

Sustainability executive summary

"Committed to sustainability, people
and our clients"

Engineering for a more sustainable world

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Almería Solar PV Cluster | Spain

210 MWp installed capacity | Development, EPC, O&M

1. LETTER FROM THE CHAIRMAN



This is the first year that we at Grupotec are openly sharing our sustainability report. We are not starting from scratch. We have been working on sustainability for years out of sheer conviction and with one underlying idea: doing things well, even if they are not written down, even if they are not publicised. Because, for us, sustainability is more about doing than telling, more about improving than complying.

However, we believe the time has come to go a step further: to share with all of you how we understand sustainability and how we build it into the way we do business.

With this extract from our report, we are not trying to present a perfect

image, simply to bring order and structure to something that already existed, to make it more visible.

We want it to help you understand where we stand, but above all to help us move forward, with better judgement, towards a model that is increasingly structured, more transparent and aligned with what really matters to our stakeholders.

We encourage you to read it critically, to use it, to question it and, above all, to share your views with us.

Thank you for reading, and for helping us do better.

Olallo Villoldo Bellón
Executive Chairman, Grupotec

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For us,
sustainability
is **more about
doing than
telling, more
about improving
than complying.**

Brechin Castle Solar Farm | Trinidad and Tobago
122 MWp installed capacity | EPC, O&M

2. WHO WE ARE

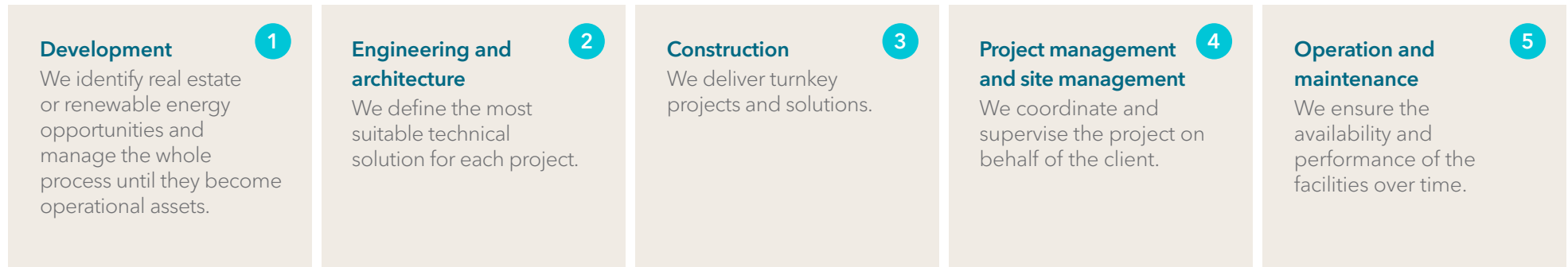
We are an engineering, renewable energy, architecture and construction company.

We started out in 1997 as a small engineering consultancy and, since then, we have kept growing, adding new areas of activity and expanding our international presence.

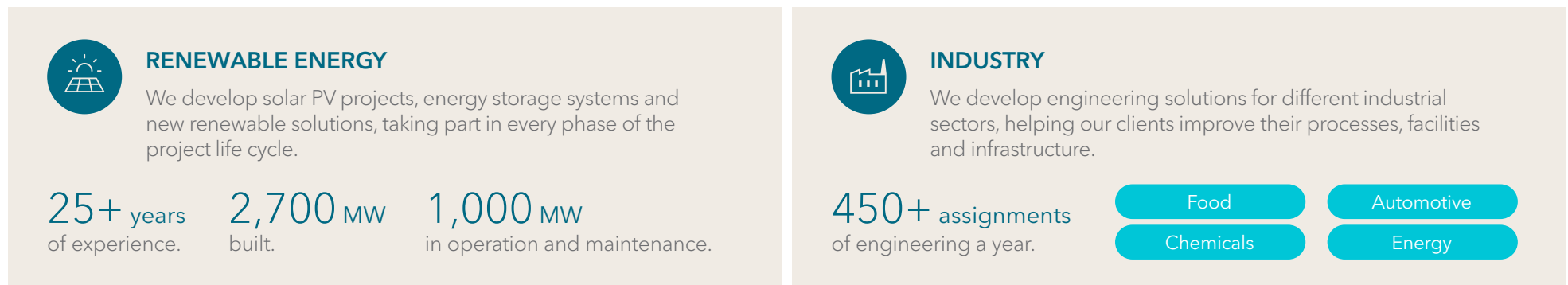
Today we carry out projects in more than 25 countries and have a team of 671 people. Over the years we have taken part in thousands of very different projects, but we still approach our work in the same way: closeness to our clients, technical specialisation, a long-term view and a way of growing that puts people at the centre.



