

# **ESG Indicators**

## **Annex**

2025 Aqualia  
Sustainability Report

# ESG Indicators Annex

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# 1. We are Aqualia

## 1.2 Business model and strategy for a quality service

We extend the blue thread

## 1.4 Integrated Management System

- Aqualia's Integrated Management System - % of turnover under the different management systems
- Certifications by country

## 1.2 BUSINESS MODEL AND STRATEGY FOR A QUALITY SERVICE

# We extend the blue thread

		UPSTREAM supply	DOWNSTREAM supply	Supply and sewerage	Sewerage	Water treatment/ WWTP	Desalination/ SWDP	Water treatment plant/ DWTP	Management of the end-to-end water cycle (MWC)	Maintenance and other services Sewerage infrastructure (OM)	Maintenance and other services Drinking water distribution networks (OM)	2025		2024	
												Municipalities served by Aqualia	Population served (inhabitants)	Municipalities served by Aqualia	Population served (inhabitants)
AFRICA AND ASIA	Saudi Arabia	●					●		●			631	8,815,518	631	8,815,518
	Algeria	●					●					2	1,500,000	2	1,500,000
	Qatar					●						1	280,000	2	280,000
	Egypt	●				●	●					3	11,000,000	3	11,000,000
	United Arab Emirates				●	●						2	1,960,000	2	1,960,000
	Georgia	●							●			6	1,492,083	35	1,437,833
	Japan <sup>5</sup>											-	-	-	-
	Oman								●			1	85,000	1	85,000
AMERICA	Chile <sup>1</sup>											-	-	-	-
	United States of America								●			8	456,190	8	434,049
	Colombia			●					●			33	1,260,486	28	1,240,686
	Mexico	●	●			●	●	●				6	2,444,494	6	2,444,494
	Peru <sup>2</sup>					●						-	-	-	-
EUROPE	Spain	●	●	●	●	●	●	●	●	●	●	1,171	13,284,002	1,167	13,224,673
	France	●	●		●	●		●		●		166	820,482	147	816,745
	Italy								●			22	249,431	22	249,431
	Portugal			●	●				●			5	113,479	5	113,479
	The Czech Republic <sup>3</sup>	●	●	●	●	●			●			289	1,223,907	287	1,220,983
	Romania <sup>4</sup>											-	-	-	-
<b>TOTAL</b>												<b>2,346</b>	<b>44,985,072</b>	<b>2,346</b>	<b>44,822,891</b>
<b>Direct activity-related SDGs</b>		6 and 12	6 and 12	6 and 12	6 and 12	6 and 12	3, 6 and 12	3, 6 and 12	3, 6 and 12	6 and 12	6 and 12				
<b>Business-related cross-cutting and corporate SDGs</b>		9, 13, 14 and 15	9, 13, 14 and 15	9, 13, 14 and 15	9, 11 and 13	7, 9, 13 and 15	9, 13, 14 and 15	9, 13, 14 and 15	7, 9, 11, 13, 14 and 15	9, 11 and 13	9, 11 and 13				

<sup>1</sup> In Chile Aqualia has the Tranque Huechún water treatment contract for Codelco.

<sup>2</sup> In Peru, Aqualia has contracted the wastewater treatment plant in Chincha, which will serve 225,000 inhabitants, coming into effect in 2026.

<sup>3</sup> In the Czech Republic Aqualia also supplies upstream water to Poland from its subsidiary SmVaK (109,708 inhabitants included in the Czech Republic figure).

<sup>4</sup> In Romania, Aqualia is finalising the EPC contract for the Glina WWTP (to serve 2.4 million inhabitants).

<sup>5</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

Upstream supply: this is the set of infrastructures and activities aimed at collecting raw water, making it drinkable and transporting it to municipal reservoirs or storage tanks.

Downstream supply: this is the distribution network responsible for carrying drinking water from the regulating reservoirs to the final consumption points (homes, industries, businesses).



# 2. Strategy

## 2.3 Relationship and dialogue with our stakeholders

### Digital communication

- Digital communication
- Social media subscribers by country

## 2.3 RELATIONSHIP AND DIALOGUE WITH OUR STAKEHOLDERS

# Digital communication

DIGITAL COMMUNICATION	2025	2024
Annual visits to the corporate website	2,500,000	2,300,000
Average annual duration of connections	1 min 28 sec	1 min 46 sec

SOCIAL MEDIA SUBSCRIBERS BY COUNTRY	2025					2024				
	LinkedIn	X	Facebook	Instagram	YouTube	LinkedIn	X	Facebook	Instagram	YouTube
Saudi Arabia	3,000	32	-	-	-	1,460	25	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-
Qatar	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	-	-	-	-	-
Colombia	-	245	3,026	2,597	-	-	164	835	1,016	-
Egypt	3,000	-	4	12	-	3,000	-	4	12	-
United Arab Emirates	2,000	-	644	-	-	1,733	-	262	-	-
Spain	80,257	8,016	-	4,486	4,300	64,067	7,907	-	3,371	4,015
United States of America	641	5	567	-	-	-	-	-	-	-
France	-	-	-	-	-	-	-	-	-	-
Georgia	3,000	-	153,000	972	233	-	-	153,000	940	189
Italy	101	-	-	-	10	383	-	-	-	-
Japan	-	-	-	-	-	-	-	-	-	-
Mexico	-	-	-	-	-	-	-	-	-	-
Oman	-	-	-	-	-	-	-	-	-	-
Peru	-	-	-	-	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-	-
Czech Republic	590	-	-	-	-	430	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-	-
Other countries	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>92,589</b>	<b>8,298</b>	<b>4,241</b>	<b>8,067</b>	<b>4,543</b>	<b>71,073</b>	<b>8,096</b>	<b>154,101</b>	<b>5,339</b>	<b>4,204</b>

# 3. Environmental information

## 3.1 Water efficiency, commitment to climate change and biodiversity regeneration

### Mitigation and adaptation to climate change

- » **Country-specific carbon footprint calculation aimed at achieving GHG emissions neutrality**
  - Location-based GHG emissions (tCO<sub>2</sub>e)
  - Location-based GHG emissions (tCO<sub>2</sub>e)
  - Scope 1 gross GHG emissions (tCO<sub>2</sub>eq)
  - Scope 2 gross GHG emissions (tCO<sub>2</sub>eq)
  - Scope 3 gross GHG emissions (tCO<sub>2</sub>eq)
  - Emissions intensity
  - Emissions intensity by country
  - Atmospheric emissions (in tonnes)
  - Avoided emissions
  - Air pollutants (kg/year)
  - Air pollutants per country (kg/year)
- » **Improving the energy efficiency of facilities**
  - Energy consumption
  - Energy intensity
  - Total energy consumption related to own operations (MWh)
  - Total energy consumption from fossil sources (MWh)
  - Energy from renewable sources (MWh)
  - Energy from nuclear sources (MWh)
  - Energy production (MWh)
  - Energy intensity per country (GJ / thousands of €)
  - Total electricity consumption
- » **Using renewable energies**
  - Electricity mix (kWh)
  - Electricity mix by country (kWh)
- » **Transforming the vehicle fleet**
  - Vehicles with low CO<sub>2</sub> emissions

### Sustainability of the water resource

- Facilities
- Natural resource
- Natural resource by country (m<sup>3</sup>)
- » **Collection of water**
  - Water collected by sources of collection (m<sup>3</sup>)
  - Water collected by sources of collection and country (m<sup>3</sup>)
  - Water extraction by water type (m<sup>3</sup>)
- » **Optimisation of water resources**
  - Volume of non-revenue water by country (NRW) (in m<sup>3</sup>)
  - Volume of non-revenue water volume per kilometre of network per day
  - Volume of non-revenue water per kilometre of network by country (leakage rate) (m<sup>3</sup>/km/day)
  - Water main replacement rate
  - Volume of actual unbilled water losses from the distribution system
  - Average volume of wastewater treated per day (m<sup>3</sup>/day)
  - Digital remote metering meters
- » **Water quality**
  - Parametric determinations in drinking water
  - Parametric determinations in drinking water by country
  - Aqualia-LAB
- » **Control of discharges**
  - Water discharges (m<sup>3</sup>)
  - Water discharges by type of water by country (m<sup>3</sup>)
  - Water discharges by destination (m<sup>3</sup>)
  - Water discharges by destination (m<sup>3</sup>)
  - Significant recorded spills
- » **Increased use of recycled water**
  - Water recycled or reused (m<sup>3</sup>)

# Environmental information

## Management of impact on and preservation of biodiversity

- Sites located in or near protected areas or key biodiversity areas by technology type
- Sites located in or near protected areas or key biodiversity areas by country
- Type of technology

## Circular management of resources and use of by-products

- Hazardous waste generated and disposal (t)
- Non-hazardous waste generated and disposal (t)
- Generated waste (t)
- Waste generated and disposal (t)
- Non-hazardous waste generated and disposal by country (t)
- Hazardous waste generated and disposal by country (t)

## 3.2 Innovation for caring for the planet

### Technological and infrastructure innovation

- Investment in R&D (€)
- R&D projects
- R&D projects by line of work

### Digitalisation

- » **Actions to improve digitalisation of urban water management systems**
  - Investment in digital transformation (€)
- » **Aqualia Live**
  - Aqualia Live modules by country
  - Aqualia Live - aWA (Aqualia Water Analytics)
  - Aqualia Live - GEO and NOW
- » **PERTE for water digitalisation**
  - Projects awarded
  - Type of action by project

## 3.1 WATER EFFICIENCY, COMMITMENT TO CLIMATE CHANGE AND BIODIVERSITY REGENERATION

# Mitigation and adaptation to climate change

## Country-specific carbon footprint calculation aimed at achieving GHG emissions neutrality

**MATERIAL TOPIC** Mitigation and adaptation to climate change **GRI** 102-5, 102-6, 102-7, 102-8

LOCATION-BASED GHG EMISSIONS (tCO <sub>2</sub> e)	2025	2024
<b>Scope 1 emissions (tCO<sub>2</sub>e)</b>	<b>391,267</b>	<b>348,400</b>
Fossil fuels	31,360	26,560
Water management complexes	359,907	321,840
<b>Scope 2 emissions (tCO<sub>2</sub>e)</b>	<b>436,827</b>	<b>391,739</b>
Electricity or steam purchased from third parties	436,827	391,739
<b>Scope 3 emissions (tCO<sub>2</sub>e)</b>	<b>360,871</b>	<b>218,846</b>
Articles and services purchased	126,603	76,485
Fuel and energy activities not included in scope 1 and 2	121,007	48,776
Waste generated in operations	110,393	93,585
Business travel	2,869	n/d
<b>TOTAL</b>	<b>1,188,965</b>	<b>958,985</b>
Other emissions (fuels of biogenic origin) (tCO <sub>2</sub> e)	27,085	28,361

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

The emission factors used for the calculation of the carbon footprint come from databases of recognised national bodies, such as MITECO, as well as international guidelines, such as IPCC, DEFRA, International Energy Agency and ADEME.

LOCATION-BASED GHG EMISSIONS (TCO <sub>2</sub> E)	2025					2024				
	Scope 1	Scope 2	Scope 3	TOTAL	Other emissions*	Scope 1	Scope 2	Scope 3	TOTAL	Other emissions*
Saudi Arabia	0	56,365	12,600	68,965	0	0	34,931	4,244	39,175	0
Algeria	0	164,931	34,354	199,285	0	0	175,777	20,146	195,923	0
Qatar	1,906	9,964	1,845	13,715	0	1,292	8,681	685	10,658	0
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	4,430	7,621	15,092	27,143	119	2,854	8,828	7,025	18,707	0
Egypt	197,253	88,107	59,886	345,246	1,629	176,700	67,172	37,085	280,957	0
United Arab Emirates	7,943	8,853	4,518	21,314	0	5,100	5,192	1,147	11,439	0
Spain	145,402	56,253	181,585	383,240	21,572	127,052	59,332	105,736	292,120	23,495
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	803	244	2,325	3,372	0	1,110	1,232	985	3,327	0
Georgia	16,414	0	8,320	24,734	0	15,195	0	6,197	21,392	0
Italy	936	1,780	4,739	7,455	0	1,363	2,462	3,179	7,004	0
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	907	22,424	20,139	43,470	17	1,905	8,623	1,534	12,062	31
Oman	232	11,113	7,710	19,055	0	226	9,551	25,061	34,838	0
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	1,033	362	1,914	3,309	0	929	527	1,044	2,500	0
Czech Republic	14,009	8,807	5,845	28,661	3,748	14,674	9,431	4,778	28,883	4,835
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>391,267</b>	<b>436,827</b>	<b>360,871</b>	<b>1,188,965</b>	<b>27,085</b>	<b>348,400</b>	<b>391,739</b>	<b>218,846</b>	<b>958,985</b>	<b>28,361</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

SCOPE 1 GROSS GHG EMISSIONS (TCO <sub>2</sub> EQ)	2025		
	Fossil fuels	Water management complexes	TOTAL
Saudi Arabia	0	0	0
Algeria	0	0	0
Qatar	233	1,672	1,906
Chile <sup>1</sup>	n/d	n/d	n/d
Colombia	1,501	2,929	4,430
Egypt	382	196,871	197,253
United Arab Emirates	6,221	1,721	7,943
Spain	13,708	131,694	145,402
United States of America <sup>2</sup>	n/d	n/d	n/d
France	173	630	803
Georgia	5,851	10,563	16,414
Italy	342	595	936
Japan <sup>3</sup>	n/a	n/a	n/a
Mexico	173	734	907
Oman	0	232	232
Peru <sup>4</sup>	n/d	n/d	n/d
Portugal	233	801	1,033
Czech Republic	2,544	11,466	14,009
Romania <sup>5</sup>	n/d	n/d	n/d
<b>TOTAL</b>	<b>31,360</b>	<b>359,907</b>	<b>391,267</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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SCOPE 2 GROSS GHG EMISSIONS (TCO <sub>2</sub> EQ)	2025		2024	
	Location-based gross Scope 2 GHG emissions	Gross market-based Scope 2 GHG emissions	Location-based gross Scope 2 GHG emissions	Gross market-based Scope 2 GHG emissions
Saudi Arabia	56,365	56,365	34,931	34,931
Algeria	164,931	164,931	175,777	175,777
Qatar	9,964	9,964	8,681	8,681
Chile <sup>1</sup>	n/d	n/d	n/d	n/d
Colombia	7,621	7,621	8,828	8,828
Egypt	88,107	88,107	67,172	67,172
United Arab Emirates	8,853	8,853	5,192	5,192
Spain	56,253	111,791	59,332	88,881
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d
France	244	244	1,232	1,232
Georgia	0	0	0	0
Italy	1,780	1,780	2,462	2,462
Japan <sup>3</sup>	n/a	n/a	n/a	n/a
Mexico	22,424	22,424	8,623	8,623
Oman	11,113	11,113	9,551	9,551
Peru <sup>4</sup>	n/d	n/d	n/d	n/d
Portugal	362	362	527	527
Czech Republic	8,807	8,807	9,431	9,431
Romania <sup>5</sup>	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>436,827</b>	<b>492,364</b>	<b>391,738</b>	<b>421,287</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

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SCOPE 3 GROSS GHG EMISSIONS (TCO <sub>2</sub> EQ)	2025					2024			
	Business travel	Goods and services purchased	Fuel and energy-related activities not included in scope 1 or 2	Waste generated in operations	TOTAL	Goods and services purchased	Fuel and energy-related activities not included in scope 1 or 2	Waste generated in operations	TOTAL
Saudi Arabia	100	2,601	9,900	0	12,600	982	3,262	0	4,244
Algeria	9	1,233	33,112	0	34,354	1,325	18,821	0	20,146
Qatar	122	0	1,639	84	1,845	96	534	55	685
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	250	11,008	2,866	967	15,092	5,564	645	816	7,025
Egypt	70	487	30,295	29,034	59,886	721	15,933	20,431	37,085
United Arab Emirates	155	262	3,161	940	4,518	4	1,100	43	1,147
Spain	1,938	99,521	28,135	51,991	181,585	61,491	4,085	40,160	105,736
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	15	1,681	443	185	2,325	685	210	90	985
Georgia	89	1,014	1,433	5,785	8,320	332	1,094	4,771	6,197
Italy	7	3,865	620	246	4,739	2,252	270	657	3,179
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	25	1,521	4,638	13,955	20,139	287	1,040	207	1,534
Oman	53	278	2,374	5,004	7,710	232	965	23,864	25,061
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	35	1,250	379	250	1,914	643	107	294	1,044
Czech Republic	1	1,883	2,010	1,951	5,845	1,871	710	2,197	4,778
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>2,869</b>	<b>126,603</b>	<b>121,007</b>	<b>110,393</b>	<b>360,871</b>	<b>76,485</b>	<b>48,776</b>	<b>93,585</b>	<b>218,846</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

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<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

EMISSIONS INTENSITY	2025	2024
Emissions to turnover ratio (tCO <sub>2</sub> e / thousands of €)	1,188,965	958,985
Turnover (thousands of €)	1,790,170	1,674,657
Emissions to turnover ratio (tCO <sub>2</sub> e / thousands of €)	0.66	0.57

Data assessed from 1 November 2024 to 31 October 2025  
(as in previous years).

EMISSIONS INTENSITY BY COUNTRY	2025		
	Total GHG emissions	Net income	Location-based GHG intensity by net income
Saudi Arabia	68,965	73,424	0.94
Algeria	199,285	48,499	4.11
Qatar	13,715	9,881	1.39
Chile <sup>1</sup>	n/d	698	n/d
Colombia	27,143	76,478	0.35
Egypt	345,246	4,644	74.34
United Arab Emirates	21,314	13,637	1.56
Spain	383,240	1,040,683	0.37
United States of America <sup>2</sup>	n/d	89,518	n/d
France	3,372	34,006	0.10
Georgia	24,734	99,238	0.25
Italy	7,455	59,754	0.12
Japan <sup>3</sup>	n/a	n/a	n/a
Mexico	43,470	45,278	0.96
Oman	19,055	947	20.12
Peru <sup>4</sup>	n/d	3,042	n/d
Portugal	3,309	20,035	0.17
Czech Republic	28,661	170,408	0.17
Romania <sup>5</sup>	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,188,965</b>	<b>1,790,170</b>	<b>0.66</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

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ATMOSPHERIC EMISSIONS (IN TONNES)	2025			2024		
	NOx	SOx	TOTAL	NOx	SOx	TOTAL
Saudi Arabia	0.00	0.00	0.00	0.00	0.00	0.00
Algeria	0.00	0.00	0.00	0.00	0.00	0.00
Qatar	0.63	0.00	0.63	0.22	0.00	0.22
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	10.93	0.01	10.94	2.26	0.00	2.26
Egypt	0.82	0.00	0.82	0.33	0.00	0.33
United Arab Emirates	27.09	0.03	27.11	13.63	0.02	13.64
Spain	53.08	0.05	53.13	41.91	0.05	41.96
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	0.71	0.00	0.71	1.16	0.00	1.16
Georgia	27.83	0.02	27.85	16.86	0.02	16.88
Italy	1.27	0.00	1.27	1.41	0.00	1.41
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	1.03	0.00	1.03	1.01	0.00	1.01
Oman	0.00	0.00	0.00	0.00	0.00	0.00
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0.84	0.00	0.84	0.59	0.00	0.60
Czech Republic	7.93	0.01	7.94	5.47	0.01	5.48
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>132.16</b>	<b>0.12</b>	<b>132.28</b>	<b>84.84</b>	<b>0.09</b>	<b>84.93</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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AVOIDED EMISSIONS	2025					2024				
	tCO <sub>2</sub>	tCH <sub>4</sub>	tN <sub>2</sub> O	GHG (tCO <sub>2</sub> e)	%	tCO <sub>2</sub>	tCH <sub>4</sub>	tN <sub>2</sub> O	GHG (tCO <sub>2</sub> e)	%
Supply	27,461	0	0	27,461	58%	4	0	0	4	0%
Sewerage	0	0	0	0	0%	0	0	0	0	0%
Water treatment	20,252	0	0	20,252	42%	17,334	0	0	17,334	75%
Miscellaneous	0	0	0	0	0%	5,709	0	0	5,709	25%
<b>TOTAL</b>	<b>47,713</b>	<b>0</b>	<b>0</b>	<b>47,713</b>	<b>100%</b>	<b>23,047</b>	<b>0</b>	<b>0</b>	<b>23,047</b>	<b>100%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

AIR POLLUTANTS (KG/YEAR)	2025	2024
Methane (CH <sub>4</sub> ) (Diffuse total methane in sewage treatment plant + Unburnt methane and biogas leakage)	12,249,331	11,406,121
Methane (CH <sub>4</sub> ) (Burning fuels for stationary and mobile machinery)	17,605	218,290
Nitrous oxide (N <sub>2</sub> O)	66,231	50,824
Non-methane volatile organic compounds (NMVOCs)	28,377	6,709
Nitrogen oxides (NOx/NO <sub>2</sub> )	132,164	84,840
Others SOx/SO <sub>2</sub>	116	94
<b>TOTAL</b>	<b>12,493,824</b>	<b>11,766,878</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

