Relevant	<a href="#">1.5. Good governance</a> <a href="#">1.7. Risks and potential impacts on the activity</a>	GRI 2-23 GRI 3-3	Not applicable
Total number and distribution of employees according to criteria representative of diversity (gender, age, country, etc.)	Relevant	<a href="#">5.7. Staff profile and remuneration</a>	GRI 2-7 GRI 405-1	Not applicable
Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and professional classification	Relevant	<a href="#">5.7. Staff profile and remuneration</a>	GRI 2-7 GRI 405-1	Not applicable
Number of dismissals by gender, age and occupational classification	Relevant	<a href="#">5.7. Staff profile and remuneration</a>	GRI 3-3 GRI 401-1	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
Average salaries and their evolution are broken down by gender, age and professional classification or equal value.	Relevant	<a href="#">5.7. Staff profile and remuneration</a>	GRI 3-3 GRI 405-2	Not applicable
Wage gap, the remuneration for equal or average jobs in society	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a> <a href="#">5.7. Staff profile and remuneration</a>	GRI 3-3 GRI 405-2	Not applicable
The average remuneration of directors and executives, including variable remuneration, allowances, indemnities and payments to long-term savings systems and any other payments broken down by gender.	Relevant	<a href="#">5.7. Staff profile and remuneration</a> (average remuneration of board members)	GRI 3-3 GRI 405-2	Not applicable
Implementation of work disconnection policies	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
Employees with disabilities	Relevant	<a href="#">5.7. Staff profile and remuneration</a> (average remuneration of board members)	GRI 405-1	Not applicable
<b>Work organisation</b>				
Organisation of working time	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
Number of hours of absenteeism	Relevant	<a href="#">5.6. Health and Safety</a>	GRI 403-9 (partial) GRI 403-10 (partial)	Not applicable
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
<b>Health and safety</b>				
Occupational health and safety conditions	Relevant	<a href="#">5.6. Health and Safety</a>	GRI 3-3 GRI 403-1 GRI 403-2 (partial) GRI 403-3 GRI 403-7	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.	Relevant	<a href="#">5.6. Health and Safety</a>	GRI 403-9 (partial) GRI 403-10 (partial)	Not applicable
<b>Social Relationships</b>				
Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff.	Relevant	<a href="#">5.2. Stable and quality employment</a> <a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
Percentage of employees covered by collective bargaining agreements, by country	Relevant	<a href="#">5.7. Staff profile and remuneration</a>	GRI 2-30	Not applicable
The balance of collective bargaining agreements, particularly in the field of occupational safety and health	Relevant	<a href="#">5.2. Stable and quality employment</a> <a href="#">5.6. Health and Safety</a>	GRI 403-4 (GRI Version 2018)	Not applicable
<b>Training</b>				
Policies implemented in the field of training	Relevant	<a href="#">5.4. Training to continue growing</a>	GRI 3-3 GRI 404-2	Not applicable
The total number of hours of training by professional categories	Relevant	<a href="#">5.4. Training to continue growing</a>	GRI 404-1 (partial)	Not applicable
<b>Universal accessibility</b>				
Universal accessibility for people with disabilities	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3 GRI 405-1 (partial)	Not applicable
<b>Equality</b>				
Measures taken to promote equal treatment and opportunities for women and men	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable

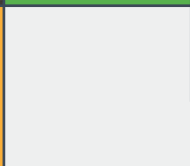
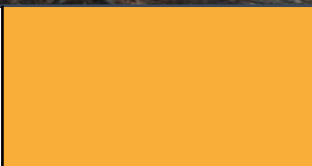
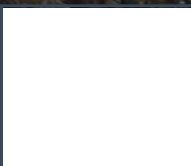
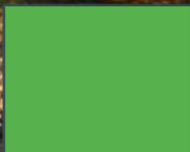
INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
Equality plans (Chapter III of Organic Law 3/2007, of March 22, 2007, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities.	Relevant	<a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
The policy against all types of discrimination and, where applicable, diversity management	Relevant	<a href="#">1.5. Good governance</a> <a href="#">5.3. Work/life balance, equality and inclusion</a>	GRI 3-3	Not applicable
<b>4. HUMAN RIGHTS</b>				
Management approach: Policies and risks	Relevant	<a href="#">1.5. Good governance</a> <a href="#">1.7. Risks and potential impacts on the activity</a>	GRI 2-23 GRI 3-3	Not applicable
Implementation of human rights due diligence procedures; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses committed	Relevant	<a href="#">1.5. Good governance</a>	GRI 2-23 GRI 2-26	Not applicable
Complaints of human rights violations	Relevant	<a href="#">1.5. Good governance</a>	GRI 3-3 GRI 406-1	Not applicable
Promotion and enforcement of the provisions of the core conventions of the International Labor Organization 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.	Relevant	<a href="#">1.5. Good governance</a>	GRI 3-3	Not applicable
<b>5. CORRUPTION AND BRIBERY</b>				
Management approach: Policies and risks	Relevant	<a href="#">1.5. Good governance</a>	GRI 2-23 GRI 3-3	Not applicable
Measures taken to prevent corruption and bribery	Relevant	<a href="#">1.5. Good governance</a>	GRI 3-3 GRI 2-23 GRI 2-26 GRI 205-3	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
Measures to combat money laundering	Relevant	<a href="#">1.5. Good governance</a>	GRI 3-3 GRI 2-23 GRI 2-26 GRI 205-3	Not applicable
Contributions to foundations and non-profit organisations	Relevant	<a href="#">4.4. Collaboration with institutions and associations</a>	GRI 2-28 GRI 413-1 (partial)	Not applicable
<b>6. SOCIETY</b>				
<b>Company commitment to sustainable development</b>				
Management approach: Policies and risks	Relevant	<a href="#">1.5. Good governance</a> <a href="#">1.7. Risks and potential impacts on the activity</a>	GRI 2-23 GRI 3-3	Not applicable
The impact of the Company's activities on employment and local development	Relevant	<a href="#">4.1. Part of the community</a> <a href="#">4.3. Contribution to social development</a>	GRI 3-3	Not applicable
The impact of the Company's activities on local populations and the territory.	Relevant	<a href="#">4.3. Contribution to social development</a> <a href="#">4.4. Collaboration with institutions and associations</a>	GRI 3-3	Not applicable
The relations maintained with local community stakeholders and the forms of dialogue with them	Relevant	<a href="#">4.5. Communicate to be closer to society</a>	GRI 2-29	Not applicable
Partnership or sponsorship actions	Relevant	<a href="#">4.4. Collaboration with institutions and associations</a>	GRI 3-3	Not applicable
<b>Subcontracting and suppliers</b>				
Inclusion of social, gender equality and environmental issues in the procurement policy.	Relevant	<a href="#">4.2. Sustainable value chain</a>	GRI 3-3	Not applicable
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	Relevant	<a href="#">4.2. Sustainable value chain</a>	GRI 2-6 GRI 308-2 (partial) GRI 414-4 (partial)	Not applicable

INFORMATION REQUESTED BY LAW 11/2018	RELEVANCE	PAGE OR SECTION OF THE REPORT WHERE A RESPONSE IS GIVEN	GRI CONTENT <sup>1</sup>	REMARKS/ REASON FOR OMISSION
Monitoring and auditing systems and audit results	Relevant	<a href="#">4.2. Sustainable value chain</a>	GRI 2-6 GRI 308-2 (partial) GRI 414-2 (partial)	Not applicable
<b>Consumers</b>				
Measures for the health and safety of consumers	Relevant	<a href="#">2.3. Quality management</a> <a href="#">2.6. Safety</a>	GRI 3-3	Not applicable
Complaint systems, complaints received and their resolution	Relevant	<a href="#">4.2. Sustainable value chain</a>	GRI 3-3 GRI 416-2 GRI 418-1	Not applicable
<b>Tax information</b>				
The benefits obtained on a country-by-country basis	Relevant	<a href="#">1.6. Economic and financial aspects</a>	GRI 3-3 GRI 207-4 (partial)	Not applicable
Taxes on profits paid	Relevant	<a href="#">1.6. Economic and financial aspects</a>	GRI 3-3 GRI 207-4 (partial)	Not applicable
Public subsidies received	Relevant	<a href="#">1.6. Economic and financial aspects</a>	GRI 201-4 (partial)	Not applicable



# INDEPENDENT VERIFICATION REPORT



## DECLARACIÓN DE LA VERIFICACIÓN

### LGAI TECHNOLOGICAL CENTER S.A DECLARA QUE:

SE HA EFECTUADO LA VERIFICACIÓN DEL **INFORME DE SOSTENIBILIDAD 2024** DE LA ORGANIZACIÓN:  
**EMPRESA NACIONAL DE RESIDUOS RADIOACTIVOS, S.A, S.M.E. (ENRESA)**

COMO RESULTADO DEL PROCESO DE VERIFICACIÓN SE INDICA QUE:

- EL CONTENIDO DE LA INFORMACIÓN ESTÁ BASADO EN DATOS Y REGISTROS COMPROBADOS COMO CIERTOS. ASÍ MISMO, LA INFORMACIÓN, SU TRATAMIENTO, CÁLCULOS, GRÁFICOS, ETC, HAN SIDO COMPROBADOS Y VERIFICADOS.
- LA TRAZABILIDAD Y RELEVANCIA ENTRE INFORMACIÓN DE BASE Y CONTENIDO DE LA MEMORIA ES ADECUADO.
- SE HA REALIZADO DE CONFORMIDAD CON LOS REQUISITOS Y PRINCIPIOS ESTABLECIDOS EN LA GUÍA PARA LA ELABORACIÓN DE MEMORIAS DE SOSTENIBILIDAD, SEGÚN LOS ESTÁNDARES GRI (GLOBAL REPORTING INITIATIVE) EN LA MODALIDAD DE REPORTE "CON REFERENCIA"

**LAURA IRANZO RAMÍREZ, 07/03/2025**



**RESPONSABLE TÉCNICO SOSTENIBILIDAD**

**APPLUS CERTIFICATION**

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