We take part in different phases of the project life cycle



Solutions for different markets





BUILDING AND REAL ESTATE

We take part in architecture, construction, project management and real estate development projects, supporting our clients from the early design stages through to the commissioning of the assets.

700+ projects
in architecture and engineering.

40+ projects
in construction.



ENVIRONMENT AND WATER

We develop projects related to waste management, water treatment and the integrated water cycle, promoting more efficient use of resources.

25+ years
of experience.

10.5 M t/year
of waste managed.

2.3 M m³/year
of water managed.



SELF-CONSUMPTION AND ENERGY EFFICIENCY

We develop self-consumption and energy efficiency solutions that help organisations reduce consumption, energy costs and emissions.

140 MW
built.

250+
installations.

83 MW
in operation and maintenance.



LOGISTICS AND DISTRIBUTION

We design and build logistics platforms and distribution infrastructure tailored to the needs of a sector where operational efficiency and capacity for growth are essential.



DATA CENTRES

We develop engineering and infrastructure solutions for data centres, bringing our experience in complex projects to a sector that is key to digital transformation.



How we got here

More than three decades of growth and evolution.

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We bring the **design, execution and maintenance of industrial and energy assets together under a single point of contact.**

1989

Olallo Villoldo: the entrepreneur

He starts the business providing engineering services.

2005

Entry into the renewables business

We build our first rooftop solar PV plants. Two years later come the first projects under the investment and operation model.

2011

New corporate identity

We update our image, adding the giraffe symbol that represents us and is still with us today.

1997

The birth of Grupotec

We expand our areas of activity and bring our first managers into the shareholding, a key decision for the company's later growth.

2010

Entry into the UK market

We take a key step to diversify our business at a particularly difficult time for the solar PV sector in Spain, and the UK is still one of our main markets today.

2014

€100 million in turnover

We reach one of the main financial milestones in our history after years of sustained growth.

2015

First ground-mounted solar PV developments

We start a line of business that would become one of the main drivers of growth in the years that followed.

2017

Start of the Integrated Water Management business

We add turnkey solutions for the integrated water cycle aimed at the industrial sector.

2022

Entry into the battery market

We build our first BESS project in the UK and expand our activity into new technologies that are key to the energy transition.

2016

Start of the Design and Build business

We create an area that allows us to expand our capabilities and offer integrated solutions to our clients.

2020

Start of the Real Estate Development business

We complete the value chain in building by adding real estate development to our activity.

2025

Opening of the new headquarters

We design and build new offices to support Grupotec's growth and offer a better working environment to a team of more than 600 people.



How we do business

Since our foundation, we at Grupotec have shown a strong sensitivity to sustainability. This approach comes from the highest governing body, which leads and guides the group's strategic decisions and makes sure this commitment is built into every level of the organisation and reaches everyone who is part of it. It is also applied with a dual perspective: the contribution our services make to markets, making their operations more sustainable, and the sustainability of our own activity.

At Grupotec we have always defended a simple idea: for a project to go well, things also

have to go well for our team, our clients and our surroundings.

This way of understanding business, promoted by our Chairman since the company's early days, has guided many of the decisions we have taken throughout our history. Growth has never been an end in itself, but the result of doing things well and creating value in a balanced way.

This vision is still present today in the way we run Grupotec, and it is the foundation on which we build our approach to sustainability.

THE WIN-WIN CIRCLE



We carry out our activity on the basis of a set of values that define our identity and form the foundation of our corporate culture. These values guide the way we work, our internal relationships and the way we interact with clients, suppliers and other stakeholders:



Honesty: acting with integrity and transparency in all operations, with absolute rejection of any dishonest means of obtaining profit or advantage in business.