AIR POLLUTANTS BY COUNTRY (KG/YEAR)	2025						TOTAL
	Methane (CH <sub>4</sub> ) (Diffuse total methane in sewage treatment plant + Unburnt methane and biogas leakage)	Methane (CH <sub>4</sub> ) (Burning fuels for stationary and mobile machinery)	Nitrous oxide (N <sub>2</sub> O)	Non-methane volatile organic compounds (NMVOCs)	Nitrogen oxides (NOx/NO <sub>2</sub> )	Others SOx/SO <sub>2</sub>	
Saudi Arabia	0.000	0.000	0.000	0.000	0.000	0.000	0
Algeria	0.000	0.000	0.000	0.000	0.929	0.001	1
Qatar	57,442.681	3,233.530	0.000	263.947	630.814	0.333	61,571
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	99,578.065	249.188	552.497	4,761.254	10,934.939	5.449	116,081
Egypt	6,763,320.313	5,935.605	29,941.868	339.852	821.081	0.439	6,800,359
United Arab Emirates	59,330.771	1,981.851	241.560	4,633.220	27,088.301	25.758	93,301
Spain	4,409,050.973	2,517.054	31,801.377	9,630.405	53,082.485	49.517	4,506,132
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	21,569.970	11.184	104.013	152.494	712.927	0.626	22,551
Georgia	362,842.748	2,554.757	1,609.471	6,314.668	27,828.401	23.798	401,174
Italy	20,415.726	0.409	92.103	50.433	1,266.552	1.489	21,827
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	25,179.131	963.589	115.253	500.375	1,025.247	0.418	27,784
Oman	7,943.005	0.000	36.256	0.000	0.000	0.000	7,979
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	27,449.696	0.677	127.129	60.788	839.488	0.940	28,479
Czech Republic	395,207.614	157.155	1,609.954	1,669.150	7,933.187	7.008	406,584
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>12,249,331</b>	<b>17,605</b>	<b>66,231</b>	<b>28,377</b>	<b>132,164</b>	<b>116</b>	<b>12,493,824</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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## Improving the energy efficiency of facilities

**MATERIAL TOPIC** Mitigation and adaptation to climate change **GRI** 103-2 , 103-4 **SASB** IF-WU-130a.1

ENERGY CONSUMPTION	2025		2024	
	GJ	%	GJ	%
<b>Fossil fuels</b>	<b>426,085</b>	<b>7%</b>	<b>322,663</b>	<b>5%</b>
Petrol	79,844	-	11,690	-
Diesel/fuel oil	316,937	-	298,657	-
LPG	579	-	575	-
Natural gas	26,618	-	4,660	-
LNG	8	-	0	-
CNG	2,099	-	7,081	-
<b>Energy from renewable sources</b>	<b>1,196,634</b>	<b>19%</b>	<b>1,224,109</b>	<b>20%</b>
Biogas flared in boilers without electricity generation	147,742	-	184,166	-
Biogas flared in engines or turbines with electricity generation	77,956	-	261,422	-
Biomethane gas plants	581	-	609	-
Self-produced photovoltaic panels	52,983	-	41,193	-
Self-produced turbines	917,372	-	736,719	-
<b>Electricity</b>	<b>4,823,863</b>	<b>75%</b>	<b>4,513,091</b>	<b>74%</b>
Renewable purchased electricity	1,580,149	-	1,579,328	-
Non-renewable purchased electricity	3,243,713	-	2,933,763	-
<b>TOTAL</b>	<b>6,446,581</b>	<b>100%</b>	<b>6,059,863</b>	<b>100%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

ENERGY INTENSITY	2025	2024
Total energy consumption	6,446,581	6,059,863
Turnover (thousands of €)	1,790,170	1,674,657
<b>Ratio of energy to turnover (GJ / thousands of €)</b>	<b>3.60</b>	<b>3.62</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

TOTAL ENERGY CONSUMPTION RELATED TO OWN OPERATIONS (MWH)	2025				2024			
	Energy from fossil sources	Energy from nuclear sources	Energy from renewable sources	Total energy consumption	Energy from fossil sources	Energy from nuclear sources	Energy from renewable sources	Total energy consumption
Saudi Arabia	93,172	0	501	93,673	55,485	0	765	56,250
Algeria	327,069	0	2,210	329,278	342,471	0	2,866	345,337
Qatar	21,927	0	115	22,041	18,365	0	51	18,416
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	20,356	0	26,702	47,058	16,964	0	29,517	46,481
Egypt	194,768	n/d	31,816	226,585	153,657	n/d	20,517	174,174
United Arab Emirates	42,835	5,043	2,051	49,929	23,000	2,528	546	26,074
Spain	117,116	63,005	475,120	655,242	98,696	72,059	433,305	604,060
United States of America <sup>2</sup>	n/d	0	n/d	n/d	n/d	0	n/d	n/d
France	1,275	5,267	2,504	9,046	3,749	19,471	7,842	31,062
Georgia	67,825	0	188,359	256,184	17,775	0	217,041	234,816
Italy	6,025	0	4,143	10,169	6,871	0	4,171	11,042
Japan <sup>3</sup>	n/a	0	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	39,325	1,764	10,253	51,341	17,608	778	4,367	22,753
Oman	28,331	0	3,836	32,168	25,657	0	1,818	27,475
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	2,356	0	4,794	7,150	2,021	0	3,727	5,748
Czech Republic	21,968	8,731	18,763	49,461	18,825	8,587	18,271	45,683
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>984,349</b>	<b>83,810</b>	<b>771,167</b>	<b>1,839,326</b>	<b>801,144</b>	<b>103,421</b>	<b>744,804</b>	<b>1,649,369</b>
	<b>54%</b>	<b>5%</b>	<b>42%</b>	<b>100%</b>	<b>49%</b>	<b>6%</b>	<b>45%</b>	<b>100%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Energy from renewable sources includes fuel from renewable sources (boiler biogas), purchased or acquired electricity, heat, steam and cooling from renewable sources (purchased renewable energy from the electricity mix and PPA) and self-generated renewable energy that is not used as fuel (self-generated biogas).

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TOTAL ENERGY CONSUMPTION FROM FOSSIL SOURCES (MWH)	2025						2024					
	Fuel from coal and coal-based products	Fuel from crude oil and petroleum products	Fuel from natural gas	Fuel from other fossil sources	Purchased or acquired electricity, heat, steam and refrigeration from fossil sources	Energy consumption from fossil sources	Fuel from coal and coal-based products	Fuel from crude oil and petroleum products	Fuel from natural gas	Fuel from other fossil sources	Purchased or acquired electricity, heat, steam and refrigeration from fossil sources	Energy consumption from fossil sources
Saudi Arabia	0	0	0	0	93,172	93,172	0	0	0	0	55,485	55,485
Algeria	0	1	0	0	327,068	327,069	0	0	0	0	342,471	342,471
Qatar	0	353	0	0	21,573	21,927	0	102	0	0	18,263	18,365
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	0	5,931	0	0	14,425	20,356	0	2,098	0	0	14,866	16,964
Egypt	0	464	0	0	194,304	194,768	0	152	0	0	153,505	153,657
United Arab Emirates	0	24,180	71	0	18,585	42,835	0	13,638	44	0	9,318	23,000
Spain	0	46,739	5,075	0	65,303	117,116	0	43,484	1,945	0	53,267	98,696
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	0	595	0	0	679	1,275	0	1,238	0	0	2,511	3,749
Georgia	0	22,758	8	0	45,059	67,825	0	17,770	5	0	0	17,775
Italy	0	1,353	0	0	4,672	6,025	0	1,501	0	0	5,370	6,871
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	480	0	0	38,845	39,325	0	471	0	0	17,137	17,608
Oman	0	0	0	0	28,331	28,331	0	25,657	0	0	0	25,657
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	860	0	0	1,496	2,356	0	630	0	0	1,391	2,021
Czech Republic	0	6,663	2,827	0	12,478	21,968	0	5,285	1,268	0	12,272	18,825
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>0</b>	<b>110,378</b>	<b>7,979</b>	<b>0</b>	<b>865,992</b>	<b>984,349</b>	<b>0</b>	<b>112,026</b>	<b>3,262</b>	<b>0</b>	<b>685,856</b>	<b>801,144</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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ENERGY FROM RENEWABLE SOURCES (MWH)	2025				2024			
	Fuel by renewable source	Purchased or acquired electricity, heat, steam and cooling from renewable sources	Self-generated renewable energy that is not used as fuel	Total energy consumption from renewable energy sources	Fuel by renewable source	Purchased or acquired electricity, heat, steam and cooling from renewable sources	Self-generated renewable energy that is not used as fuel	Total energy consumption from renewable energy sources
Saudi Arabia	0	501	0	501	0	765	0	765
Algeria	0	2,210	0	2,210	0	2,866	0	2,866
Qatar	0	115	0	115	0	51	0	51
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	0	26,685	17	26,702	0	29,497	20	29,517
Egypt	5,384	26,432	0	31,816	0	20,517	0	20,517
United Arab Emirates	0	2,051	0	2,051	0	546	0	546
Spain	28,089	352,393	94,638	475,120	44,575	361,000	27,730	433,305
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	0	2,243	261	2,504	0	7,840	2	7,842
Georgia	0	0	188,359	188,359	0	0	217,041	217,041
Italy	0	4,143	1	4,143	0	4,171	0	4,171
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	10,253	0	10,253	0	4,367	0	4,367
Oman	0	2,366	1,471	3,836	0	155	1,663	1,818
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	4,794	0	4,794	0	3,727	0	3,727
Czech Republic	7,566	4,746	6,452	18,763	6,752	3,200	8,319	18,271
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>41,039</b>	<b>438,930</b>	<b>291,198</b>	<b>771,167</b>	<b>51,327</b>	<b>438,702</b>	<b>254,775</b>	<b>744,804</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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ENERGY FROM NUCLEAR SOURCES (MWH)	2025	2024
Saudi Arabia	0	0
Algeria	0	0
Qatar	0	0
Chile <sup>1</sup>	n/d	n/d
Colombia	0	0
Egypt	n/d	n/d
United Arab Emirates	5,043	2,528
Spain	63,005	72,059
United States of America <sup>2</sup>	0	0
France	5,267	19,471
Georgia	0	0
Italy	0	0
Japan <sup>3</sup>	n/a	n/a
Mexico	1,764	778
Oman	0	0
Peru <sup>4</sup>	n/d	n/d
Portugal	0	0
Czech Republic	8,731	8,587
Romania <sup>5</sup>	n/d	n/d
<b>TOTAL</b>	<b>83,810</b>	<b>103,421</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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ENERGY PRODUCTION (MWH)	2025			2024		
	Non-renewable energy production	Renewable energy production	Total energy production	Non-renewable energy production	Renewable energy production	Total energy production
Saudi Arabia	0	0	0	0	0	0
Algeria	0	0	0	0	0	0
Qatar	0	0	0	0	0	0
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	0	17	17	0	20	20
Egypt	0	5,384	5,384	0	0	0
United Arab Emirates	0	0	0	0	0	0
Spain	0	122,727	122,727	0	72,304	72,304
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	0	261	261	0	2	2
Georgia	0	188,359	188,359	0	217,041	217,041
Italy	0	1	1	0	0	0
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	0	0	0	0	0
Oman	0	1,471	1,471	0	1,663	1,663
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	0	0	0	0	0
Czech Republic	0	14,018	14,018	0	15,070	15,070
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>0</b>	<b>332,237</b>	<b>332,237</b>	<b>0</b>	<b>306,100</b>	<b>306,100</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

ENERGY INTENSITY PER COUNTRY (GJ / THOUSANDS OF €)	2025		
	Energy consumption	Net income	Energy intensity by net income
Saudi Arabia	340,060	73,424	4.63
Algeria	1,187,271	50,028	23.73
Qatar	79,150	9,881	8.01
Chile <sup>1</sup>	n/d	698	-
Colombia	176,359	76,478	2.31
Egypt	814,017	3,114	261.39
United Arab Emirates	176,281	13,637	12.93
Spain	2,359,452	1,040,683	2.27
United States of America <sup>2</sup>	n/d	89,518	-
France	32,128	34,006	0.94
Georgia	760,050	99,238	7.66
Italy	34,760	59,754	0.58
Japan <sup>3</sup>	n/a	n/a	n/a
Mexico	183,547	45,278	4.05
Oman	107,906	947	113.92
Peru <sup>4</sup>	n/d	3,042	-
Portugal	22,909	20,034	1.14
Czech Republic	172,690	170,408	1.01
Romania <sup>5</sup>	n/d	n/d	-
<b>TOTAL</b>	<b>6,446,581</b>	<b>1,790,170</b>	<b>3.60</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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TOTAL ELECTRICITY CONSUMPTION	2025					2024				
	Purchased or acquired electricity, heat, steam and cooling from non-renewable sources		Purchased or acquired electricity, heat, steam and cooling from renewable sources		Total electricity consumption	Purchased or acquired electricity, heat, steam and cooling from non-renewable sources		Purchased or acquired electricity, heat, steam and cooling from renewable sources		Total electricity consumption
	MWh	%	MWh	%	MWh	MWh	%	MWh	%	MWh
Saudi Arabia	93,961	99%	501	1%	94,461	55,485	99%	765	1%	56,250
Algeria	327,587	99%	2,210	1%	329,797	342,471	99%	2,866	1%	345,337
Qatar	21,518	99%	115	1%	21,633	18,263	100%	51	0%	18,314
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	16,356	38%	26,685	62%	43,041	14,866	34%	29,497	66%	44,363
Egypt	193,835	88%	26,432	12%	220,268	153,505	88%	20,517	12%	174,022
United Arab Emirates	22,665	92%	2,051	8%	24,717	11,846	96%	546	4%	12,392
Spain	128,309	27%	352,393	73%	480,701	125,326	26%	361,000	74%	486,326
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	5,825	72%	2,243	28%	8,068	21,982	74%	7,840	26%	29,822
Georgia	0	0%	0	0%	0	0	0%	0	0%	0
Italy	4,159	50%	4,143	50%	8,302	5,370	56%	4,171	44%	9,541
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	40,253	80%	10,253	20%	50,506	17,914	80%	4,367	20%	22,281
Oman	26,137	92%	2,366	8%	28,503	25,657	99%	155	1%	25,812
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	709	13%	4,794	87%	5,503	1,391	27%	3,727	73%	5,118
Czech Republic	19,717	81%	4,746	19%	24,463	20,859	87%	3,200	13%	24,059
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>901,031</b>	<b>67%</b>	<b>438,930</b>	<b>33%</b>	<b>1,339,962</b>	<b>814,935</b>	<b>65%</b>	<b>438,702</b>	<b>35%</b>	<b>1,253,637</b>

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## Using renewable energies

ELECTRICITY MIX (KWH)	2025		2024	
	kWh	%	kWh	%
Hydro-turbine generation	254,825,448	17%	221,293,183	15%
Self-consumption photovoltaic generation	14,717,553	1%	11,442,637	1%
Biogas generation in water treatment	21,654,574	1%	22,038,650	1%
Renewables in the electricity mix	287,908,006	19%	438,702,213	29%
Non-renewables in the electricity mix	901,031,483	61%	814,934,095	54%
<b>TOTAL</b>	<b>1,480,137,064</b>	<b>100%</b>	<b>1,508,410,778</b>	<b>100%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

ELECTRICITY MIX BY COUNTRY (KWH)	2025						2024					
	Hydro-turbine generation kWh	Self-consumption photovoltaic generation kWh	Biogas generation in water treatment kWh	Renewables in the electricity mix kWh	Non-renewables in the electricity mix kWh	TOTAL	Hydro-turbine generation kWh	Self-consumption photovoltaic generation kWh	Biogas generation in water treatment kWh	Renewables in the electricity mix kWh	Non-renewables in the electricity mix kWh	TOTAL
Saudi Arabia	0	0	0	500,644	93,960,528	94,461,172	0	764,993	55,484,509	0	0	56,249,502
Algeria	0	0	0	2,209,637	327,586,904	329,796,541	0	2,866,298	342,470,827	0	0	345,337,125
Qatar	0	0	0	114,655	21,518,332	21,632,987	0	51,280	18,263,119	0	0	18,314,399
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	13,978	2,582	0	26,685,487	16,355,621	43,057,668	17,467	29,497,427	14,866,278	2,344	0	44,383,516
Egypt	0	0	0	26,432,104	193,835,426	220,267,530	0	20,517,161	153,504,561	0	0	174,021,722
United Arab Emirates	0	0	0	2,051,479	22,665,140	24,716,619	0	545,506	11,845,910	0	0	12,391,416
Spain	63,258,233	12,982,704	18,397,335	201,370,312	128,308,518	424,317,101	576,802	360,999,803	125,326,172	9,775,090	17,377,873	514,055,740
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	0	261,100	0	2,242,856	5,824,970	8,328,926	0	7,840,197	21,981,779	1,875	0	29,823,851
Georgia	188,358,948	0	0	0	0	188,358,948	217,040,934	0	0	0	0	217,040,934
Italy	0	505	0	4,142,736	4,159,341	8,302,582	0	4,171,193	5,369,505	0	0	9,540,698
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	0	0	10,252,631	40,252,939	50,505,570	0	4,367,139	17,914,181	0	0	22,281,320
Oman	0	1,470,662	0	2,365,768	26,137,459	29,973,889	0	154,874	25,657,461	1,663,328	0	27,475,663
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	0	0	4,793,935	709,377	5,503,312	0	3,726,539	1,390,927	0	0	5,117,466
Czech Republic	3,194,290	0	3,257,239	4,745,762	19,716,928	30,914,219	3,657,980	3,199,803	20,858,866	0	4,660,777	32,377,426
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>254,825,448</b>	<b>14,717,553</b>	<b>21,654,574</b>	<b>287,908,006</b>	<b>901,031,483</b>	<b>1,480,137,064</b>	<b>221,293,183</b>	<b>438,702,213</b>	<b>814,934,095</b>	<b>11,442,637</b>	<b>22,038,650</b>	<b>1,508,410,778</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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## Transforming the vehicle fleet

VEHICLES WITH LOW CO <sub>2</sub> EMISSIONS	2025			2024		
	Vehicles with low CO <sub>2</sub> emissions	Total vehicles	%	Vehicles with low CO <sub>2</sub> emissions	Total vehicles	%
Saudi Arabia	0	0	-	0	0	-
Algeria	0	0	-	0	0	-
Qatar	0	0	-	0	0	-
Chile	0	0	-	0	0	-
Colombia	0	0	-	0	0	-
Egypt	0	0	-	0	0	-
United Arab Emirates	0	0	-	0	0	-
Spain	1,326	3,184	42%	1,093	2,843	38%
United States of America	0	0	-	0	0	-
France	63	148	43%	33	147	22%
Georgia	0	0	-	0	0	-
Italy	24	131	18%	24	131	18%
Japan	0	0	-	n/a	n/a	-
Mexico	0	0	-	0	0	-
Oman	0	0	-	0	0	-
Peru	0	0	-	0	0	-
Portugal	12	63	19%	11	55	20%
Czech Republic	37	362	10%	19	370	5%
Romania	0	0	-	0	0	-
<b>TOTAL</b>	<b>1,462</b>	<b>3,888</b>	<b>38%</b>	<b>1,180</b>	<b>3,546</b>	<b>33%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

## 3.1 WATER EFFICIENCY, COMMITMENT TO CLIMATE CHANGE AND BIODIVERSITY REGENERATION

# Sustainability of the water resource

**MATERIAL TOPICS** Sustainability of the water resource, Service resilience and security **SASB** IF-WU-000.E

FACILITIES	2025	2024
Supply networks (km)	50,245	53,498
sewage systems (km)	41,503	38,907
Water treatment plants	934	996
Drinking water tanks	3,285	3,353
Drinking water pumping stations	1,625	1,721
Seawater desalination plants (SWDP)	11	11
Drinking water treatment plants (DWTP)	273	291
Brackish water treatment plants	26	23

NATURAL RESOURCE	2025	2024
Volume of raw water collected for management (m <sup>3</sup> )	1,751,068,838	2,065,839,327
Drinking water produced (m <sup>3</sup> )	1,156,605,044	1,246,224,141
Purified water (m <sup>3</sup> )	1,550,548,128	1,532,941,125
Purchased raw water (m <sup>3</sup> )	202,964,149	200,614,708
Treated water produced (m <sup>3</sup> )	313,156,382	304,268,770
Water consumed in purification and desalination processes (m <sup>3</sup> )	277,004,204	244,458,475
Water distributed (m <sup>3</sup> )	1,689,495,754	1,754,909,486
Input water WWTP (M <sup>3</sup> )	1,600,021,365	1,580,710,622