Professionalism: maintaining a high technical standard and a commitment to service quality, ensuring speed, effectiveness and involvement with the client.



Commitment: honouring the agreements we make and constantly seeking continuous improvement in management and service delivery.



Closeness: building a close relationship with our clients to better understand their needs and provide effective solutions.



Excellence: applying the best methodologies and practices, both in our relationships with clients and internally, driving innovation, continuous improvement and social responsibility.

To reinforce and structure these principles, we have several formal mechanisms, such as the Compliance Programme, set out through the Business Code of Ethics, and the Harassment Prevention and Response Protocol, with zero tolerance of any discriminatory behaviour. We also have commitments on human rights and working conditions as a signatory to the UN Global Compact, and a firm commitment against corruption, bribery and other practices that are not tolerated within the organisation, through the Business Corruption Response Protocol, the Protocol for Conduct with Public Officials and the Catalogue of Prohibited Conduct.



Tye Lane Solar Farm | United Kingdom
69 MWp installed capacity | EPC

3. HOW OUR YEAR WENT

2025 in figures

BUSINESS

€18.9 M

consolidated profit before tax.

8.6/10 score

in client and investor satisfaction.

SOCIETY

€ 38,899

donated to social and environmental causes.

216 hours

of corporate volunteering.

2 projects

of our own in social action.

5 partnerships

with third-sector organisations.



 PEOPLE

671 people
in our team.

+20%
headcount growth compared with 2024
(+71% compared with 2022).

24%
women in the workforce.

100%
of the workforce in Spain covered by
collective bargaining agreements.

18.27%
adjusted gender pay gap.

93.4%
permanent contracts.

14 accidents
at work.

76%
men in the workforce.

12,416 hours
of training delivered.



 ENVIRONMENT

-16.8%

reduction in relative emissions.

1,530 t

of non-hazardous waste generated.

2.2 tCO₂e

per employee. Carbon footprint
(Scopes 1 and 2).

-23.7%

reduction in relative waste generation
compared with 2024.

88%

waste segregation rate.

12.7 m³

per employee in relative water consumption.

-47%

reduction in relative water consumption
compared with 2024.

862.9 kWh

per employee in relative electricity
consumption.

-8.3%

reduction in relative electricity consumption
compared with 2024.

1.11 m³

per site in relative fuel
consumption.

+27.6%

increase compared with 2024 due to the
higher number of projects under way.



Our main progress in sustainability

A NEW SPACE TO KEEP GROWING

This year we moved our head office to the IKON building. Growth in recent years had brought about a major change in the company, and we needed a space that would help us face this new stage.

The new offices have been designed with both our team and our clients in mind. Larger spaces, collaborative areas, meeting rooms, a cafeteria, a gym and changing rooms are part of an environment designed to encourage collaboration, wellbeing and people's development.

THE FIRST STEP TOWARDS SR10 CERTIFICATION

In 2025 we began work on implementing a social responsibility management system in line with the IQNet SR10 standard.

We chose this standard because it fits well with the way we work and can be integrated naturally with our Integrated Management System. We aim to organise, systematise and bring consistency to many practices that are already part of our day-to-day work, thereby strengthening the management of sustainability within the organisation.

A FIRST APPROACH TO DOUBLE MATERIALITY

Although we have no legal obligation, we have always seen this exercise as an opportunity to ask ourselves questions and analyse our activity from a new perspective.

This first exercise, simple and streamlined, has helped us better understand what impacts we generate, what risks we need to manage and where we can add most value. It will serve as a starting point for developing an increasingly complete and mature methodology in the coming years.





WE KEEP BRINGING IN TALENT

In 2025 we reached 671 people in our workforce, a 20% increase on the previous year. This growth reflects the development of the group's activity, but it also brings new challenges. Maintaining our culture, integrating new joiners and continuing to look after people's development has become an increasingly important priority as the company grows.

BRINGING SOCIAL ACTION CLOSER TO OUR PROJECTS

We have also once again extended our social action to the areas where we carry out large-scale projects. One example is Trinidad and Tobago, where we launched activities linked to the Brechin Castle solar PV project.