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

NATURAL RESOURCE BY COUNTRY (M <sup>3</sup> )	2025								2024							
	Volume of raw water collected for management	Drinking water produced	Purified water	Purchased raw water	Purchased treated water	Water consumed in purification and desalination processes	Water distributed	Input water WWTP	Volume of raw water collected for management	Drinking water produced	Purified water	Purchased raw water	Purchased treated water	Water consumed in purification and desalination processes	Water distributed	Input water WWTP
Saudi Arabia	30,401,425	23,710,531	0	0	0	32,065,588	23,710,531	0	31,419,461	12,749,719	0	0	0	17,233,464	12,749,719	0
Algeria	249,587,039	107,462,628	0	0	0	142,124,411	107,462,628	0	242,931,036	105,554,877	0	0	0	137,376,527	105,554,877	0
Qatar	0	0	10,476,930	0	0	0	0	9,735,639	0	0	9,399,324	0	0	0	0	10,123,133
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	105,028,044	90,287,492	13,694,540	440,757	30,988,273	7,116,912	119,644,279	17,337,324	100,506,115	88,654,889	14,737,727	2,746,953	31,088,573	5,923,589	117,613,602	19,669,555
Egypt	48,792,660	20,143,111	766,615,352	0	0	26,178,741	20,143,111	767,673,543	37,543,065	16,598,868	733,767,427	0	0	20,944,197	16,598,868	735,040,878
United Arab Emirates	0	0	7,977,535	0	0	0	0	7,335,375	0	0	4,742,394	0	0	0	0	4,904,434
Spain	467,328,892	319,683,702	570,852,447	147,261,163	262,516,582	39,155,859	789,042,306	616,408,831	464,657,122	327,210,179	578,504,575	143,268,496	252,936,316	37,325,069	780,054,759	617,353,027
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	6,824,291	6,035,619	4,315,044	351,495	4,641,398	2,387,615	11,268,983	4,699,266	50,716,494	103,185,417	4,951,342	240,970	4,493,927	164,407	108,750,900	5,166,180
Georgia	528,325,550	507,177,292	109,952,348	0	0	15,747,628	514,936,503	110,148,155	800,554,568	521,861,851	112,165,146	0	0	12,261,422	521,300,668	112,342,995
Italy	4,123,548	829,038	6,006,392	0	11,104,147	341,874	17,065,207	6,119,700	4,341,167	0	7,157,316	0	11,979,246	0	15,936,864	8,045,403
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	25,775,005	15,033,007	9,139,715	0	0	5,162,644	15,033,007	9,503,139	13,281,609	5,460,409	7,682,119	0	0	6,608,721	5,460,409	7,980,950
Oman	282,620,088	9,596,876	4,541,456	0	0	4,402,240	9,596,876	4,681,610	317,579,904	8,982,300	4,584,900	0	0	4,374,999	8,982,300	4,584,900
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	2,262,296	0	3,874,304	0	3,905,982	0	6,109,950	4,052,366	2,308,787	0	3,747,732	0	3,770,708	0	5,804,578	3,998,044
Czech Republic	0	56,645,748	43,102,065	54,910,734	0	2,320,692	55,482,373	42,326,417	0	55,965,632	51,501,123	54,358,290	0	2,246,080	56,101,942	51,501,123
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,751,068,838</b>	<b>1,156,605,044</b>	<b>1,550,548,128</b>	<b>202,964,149</b>	<b>313,156,382</b>	<b>277,004,204</b>	<b>1,689,495,754</b>	<b>1,600,021,365</b>	<b>2,065,839,328</b>	<b>1,246,224,141</b>	<b>1,532,941,125</b>	<b>200,614,709</b>	<b>304,268,770</b>	<b>244,458,475</b>	<b>1,754,909,486</b>	<b>1,580,710,622</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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## Collection of water

**MATERIAL TOPIC** Sustainability of the water resource **GRI** 303-3 **SASB** IF-WU-440a.1., IF-WU-000.B

WATER COLLECTED BY SOURCES OF COLLECTION (M <sup>3</sup> )	2025		2024	
	All areas	Water-stressed areas	All areas	Water-stressed areas
Municipal or other water supply (fresh water)	516,120,531	424,787,874	450,525,189	411,954,766
Surface water (total)	901,927,075	276,737,435	1,128,718,457	263,090,898
Sea water (total)	668,745,609	314,189,479	652,464,883	652,464,883
Brackish water (total)	10,043,032	13,374,738	18,159,016	16,275,873
Groundwater (total)	170,353,124	18,042,384	320,855,262	182,230,497
<b>Total water abstraction</b>	<b>2,267,189,371</b>	<b>1,047,131,910</b>	<b>2,570,722,807</b>	<b>1,526,016,917</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Of the countries reporting environmental data, those with water stress are: Saudi Arabia, Algeria, Egypt, United Arab Emirates, Spain, Italy, Mexico and Portugal.

Water stressed areas have been defined as stipulated in the following link: <https://www.wri.org/data/aqueduct-30-country-rankings> and associated at country level.

WATER COLLECTED BY SOURCE OF COLLECTION AND COUNTRY (M³)	Water-stressed country	2025						2024					
		Third-party water (fresh water)	Surface water*	Sea waters	Brackish waters	Groundwater	Total water abstraction	Third-party water	Surface water*	Sea waters	Brackish waters	Groundwater	Total water abstraction
Saudi Arabia	Water stress	0	0	30,401,425	0	0	30,401,425	0	0	31,419,461	0	0	31,419,461
Algeria	Water stress	0	0	249,587,039	0	0	249,587,039	0	0	242,931,036	0	0	242,931,036
Qatar	-	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Chile <sup>1</sup>	-	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	-	31,429,030	96,864,090	0	3,331,706	4,832,248	136,457,074	33,835,526	94,151,996	0	1,883,143	4,470,976	134,341,641
Egypt	Water stress	0	0	48,792,660	0	0	48,792,660	0	0	37,543,065	0	0	37,543,065
United Arab Emirates	Water stress	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Spain	Water stress	409,777,745	276,737,435	31,569,391	6,711,326	152,310,740	877,106,637	396,204,812	261,762,750	11,037,956	16,275,873	175,580,544	860,861,935
United States of America <sup>2</sup>	-	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	-	4,992,893	0	0	0	6,824,291	11,817,184	4,734,897	0	0	0	50,716,494	55,451,391
Georgia	-	0	528,325,550	0	0	0	528,325,550	0	717,117,273	0	0	83,437,294	800,554,567
Italy	Water stress	11,104,147	0	0	0	4,123,548	15,227,695	11,979,246	0	0	0	4,341,167	16,320,413
Japan <sup>3</sup>	-	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	Water stress	0	0	25,775,006	0	0	25,775,006	0	1,328,148	11,953,461	0	0	13,281,609
Oman	-	0	0	282,620,088	0	0	282,620,088	0	0	317,579,904	0	0	317,579,904
Peru <sup>4</sup>	-	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	Water stress	3,905,982	0	0	0	2,262,297	6,168,279	3,770,708	0	0	0	2,308,787	6,079,495
Czech Republic	-	54,910,734	0	0	0	0	54,910,734	0	54,358,290	0	0	0	54,358,290
Romania <sup>5</sup>	-	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>		<b>516,120,531</b>	<b>901,927,075</b>	<b>668,745,609</b>	<b>10,043,032</b>	<b>170,353,124</b>	<b>2,267,189,371</b>	<b>450,525,189</b>	<b>1,128,718,457</b>	<b>652,464,883</b>	<b>18,159,016</b>	<b>320,855,262</b>	<b>2,570,722,807</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

\* Surface water includes wetlands, rivers, lakes, captured rainwater and other watercourses.

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<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

WATER EXTRACTION BY WATER TYPE <sup>(3)</sup>	2025			2024		
	Freshwater	Other waters	TOTAL	Freshwater	Other waters	TOTAL
Saudi Arabia	0	30,401,425	30,401,425	0	31,419,461	31,419,461
Algeria	0	249,587,039	249,587,039	0	242,931,036	242,931,036
Qatar	n/d	n/d	n/d	n/d	n/d	n/d
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	136,457,074	0	136,457,074	132,458,497	1,883,143	134,341,640
Egypt	0	48,792,660	48,792,660	0	37,543,065	37,543,065
United Arab Emirates	n/d	n/d	n/d	n/d	n/d	n/d
Spain	845,537,246	31,569,391	877,106,637	833,548,105	27,313,829	860,861,934
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	11,817,184	0	11,817,184	55,451,391	0	55,451,391
Georgia	528,325,550	0	528,325,550	800,554,568	0	800,554,568
Italy	15,227,695	0	15,227,695	16,320,413	0	16,320,413
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	25,775,006	25,775,006	1,328,148	11,953,461	13,281,609
Oman	0	282,620,088	282,620,088	0	317,579,904	317,579,904
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	6,168,279	0	6,168,279	6,079,495	0	6,079,495
Czech Republic	54,910,734	0	54,910,734	54,358,290	0	54,358,290
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,598,443,762</b>	<b>668,745,609</b>	<b>2,267,189,371</b>	<b>1,900,098,907</b>	<b>670,623,899</b>	<b>2,570,722,806</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Fresh water: total dissolved solids ≤ 1,000 mg/l.

Other waters: total dissolved solids > 1,000 mg/l.

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## Optimisation of water resources

**MATERIAL TOPIC** Sustainability of the water resource **SASB** IF-WU-140a.1., IF-WU-140a.2., IF-WU-000.D

VOLUME OF NON-REVENUE WATER BY COUNTRY (NRW) (IN M <sup>3</sup> )	2025			2024		
	Quantity	Total volume of water injected into distribution network	%	Quantity	Total volume of water injected into distribution network	%
Saudi Arabia	n/a	n/a	n/a	n/a	n/a	n/a
Algeria	n/a	n/a	n/a	n/a	n/a	n/a
Qatar	n/a	n/a	n/a	n/a	n/a	n/a
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	39,225,270	83,844,227	47%	40,434,784	81,231,455	50%
Egypt	n/a	n/a	n/a	n/a	n/a	n/a
United Arab Emirates	n/a	n/a	n/a	n/a	n/a	n/a
Spain	167,972,944	600,168,612	28%	163,772,838	581,917,577	28%
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	976,947	7,752,581	13%	7,854,514	109,546,915	7%
Georgia	343,858,102	510,336,621	67%	325,343,424	477,695,472	68%
Italy	6,693,232	16,944,946	39%	5,560,603	15,786,985	35%
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	n/a	n/a	n/a	n/a	n/a	n/a
Oman	n/a	n/a	n/a	n/a	n/a	n/a
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	2,090,895	6,109,950	34%	1,847,755	5,804,578	32%
Czech Republic	3,972,600	34,923,662	11%	3,081,578	35,567,405	9%
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>564,789,990</b>	<b>1,260,080,599</b>	<b>45%</b>	<b>547,895,496</b>	<b>1,307,550,387</b>	<b>42%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glna WWTP works, so in 2025 its economic activity was to provide support for the installations.

VOLUME OF NON-REVENUE WATER VOLUME PER KILOMETRE OF NETWORK PER DAY	2025	2024
Volume of non-revenue water per kilometre of network per day (leakage rate) (m <sup>3</sup> /km/day)	33.79%	32.55%

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

VOLUME OF NON-REVENUE WATER PER KILOMETRE OF NETWORK BY COUNTRY (LEAKAGE RATE) (M <sup>3</sup> /KM/DAY)	2025
Saudi Arabia	n/a
Algeria	n/a
Qatar	n/a
Chile <sup>1</sup>	n/d
Colombia	34
Egypt	n/a
United Arab Emirates	n/a
Spain	13
United States of America <sup>2</sup>	n/d
France	7
Georgia	355
Italy	19
Japan <sup>3</sup>	n/a
Mexico	n/a
Oman	n/a
Peru <sup>4</sup>	n/d
Portugal	6
Czech Republic	2
Romania <sup>5</sup>	n/d

WATER MAIN REPLACEMENT RATE	2025		
	Length of replaced pipe	Total length of main distribution system pipelines	%
Saudi Arabia	n/a	n/a	n/a
Algeria	n/a	n/a	n/a
Qatar	n/a	n/a	n/a
Chile <sup>1</sup>	n/d	n/d	n/d
Colombia	10	3,128	0.32
Egypt	n/a	n/a	n/a
United Arab Emirates	n/a	n/a	n/a
Spain	83	49,827	0.17%
United States of America <sup>2</sup>	n/d	n/d	n/d
France	1	3,072	0.03%
Georgia	4	754	0.53
Italy	1	825	0.12%
Japan <sup>3</sup>	n/a	n/a	n/a
Mexico	0	743	n/a
Oman	n/a	n/a	n/a
Peru <sup>4</sup>	n/d	n/d	n/d
Portugal	2	641	0.31
Czech Republic	18	4,600	0.39
Romania <sup>5</sup>	n/d	n/d	n/d
<b>TOTAL</b>	<b>119</b>	<b>63,590</b>	<b>0.19</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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VOLUME OF ACTUAL UNBILLED WATER LOSSES FROM THE DISTRIBUTION SYSTEM	2025		
	m <sup>3</sup>	Average value per water loss	€
Saudi Arabia	n/a	n/a	n/a
Algeria	n/a	n/a	n/a
Qatar	n/a	n/a	n/a
Chile <sup>1</sup>	n/d	n/d	n/d
Colombia	39,225,270	0.11	4,236,329
Egypt	n/a	n/a	n/a
United Arab Emirates	n/a	n/a	n/a
Spain	167,972,944	0.89	148,992,002
United States of America <sup>2</sup>	n/d	n/d	n/d
France	976,947	0.29	285,268
Georgia	343,858,102	0	687,716
Italy	6,693,232	0.51	3,413,548
Japan <sup>3</sup>	n/a	n/a	n/a
Mexico	n/a	n/a	n/a
Oman	n/a	n/a	n/a
Peru <sup>4</sup>	n/d	n/d	n/d
Portugal	2,090,895	0.48	1,001,539
Czech Republic	3,972,600	0.49	1,942,601
Romania <sup>5</sup>	n/d	n/d	n/d
<b>TOTAL</b>	<b>564,789,990</b>	<b>0.28</b>	<b>160,559,004</b>

AVERAGE VOLUME OF WASTEWATER TREATED PER DAY (M <sup>3</sup> /DAY)	2025
	Saudi Arabia
Algeria	0
Qatar	26,673
Chile <sup>1</sup>	n/d
Colombia	47,500
Egypt	2,103,215
United Arab Emirates	20,097
Spain	1,688,791
United States of America <sup>2</sup>	n/d
France	12,875
Georgia	301,776
Italy	16,766
Japan <sup>3</sup>	n/a
Mexico	26,036
Oman	12,826
Peru <sup>4</sup>	n/d
Portugal	11,102
Czech Republic	115,963
Romania <sup>5</sup>	n/d
<b>TOTAL</b>	<b>4,383,620</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Average value per water loss: the value corresponds to the average value of the average cost per m<sup>3</sup>. It is obtained by dividing the total economic loss by the total amount of water lost.

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Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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DIGITAL REMOTE METERING METERS	2025	2024
Spain	710,147	n/d
France	39,216	n/d
Italy	88,178	n/d
Czech Republic	17,893	n/d
<b>TOTAL</b>	<b>855,434</b>	<b>543,016</b>

## Water quality

PARAMETRIC DETERMINATIONS IN DRINKING WATER	2025		2024	
	Q	%	Q	%
Compliant	1,967,661	99.6%	1,496,657	97.0%
Non-compliant	7,713	0.4%	46,959	3.0%
<b>TOTAL</b>	<b>1,975,374</b>	<b>100%</b>	<b>1,543,616</b>	<b>100%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

PARAMETRIC DETERMINATIONS IN DRINKING WATER BY COUNTRY	2025					2024				
	TOTAL	Compliant		Non-compliant		TOTAL	Compliant		Non-compliant	
		Q	%	Q	%		Q	%	Q	%
Saudi Arabia	5,646	5,646	100%	0	0%	449	449	100%	0	0%
Algeria	15,724	15,724	100%	0	0%	12,618	12,618	100%	0	0%
Qatar	0	0	-	0	-	0	0	-	0	-
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	974,446	968,460	99%	5,986	1%	592,834	576,847	97%	15,987	3%
Egypt	0	0	-	0	-	31	31	100%	0	0%
United Arab Emirates	0	0	-	0	-	0	0	-	0	-
Spain	679,667	678,412	100%	1,255	0%	704,521	686,097	97%	18,424	3%
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	14,243	14,159	99%	84	1%	21,474	21,471	100%	3	0%
Georgia	139,793	139,523	99.8%	270	0.2%	150,603	150,257	99.8%	346	0.2%
Italy	18,700	18,638	n/d	62	n/d	15,020	2,955	20%	12,065	80%
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-
Mexico	73,845	73,833	100%	12	0%	1,775	1,702	96%	73	4%
Oman	319	319	100%	0	0%	290	290	100%	0	0%
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	5,337	5,327	100%	10	0%	4,650	4,617	99%	33	1%
Czech Republic	47,654	47,620	100%	34	0%	39,351	39,323	100%	28	0%
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,975,374</b>	<b>1,967,661</b>	<b>100%</b>	<b>7,713</b>	<b>0%</b>	<b>1,543,616</b>	<b>1,496,657</b>	<b>97%</b>	<b>46,959</b>	<b>3%</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

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AQUALIA-LAB	2025					2024				
	Laboratories	People	Parameters	Samples	Accredited parameters	Laboratories	People	Parameters	Samples	Accredited parameters
Colombia	2	7	112,608	9,384		2	-	24	-	-
Spain	8	64	1,189,402	69,296	1,434	8	64	1,034,387	66,175	1,170
Georgia	6	53	245,832	19,286	156	6	57	233,831	17,854	149
Italy	1	3	24,000	1,260	17	1	3	19,300	1,120	17
Czech Republic	7	27	220,000	35,000	60	7	97	221,000		28
<b>TOTAL</b>	<b>24</b>	<b>154</b>	<b>1,791,842</b>	<b>134,226</b>	<b>1,667</b>	<b>24</b>	<b>221</b>	<b>1,508,542</b>	<b>85,149</b>	<b>1,364</b>

22 accredited laboratories and two in the process of accreditation.

## Control of discharges

**MATERIAL TOPIC** Sustainability of the water resource **GRI** 303-4, 306-3

WATER DISCHARGES (M³)	2025		2024	
	All areas	Water-stressed areas	All areas	Water-stressed areas
Freshwater	1,304,565,214	1,128,209,482	1,371,563,921	1,279,291,603
Other waters	214,545,690	210,143,450	316,824,363	204,659,217
<b>TOTAL</b>	<b>1,519,110,904</b>	<b>1,338,352,932</b>	<b>1,688,388,284</b>	<b>1,483,950,820</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Freshwater: Total dissolved solids ≤ 1,000 mg/l).

Other waters: total dissolved solids > 1,000 mg/l.

Of the countries reporting environmental data, those with water stress are: Saudi Arabia, Algeria, Egypt, United Arab Emirates, Spain, Italy, Mexico and Portugal.

Water stressed areas have been defined as stipulated in the following link: <https://www.wri.org/data/aqueduct-30-country-rankings> and associated at country level.

WATER DISCHARGES BY TYPE OF WATER BY COUNTRY (M <sup>3</sup> )	2025					
	All areas			Water stressed areas		
	Freshwater	Other waters	TOTAL	Freshwater	Other waters	TOTAL
Saudi Arabia	15,889,164	16,176,424	32,065,588	15,889,164	16,176,424	32,065,588
Algeria	0	142,124,411	142,124,411	0	142,124,411	142,124,411
Qatar	7,893,113	0	7,893,113	0	0	0
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	17,572,675	0	17,572,675	0	0	0
Egypt	601,699,908	26,178,742	627,878,650	601,699,908	26,178,742	627,878,650
United Arab Emirates	553,075	0	553,075	553,075	0	553,075
Spain	493,931,299	20,329,798	514,261,097	493,931,299	20,329,798	514,261,097
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	5,755,497	0	5,755,497	0	0	0
Georgia	106,593,568	0	106,593,568	0	0	0
Italy	5,133,154	0	5,133,154	5,133,154	0	5,133,154
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	7,608,744	5,334,075	12,942,819	7,608,744	5,334,075	12,942,819
Oman	528,565	4,402,240	4,930,805	0	0	0
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	3,394,138	0	3,394,138	3,394,138	0	3,394,138
Czech Republic	38,012,314	0	38,012,314	0	0	0
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,304,565,214</b>	<b>214,545,690</b>	<b>1,519,110,904</b>	<b>1,128,209,482</b>	<b>210,143,450</b>	<b>1,338,352,932</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Freshwater: Total dissolved solids ≤ 1,000 mg/l).

Other waters: total dissolved solids > 1,000 mg/l.

Of the countries reporting environmental data, those with water stress are: Saudi Arabia, Algeria, Egypt, United Arab Emirates, Spain, Italy, Mexico and Portugal.

Water stressed areas have been defined as stipulated in the following link: <https://www.wri.org/data/aqueduct-30-country-rankings> and associated at country level.

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

WATER DISCHARGES BY DESTINATION (M <sup>3</sup> )	2025				2024			
	Surface water	Sea water	Third-party water	TOTAL	Surface water	Sea water	Third-party water	TOTAL
Saudi Arabia	15,889,164	16,176,424	0	32,065,588	0	17,233,464	0	17,233,464
Algeria	0	142,124,411	0	142,124,411	0	137,376,527	0	137,376,527
Qatar	0	7,893,113	0	7,893,113	0	9,399,324	0	9,399,324
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	16,166,762	1,405,913	0	17,572,675	19,362,106	1,299,210	0	20,661,316
Egypt	601,699,908	26,178,742	0	627,878,650	652,347,148	20,944,197	0	673,291,345
United Arab Emirates	553,075	0	0	553,075	486,628	0	0	486,628
Spain	320,726,604	193,534,493	0	514,261,097	378,385,105	234,109,268	0	612,494,373
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
France	5,755,497	0	0	5,755,497	5,115,749	0	0	5,115,749
Georgia	106,593,568	0	0	106,593,568	124,426,568	0	0	124,426,568
Italy	5,133,154	0	0	5,133,154	7,157,316	0	0	7,157,316
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	7,608,744	5,334,075	0	12,942,819	7,724,846	6,565,994	0	14,290,840
Oman	0	4,930,805	0	4,930,805	0	8,959,899	0	8,959,899
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	3,394,138	0	0	3,394,138	3,747,732	0	0	3,747,732
Czech Republic	38,012,314	0	0	38,012,314	53,747,203	0	0	53,747,203
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,121,532,928</b>	<b>397,577,976</b>	<b>0</b>	<b>1,519,110,904</b>	<b>1,252,500,401</b>	<b>435,887,883</b>	<b>0</b>	<b>1,688,388,284</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Third-party water (total): municipal network and treatment plants.

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

WATER DISCHARGES BY DESTINATION (M <sup>3</sup> )	2025			2024		
	Water discharged to DWTPs and Desalination Plants	Discharged water WWTP	TOTAL	Water discharged to DWTPs and Desalination Plants	Discharged water WWTP	TOTAL
Saudi Arabia	32,065,588	0	32,065,588	17,233,464	0	17,233,464
Algeria	142,124,411	0	142,124,411	137,376,527	0	137,376,527
Qatar	0	7,893,113	7,893,113	0	9,399,324	9,399,324
Chile <sup>1</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	7,116,913	10,455,762	17,572,675	5,923,589	14,737,727	20,661,316
Egypt	26,178,742	601,699,908	627,878,650	20,944,197	652,347,148	673,291,345
United Arab Emirates	0	553,075	553,075	0	486,628	486,628
Spain	39,155,850	475,105,247	514,261,097	37,158,103	575,336,270	612,494,373
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	2,387,618	3,367,879	5,755,497	164,407	4,951,342	5,115,749
Georgia	15,747,628	90,845,940	106,593,568	12,261,422	112,165,146	124,426,568
Italy	341,874	4,791,280	5,133,154	0	7,157,316	7,157,316
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	5,162,643	7,780,176	12,942,819	6,608,721	7,682,119	14,290,840
Oman	4,402,240	528,565	4,930,805	4,374,999	4,584,900	8,959,899
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	3,394,138	3,394,138	0	3,747,732	3,747,732
Czech Republic	2,320,693	35,691,621	38,012,314	2,246,080	51,501,123	53,747,203
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>277,004,200</b>	<b>1,242,106,704</b>	<b>1,519,110,904</b>	<b>244,291,509</b>	<b>1,444,096,775</b>	<b>1,688,388,284</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

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SIGNIFICANT RECORDED SPILLS	2025	2024
Significant recorded spills	47	41
Water bodies and related habitats have been affected	3	1

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

## Increased use of recycled water

**MATERIAL TOPIC** Sustainability of the water resource **SASB** IF-WU-440a.2.

WATER RECYCLED OR REUSED (M <sup>3</sup> )	2025		2024	
	All areas	Water-stressed areas	All areas	Water-stressed areas
Egypt	81,192,880	81,192,880	81,420,279	81,420,279
United Arab Emirates	5,976,751	5,976,751	4,255,766	4,255,766
Spain	2,880,798	2,880,798	3,168,305	3,168,305
Oman	3,144,490	3,144,490	-	-
<b>TOTAL</b>	<b>93,194,919</b>	<b>93,194,919</b>	<b>88,844,350</b>	<b>88,844,350</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

Of the countries reporting environmental data, those with water stress are: Saudi Arabia, Algeria, Egypt, United Arab Emirates, Spain, Italy, Mexico and Portugal.

Water stressed areas have been defined as stipulated in the following link: <https://www.wri.org/data/aqueduct-30-country-rankings> and associated at country level.

The recycling countries are Spain, Egypt, United Arab Emirates and Oman.

## 3.1 WATER EFFICIENCY, COMMITMENT TO CLIMATE CHANGE AND BIODIVERSITY REGENERATION

# Management of impact on and preservation of biodiversity

**MATERIAL TOPIC** Management of impact on and preservation of biodiversity **GRI** 101-5

We manage operations centres - owned or leased - adjacent to protected areas or areas of high biodiversity value.

SITES LOCATED IN OR NEAR PROTECTED AREAS OR KEY BIODIVERSITY AREAS BY TECHNOLOGY TYPE	2025		2024	
	No. of sites	Area (hectares)	No. of sites	Area (hectares)
WWTP sites	65	136	65	135.77
DWTP sites	19	11	19	10.97
SWDP sites	2	41	2	40.83
BWTP sites	3	0	3	0.17
<b>TOTAL</b>	<b>89</b>	<b>187.74</b>	<b>89</b>	<b>187.74</b>

SITES LOCATED IN OR NEAR PROTECTED AREAS OR KEY BIODIVERSITY AREAS BY COUNTRY	2025		2024	
	No. of sites	Area (hectares)	No. of sites	Area (hectares)
Saudi Arabia	1	36.22	1	36.22
Algeria				
Chile				
Colombia	4	8.34	4	8.34
Egypt				
United Arab Emirates				
Spain	80	142.16	80	142.16
United States of America				
France	2	0.91	2	0.91
Georgia				
Italy				
Japan				
Mexico				
Oman				
Peru				
Portugal	1	0.01	1	0.01
Qatar				
Czech Republic	1	0.10	1	0.10
Romania				
Other countries				
<b>TOTAL</b>	<b>89</b>	<b>187.74</b>	<b>89</b>	<b>187.74</b>

TYPE OF TECHNOLOGY	Name of the facility	Name of the protected area	Relationships with identified impacts and dependencies	Ecological status of the areas
WWTP	CAMARENILLA-CAMARENA-ARCICÓLLAR	Steppe area on the right bank of the Guadarrama River	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RIELVES-HUECAS	Steppe area on the right bank of the Guadarrama River	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	AGUAMARGA	Cabo de Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	ISLETA WWTP	Cabo De Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	WASTEWATER TREATMENT PLANT CABO DE GATA	Cabo De Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	LAS NEGRAS	Cabo De Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RODALQUILAR	Cabo De Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SAN JOSE	Cabo De Gata Nijar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	HONTORIA DEL PINAR WWTP	Cañón del Río Lobos	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SAN LEONARDO DE YAGÜE WWTP	Cañón del Río Lobos	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	DANONE MADRID WWTP	Upper Manzanares River Basin	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	EL CHAPARRAL WWTP	Manzanares river basin	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	VALDEBEBAS WWTP	Jarama and Henares river basins	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	BOLONIA WWTP	Strait	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	FARO WWTP	Strait	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SAN MIGUEL DEL RÍO SEPTIC TANK	Las Ubiñas-La Mesa	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SAN MIGUEL DEL RÍO SEPTIC TANK	Valgrande	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical

TYPE OF TECHNOLOGY	Name of the facility	Name of the protected area	Relationships with identified impacts and dependencies	Ecological status of the areas
WWTP	LAGUNETAS WWTP	Los Alcornocales	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RADA WWTP	Marshes of Santoña, Victoria and Joyel	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RADA WWTP	Marshes of Santoña, Victoria, Joyel and Ajo Estuary	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RIOTURBIO WWTP	Oyambre	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	RUISEÑADA WWTP	Oyambre	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SELLAÑO WWTP	Ponga	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SELLAÑO WWTP	Ponga-Amieva	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	OV ALBRECHTICE	Pood í	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	ARREDONDO WWTP	River Asón	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	ANCHURAS	Rivers in the middle Guadiana basin and downstream slopes	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	CASAREJOS WWTP	Sabinas Sierra de Cabrejas	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	CORTEGANA WWTP	Sierra de Aracena and Picos de Aroche	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	CHARCHES WWTP	Sierra de Baza	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	UBRIQUE WWTP	Sierra de Grazalema	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	NAVALCÁN-PARRILLAS WWTP	Sierra de San Vicente and the Tiétar and Alberche valleys	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SALIENCIA WWTP	Somiedo	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical

TYPE OF TECHNOLOGY	Name of the facility	Name of the protected area	Relationships with identified impacts and dependencies	Ecological status of the areas
WWTP	SANTIAGO WWTP	Somiedo	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	SANTULLANO WWTP	Somiedo	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	MADRIGAL WWTP	Tierra de Campiñas	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	PIEDRALAVES WWTP	Valle del Tiétar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	STEP BUTRY-SUR-OISE	Vexin Français	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	VILA FERNANDO WWTP	Vila Fernando	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Probably critical
WWTP	Rambla Morales SWDP	Cabo De Gata Nijar	Biodiversity dependence for the control of invasive species such as zebra mussels, jellyfish and red tides in the outfalls and outfalls of the SWDP.	Probably critical
WWTP	Marafiq Jizan SWRO Desalination Plant	Imam Faisal bin Turki Royal Reserve	Biodiversity dependence for the control of invasive species such as zebra mussels, jellyfish and red tides in the outfalls and outfalls of the SWDP.	Probably critical
SWDP	BRIEVA WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
SWDP	CANALES DE LA SIERRA WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	VENTROSA WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	VILLAVELAYO WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	VINIEGRA DE ABAJO WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	VINIEGRA DE ARRIBA WWTP	Alto Najerilla	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	STAR CHIMÁ	Complejo Cenagoso del Bajo Sinu	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	STAR LORICA	Complejo Cenagoso del Bajo Sinu	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical

TYPE OF TECHNOLOGY	Name of the facility	Name of the protected area	Relationships with identified impacts and dependencies	Ecological status of the areas
WWTP	STAR MOMIL	Complejo Cenagoso del Bajo Sinu	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	EL CHAPARRAL WWTP	Guadarrama river basin	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	ÁVILA WWTP	Holm oak groves of the rivers Adaja and Voltoya	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	LAS VIRTUDES WWTP	Lagoon and salt pans of Villena	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	PORTINATX WWTP	Nord de Sant Joan	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	OUTEIRO DE REI WWTP	Parga - Ladra - Támoga	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	EL TOYO WWTP	Gérgal, Tabernas and South of Sierra Alhamilla Wadis	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	URB. "PAGO DE LA BARCA" WWTP	Banks of the River Duero and its tributaries	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	LES PLANES WWTP	Riu Brugent	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	ALBARRACÍN WWTP	Sabinar de Monterde de Albarracín	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	LAS VIRTUDES WWTP	Salero y Cabecicos de Villena	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	PUEBLA DE DON FADRIQUE WWTP	Sierra de La Sagra	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	ANGUIANO WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	Brieva WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	Canales de la Sierra WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	Ventrosa WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical

TYPE OF TECHNOLOGY	Name of the facility	Name of the protected area	Relationships with identified impacts and dependencies	Ecological status of the areas
WWTP	Villavelayo WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	Viniegra de Abajo WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	Viniegra de Arriba WWTP	Demanda, Urbión, Cebollera and Cameros mountain ranges	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	PUEBLA DE DON FADRIQUE WWTP	Sierras del Nordeste	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	MILAGRO WWTP	Lower reaches of the Aragón and Arga rivers	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	NOBLEJAS	Tagus valley gypsum fields	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Non-critical
WWTP	ALCALÁ DE LA SELVA WWTP	Maestrazgo and Sierra de Gúdar	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	ALCUDIA WWTP	Puig de Sant Martí	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	LOS PRADOS O LIÉRGANES WWTP	River Miera	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	LA CABAÑA-CLUB DE CAMPO WWTP	River Miera	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	TRUBIA WWTP	River Nalón	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	LUARCA WWTP	River Negro	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	SELAYA WWTP	River Pas	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical
WWTP	COMPACTA CALCABO	River Trubia	Impact on water quality in the receiving ecosystem due to the discharge of low quality and reactive water from WWTPs.	Potentially critical

## 3.1 WATER EFFICIENCY, COMMITMENT TO CLIMATE CHANGE AND BIODIVERSITY REGENERATION

# Circular management of resources and use of by-products

**MATERIAL TOPIC** Circular management of resources and use of by-products **GRI** 306-3, 306-4, 306-5

HAZARDOUS WASTE GENERATED AND DISPOSAL (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
WWTP fats	104	16	120	135	16	151
wastes containing asbestos (asbestos cement)*	117	0	117	169	8	177
Used oils	6	26	32	9	1,911	1,921
Contaminated empty packaging	12	11	23	13	10	23
WWTP sludge	23,866	0	23,866	15,237	0	15,237
Other	450	229	679	142	138	280
<b>TOTAL</b>	<b>24,555</b>	<b>282</b>	<b>24,837</b>	<b>15,707</b>	<b>2,082</b>	<b>17,789</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

\* The amount of asbestos-containing waste managed depends on the amount of renovated networks and whether they are made of asbestos cement or not. In some years it increases sharply and in others it decreases considerably.

NON-HAZARDOUS WASTE GENERATED AND DISPOSAL (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
WWTP sludge	179,159	74,731	253,890	6,424	331,035	337,459
Debris	6,063	64,163	70,226	5,815	46,075	51,890
WWTP waste (roughing + sand)	12,744	10,219	22,963	13,636	7,996	21,632
Lands	263,217	100,550	363,767	5,909	72,323	78,232
DWTP sludge	10,358	7,248	17,606	14,504	5,700	20,204
Other	3,256	10,779	14,035	243,938	11,895	255,833
<b>TOTAL</b>	<b>474,797</b>	<b>267,690</b>	<b>742,487</b>	<b>290,226</b>	<b>475,025</b>	<b>765,250</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

WASTE GENERATED (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
Hazardous	24,555	282	24,837	15,707	2,082	17,789
Non-hazardous	474,797	267,690	742,487	290,226	475,025	765,250
<b>TOTAL</b>	<b>499,352</b>	<b>267,971</b>	<b>767,324</b>	<b>305,932</b>	<b>477,107</b>	<b>783,039</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

WASTE GENERATED AND DISPOSAL (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
Saudi Arabia	2	0	2	5	18	22
Algeria	38	21	59	204	18	221
Qatar	276	1,614	1,889	791	546	1,337
Chile <sup>1</sup>	1	0	1	0	1	1
Colombia	31,238	266	31,504	19,553	117	19,671
Egypt	173,194	0	173,194	9	130,492	130,501
United Arab Emirates	147	0	147	11	0	11
Spain	27,366	233,460	260,826	30,547	314,408	344,955
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	1,416	213	1,629	1,928	17	1,945
Georgia	260,982	521	261,504	241,189	72	241,261
Italy	145	5,710	5,856	617	6,887	7,503
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	76	574	650	481	0	481
Oman	1,154	1	1,155	7,935	801	8,735
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	240	165	405	214	202	416
Czech Republic	3,077	25,426	28,504	2,449	23,529	25,977
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>499,352</b>	<b>267,971</b>	<b>767,324</b>	<b>305,932</b>	<b>477,107</b>	<b>783,039</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

NON-HAZARDOUS WASTE GENERATED AND DISPOSAL BY COUNTRY (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
Saudi Arabia	0	0	0	0	18	18
Algeria	32	19	51	197	18	215
Qatar	265	1,614	1,879	790	546	1,336
Chile <sup>1</sup>	1	0	1	0	1	1
Colombia	10,979	266	11,245	7,177	117	7,294
Egypt	173,134	0	173,134	9	128,602	128,611
United Arab Emirates	147	0	147	7	0	7
Spain	24,398	233,399	257,796	27,323	314,231	341,555
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	276	18	293	1,859	17	1,876
Georgia	260,982	511	261,493	241,189	62	241,250
Italy	140	5,710	5,851	611	6,886	7,497
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	75	574	649	480	0	480
Oman	1,154	0	1,154	7,932	801	8,732
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	240	165	405	212	202	414
Czech Republic	2,973	25,414	28,387	2,440	23,525	25,964
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>474,797</b>	<b>267,690</b>	<b>742,487</b>	<b>290,226</b>	<b>475,025</b>	<b>765,250</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

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<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

HAZARDOUS WASTE GENERATED AND DISPOSAL BY COUNTRY (T)	2025			2024		
	Disposal in landfills	Recovery	TOTAL	Disposal in landfills	Recovery	TOTAL
Saudi Arabia	2	0	2	5	0	5
Algeria	6	2	8	6	0	6
Qatar	10	0	10	1	0	1
Chile <sup>1</sup>	0	0	0	0	0	0
Colombia	20,258	0	20,258	12,377	0	12,377
Egypt	60	0	60	0	1,890	1,890
United Arab Emirates	0	0	0	4	0	4
Spain	2,968	61	3,029	3,224	177	3,401
United States of America <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
France	1,140	195	1,335	69	0	69
Georgia	0	11	11	0	10	10
Italy	5	0	5	6	1	6
Japan <sup>3</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	1	0	1	1	0	1
Oman	0	1	1	3	0	3
Peru <sup>4</sup>	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	0	0	2	0	2
Czech Republic	104	12	116	9	4	13
Romania <sup>5</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>24,555</b>	<b>282</b>	<b>24,837</b>	<b>15,707</b>	<b>2,082</b>	<b>17,789</b>

Data assessed from 1 November 2024 to 31 October 2025 (as in previous years).

<sup>1</sup> Aqualia operates on the customer's premises, where the customer is responsible for accounting for its emissions (scopes 1, 2 and 3), managing its energy consumption and controlling its water consumption.

<sup>2</sup> Aqualia has recently started its activity and is still in the process of adapting to the management information reporting systems.

<sup>3</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>4</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>5</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity was to provide support for the installations.

## 3.2 INNOVATION FOR CARING FOR THE PLANET

# Technological and infrastructure innovation

INVESTMENT IN R&D (€)	2025	2024
Investment in R&D	€5,864,847	€6,260,473

R&D PROJECTS	2025	2024
Ongoing projects managed by Innovation and Technology	20	23
Partner research centres	23	29
Patents in force	24	24
Universities we collaborate with	42	48

R&D PROJECTS BY LINE OF WORK*	2025	2024
Sustainable water treatment	8	10
Alternative resources: sustainable reuse, drinking water treatment and desalination	9	9
Sustainability and energy efficiency	3	5
Circular economy, eco-factories and bio-factories	9	8
Industrial water	3	4
Digital developments	7	7

\* A project can be in more than one line of work.

## 3.2 INNOVATION FOR CARING FOR THE PLANET

# Digitalisation

## Actions to improve digitalisation of urban water management systems

INVESTMENT IN DIGITAL TRANSFORMATION (€)	2025		2024	
	€	%	€	%
Geographic Environment Organization (GEO)	323,970	2%	409,642	2%
Aqualia Water Analytics (aWA.)	1,230,117	9%	1,481,554	8%
Global asset, maintenance, work order and procurement management (NOW.)	732,774	5%	1,239,273	7%
Customer Aqualia Contact (CAC)	428,252	3%	449,020	2%
Business reporting and descriptive analytics systems (AQ360)	2,423,490	18%	3,324,102	18%
Be Aqualia	915,049	7%	905,229	5%
Tik	310,208	2%	322,954	2%
Aqualia Live	467,845	3%	467,558	3%
Water quality	184,852	1%	429,405	2%
Others	532,397	4%	435,305	2%
Tele-reading	5,954,456	44%	9,183,009	49%
<b>TOTAL</b>	<b>13,503,410</b>	<b>100%</b>	<b>18,647,051</b>	<b>100%</b>

## Aqualia Live

AQUALIA LIVE MODULES BY COUNTRY	Integrated Operations Centre (IOC.)	Geographic Environment Organization (GEO.)	Supervisory control and data acquisition (SCA.)	Aqualia Water Analytics (aWA.)	Global asset, maintenance, work order and procurement management (CMMS.)	Aqualia Laboratory (LAB.)	Customer Aqualia Contact (CAC.)	Business reporting and descriptive analytics systems (AQ360.)
Saudi Arabia	N/A	N/A	√	N/A	N/A	N/A	N/A	N/A
Algeria	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Qatar	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chile	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Colombia	0	√	0	0	√	N/A	ARQ	√
Egypt	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
United Arab Emirates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spain	√	√	√	√	√	√	DIVERSA	√
United States of America	N/A	√	N/A	N/A	√	N/A	AVR	√
France	0	√	0	√	√	0	EAU2	√
Georgia	0	√	0	0	0	0	AXAPTA	0
Italy	0	0	0	√	√	0	DIVERSA	√
Japan	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mexico	N/A	√	0	N/A	√	N/A	DIVERSA	N/A
Oman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Peru	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	0	√	0	0	√	0	DIVERSA	√
Czech Republic	0	0	N/A	0	0	0	USYS	√
Romania	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Aqualia Live is a modular, multi-script and multilingual platform, adapted to each specific circumstance and country. In this respect, the same modules do not apply to all countries. Due to the type of activities we carry out in Algeria, Qatar, Chile, Egypt, the United Arab Emirates, Japan, Oman, Peru and Romania, the Aqualia Live modules do not apply in these countries.