Through initiatives such as Easy Writing and Solarponics, we work with schools and local organisations in areas related to education and sustainable agriculture. This experience, together with previous national and international projects, serves as a reference for continuing to bring social action into future projects and strengthening our positive impact on the communities where we operate.

TEMPE logistics platform - Inditex | Spain

280,000 m² plot and 141,000 m² under construction | Engineering

4. HOW WE LOOK AFTER OUR TEAM

At Grupotec, people are not just a resource: they are the heart of the company.

We believe that a committed and satisfied team is what drives excellent projects and lasting relationships with our clients. That is why we put the wellbeing of our professionals at the centre of every decision. Because when you look after people, the project grows.



We work with trust and safety

- ✓ We have an in-house occupational health and safety service, which allows us to stay close to our teams and respond to the real needs of each activity.
- ✓ We manage health and safety through a system certified to ISO 45001.
- ✓ We provide specific health and safety training, tailored to the different jobs and risks.
- ✓ We carry out regular audits of facilities, processes and equipment to identify risks and keep improving our working conditions.
- ✓ We encourage our teams to take part in health and safety initiatives.



We make day-to-day life easier

- ✓ We offer flexible working hours to help people organise their work and meet their personal needs.
- ✓ We apply condensed summer working hours.
- ✓ We provide leave, reduced working hours and extended leave to care for children and family members.
- ✓ We offer our teams a flexible benefits scheme that includes childcare, meals, transport and training.
- ✓ We provide access to health insurance and other corporate wellbeing initiatives.
- ✓ We offer solutions that provide good-quality ready meals in the offices at reduced prices, a measure that helps save time and makes work-life balance easier day to day.



We look after our team's wellbeing

Through the Grupotec Social y Saludable ('Grupotec Social and Healthy') programme, we develop different initiatives to promote the physical, emotional and social wellbeing of the people who make up the organisation.

PHYSICAL WELLBEING

- ✓ We make it easier to access sports activities and healthy habits through a wellbeing platform.
- ✓ We take part in and help organise corporate sports events.
- ✓ We support participation in sports activities linked to the areas where we operate by sponsoring races and other activities.
- ✓ We have added a gym in the new IKON offices to encourage exercise as part of everyday life.
- ✓ We offer a physiotherapy service in the offices, bringing physical care closer to our teams.
- ✓ We provide health promotion workshops and activities in collaboration with the Spanish Association Against Cancer (AECC) and Umivale Activa.

SOCIAL WELLBEING

- ✓ We promote corporate volunteering and micro-volunteering initiatives.
- ✓ We organise activities and get-togethers that bring people together and strengthen bonds between teams.
- ✓ We promote initiatives in which families also take part, creating spaces to share beyond the work environment.
- ✓ We encourage the team to take part in charitable initiatives and social projects aligned with our values.
- ✓ Every year we hold the Grupotec Annual Conference, one of the events our teams value most. It brings together people from all areas and workplaces to share the main milestones of the year, recognise the effort made and enjoy a day together.

EMOTIONAL WELLBEING

- ✓ We run specific programmes focused on managing stress and emotions.
- ✓ We provide training in emotional intelligence to strengthen personal and interpersonal skills.
- ✓ We promote spaces for reflection and learning aimed at psychological wellbeing and a healthy approach to work.



ElPozo Alimentación industrial self-consumption plant | Spain
27.8 MWp installed capacity | EPC



5. HOW WE MANAGE OUR ENVIRONMENTAL IMPACT

Although our activity helps protect the environment, we are also aware that we have an impact on our surroundings, so we work to understand it, minimise it and promote sustainable practices in our day-to-day work.



THE MAIN IMPACTS OF OUR ACTIVITY

- Fuel consumption in vehicles, machinery and generators.
- Electricity consumption in offices and facilities.
- Waste generation in offices and on construction sites.
- Management of materials from solar PV installations at the end of their useful life.
- Water consumption in offices and projects.



THE RISKS WE FACE

- Constant changes in environmental legislation and in the requirements that apply to our activities and projects.
- Effects of climate change that may affect our activity, such as restrictions on water use, fires or extreme weather events.



HOW WE ADDRESS THEM

- Environmental management system certified to ISO 14001.
- A team of 21 professionals specialising in environment and health and safety.
- Regular environmental inspections on sites and at facilities.
- Ongoing monitoring of legal requirements and regulatory changes.
- Weather alert system to anticipate extreme weather events.



OUR CARBON FOOTPRINT

We measure our carbon footprint every year and have a Decarbonisation Plan that guides our main improvement actions.

How do we work?

- We calculate our Scope 1 and 2 carbon footprint every year.
- We carry out specific actions to reduce emissions under the Decarbonisation Plan 2023–2028.
- We are gradually replacing our fleet with more efficient vehicles.
- We have started installing charging points for electric vehicles.
- We promote pilot projects for solar self-consumption on site.
- We incorporate energy efficiency criteria in offices and facilities.

Some results for 2025 vs 2024

18.14%

reduction in carbon footprint per employee.

8.3%

reduction in relative electricity consumption per employee.



THE WASTE WE GENERATE

Proper waste management is one of the main environmental aspects of our activity. That is why we work to improve the segregation, traceability and recovery of the materials generated in our offices and projects.

How do we work?

- We apply waste segregation procedures in all projects.
- We work exclusively with authorised waste managers.
- We set segregation and recovery targets on site.
- We have digitalised environmental monitoring to improve data quality.
- We train our teams and raise their awareness of good environmental practice.
- We take part in collective schemes for managing electrical waste and solar PV modules at the end of their useful life.

Some results for 2025 vs 2024

23.69%

reduction in non-hazardous waste generated.

88%

waste segregation rate.

We do not generate significant hazardous waste.



THE WATER WE USE

Water is particularly important in many of the areas where we operate. That is why we continuously monitor consumption and put in place measures to encourage responsible use of the resource.

How do we work?

- We monitor water consumption in offices and projects.
- We implement measures to save and control consumption.
- We run awareness-raising activities for our teams.
- We are installing more efficient equipment in the new IKON offices.

'Los Cantiles' organic waste treatment centre | Spain
Annual capacity of 102,490 tonnes | Engineering



6. HOW WE ENGAGE WITH SOCIETY

We drive employment and community development

- ✓ We are present at job fairs, universities, vocational training centres and professional associations to bring job opportunities closer to young talent.
- ✓ We work with supported employment organisations and local organisations to promote labour market inclusion.
- ✓ We encourage local hiring on international projects, contributing to the economic development of the areas where we operate.
- ✓ We maintain an ongoing dialogue with local communities and authorities so that our projects bring benefits beyond the economic activity itself.



We create and drive our own social projects



AMPLIANDO HORIZONTES ('Broadening Horizons')

Programme for Basic Vocational Training students at risk of social exclusion, with mentoring, careers guidance, company visits, employability training and financial support.

Results 2025

- ✓ **125 students** taking part.
- ✓ **6 educational centres** collaborating.
- ✓ **50 Grupotec volunteers** involved.
- ✓ **€ 10,480** allocated to student grants.



VOCATIONAL TRAINING GRANTS IN CAMBODIA

Together with the NGO SAUCE, we support access to vocational training for young people from care homes and vulnerable backgrounds.

Results 2025

- ✓ **21 annual grants** funded.

2025 MILESTONE

Taking our social action to more of the places where we operate

We have once again developed social initiatives linked directly to a major international project, continuing our social action in the communities where we have a long-term presence.

Building on the development of a 122 MW solar PV plant at Brechin Castle in Trinidad and Tobago, we launched educational and awareness-raising programmes for the local community.

INITIATIVES CARRIED OUT

- 1 Easy Writing**
Writing competition in primary schools to promote education and bring the project closer to the local community.
- 2 Solarponics**
Sustainable agriculture and renewable energy programme implemented in 5 schools and 1 local NGO.

WHY IS IT IMPORTANT?

- ✓ Change of approach**
It marks a change of approach, taking our social initiatives to the places where we carry out high-impact projects.
- ✓ Pilot experience**
It is a pilot that we want to gradually extend to other areas in the coming years.

Working together to multiply our impact

MAGIC LINE · SAN JUAN DE DIOS

- ✓ **+100 Grupotec participants.**
- ✓ **€ 2,809 raised by our team,** matched by Grupotec.
- ✓ Support for social programmes related to social inclusion, housing and support for vulnerable groups.