<b>AQUALIA LIVE - AWA (AQUALIA WATER ANALYTICS)</b>	<b>2025</b>	<b>2024</b>
Services working with big data and artificial intelligence (aWA)	156	71

  

<b>AQUALIA LIVE - GEO AND NOW</b>	<b>2025</b>	<b>2024</b>
Services implemented in Spain	515	516
Services implemented in Italy	1	1
Services implemented in Portugal	5	5
Services implemented in France	0	9
Services implemented in Colombia	30	25
Services implemented in Mexico	2	2
<b>Total services using the mobility application</b>	<b>553</b>	<b>558</b>

## PERTE for water digitalisation

PROJECTS AWARDED	Grouping				Aqualia			
	Municipalities	Population	Budget €	Subsidy €	Municipalities	Population	Budget €	Subsidy €
Vigwater	1	293,867	7,300,852	5,996,314	1	293,837	7,300,852	5,996,314
Digital Island	9	240,973	10,649,321	8,461,607	8	229,858	9,993,035	7,864,072
Anda	6	294,624	12,277,122	9,917,698	1	217,552	275,000	247,500
Campo de Gibraltar	8	274,925	13,260,520	7,730,099	3	204,623	6,932,161	4,008,458
Cantabricontrol	47	237,775	10,848,964	9,831,325	5	198,889	8,253,623	7,235,983
Realwater	103	507,948	7,872,101	7,461,040	44	160,390	6,970,107	6,582,434
<b>TOTAL</b>	<b>174</b>	<b>1,850,112</b>	<b>62,208,880</b>	<b>49,398,083</b>	<b>62</b>	<b>1,305,149</b>	<b>39,724,778</b>	<b>31,934,761</b>

TYPE OF ACTION BY PROJECT	TYPE A		TYPE B		TYPE C		TOTAL	
	Studies promoting compliance with sectoral regulations or improvement of the water cycle		Improving the efficiency and digitalisation of the urban water cycle		Development or improvement of platforms, portals or information systems for digital tools			
	€	%	€	%	€	%	€	%
Vigwater	€1,305,877	18%	€5,168,138	71%	€826,836	11%	7,300,852	18%
Digital Island	€1,270,083	13%	€7,379,920	74%	€1,343,032	13%	9,993,035	25%
Anda	€230,000	84%	€0	0%	€45,000	16%	275,000	1%
Campo de Gibraltar	€1,647,048	24%	€3,518,532	51%	€1,766,581	25%	6,932,161	17%
Cantabricontrol	€1,433,728	17%	€5,793,750	70%	€1,026,144	12%	8,253,623	21%
Realwater	€1,934,226	28%	€3,863,916	55%	€1,171,966	17%	6,970,107	18%
<b>TOTAL</b>	<b>€7,820,963</b>	<b>20%</b>	<b>€25,724,255</b>	<b>65%</b>	<b>€6,179,559</b>	<b>16%</b>	<b>€39,724,778</b>	<b>100%</b>

# 4. Social information

## 4.1 Environment for the development, safety and diversity for our talent

### Commitment to developing our talent

- » **Attracting and retaining talent**
  - Full-time and part-time staff
  - Full-time and part-time staff, gender and country
  - Staff by type of employment contract and gender
  - Own staff by type of employment contract, gender and country
  - Staff by non-guaranteed hours by gender and country
  - Recruitment by gender
  - Recruitment by gender and country
  - Recruitment by age
  - Recruitment by age and country
  - Staff turnover by gender
  - Staff turnover by gender and country
  - Staff turnover by age
  - Staff turnover by age and country
  - Employees of suppliers or subcontractors providing services to Aqualia
  - Self-employed contractors and temporary agency staff providing services in Aqualia's own centres
  - Collective bargaining coverage
- » **Compensation and benefits**
  - Social protection by country
  - Work/life balance and leave measures by country
  - Parental leave by country
- » **Driving professional and personal development**
  - Hours of training by gender
  - Hours of training by gender and country
  - Hours of training hours by job category
  - Hours of training by area of knowledge
  - Hours of training by job category and country
  - Investment in training by country (€)

### Diverse, equitable and inclusive culture

- Employees by gender
- Staff by gender and country
- Staff by age range
- Staff by age range and country
- Staff by employment category and gender
- Staff by employment category and age ranges
- Own staff with disabilities by gender and country
- Gender pay gap

### Health and safety of our employees

- Key safety, well-being and health indicators
- Key safety, well-being and health indicators by country - Own staff
- Key safety, well-being and health indicators by country - Contracted staff

# Social information

## 4.2 Satisfaction and safety of our customers

### Customer service and management

- Complaints and claims received from consumers or end-users
- Complaints and claims received from consumers or end-users by country
- Aqualia Contact - Omnichannel customer service
- Aqualia Contact - Customer Service Centre - Calls (first non-face-to-face customer service channel)
- Aqualia Contact - Virtual office - Interactions (second channel for non-face-to-face customer service)
- Aqualia Contact - Appointment management service for a faster and more efficient face-to-face service - Managed appointments
- Surveys received Aqualia Contact
- E-bills issued
- Customers with e-bills
- New electronic billing registrations
- Average retail water tariff for residential, commercial and industrial customers
- Number of water disconnections to customers for non-payment and percentage reconnected
- Number of residential, commercial and industrial customers served
- Total water consumed by residential, commercial, industrial and all other customers (m<sup>3</sup> consumed billing)

### The social dimension of water: linking people, nature and development

- Cáritas (Spain)
- Rate mechanisms for guaranteeing access to water and sanitation.
- Investment in social action by axis (€)
- Investment in social action by axis and country (€)
- Contributions to foundations and non-profit organisations

## 4.1 ENVIRONMENT FOR THE DEVELOPMENT, SAFETY AND DIVERSITY FOR OUR TALENT

# Commitment to developing our talent

Diverse, equitable and inclusive culture , 2-8, 2-30, 401-1, 401-3, 404-1

## Attracting and retaining talent

FULL-TIME AND PART-TIME STAFF	2025			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Full-time	11,024	2,615	13,639	10,934	2,500	13,434
Part-time	250	314	564	283	324	607
<b>TOTAL</b>	<b>11,274</b>	<b>2,929</b>	<b>14,203</b>	<b>11,217</b>	<b>2,824</b>	<b>14,041</b>

FULL-TIME AND PART-TIME STAFF, GENDER AND COUNTRY	2025							2024						
	Full-time			Part-time			TOTAL	Full-time			Part-time			TOTAL
	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	
Saudi Arabia	283	20	303	0	0	0	303	292	19	311	0	0	0	311
Algeria	52	6	57	0	0	0	57	53	6	59	0	0	0	59
Qatar	51	3	54	0	0	0	54	42	3	45	0	0	0	45
Chile	11	0	11	0	0	0	11	11	0	11	0	0	0	11
Colombia	826	285	1,112	0	0	0	1,112	770	285	1,055	0	0	0	1,055
Egypt	171	4	175	0	0	0	175	222	4	226	0	0	0	226
United Arab Emirates	446	20	466	0	0	0	466	415	13	428	0	0	0	428
Spain	5,370	1,365	6,735	244	291	535	7,270	5,207	1,300	6,507	273	300	573	7,080
United States of America	181	80	261	1	1	2	263	163	76	239	1	3	4	243

FULL-TIME AND PART-TIME STAFF, GENDER AND COUNTRY	2025							2024						
	Full-time			Part-time			TOTAL	Full-time			Part-time			TOTAL
	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	
France	166	84	250	0	1	1	251	137	52	189	0	1	1	190
Georgia	2,276	386	2,662	3	11	14	2,676	2,439	388	2,827	8	9	17	2,844
Italy	238	23	261	0	6	6	267	251	22	273	0	6	6	279
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	96	22	118	0	0	0	118	88	18	106	0	0	0	106
Oman	2	0	2	0	0	0	2	2	0	2	0	0	0	2
Peru	4	1	5	0	0	0	5	3	1	4	0	0	0	4
Portugal	91	22	113	0	0	0	113	92	22	114	0	0	0	114
Czech Republic	758	294	1,052	2	3	5	1,057	741	291	1,032	1	4	5	1,037
Romania	1	0	1	0	0	0	1	4	0	4	0	0	0	4
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	2	0	2	0	1	1	3	2	0	2	0	1	1	3
<b>TOTAL</b>	<b>11,024</b>	<b>2,615</b>	<b>13,639</b>	<b>250</b>	<b>314</b>	<b>564</b>	<b>14,203</b>	<b>10,934</b>	<b>2,500</b>	<b>13,434</b>	<b>283</b>	<b>324</b>	<b>607</b>	<b>14,041</b>

(1) In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

(2) In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

STAFF BY TYPE OF EMPLOYMENT CONTRACT AND GENDER	2025			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Open-ended	9,442	2,483	11,925	9,500	2,380	11,880
Temporary	1,832	446	2,278	1,717	444	2,161
<b>TOTAL</b>	<b>11,274</b>	<b>2,929</b>	<b>14,203</b>	<b>11,217</b>	<b>2,824</b>	<b>14,041</b>

OWN STAFF BY TYPE OF EMPLOYMENT CONTRACT, GENDER AND COUNTRY	2025							2024						
	Open-ended			Temporary			TOTAL	Open-ended			Temporary			TOTAL
	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	
Saudi Arabia	209	13	222	74	7	81	303	244	14	258	48	5	53	311
Algeria	43	4	47	9	2	10	57	46	5	51	7	1	8	59
Qatar	51	3	54	0	0	0	54	41	2	43	1	1	2	45
Chile	11	0	11	0	0	0	11	11	0	11	0	0	0	11
Colombia	531	144	676	295	141	436	1,112	527	143	670	243	142	385	1,055
Egypt	3	0	3	168	4	172	175	181	3	184	41	1	42	226
United Arab Emirates	430	20	450	16	0	16	466	410	13	423	5	0	5	428
Spain	5,232	1,581	6,813	382	76	457	7,270	5,109	1,533	6,642	371	67	438	7,080
United States of America	181	79	260	1	2	3	263	164	79	243	0	0	0	243
France	150	72	222	16	13	29	251	130	46	176	7	7	14	190
Georgia	1,574	251	1,825	705	146	851	2,676	1,621	235	1,856	826	162	988	2,844
Italy	230	28	258	8	1	9	267	213	27	240	38	1	39	279
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	92	20	112	4	2	6	118	84	16	100	4	2	6	106
Oman	2	0	2	0	0	0	2	2	0	2	0	0	0	2
Peru	4	1	5	0	0	0	5	3	1	4	0	0	0	4
Portugal	84	21	105	7	1	8	113	85	21	106	7	1	8	114
Czech Republic	614	245	859	146	52	198	1,057	626	241	867	116	54	170	1,037
Romania	0	0	0	1	0	1	1	1	0	1	3	0	3	4
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	1	1	2	1	0	1	3	2	1	3	0	0	0	3
<b>TOTAL</b>	<b>9,442</b>	<b>2,483</b>	<b>11,925</b>	<b>1,832</b>	<b>446</b>	<b>2,278</b>	<b>14,203</b>	<b>9,500</b>	<b>2,380</b>	<b>11,880</b>	<b>1,717</b>	<b>444</b>	<b>2,161</b>	<b>14,041</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

STAFF BY NON-GUARANTEED HOURS BY GENDER AND COUNTRY	2025		
	Men	Women	TOTAL
Saudi Arabia	0	0	0
Algeria	0	0	0
Qatar	0	0	0
Chile	0	0	0
Colombia	0	0	0
Egypt	0	0	0
United Arab Emirates	0	0	0
Spain	0	0	0
United States of America	155	55	210
France	0	0	0
Georgia	6	8	14
Italy	0	0	0
Japan <sup>1</sup>	n/a	n/a	n/a
Mexico	0	0	0
Oman	0	0	0
Peru	0	0	0
Portugal	0	0	0
Czech Republic	13	8	21
Romania	0	0	0
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0
<b>TOTAL</b>	<b>174</b>	<b>71</b>	<b>245</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

RECRUITMENT BY GENDER	2025		2024	
	Quantity	%	Quantity	%
Men	1,558	75%	1,576	76%
Women	529	25%	485	24%
<b>TOTAL</b>	<b>2,087</b>	<b>100%</b>	<b>2,061</b>	<b>100%</b>

RECRUITMENT BY GENDER AND COUNTRY	2025				2024			
	Men	Women	TOTAL	RATE	Men	Women	TOTAL	RATE
Saudi Arabia	50	8	58	0.19	101	12	113	0.36
Algeria	4	2	6	0.10	1	1	2	0.03
Qatar	18	1	19	0.35	10	1	11	0.24
Chile	0	0	0	0.00	2	0	2	0.18
Colombia	208	126	334	0.30	179	129	308	0.29
Egypt	14	0	14	0.08	59	3	62	0.27
United Arab Emirates	102	7	109	0.23	68	7	75	0.18
Spain	731	245	976	0.13	583	159	742	0.10
United States of America	43	15	58	0.22	160	78	238	0.98
France	40	52	92	0.37	32	21	53	0.28
Georgia	253	51	304	0.11	283	47	330	0.12
Italy	3	0	3	0.01	3	0	3	0.01
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	26	8	34	0.29	38	11	49	0.46
Oman	0	0	0	0.00	1	0	1	0.50
Peru	1	0	1	0.20	0	0	0	0.00
Portugal	9	2	11	0.10	13	4	17	0.15
Czech Republic	56	13	69	0.07	43	12	55	0.05
Romania	0	0	0	0.00	0	0	0	0.00
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	0.00	0	0	0	0.00
<b>TOTAL</b>	<b>1,558</b>	<b>529</b>	<b>2,087</b>	<b>0.15</b>	<b>1,576</b>	<b>485</b>	<b>2,061</b>	<b>0.15</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

RECRUITMENT BY AGE	2025		2024	
	Quantity	%	Quantity	%
Up to 35 years old	765	37%	943	46%
Between 35 and 55	1,031	49%	892	43%
Over 55	291	14%	226	11%
<b>TOTAL</b>	<b>2,087</b>	<b>100%</b>	<b>2,061</b>	<b>100%</b>

RECRUITMENT BY AGE AND COUNTRY	2025					2024				
	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	RATE	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	RATE
Saudi Arabia	23	32	3	58	0.19	51	59	3	113	0.36
Algeria	2	3	0.5	6	0.10	1	0	1	2	0.03
Qatar	6	13	0	19	0.35	3	6	2	11	0.24
Chile	0	0	0	0	0.00	2	0	0	2	0.18
Colombia	153	168	13	334	0.30	208	96	4	308	0.29
Egypt	7	7	0.5	14	0.08	35	25	3	63	0.28
United Arab Emirates	48	52	9	109	0.23	30	33	12	75	0.18
Spain	319	492	165.3	976	0.13	304	366	71	741	0.10
United States of America	20	26	12	58	0.22	69	101	68	238	0.98
France	32	38	22	92	0.37	25	20	8	53	0.28
Georgia	114	139	51	304	0.11	155	126	49	330	0.12
Italy	1	2	0	3	0.01	2	1	0	3	0.01
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	20	10	4	34	0.29	29	19	1	49	0.46
Oman	0	0	0	0	0.00	0	1	0	1	0.50
Peru	1	0	0	1	0.20	0	0	0	0	0.00
Portugal	2	8	1	11	0.10	11	5	1	17	0.15
Czech Republic	18	41	10	69	0.07	18	34	3	55	0.05
Romania	0	0	0	0	0.00	0	0	0	0	0.00
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	0	0.00	0	0	0	0	0.00
<b>TOTAL</b>	<b>765</b>	<b>1,031</b>	<b>291</b>	<b>2,087</b>	<b>0.15</b>	<b>943</b>	<b>892</b>	<b>226</b>	<b>2,061</b>	<b>0.15</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

STAFF TURNOVER BY GENDER	2025		2024	
	Quantity	%	Quantity	%
Men	1,120	81%	967	81%
Women	262	19%	222	19%
<b>TOTAL</b>	<b>1,381</b>	<b>100%</b>	<b>1,189</b>	<b>100%</b>

Includes voluntary departures, retirements, dismissals and deaths.

STAFF TURNOVER BY GENDER AND COUNTRY	2025				2024			
	Men	Women	TOTAL	RATE	Men	Women	TOTAL	RATE
Saudi Arabia	28	5	33	0.11	24	1	25	0.08
Algeria	3	1	4	0.07	2	1	3	0.05
Qatar	6	0	6	0.11	0	0	0	0.00
Chile	0	0	0	0.00	1	0	1	0.09
Colombia	91	39	130	0.12	84	47	131	0.12
Egypt	20	0	20	0.11	23	0	23	0.10
United Arab Emirates	58	1	59	0.13	17	0	17	0.04
Spain	407	131	537	0.07	300	75	375	0.05
United States of America	25	13	38	0.14	0	0	0	0.00
France	7	12	19	0.08	9	9	18	0.09
Georgia	427	49	476	0.18	451	56	507	0.18
Italy	0	0	0	0.00	6	0	6	0.02
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	9	3	12	0.10	11	5	16	0.15
Oman	0	0	0	0.00	0	0	0	0.00
Peru	0	0	0	0.00	0	0	0	0.00
Portugal	6	1	7	0.06	6	3	9	0.08
Czech Republic	31	7	38	0.04	33	25	58	0.06
Romania	2	0	2	2.00	0	0	0	0.00
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	0.00	0	0	0	0.00
<b>TOTAL</b>	<b>1,120</b>	<b>262</b>	<b>1,381</b>	<b>0.10</b>	<b>967</b>	<b>222</b>	<b>1,189</b>	<b>0.08</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

Includes voluntary departures, retirements, dismissals and deaths.

STAFF TURNOVER BY AGE	2025		2024	
	Quantity	%	Quantity	%
Up to 35 years old	298	22%	442	37%
Between 35 and 55	655	47%	443	37%
Over 55	428	31%	304	26%
<b>TOTAL</b>	<b>1,381</b>	<b>100%</b>	<b>1,189</b>	<b>100%</b>

Includes voluntary departures, retirements, dismissals and deaths.

STAFF TURNOVER BY AGE AND COUNTRY	2025					2024				
	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	RATE	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	RATE
Saudi Arabia	10	18	5	33	0.11	6	11	8	25	0.08
Algeria	1	2.5	0.5	4	0.07	1	1	1	3	0.05
Qatar	1	4	1	6	0.11	0	0	0	0	0.00
Chile	0	0	0	0	0.00	0	1	0	1	0.09
Colombia	37	74	19	130	0.12	67	49	15	131	0.12
Egypt	6	12	2	20	0.11	13	10	0	23	0.10
United Arab Emirates	14	33	12	59	0.13	8	8	1	17	0.04
Spain	103.98	242.36	190.98	537	0.07	97	149	129	375	0.05
United States of America	13	16	9	38	0.14	0	0	0	0	0.00
France	6	9	4	19	0.08	3	12	3	18	0.09
Georgia	100	216	160	476	0.18	226	172	109	507	0.18
Italy	0	0	0	0	0.00	2	4	0	6	0.02
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	3	8	1	12	0.10	7	6	3	16	0.15
Oman	0	0	0	0	0.00	0	0	0	0	0.00
Peru	0	0	0	0	0.00	0	0	0	0	0.00
Portugal	1	4	2	7	0.06	2	7	0	9	0.08
Czech Republic	2	14	22	38	0.04	10	13	35	58	0.06
Romania	0	2	0	2	2.00	0	0	0	0	0.00
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	0	0.00	0	0	0	0	0.00
<b>TOTAL</b>	<b>298</b>	<b>655</b>	<b>428</b>	<b>1,381</b>	<b>0.10</b>	<b>442</b>	<b>443</b>	<b>304</b>	<b>1,189</b>	<b>0.08</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

Includes voluntary departures, retirements, dismissals and deaths.

EMPLOYEES OF SUPPLIERS OR SUBCONTRACTORS PROVIDING SERVICES TO AQUALIA*	2025		
	Men	Women	TOTAL
Saudi Arabia	60	4	64
Algeria	60	6	66
Qatar	50	0	50
Chile	0	0	0
Colombia	0	0	0
Egypt	0	0	0
United Arab Emirates	0	0	0
Spain <sup>3</sup>	n/d <sup>3</sup>	n/d	n/d
United States of America	0	0	0
France	0	0	0
Georgia	321	25	346
Italy	0	0	0
Japan <sup>1</sup>	n/a	n/a	n/a
Mexico	95	22	117
Oman	45	0	45
Peru	0	0	0
Portugal	0	0	0
Czech Republic	10	3	13
Romania	0	0	0
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0
<b>TOTAL</b>	<b>641</b>	<b>60</b>	<b>701</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

<sup>3</sup> Data not available as required by the Standard, as the system counts hours worked and not unique subcontracted people providing services in the company.

\* Refers to employees of supplier or subcontractor companies that provide services in Aqualia's own centres.

SELF-EMPLOYED CONTRACTORS AND TEMPORARY AGENCY STAFF PROVIDING SERVICES IN AQUALIA'S OWN CENTRES*.	2025		
	Men	Women	TOTAL
Saudi Arabia	0	0	0
Algeria	1	0	1
Qatar	0	0	0
Chile	0	0	0
Colombia	20	0	20
Egypt	0	0	0
United Arab Emirates	0	0	0
Spain <sup>3</sup>	n/d	n/d	0
United States of America	0	0	0
France	2	0	2
Georgia	0	0	0
Italy	2	1	3
Japan <sup>1</sup>	n/a	n/a	n/a
Mexico	0	0	0
Oman	0	0	0
Peru	0	0	0
Portugal	0	0	0
Czech Republic	0	0	0
Romania	0	0	0
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0
<b>TOTAL</b>	<b>25</b>	<b>1</b>	<b>26</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

<sup>3</sup> Data not available as required by the Standard, as the system counts hours worked and not unique subcontracted people providing services in the company.

\*Self-employed contractors and temporary agency staff providing services in Aqualia's own centres. Type of work they do: freelancers do specialised work and temporary employment agencies cover temporary needs.

COLLECTIVE BARGAINING COVERAGE	2025					2024				
	Staff covered by collective bargaining agreements		Staff not covered by collective bargaining agreements		TOTAL EMPLOYEES	Staff covered by collective bargaining agreements		Staff not covered by collective bargaining agreements		TOTAL EMPLOYEES
	Quantity	%	Quantity	%		Quantity	%	Quantity	%	
Saudi Arabia	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Algeria	57	100%	0	0%	57	n/d	-	n/d	-	-
Qatar	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Chile	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Colombia	116	10%	996	90%	1,112	n/d	-	n/d	-	-
Egypt <sup>3</sup>	286	100%	0	0%	286	n/d	-	n/d	-	-
United Arab Emirates	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Spain	7,270	100%	0	0%	7,270	7,080	100%	0	0%	7,080
United States of America	n/d	-	n/d	-	-	n/d	-	n/d	-	-
France	241	96%	10	4%	251	n/d	-	n/d	-	-
Georgia	519	19%	2,157	81%	2,676	n/d	-	n/d	-	-
Italy	206	77%	61	23%	267	n/d	-	n/d	-	-
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Oman	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Peru	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Portugal	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Czech Republic	1,057	100%	0	0%	1,057	n/d	-	n/d	-	-
Romania	n/d	-	n/d	-	-	n/d	-	n/d	-	-
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	n/a	-	n/a	-	-	n/d	-	n/d	-	-
<b>TOTAL</b>	<b>9,752</b>	<b>75%</b>	<b>3,224</b>	<b>25%</b>	<b>12,975</b>	<b>7,080</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>7,080</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

<sup>3</sup> Non-consolidated data.

## Compensation and benefits

SOCIAL PROTECTION BY COUNTRY	Social protection is available to all staff through public programmes or company-provided benefits.
Saudi Arabia	n/d
Algeria	All employees benefit from social security and pension coverage. CNAS and CNR are the only national social security and pension funds.
Qatar	<p>a) <b>Sickness:</b> Employees are entitled to sick leave with full pay for up to two weeks and half pay for the next four weeks, upon presentation of a medical certificate, and thereafter may opt for unpaid leave. After 12 weeks, the employer may dismiss the employee if they are unable to come back to work.</p> <p>b) <b>Unemployment:</b> The Qatari Labour Law does not provide for any compulsory unemployment benefits.</p> <p>c) <b>Occupational accidents and acquired disabilities:</b> Employees who are injured on the job are entitled to medical treatment and salary continuation (full pay for up to six months, thereafter half pay) and can claim disability or death compensation.</p> <p>(d) <b>Parental leave:</b> Female employees who have completed one year of service are entitled to 50 days of paid maternity leave. General paternity or parental leave is 3 days.</p> <p>e) <b>Retirement:</b> There is no compulsory state pension for expatriate employees. In the private sector, an end-of-service bonus is offered. Therefore, employees in Qatar are covered by the protections of the Labour Law in case of sick leave, maternity, industrial accidents and end-of-service benefits, but there are no unemployment benefits and retirement pension coverage does not apply to non-nationals.</p>
Chile	n/d
Colombia	<p>At present, the law in Colombia provides the employer with social security for the worker (Social Protection Survey - EPS, pensions, severance pay, CCF, Parafiscal contributions). However, when the worker suffers a loss of income due to the aforementioned causes, there are mechanisms such as the following:</p> <ul style="list-style-type: none"> <li>*EPS: does not limit service, makes change of regime from contributory to subsidised.</li> <li>*CCF: provides unemployment subsidy and coverage of EPS and pension contributions for up to 6 months.</li> <li>*Cesantías Fund: provides contributions to cover needs during the period of unemployment.</li> <li>*Parental leave: economic recognition is made by the EPS during absenteeism.</li> <li>*ARL: provides rehabilitation and financial recognition to the worker in the event of an accident at work.</li> <li>*Pension Fund: economic recognition for life in the event of retirement.</li> </ul>
Egypt	According to the labour law no. 14 of 2025, all employees are covered by social security with coverage as well as sickness and disability.
United Arab Emirates	<p>At Aqualia MACE, in complying with Federal Decree Law No. (33) of 2021 on Labour Relations, the following conditions apply:</p> <p>(a) <b>Sickness:</b> The employee is entitled to 90 days sick leave approved by the UAE Health Authority, with full pay for the first 15 days and half pay for the following 30 days, or without pay for the following.</p> <p>(b) <b>Unemployment as soon as the worker starts working for the company:</b> for unemployment, the UAE authorities have implemented the Involuntary Loss of Employment Scheme for all categories of employees working in any sector in the UAE to protect and support them during loss of employment.</p> <p>(c) <b>Occupational accidents and acquired disabilities:</b> All employees are required to have the Aqualia MACE health card, which can be used in case of emergency or illness.</p> <p>(d) <b>Parental leave:</b> At Aqualia, MACE employees are entitled to paid parental leave of five working days to care for their child, applicable from birth to six months.</p> <p>(e) <b>Retirement:</b> Employees over 60 are eligible to retire.</p>
Spain	Social protection (including health care, temporary incapacity benefits, childbirth and childcare, unemployment, retirement and occupational accidents) is available to all working people in the country.

SOCIAL PROTECTION BY COUNTRY	Social protection is available to all staff through public programmes or company-provided benefits.
United States of America	<p>The MDS allows employees to accrue sick and holiday days to compensate for time off work due to personal illness or to care for an immediate family member during illness. The MDS also contributes to the Texas and Florida unemployment systems so that the employee can apply for MDS benefits if they are longer able to work for the company. The Workforce Commission will determine the level of benefits available and whether the terminated employee is eligible for unemployment benefits based on information provided by the employee and the employer. Work-related injuries or illnesses are covered by our workers' compensation insurance, Texas Mutual Insurance. Texas Mutual will determine the level of benefits available based on state guidelines. It also determines the start and end dates of benefits.</p> <p>Retirement benefits are administered by the Social Security Administration and Medicare, depending on age and employment status. Each employee will supplement their retirement with personal savings. The company offers a 401(k) plan to help the employee save for retirement. This plan, of the 'safe harbour' type, provides 100% of the first 3% contributed by the employee and 50% of the following 2. Therefore, if the employee saves 5%, the company contributes 4%. We do not currently offer paid maternity or paternity leave. A mother who gives birth can receive up to 60% of her usual basic income if she has taken out voluntary short-term disability insurance.</p> <p>This coverage can also be used for the employee's non-occupational injury or illness. If you qualify, payments begin on the eighth day of the injury or illness and can extend up to 12 weeks. The determination of benefits paid is made by the insurer, not the company. The company covers long-term disability coverage for our employees. If eligible, payments will begin on the 91st day of the employee's non-occupational injury or illness. Coverage may continue until Social Security Administration disability coverage is approved or until the employee's official retirement age.</p>
France	In France, it is not possible to employ any employee who is not affiliated to the social security system. In addition, since 2016, all employees are required by law to have health insurance.
Georgia	<p>Sickness: available to all employees.</p> <p>Unemployment: Georgian labour legislation does not include any specific law or note on this issue.</p> <p>Occupational injuries and acquired disability: available to all employees.</p> <p>Parental leave: available to all employees.</p> <p>Pension: this service is available to all employees (according to Georgian labour legislation, companies are obliged to pay pension tax for each employee equal to 2% of their monthly salary).</p>
Italy	The provisions of our national laws and our current collective bargaining agreement apply. In compliance with art. 33 of the CCNL, an insurance policy has been taken out for all employees to cover occupational and non-occupational accidents and early death.
Japan <sup>1</sup>	n/d
Mexico	Social security currently covers maternity protection.
Oman	All Omani employees are covered by the Omani Social Protection Fund, which provides comprehensive social benefits for major life events, such as sickness, unemployment, accidents or disabilities at work, maternity or paternity leave, and retirement. They also have private health insurance. For expatriate employees, the company offers health insurance that covers medical care services and guarantees protection through workers' compensation benefits in case of accidents or disabilities at work.
Peru	n/d
Portugal	All employees are covered by the social security system.
Czech Republic	All employees have social protection.
Romania	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	n/d

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

WORK/LIFE BALANCE AND LEAVE MEASURES BY COUNTRY	2025							
	Work disengagement policies	Measures aimed at facilitating the enjoyment of work- life balance and promoting co-responsibility	Reduced working hours related to work- life balance	Maternity leave	Paternity leave	Parental leave	Breastfeeding leave	Care leave
Saudi Arabia				√	√		√	√
Algeria				√	√		√	
Qatar	√	√	√	√	√		√	√
Chile								
Colombia	√	√	√	√	√		√	√
Egypt				√	√			√
United Arab Emirates	√	√	√	√	√		√	√
Spain	√	√	√	√	√		√	√
United States of America			√	√	√		√	√
France	√	√	√	√	√		√	√
Georgia				√	√		√	√
Italy			√	√	√		√	√
Japan <sup>1</sup>								
Mexico				√	√		√	
Oman	√	√	√	√	√		√	√
Peru								
Portugal	√		√	√	√		√	√
Czech Republic	√	√	√	√	√		√	√
Romania								
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>								

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

PARENTAL LEAVE BY COUNTRY	2025					
	Employees who have been entitled to parental leave			Employees on parental leave		
	Men	Women	TOTAL	Men	Women	TOTAL
Saudi Arabia	6	2	8	6	2	8
Algeria	5	0	5	5	0	5
Qatar	1	0	1	1	0	1
Chile	0	0	0	0	0	0
Colombia	74	61	135	74	61	135
Egypt	6	0	6	6	0	6
United Arab Emirates	2	1	3	2	1	3
Spain	171	40	211	171	40	211
United States of America	6	3	9	6	3	9
France	6	2	8	6	2	8
Georgia	12	17	29	12	17	29
Italy	24	3	27	24	3	27
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	4	1	5	4	1	5
Oman	7	2	9	7	2	9
Peru	0	0	0	0	0	0
Portugal	5	6	11	5	6	11
Czech Republic	9	16	25	9	16	25
Romania	0	0	0	0	0	0
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	0	0	0
<b>TOTAL</b>	<b>338</b>	<b>154</b>	<b>492</b>	<b>338</b>	<b>154</b>	<b>492</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

## Driving professional and personal development.

HOURS OF TRAINING BY GENDER	2025		2024	
	Hours	Average	Hours	Average
Men	180,345	15.11	173,951	15.51
Women	65,449	21.57	58,424	20.70
<b>TOTAL</b>	<b>245,794</b>	<b>16.42</b>	<b>232,375</b>	<b>15.66</b>

HOURS OF TRAINING BY GENDER AND COUNTRY	2025			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Saudi Arabia	1,270	36	1,306	28	0	28
Algeria	2,492	56	2,548	64	24	88
Qatar	374	0	374	84	2	86
Chile*	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	16,359	4,967	21,326	16,227	5,971	22,198
Egypt	5,859	12	5,871	764	0	764
United Arab Emirates	509	13	522	344	1	345
Spain	81,786	36,026	117,812	97,383	35,278	132,661
United States of America	4,007	699	4,706	1,691	171	1,862
France	2,302	315	2,617	2,227	106	2,333
Georgia	30,857	12,589	43,446	24,981	9,184	34,165
Italy	3,393	614	4,007	4,563	277	4,840
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	952	2,900	3,852	2,483	737	3,220
Oman	1,568	469	2,037	1,235	456	1,691
Peru*	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	1,357	613	1,970	2,296	2,482	4,778
Czech Republic	27,260	6,140	33,400	19,580	3,736	23,316
Romania*	n/d	n/d	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>2*</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>180,345</b>	<b>65,449</b>	<b>245,794</b>	<b>173,950</b>	<b>58,425</b>	<b>232,375</b>

\* Training data are not reported for countries with fewer than 50 employees.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

HOURS OF TRAINING HOURS BY JOB CATEGORY	2025		2024	
	Hours	Average	Hours	Average
Directors	2,973	28.05	3,250	28.76
Middle management	48,171	23.59	52,462	27.60
Technicians	72,618	27.92	50,238	20.49
Administrative staff	41,162	32.93	28,348	22.31
Other positions	80,870	9.01	98,077	11.81
<b>TOTAL</b>	<b>245,794</b>	<b>16.42</b>	<b>232,375</b>	<b>15.66</b>

HOURS OF TRAINING BY AREA OF KNOWLEDGE	2025		2024	
	Hours	%	Hours	%
Administration and finance	953	0%	2,124	1%
Commercial	6,448	3%	5,350	2%
Competencies	19,081	8%	14,380	6%
Procurement	393	0%	409	0%
Marketing and communication	583	0%	756	0%
Digital	17,076	7%	1,058	0%
Languages	26,849	11%	25,180	11%
Equality and diversity	2,279	1%	488	0%
Legal and regulatory compliance	7,759	3%	13,306	6%
CR	2,643	1%	628	0%
HR	2,753	1%	1,082	0%
Safety, health and well-being	92,563	38%	98,375	42%
Technical	35,610	14%	27,308	12%
Leadership and development	6,631	3%	8,747	4%
Innovation	1,356	1%	2,403	1%
Miscellaneous	22,817	9%	30,782	13%
<b>TOTAL</b>	<b>245,794</b>	<b>100%</b>	<b>232,376</b>	<b>100%</b>

HOURS OF TRAINING BY JOB CATEGORY AND COUNTRY	2025						2024					
	Directors	Middle management	Technicians	Administrative staff	Other positions	TOTAL	Directors	Middle management	Technicians	Administrative staff	Other positions	TOTAL
Saudi Arabia	0	8	1,172	126	0	1,306	0	0	28	0	0	28
Algeria	0	280	2,240	28	0	2,548	0	24	64	0	0	88
Qatar	0	0	374	0	0	374	0	8	76	2	0	86
Chile*	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	0	2,002	8,272	2,667	8,385	21,326	0	3,108	4,905	2,331	11,854	22,198
Egypt	0	74	5,639	56	102	5,871	0	179	335	32	218	764
United Arab Emirates	0	0	59	63	400	522	0	0	21	1	323	345
Spain	2,931	31,625	27,643	13,951	41,662	117,812	2,989	33,102	26,494	12,263	57,813	132,661
United States of America	0	700	3,818	188	0	4,706	0	1	1,744	117	0	1,862
France	0	302	2,216	99	0	2,617	0	14	339	0	1,980	2,333
Georgia	0	2,403	5,016	17,118	18,909	43,446	0	5,815	10,880	9,101	8,369	34,165
Italy	0	134	3,253	607	13	4,007	0	537	956	170	3,177	4,840
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	238	315	3,179	120	3,852	180	406	321	921	1,392	3,220
Oman	0	367	1,483	187	0	2,037	29	180	1,307	175	0	1,691
Peru*	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	42	164	440	316	1,008	1,970	52	510	308	2,331	1,577	4,778
Czech Republic	0	9,874	10,678	2,577	10,271	33,400	0	8,578	2,460	904	11,374	23,316
Romania*	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>2*</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>2,973</b>	<b>48,171</b>	<b>72,618</b>	<b>41,162</b>	<b>80,870</b>	<b>245,794</b>	<b>3,250</b>	<b>52,462</b>	<b>50,238</b>	<b>28,348</b>	<b>98,077</b>	<b>232,375</b>

\* Training data are not reported for countries with fewer than 50 employees.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

INVESTMENT IN TRAINING BY COUNTRY (€)	2025		2024	
	€	%	€	%
Saudi Arabia	31,219	2%	12,635	1%
Algeria	5,350	0%	6,719	0%
Qatar	2,632	0%	8,736	1%
Chile*	n/d	n/d	n/d	n/d
Colombia	22,100	2%	14,751	1%
Egypt	648	0%	2,855	0%
United Arab Emirates	1,646	0%	2,226	0%
Spain	826,978	58%	930,792	62%
United States of America	79,919	6%	60,594	4%
France	40,660	3%	81,264	5%
Georgia	86,326	6%	70,193	5%
Italy	58,671	4%	77,750	5%
Japan <sup>1</sup>	n/a	n/a	n/a	n/a
Mexico	8,100	1%	3,645	0%
Oman	37,983	3%	27,833	2%
Peru*	n/d	n/d	n/d	n/d
Portugal	11,033	1%	11,198	1%
Czech Republic	210,616	15%	179,499	12%
Romania*	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>2*</sup>	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>1,423,881</b>	<b>100%</b>	<b>1,490,690</b>	<b>100%</b>

\* Training data are not reported for countries with fewer than 50 employees.