'1 KM 1 VIDA' CHARITY RACE

- ✓ Sponsorship of Grupotec team participation.
- ✓ Support for development projects run by the Vicente Ferrer Foundation in India.

RUN CÁNCER VALENCIA

- ✓ Taking part as a sponsor company.
- ✓ Active team involvement in support of cancer research.



SOLAR IRRIGATION INNOVATION FOR AGRICULTURE IN MOZAMBIQUE

- ✓ Professionals from our renewables, water and bioenergy areas take part in this project, which aims to improve food security through solar irrigation and sustainable agriculture solutions.
- ✓ Definition and development of the technical specifications for the hydraulic and solar systems.

ONE DAY YES KENYA

- ✓ Support for a child nutrition project on the island of Lamu.
- ✓ Contribution to the construction of a new nutrition centre.
- ✓ Improvements to the water and irrigation infrastructure of the educational project.



Industrial wastewater treatment plant - cosmetics sector | Spain
33,000 m³ annual capacity

This aerial photograph shows an industrial wastewater treatment facility. Several large, white, cylindrical storage tanks are the central feature, each with a metal ladder and access platform. To the left, a multi-level metal structure with stairs and walkways is visible. In the foreground and to the right, there is a large area of dirt and gravel where construction or maintenance work is taking place. Several orange and red telehandlers or scissor lifts are parked or in use. In the background, a long, low industrial building with a corrugated metal roof is visible, along with a parking lot containing several cars. The overall scene depicts a large-scale industrial water management project.

7. HOW WE WANT TO KEEP IMPROVING

This report covers an important part of what we do, but it is not meant to portray a perfect organisation. We are aware that we still have room for improvement in many areas and that some of the most important challenges still lie ahead.

Our next steps

- Professionalise sustainability management.
- Implement the SR10 management system.
- Integrate sustainability more systematically into decision-making.
- Consolidate a common management model for the whole Group.

Improve data quality

- Improve the traceability and reliability of our data.
- Have better indicators to make better decisions.

Strengthen our value chain

- Improve our knowledge and monitoring of suppliers.
- Increase supply chain traceability.
- Extend our positive impact beyond our direct activity.

Keep moving forward with our team

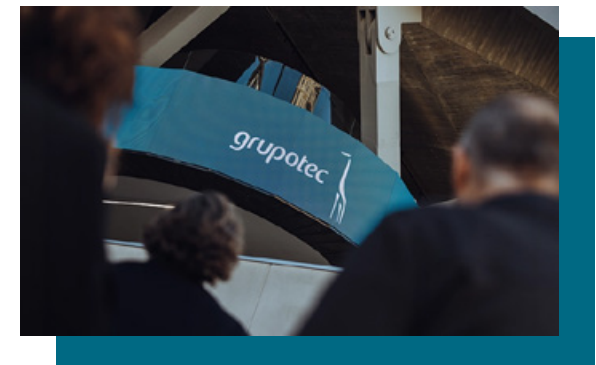
- Strengthen the management of equality and diversity.
- Implement new performance appraisal and professional development models.
- Keep promoting our teams' training and growth.

Extend our social impact

- Gradually extend our initiatives to the areas where we carry out projects.
- Replicate experiences such as the one in Trinidad and Tobago.
- Bring social action closer to the communities we live alongside.

Reduce our environmental impacts

- Keep developing our Decarbonisation Plan.
- Improve the management of waste, consumption and emissions.
- Keep incorporating efficiency and circular economy criteria into our operations.



Thank you for being with us

We would like to thank everyone who makes this project possible every day: our team, clients, suppliers, partners and the communities we work with. Thank you for helping us grow, improve and face the challenges ahead together.

Help us improve our next reports by completing the survey below:

[Take the survey here](#)





Want to find out more?

This document summarises the main contents of Grupotec's 2025 Non-Financial Information Statement (EINF). The full EINF, together with the independent verification report, is publicly available on the website <https://grupotec.es/en/sustainability/> and includes more detailed information, calculation methodologies and breakdowns of the indicators presented in these pages. Some environmental indicators may undergo minor adjustments as a result of verification processes pending at the time the EINF was published.

[Download the Non-Financial Information Statement \(EINF\)](#)