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## 4.1 ENVIRONMENT FOR THE DEVELOPMENT, SAFETY AND DIVERSITY FOR OUR TALENT

# Diverse, equitable and inclusive culture

MATERIAL TOPIC Diverse, equitable and inclusive culture GRI 405-1

EMPLOYEES BY GENDER	2025		2024	
	Quantity	%	Quantity	%
Men	11,274	79%	11,217	80%
Women	2,929	21%	2,824	20%
<b>TOTAL</b>	<b>14,203</b>	<b>100%</b>	<b>14,041</b>	<b>100%</b>

STAFF BY GENDER AND COUNTRY	2025			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Saudi Arabia	283	20	303	292	19	311
Algeria	52	6	57	53	6	59
Qatar	51	3	54	42	3	45
Chile	11	0	11	11	0	11
Colombia	826	285	1,112	770	285	1,055
Egypt	171	4	175	222	4	226
United Arab Emirates	446	20	466	415	13	428
Spain	5,613	1,656	7,270	5,480	1,600	7,080
United States of America	182	81	263	164	79	243
France	166	85	251	137	53	190
Georgia	2,279	397	2,676	2,447	397	2,844
Italy	238	29	267	251	28	279
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	96	22	118	88	18	106
Oman	2	0	2	2	0	2
Peru	4	1	5	3	1	4
Portugal	91	22	113	92	22	114
Czech Republic	760	297	1,057	742	295	1,037
Romania	1	0	1	4	0	4
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	2	1	3	2	1	3
<b>TOTAL</b>	<b>11,274</b>	<b>2,929</b>	<b>14,203</b>	<b>11,217</b>	<b>2,824</b>	<b>14,041</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

STAFF BY AGE RANGE	2025		2024	
	Quantity	%	Quantity	%
Up to 35 years old	1,372	10%	2,681	19%
Between 30 and 50	7,103	50%	7,519	54%
Over 50	5,728	40%	3,841	27%
<b>TOTAL</b>	<b>14,203</b>	<b>100%</b>	<b>14,041</b>	<b>100%</b>

STAFF BY AGE RANGE AND COUNTRY	2025				2024			
	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	Under 30 years of age	Between 30 and 50	Over 50	TOTAL
Saudi Arabia	36	207	60	303	87	185	39	311
Algeria	4	42	12	57	8	46	5	59
Qatar	10	41	3	54	17	24	4	45
Chile	3	7	1	11	3	7	1	11
Colombia	207	662	243	1,112	417	491	147	1,055
Egypt	36	122	18	175	107	108	12	227
United Arab Emirates	86	257	123	466	120	222	86	428
Spain	482	3,581	3,207	7,270	875	4,191	2,013	7,079
United States of America	45	117	101	263	69	106	68	243
France	54	115	82	251	63	95	32	190
Georgia	306	1,181	1,189	2,676	707	1,123	1,014	2,844
Italy	4	152	111	267	21	195	63	279
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	36	65	17	118	46	54	6	106
Oman	0	2	0	2	0	2	0	2
Peru	1	3	1	5	0	4	0	4
Portugal	5	67	41	113	19	72	23	114
Czech Republic	58	480	519	1,057	121	588	328	1,037
Romania	0	1	0	1	1	3	0	4
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	2	1	3	0	3	0	3
<b>TOTAL</b>	<b>1,372</b>	<b>7,103</b>	<b>5,728</b>	<b>14,203</b>	<b>2,681</b>	<b>7,519</b>	<b>3,841</b>	<b>14,041</b>

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

STAFF BY EMPLOYMENT CATEGORY AND GENDER	2025			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Directors	98	9	107	104	9	113
Middle management	1,502	455	1,957	1,443	458	1,901
Technicians	1,483	1,033	2,516	1,515	937	2,452
Administrative staff	293	878	1,171	332	939	1,271
Other positions	7,898	555	8,452	7,823	480	8,303
<b>TOTAL</b>	<b>11,274</b>	<b>2,929</b>	<b>14,203</b>	<b>11,217</b>	<b>2,823</b>	<b>14,040</b>

STAFF BY EMPLOYMENT CATEGORY AND AGE RANGES	2025				2024			
	Under 30 years of age	Between 30 and 50	Over 50	TOTAL	Under 30 years of age	Between 30 and 50	Over 50	TOTAL
Directors	0	29	78	107	0	52	61	113
Middle management	103	1,052	801	1,957	287	1,107	507	1,901
Technicians	406	1,314	796	2,516	760	1,200	493	2,453
Administrative staff	132	561	478	1,171	227	727	317	1,271
Other positions	730	4,147	3,575	8,452	1,407	4,433	2,464	8,304
<b>TOTAL</b>	<b>1,372</b>	<b>7,103</b>	<b>5,728</b>	<b>14,203</b>	<b>2,681</b>	<b>7,519</b>	<b>3,842</b>	<b>14,042</b>

OWN STAFF WITH DISABILITIES BY GENDER AND COUNTRY	2025					2024				
	Employees with disabilities			Total employees	%	Employees with disabilities			Total employees	%
	Men	Women	TOTAL			Men	Women	TOTAL		
Saudi Arabia	0	0	0	303	0.00%	0	0	0	311	0.00%
Algeria	0	0	0	57	0.00%	0	0	0	59	0.00%
Qatar	2	0	2	54	3.70%	0	0	0	45	0.00%
Chile	0	0	0	11	0.00%	0	0	0	11	0.00%
Colombia	0	0	0	1,112	0.00%	0	0	0	1,055	0.00%
Egypt	9	4	13	175	7.43	n/d	n/d	n/d	226	n/d
United Arab Emirates	0	0	0	466	0.00%	0	0	0	428	0.00%
Spain	97	26	123	7,270	1.69%	85	21	106	7,080	1.50%
United States of America	0	0	0	263	0.00%	0	0	0	243	0.00%
France	4	3	7	251	2.79%	n/d	n/d	n/d	190	n/d
Georgia	14	5	19	2,676	0.71%	n/d	n/d	n/d	2,844	n/d
Italy	12	0	12	267	4.49%	n/d	n/d	n/d	279	n/d
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	1	0	1	118	0.85%	n/d	n/d	n/d	106	n/d
Oman	0	0	0	2	0.00%	0	0	0	2	0.00%
Peru	0	0	0	5	0.00%	0	0	0	4	0.00%
Portugal	1	0	1	113	0.88%	n/d	n/d	n/d	114	n/d
Czech Republic	9	1	10	1,057	0.95%	n/d	n/d	n/d	1,037	n/d
Romania	0	0	0	1	0.00%	0	0	0	4	0.00%
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	0	0	0	3	0.00%	0	0	0	3	0.00%
<b>TOTAL</b>	<b>149</b>	<b>39</b>	<b>188</b>	<b>14,203</b>	<b>1.32%</b>	<b>85</b>	<b>21</b>	<b>106</b>	<b>14,041</b>	<b>0.75%</b>

A person with a disability is defined as a person with a recognised physical, mental, intellectual or sensory limitation, in accordance with the applicable legislation.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

GENDER PAY GAP	2025			2024		
	Average gross remuneration of female employees	Average gross remuneration of male employees	%	Average gross remuneration of female employees	Average gross remuneration of male employees	%
Saudi Arabia	n/d	n/d	n/d	n/d	n/d	n/d
Algeria	n/d	n/d	n/d	n/d	n/d	n/d
Qatar	n/d	n/d	n/d	n/d	n/d	n/d
Chile	n/d	n/d	n/d	n/d	n/d	n/d
Colombia	n/d	n/d	n/d	n/d	n/d	n/d
Egypt	n/d	n/d	n/d	n/d	n/d	n/d
United Arab Emirates	n/d	n/d	n/d	n/d	n/d	n/d
Spain	30,554.1	34,926.9	-12.5%	29,605.6	33,643.8	-12.0%
United States of America	n/d	n/d	n/d	n/d	n/d	n/d
France	n/d	n/d	n/d	n/d	n/d	n/d
Georgia	n/d	n/d	n/d	n/d	n/d	n/d
Italy	n/d	n/d	n/d	n/d	n/d	n/d
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	n/d	n/d	n/d	n/d	n/d	n/d
Oman	n/d	n/d	n/d	n/d	n/d	n/d
Peru	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	n/d	n/d	n/d	n/d	n/d	n/d
Czech Republic	n/d	n/d	n/d	n/d	n/d	n/d
Romania	n/d	n/d	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>30,554.1</b>	<b>34,926.9</b>	<b>-12.5%</b>	<b>29,605.6</b>	<b>33,643.8</b>	<b>-12.0%</b>

(Average gross remuneration of female staff - Average gross remuneration of male staff) / Average gross remuneration of male staff.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

## 4.1 ENVIRONMENT FOR THE DEVELOPMENT, SAFETY AND DIVERSITY FOR OUR TALENT

# Health and safety of our employees

**MATERIAL TOPIC** Health and safety of our employees **GRI** 403-9, 403-10

KEY SAFETY, WELL-BEING AND HEALTH INDICATORS	2025	2024
Deaths as a result of work-related injuries and health problems	1	1
Number of registrable workplace accidents*	203	205
Hours worked	28,050,742	32,345,093
Number of registrable workplace accidents**	7.24	6.34

Includes salaried and non-salaried employees.

\* Corresponds to accidents with a sick leave of more than 4 days. Accidents with non-traumatic pathologies and *in itinere* accidents are not included.

\*\* (Registrable workplace accidents / Hours worked) \*1,000,000

KEY SAFETY, WELL-BEING AND HEALTH INDICATORS BY COUNTRY - OWN STAFF	2025					2024			
	Deaths as a result of work-related injuries and health problems	Number of registrable workplace accidents*	Hours worked	Number of registrable workplace accidents**	Occupational diseases	Deaths as a result of work-related injuries and health problems	Number of registrable workplace accidents*	Hours worked	Number of registrable workplace accidents**
Saudi Arabia	0	0	446,773	0.00	50	0	0	847,278	0.00
Algeria	0	1	232,728	4.30	33	0	3	235,204	12.75
Qatar	0	1	93,902	10.65	89	0	0	432,384	0.00
Chile	0	0	23,216	0.00	0	0	0	21,115	0.00
Colombia	1	28	1,987,754	14.09	482	0	21	2,090,253	10.05
Egypt	0	2	922,768	2.17	260	0	3	1,442,170	2.08
United Arab Emirates	0	0	933,011	0.00	160	0	0	2,004,992	0.00
Spain	0	145	14,028,303	10.34	2,568	1	142	14,802,623	9.59
United States of America	0	0	509,139	0.00	0	0	3	492,779	6.09
France	0	6	372,928	16.09	196	0	7	296,234	23.63
Georgia	0	5	5,098,099	0.98	1,662	0	2	6,233,298	0.32
Italy	0	5	543,240	9.20	660	0	4	509,133	7.86
Japan <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mexico	0	3	278,576	10.77	36	0	1	467,471	2.14
Oman	0	0	202,224	0.00	0	0	0	429,649	0.00
Peru <sup>2</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Portugal	0	2	223,752	8.94	136	0	7	224,198	31.22
Czech Republic	0	5	2,151,728	2.32	501	0	12	1,816,312	6.61
Romania <sup>3</sup>	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>4</sup>	0	0	2,601	0.00	0	0	0	0	0.00
<b>TOTAL</b>	<b>1</b>	<b>203</b>	<b>28,050,742</b>	<b>7.24</b>	<b>6,833</b>	<b>1</b>	<b>205</b>	<b>32,345,093</b>	<b>6.34</b>

\*Corresponds to accidents with a sick leave of more than 4 days. Accidents with non-traumatic pathologies and *in itinere* accidents are not included.

\*\* (Registrable workplace accidents / Hours worked) \*1,000,000 Corresponds to accidents with a sick leave of more than 4 days. Accidents with non-traumatic pathologies and *in itinere* accidents are not included.

In 2024 the data includes own staff and contract staff.

Occupational illnesses include own staff and contract staff.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>3</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity has been to provide support for the installations.

<sup>4</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

KEY SAFETY, WELL-BEING AND HEALTH INDICATORS BY COUNTRY - CONTRACTED STAFF	2025			
	Deaths as a result of work-related injuries and health problems	Number of registrable workplace accidents*	Hours worked	Number of registrable workplace accidents**
Saudi Arabia	0	0	23,566	0.00
Algeria	0	0	31,917	0.00
Qatar	0	0	369,924	0.00
Chile	0	0	0	-
Colombia	0	1	577,062	1.73
Egypt	0	0	390,141	0.00
United Arab Emirates	0	0	59,108	0.00
Spain	0	22	1,284,121	17.13
United States of America	0	0	0	-
France	0	0	0	-
Georgia	0	0	65,269	0.00
Italy	0	0	44,859	0.00
Japan <sup>1</sup>	n/a	n/a	n/a	n/a
Mexico	0	0	241,220	0.00
Oman	0	0	161,541	0.00
Peru <sup>2</sup>	n/d	n/d	n/d	n/d
Portugal	0	0	15,810	0.00
Czech Republic	0	0	281,394	0.00
Romania <sup>3</sup>	n/d	n/d	n/d	n/d
Other countries (Panama, Montenegro, Tunisia) <sup>4</sup>	n/d	n/d	n/d	n/d
<b>TOTAL</b>	<b>0</b>	<b>23</b>	<b>3,545,932</b>	<b>6.49</b>

\*Corresponds to accidents with a sick leave of more than 4 days. Accidents with non-traumatic pathologies and *in itinere* accidents are not included.

\*\* (Registrable workplace accidents / Hours worked) \* 1,000,000 Corresponds to accidents with a sick leave of more than 4 days. Accidents with non-traumatic pathologies and *in itinere* accidents are not included.

<sup>1</sup> In Japan, Aqualia has contracted the supply of drinking water in Toyohashi, which will serve 377,453 inhabitants and come into effect in 2026.

<sup>2</sup> Aqualia carries out a commercial activity and its premises are offices.

<sup>3</sup> Aqualia has already handed over the Glina WWTP works, so in 2025 its economic activity has been to provide support for the installations.

<sup>4</sup> In 2025, we had no activity in these countries, but there are still staff assigned in the company's internal management systems.

## 4.2 SATISFACTION AND SAFETY OF OUR CUSTOMERS

# Customer service and management

**MATERIAL TOPICS** Service resilience and security, Sustainability of water resources **SASB** IF-WU-240a.1, IF-WU-240a.3, IF-WU-000.A, IF-WU-000.C

COMPLAINTS AND CLAIMS RECEIVED FROM CONSUMERS OR END-USERS	2025		2024	
	Quantity	%	Quantity	%
Complaints and claims received	18,976	-	24,652	-
Complaints and claims handled*	18,976	100%	24,652	100%
Average resolution time (days)**	12		12	

\*This refers to all complaints and claims that have been dealt with by the company and have led to their closure, regardless of the end result obtained (rejected, filed, resolved in favour of the customer, resolved in favour of the company).

\*\*Time from the time the complaint is opened until the customer is notified of its resolution.

COMPLAINTS AND CLAIMS RECEIVED FROM CONSUMERS OR END-USERS BY COUNTRY	2025		2024	
	Quantity	%	Quantity	%
Saudi Arabia	0	0%	0	0%
Algeria	0	0%	0	0%
Qatar	0	0%	0	0%
Chile	0	0%	0	0%
Colombia	1,439	8%	2,624	11%
Egypt	0	0%	0	0%
United Arab Emirates	0	0%	0	0%
Spain	9,360	49%	8,830	36%
United States of America	0	0%	0	0%
France	165	1%	217	1%
Georgia	7,383	39%	12,083	49%
Italy	504	3%	740	3%
Japan	0	n/a	n/a	n/a
Mexico	0	0%	0	0%
Oman	0	0%	0	0%
Peru	0	0%	0	0%
Portugal	61	0%	89	0%
Czech Republic	64	0%	69	0%
Romania	0	0%	0	0%
Other countries	0	0%	0	0%
<b>Total complaints and claims received</b>	<b>18,976</b>	<b>100%</b>	<b>24,652</b>	<b>100%</b>

No reports of serious human rights issues or cases related to consumers and end-users have been received.

AQUALIA CONTACT OMNI-CHANNEL CUSTOMER SERVICE	2025		2024	
	Quantity	%	Quantity	%
Customers using the virtual office	413,200	13%	390,648	16%
Customers	3,290,261	-	2,400,955	-

Corresponds to customers in Spain.

AQUALIA CONTACT	2025	2024
<b>Customer Service Centre - Calls (first non-face-to-face customer service channel)</b>	<b>1,224,483</b>	<b>1,150,174</b>
Consultations	47%	48%
Applications	37%	35%
Faults	16%	16%
Complaints	1%	1%

Corresponds to customers in Spain.

AQUALIA CONTACT	2025	2024
<b>Virtual office - Interactions (second channel for non-face-to-face customer service)</b>	<b>161,951</b>	<b>157,414</b>
Modification of data	54,412	53,993
E-billing	50,408	43,604
Bank card	21,702	28,649
Complaints	735	2,204
Other	34,694	28,964

Corresponds to customers in Spain.

AQUALIA CONTACT	2025	2024
Appointment management service for quicker and more efficient face-to-face service Appointments managed	47,375	34,349

Corresponds to customers in Spain.

SURVEYS RECEIVED AQUALIA CONTACT	2025		2024	
	Quantity	%	Quantity	%
Surveys received Aqualia Contact	516,725	-	451,732	-
Customers satisfied with Aqualia Contact's service	492,404	95%	432,082	96%

Corresponds to customers in Spain.

E-BILLS ISSUED	2025		2024	
	Quantity	%	Quantity	%
Spain	4,778,738	-	4,269,588	-
Georgia	7,819,388	-	6,887,870	-
Italy	32,559	-	31,358	-
Portugal	155,073	-	123,685	-
Czech Republic	224,124	-	179,111	-
<b>Total e-bills issued</b>	<b>13,009,882</b>	<b>50%</b>	<b>11,491,612</b>	<b>45%</b>
<b>Total bills issued</b>	<b>26,036,796</b>	<b>-</b>	<b>25,382,532</b>	<b>-</b>

CUSTOMERS WITH E-BILLS	2025		2024	
	Quantity	%	Quantity	%
Spain	1,044,839	-	938,779	-
Georgia	671,932	-	639,088	-
Italy	7,969	-	6,990	-
Portugal	14,310	-	12,676	-
Czech Republic	61,484	-	57,430	-
<b>Total customers with e-bills</b>	<b>1,800,534</b>	<b>41%</b>	<b>1,654,963</b>	<b>36%</b>
<b>Total customers (Spain, Portugal, Czech Republic, Italy and Georgia)</b>	<b>4,345,715</b>	<b>-</b>	<b>4,645,342</b>	<b>-</b>

Due to a revision of the data, the 2024 values for Georgia were updated.

NEW ELECTRONIC BILLING REGISTRATIONS	2025	2024
New electronic billing registrations	145,571	128,076

Due to a revision of the data, the values reported in 2024 were updated.

AVERAGE RETAIL WATER TARIFF FOR RESIDENTIAL, COMMERCIAL AND INDUSTRIAL CUSTOMERS	2025								
	Average retail water rate per m <sup>3</sup> of water billed to customers								
	Residential (domestic)			Commercial			Industrial		
	Total revenue directly derived from water billed to customers*	Billed water	Average retail water rate per m <sup>3</sup> of water billed to customers	Billed water (in increments of 1 m <sup>3</sup> )	Water supplied	Average retail water rate per m <sup>3</sup> of water billed to customers	Total revenue directly derived from water billed to customers	Billed water	Average retail water rate per m <sup>3</sup> of water billed to customers
Colombia	50,172,710	35,906,731	1.40	5,126,242	2,691,970	1.90	3,412,744	1,949,861	1.75
Spain	615,571,954	299,920,004	2.05	65,969,400	27,440,985	2.40	127,568,643	55,637,200	2.29
France	16,774,906	10,260,466	1.63	3,202,448	2,597,642	1.23	n/a	n/a	n/a
Georgia	18,631,629	138,399,194	0.13	50,618,640	23,281,339	2.17	n/a	n/a	n/a
Italy	29,503,333	8,566,931	3.44	1,479,545	316,930	4.67	1,316,258	388,972	3.38
Portugal	12,535,392	4,567,260	2.74	2,363,557	577,190	4.09	756,806	166,520	4.54
Czech Republic	98,972,475	24,186,598	4.09	35,431,346	6,692,278	5.29	13,115,354	2,453,321	5.35

\*Own tariff concepts. Base turnover amount per country, differentiated by group/segment.

NUMBER OF WATER DISCONNECTIONS TO CUSTOMERS FOR NON-PAYMENT AND PERCENTAGE RECONNECTED	2025		
	Disconnections that are reconnected within 30 days		
	Customers disconnected during the reporting period for non-payment	Disconnected customers who were reconnected	Percentage reconnected
Colombia	38,884	21,132	54%
Spain	30,682	27,106	88%
Georgia	2,282	1,062	47%
Italy	2,070	937	45%
Portugal	1,273	988	78%
Czech Republic*	232	247	106%
<b>TOTAL</b>	<b>75,423</b>	<b>51,472</b>	<b>68%</b>

The higher number of reconnections is due to reconnections of disconnections relating to 2024.

NUMBER OF RESIDENTIAL, COMMERCIAL AND INDUSTRIAL CUSTOMERS SERVED	2025			
	Residential customers	Commercial customers	Industrial customers	TOTAL
Colombia	287,460			287,460
Spain	2,921,201	117,275	143,975	3,182,451
France	90,525		n/a	90,525
Georgia	750,827		n/a	750,827
Italy	85,027	2,294	431	87,752
Portugal	66,224	3,039	1,126	70,389
Czech Republic	143,707			143,707
<b>TOTAL</b>	<b>4,344,971</b>	<b>122,608</b>	<b>145,532</b>	<b>4,613,111</b>

In some countries the data burden for this KPI is not differentiated by customer type.

TOTAL WATER CONSUMED TO RESIDENTIAL, COMMERCIAL, INDUSTRIAL AND ALL OTHER CUSTOMERS (M <sup>3</sup> CONSUMED BILLING)	2025					
	Water consumed (m <sup>3</sup> )				TOTAL	
	Residential	Commercial	Industrial	Other	m <sup>3</sup>	%
Colombia	3,569,055	n/d	n/d	n/a	3,569,055	4%
Spain	36,907,789	2,600,204	7,188,524	7,346,088	54,042,605	64%
France	n/d	n/d	n/a	n/a	0	0%
Georgia	19,193,247	n/d	n/a	n/a	19,193,247	23%
Italy	545,359	29,896	35,431	110,147	720,833	1%
Portugal	389,201	24,599	12,052	173,001	598,853	1%
Czech Republic	5,818,546	n/d	n/d	n/a	5,818,546	7%
<b>TOTAL</b>	<b>66,423,197</b>	<b>2,654,699</b>	<b>7,236,007</b>	<b>7,629,236</b>	<b>83,943,139</b>	<b>100%</b>

Corresponds to the water consumed that differs from the water billed (by the minimums established). In some countries the data burden for this KPI is not differentiated by customer type.

## 4.2 SATISFACTION AND SAFETY OF OUR CUSTOMERS

# The social dimension of water: linking people, nature and development

CÁRITAS (SPAIN)	2025	2024
Beneficiaries	24,540	20,000
Centres	152	147
Municipalities	45	44
Amount / Donation	€85,210	€68,844

RATE MECHANISMS FOR GUARANTEEING ACCESS TO WATER AND SANITATION	2025			2024		
	Customers eligible for subsidised water and sewerage tariffs	Customers benefiting via vouchers and subsidies	%	Customers eligible for subsidised water and sewerage tariffs	Customers benefiting via vouchers and subsidies	%
Colombia	272,728	256,227	94%	259,228	243,295	94%
Spain	2,317,432	46,599	2%	2,658,378	46,518	2%
France	90,447	218	0%	81,413	192	0%
Georgia	736,746	56,954	8%	709,067	56,607	8%
Italy	88,784	3,501	4%	89,471	3,359	4%
Portugal	50,198	1,418	3%	50,164	1,365	3%
<b>TOTAL</b>	<b>3,556,335</b>	<b>364,917</b>	<b>10%</b>	<b>3,847,721</b>	<b>351,336</b>	<b>9%</b>

INVESTMENT IN SOCIAL ACTION BY AXIS (€)	2025		2024	
	€	%	€	%
Sports	€469,042	8%	€428,186	8%
Image, communication and stakeholder engagement	€4,432,280	72%	€4,218,239	76%
Culture	€572,535	9%	€201,011	4%
Social (including donations)	€595,360	10%	€459,572	8%
Awareness raising and education	€116,808	2%	€257,384	5%
<b>TOTAL</b>	<b>€6,186,024</b>	<b>100%</b>	<b>€5,564,392</b>	<b>100%</b>

INVESTMENT IN SOCIAL ACTION BY AXIS AND COUNTRY (€)	2025					
	Sports	Image, communication and stakeholder engagement	Culture	Social (including donations)	Awareness raising and education	TOTAL
Saudi Arabia						0
Algeria						0
Qatar		7,000		1,740		8,740
Chile						0
Colombia	5,552	496,172	40,807	32,530		575,060
Egypt		3,000				3,000
United Arab Emirates						0
Spain	403,190	1,930,748	482,128	104,132	15,836	2,936,033
United States of America	18,150	172,470				190,620
France	28,500	318,091	5,000			351,591
Georgia		171,587	6,000	14,216		191,803
Italy		26,000	7,200	1,000		34,200
Japan		49,090		1,205		50,294
Mexico						0
Oman		71,914				71,914
Peru	2,150	33,689	800	600		37,239
Portugal						0
Czech Republic	5,000	117,320	30,600	10,940	3,200	167,060
Romania						0
Central Services	6,500	1,035,201		428,998	97,772	1,568,471
<b>TOTAL</b>	<b>469,042</b>	<b>4,432,280</b>	<b>572,535</b>	<b>595,360</b>	<b>116,808</b>	<b>6,186,024</b>
	<b>8%</b>	<b>72%</b>	<b>9%</b>	<b>10%</b>	<b>2%</b>	<b>100%</b>

CONTRIBUTIONS TO FOUNDATIONS AND NON-PROFIT ORGANISATIONS	2025	2024
Donations to non-profit organisations and foundations	€434,981	€125,715.25
Sponsorships	€1,618,017	€1,504,073.34
<b>TOTAL</b>	<b>€2,052,998</b>	<b>€1,629,788.59</b>

# 5. Governance information

## 5.1 Ethical conduct at Aqualia

### Compliance culture

- » **Compliance Model**
  - Aqualia-owned companies with a Compliance Model in place
  - Companies controlled by Aqualia with a business model in place
  - Implementing good governance through the Compliance Model
- » **Ethical channel**
  - Communications received in the Ethical Channel by subject matter
  - Relevant communications received in the Ethical Channel by subject matter
  - Communications received in the Ethical Channel by country
  - Complaints about cases of human rights violations
  - Confirmed incidents of corruption
- » **Risk assessment and control system**
  - Operations assessed for corruption-related risks
- » **Compliance training**
  - Members of the governing body informed and trained in corruption policies and procedures
  - Staff informed and trained in anti-corruption policies and procedures
  - Staff informed in corruption policies and procedures by job category
  - Staff trained in anti-corruption policies and procedures by job category
  - Own staff informed and trained in corruption policies and procedures by country
  - Business partners informed on anti-corruption policies and procedures
  - At-risk positions covered by training programmes

## 5.2 Ethical conduct in the value chain

### Commitment to labour rights and human rights in the supply chain

- » **Responsible supply chain**
  - Suppliers by location
  - Share of spend on suppliers by country
  - Invoiced amount by supplier location
- » **GoSupply, a certification platform for suppliers**
  - Approved suppliers in Spain
  - Approved suppliers in Colombia

## 5.3 Economic performance and responsible financing

### Economic performance

- Economic value generated and distributed Total consolidated group (in millions of €)
- Revenues (in million €)
- EBITDA (in million €)
- Financial assistance received from the government (in million €)
- Economic performance by country (thousands of €)
- Payments to governments by country (thousands of €)

## 5.1 ETHICAL CONDUCT AT AQUALIA

# Compliance culture

## Compliance Model

AQUALIA-OWNED COMPANIES WITH A COMPLIANCE MODEL IN PLACE	2025			2024		
	Quantity	Total	%	Quantity	Total	%
Saudi Arabia	0	0	-	0	0	-
Algeria	0	0	-	0	0	-
Qatar	0	0	-	0	0	-
Chile	0	0	-	0	0	-
Colombia	7	7	100%	7	7	100%
Egypt	0	0	-	0	0	-
United Arab Emirates	0	0	-	0	0	-
Spain	15	15	100%	14	15	93%
United States of America	1	1	100%	1	1	100%
France	6	6	100%	6	6	100%
Georgia	5	5	100%	1	1	100%
Italy	0	0	-	0	0	-
Japan	n/a	n/a	-	n/a	n/a	-
Mexico	4	4	100%	4	4	100%
Oman	0	0	-	0	0	-
Peru	0	2	0%	0	0	-
Portugal	4	4	100%	4	4	100%
Czech Republic	3	3	100%	3	3	100%
Romania	0	0	-	0	0	-
<b>Total Aqualia-owned companies with a Compliance Model in place</b>	<b>45</b>	<b>47</b>	<b>96%</b>	<b>40</b>	<b>41</b>	<b>98%</b>

In Georgia, 100% ownership in the five investee companies was taken over. This includes a new company in Japan and two new companies in Peru.

COMPANIES CONTROLLED BY AQUALIA WITH A BUSINESS MODEL IN PLACE	2025			2024		
	Quantity	Total	%	Quantity	Total	%
Saudi Arabia	4	4	100%	4	4	100%
Algeria	0	1	0%	0	1	0%
Qatar	1	1	100%	0	1	0%
Chile	0	0	-	0	0	-
Colombia	5	5	100%	5	5	100%
Egypt	2	2	100%	2	2	100%
United Arab Emirates	1	1	100%	1	1	100%
Spain	5	5	100%	5	5	100%
United States of America	1	1	100%	0	1	0%
France	0	0	-	0	0	-
Georgia	0	0	-	6	6	100%
Italy	1	1	100%	1	1	100%
Japan	n/a	n/a	-	n/a	n/a	-
Mexico	1	1	100%	1	1	100%
Oman	0	0	-	0	0	-
Peru	0	0	-	0	0	-
Portugal	2	2	100%	2	2	100%
Czech Republic	0	0	-	0	0	-
Romania	0	0	-	0	0	-
<b>TOTAL COMPANIES CONTROLLED BY AQUALIA WITH A BUSINESS MODEL IN PLACE</b>	<b>23</b>	<b>24</b>	<b>96%</b>	<b>27</b>	<b>30</b>	<b>90%</b>

IMPLEMENTING GOOD GOVERNANCE THROUGH THE COMPLIANCE MODEL	2025			2024		
	Quantity	Total	%	Quantity	Total	%
Aqualia-owned companies with a Compliance Model in place	45	47	96%	40	41	98%
Companies controlled by Aqualia with a business model in place	23	24	96%	27	30	90%
<b>TOTAL</b>	<b>68</b>	<b>71</b>	<b>96%</b>	<b>67</b>	<b>71</b>	<b>94%</b>

## Ethical channel

**MATERIAL TOPICS** Anti-corruption, Diverse, equitable and inclusive culture **GRI** 205-3, 406-1

COMMUNICATIONS RECEIVED IN THE ETHICAL CHANNEL BY SUBJECT MATTER	2025		2024	
	Quantity	%	Quantity	%
<b>Pertinent</b>	<b>66</b>	<b>76%</b>	<b>38</b>	<b>49%</b>
Labour issues	2	-	12	-
Customer Management	40	-	19	-
Conflict of interest	0	-	1	-
Misuse of company resources	3	-	1	-
Harassment	5	-	2	-
Internal fraud	3	-	1	-
Other issues (technical management, works management and organisational issues)	12	-	2	-
Corruption	0	-	0	-
Discrimination	1	-	0	-
<b>Not pertinent</b>	<b>21</b>	<b>24%</b>	<b>39</b>	<b>51%</b>
<b>TOTAL</b>	<b>87</b>	<b>100%</b>	<b>77</b>	<b>100%</b>

The investigation did not reveal any cases of discrimination or unfair treatment.

RELEVANT COMMUNICATIONS RECEIVED IN THE ETHICAL CHANNEL BY SUBJECT MATTER	2025		2024	
	Quantity	%	Quantity	%
Labour issues	2	3%	12	32%
Customer Management	40	61%	19	50%
Conflict of interest	0	0%	1	3%
Misuse of company resources	3	5%	1	3%
Harassment	5	8%	2	5%
Internal fraud	3	5%	1	3%
Other issues (technical management, works management and organisational issues)	12	18%	2	5%
Corruption	0	0%	0	0%
Discrimination	1	2%	0	0%
<b>TOTAL</b>	<b>66</b>	<b>100%</b>	<b>38</b>	<b>100%</b>

The investigation did not reveal any cases of discrimination or unfair treatment.

COMMUNICATIONS RECEIVED IN THE ETHICAL CHANNEL BY COUNTRY	2025		2024	
	Quantity	%	Quantity	%
Saudi Arabia	3	3%	3	4%
Algeria	0	0%	0	0%
Qatar	0	0%	0	0%
Chile	0	0%	0	0%
Colombia	6	7%	8	10%
Egypt	0	0%	0	0%
United Arab Emirates	0	0%	1	1%
Spain	61	70%	54	70%
United States of America	1	1%	0	0%
France	1	1%	0	0%
Georgia	1	1%	0	0%
Italy	1	1%	0	0%
Japan	n/a	n/a	n/a	n/a
Mexico	0	0%	0	0%
Oman	0	0%	0	0%
Peru	0	0%	0	0%
Portugal	7	8%	11	14%
Czech Republic	6	7%	0	0%
Romania	0	0%	0	0%
<b>TOTAL</b>	<b>87</b>	<b>100%</b>	<b>77</b>	<b>100%</b>

COMPLAINTS ABOUT CASES OF HUMAN RIGHTS VIOLATIONS	2025	2024
Complaints about cases of human rights violations	0	0

CONFIRMED INCIDENTS OF CORRUPTION	2025	2024
Confirmed incidents of corruption	0	0
Confirmed incidents of corruption as a result of which employees were dismissed or disciplined	0	0
Confirmed cases in which contracts with business partners have been terminated or not renewed due to corruption-related offences	0	0
Public corruption-related legal cases brought against the organisation or its employees during the reporting period and the outcomes of those cases	0	0

No corruption-related cases were reported through the Ethical Channel in 2025.

## Risk assessment and control system

**MATERIAL TOPIC** Anti-corruption **GRI** 205-1

OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISKS	2025		2024	
	Quantity	%	Quantity	%
Operations assessed for corruption-related risks	19	100%	18	100%
Total operations	19	-	18	-

Operations are considered to be each of the countries in which Aqualia is present.

The assessed risks related to corruption are: bribery, corruption in business, influence peddling, fraud, illegal financing of political parties, embezzlement, alteration of prices in tenders and auctions and money laundering, with bribery, corruption in business, illegal financing of political parties and influence peddling being significant.

100% of operations assessed for corruption-related risks.

## Compliance training

**MATERIAL TOPIC** Anti-corruption **GRI** 205-2

MEMBERS OF THE GOVERNING BODY INFORMED AND TRAINED IN CORRUPTION POLICIES AND PROCEDURES	2025		2024	
	Quantity	%	Quantity	%
Members of the governing body informed about the organisation's anti-corruption policies and procedures	7	100%	7	100%
Members of the governing body trained on the organisation's anti-corruption policies and procedures to fight corruption	7	100%	7	100%
<b>Total members of the governing body</b>	<b>7</b>	<b>-</b>	<b>7</b>	<b>-</b>

Cumulative data within the three-year period 2023-2025.

STAFF INFORMED AND TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES	2025		2024	
	Quantity	%	Quantity	%
Staff informed about the organisation's anti-corruption policies and procedures	8,987	64%	9,100	65%
Staff trained on the organisation's anti-corruption policies and procedures	5,541	40%	5,258	37%
<b>Total staff</b>	<b>14,022</b>	<b>-</b>	<b>14,041</b>	<b>-</b>

Cumulative data within the three-year period 2023-2025.

STAFF INFORMED IN CORRUPTION POLICIES AND PROCEDURES BY JOB CATEGORY	2025		2024	
	Quantity	%	Quantity	%
Directors	33	0%	31	0%
Middle managers	1,575	18%	1,534	17%
Technicians	1,577	18%	1,580	17%
Administrative staff	1,011	11%	1,142	13%
Other positions	4,791	53%	4,813	53%
<b>TOTAL</b>	<b>8,987</b>	<b>100%</b>	<b>9,100</b>	<b>100%</b>

Cumulative data within the three-year period 2023-2025.

STAFF TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES BY JOB CATEGORY	2025		2024	
	Quantity	%	Quantity	%
Directors	33	1%	32	1%
Middle managers	1,430	26%	1,344	26%
Technicians	1,267	23%	1,143	22%
Administrative staff	960	17%	1,073	20%
Other positions	1,851	33%	1,666	32%
<b>TOTAL</b>	<b>5,541</b>	<b>100%</b>	<b>5,258</b>	<b>100%</b>

Cumulative data within the three-year period 2023-2025.

OWN STAFF INFORMED AND TRAINED IN CORRUPTION POLICIES AND PROCEDURES BY COUNTRY	2025		2024	
	Staff informed	Staff trained	Staff informed	Staff trained
Saudi Arabia	251	125	220	236
Algeria	0	1	0	0
Qatar	34	34	0	0
Chile	11	4	10	4
Colombia	970	724	1,216	913
Egypt	110	104	32	24
United Arab Emirates	23	20	22	20
Spain	5,728	2,882	5,944	2,777
United States of America	0	26	0	0
France	99	103	74	77
Georgia	233	87	272	102
Italy	263	263	216	216
Japan	n/a	n/a	n/a	n/a
Mexico	96	29	80	20
Oman	18	49	0	0
Peru	4	4	4	4
Portugal	112	53	147	63
Czech Republic	1,035	1,033	862	802
Romania	0	0	0	0
Other countries (Panama, Montenegro, Tunisia)	0	0	1	0
<b>TOTAL</b>	<b>8,987</b>	<b>5,541</b>	<b>9,100</b>	<b>5,258</b>

Cumulative data within the three-year period 2023-2025.

BUSINESS PARTNERS INFORMED ON ANTI-CORRUPTION POLICIES AND PROCEDURES	2025			2024		
	Quantity	Total	%	Quantity	Total	%
Agent	7	7	100%	n/d	n/d	n/d
Industrial customer	11	11	100%	n/d	n/d	n/d
Contributor	31	31	100%	n/d	n/d	n/d
Partner	22	22	100%	n/d	n/d	n/d
R&D Partner	16	16	100%	n/d	n/d	n/d
<b>Business partners informed on anti-corruption policies and procedures</b>	<b>87</b>	<b>87</b>	<b>100%</b>	<b>62</b>	<b>n/d</b>	<b>n/d</b>

Does not include suppliers. The community supplier information on anti-corruption policies and procedures corresponds to suppliers approved in GoSupply in Spain and Colombia. Cumulative data within the three-year period 2023-2025.

AT-RISK POSITIONS COVERED BY TRAINING PROGRAMMES	2025		2024	
	Quantity	%	Quantity	%
At-risk positions	127	-	n/d	-
At-risk positions covered by training programmes	127	100%	n/d	n/d

At Aqualia we have identified by position the level of risk with respect to the relationship with a public official and, therefore, the level of risk with respect to corruption. Of the 245 positions identified, 127 of them have been identified as having functions that may require a relationship with a public official, of which 40 positions have been identified as high risk, mostly corresponding to positions in the production area.

## 5.2 ETHICAL CONDUCT IN THE VALUE CHAIN

# Commitment to labour rights and human rights in the supply chain

## Responsible supply chain

**MATERIAL TOPIC** Commitment to labour rights and human rights in the supply chain **GRI** 204-1

SUPPLIERS BY LOCATION	2025		2024	
	Quantity	%	Quantity	%
Global suppliers	358	2%	252	1%
Local suppliers	19,027	98%	17,724	99%
<b>TOTAL</b>	<b>19,385</b>	<b>100%</b>	<b>17,976</b>	<b>100%</b>

Corresponds to suppliers from Colombia, Spain, France, Georgia, Mexico, Portugal and the Czech Republic.

Local suppliers are those that are geographically located in the same territories in which we provide services, thus contributing to the local development of those areas in which we are present.

Data for Spain, France and Mexico correspond to data extracted from the SAP logistics module. Turnover of Group companies is excluded. The remaining data are those reported by the different countries. In Colombia, the data provided exclude suppliers corresponding to per diem legalisation, travel and employee expenses, Group companies, insurance, regional corporations, taxes, chamber of commerce and financial expenses.

SHARE OF SPEND ON SUPPLIERS BY COUNTRY	2025		2024	
	Quantity	%	Quantity	%
Colombia	29,795,877	4%	n/d	n/d
Spain	567,427,386	74%	n/d	n/d
France	28,475,562	4%	n/d	n/d
Georgia	21,231,834	3%	n/d	n/d
Mexico	20,147,299	3%	n/d	n/d
Portugal	10,863,733	1%	n/d	n/d
Czech Republic	90,365,519	12%	n/d	n/d
<b>TOTAL</b>	<b>768,307,210</b>	<b>100%</b>	<b>n/d</b>	<b>n/d</b>

Data for Spain, France and Mexico correspond to data extracted from the SAP logistics module. Turnover of Group companies is excluded. The remaining data are those reported by the different countries. In Colombia, the data provided exclude suppliers corresponding to per diem legalisation, travel and employee expenses, Group companies, insurance, regional corporations, taxes, chamber of commerce and financial expenses.

INVOICED AMOUNT BY SUPPLIER LOCATION	2025		2024	
	Quantity	%	Quantity	%
Global suppliers	48,698,791	6%	33,664,831.00	6%
Local suppliers	719,608,419	94%	556,212,235.00	94%
<b>TOTAL</b>	<b>768,307,210</b>	<b>100%</b>	<b>589,877,066</b>	<b>100%</b>

Local suppliers are those that are geographically located in the same territories in which we provide services, thus contributing to the local development of those areas in which we are present.

Data for Spain, France and Mexico correspond to data extracted from the SAP logistics module. Turnover of Group companies is excluded. The remaining data are those reported by the different countries. In Colombia, the data provided exclude suppliers corresponding to per diem legalisation, travel and employee expenses, Group companies, insurance, regional corporations, taxes, chamber of commerce and financial expenses.

## GoSupply, a certification platform for suppliers

**MATERIAL TOPIC** Commitment to labour rights and human rights in the supply chain **GRI 308-2, 414-2**

APPROVED SUPPLIERS IN SPAIN	2025		2024	
	Quantity	%	Quantity	%
Global approved suppliers	12	6%	6	6%
Local approved suppliers	180	94%	96	94%
<b>TOTAL APPROVED SUPPLIERS</b>	<b>192</b>	<b>100%</b>	<b>102</b>	<b>100%</b>
Suppliers eligible for approval	368	-	350	-
Approved suppliers / Suppliers eligible for approval	-	52%	-	29%

Criteria for suppliers eligible for approval: suppliers with relevant activities and turnover > €50,000 over the last three years.

APPROVED SUPPLIERS IN COLOMBIA	2025		2024	
	Quantity	%	Quantity	%
Global approved suppliers	0	0%	-	-
Local approved suppliers	188	100%	-	-
<b>TOTAL APPROVED SUPPLIERS</b>	<b>188</b>	<b>100%</b>	<b>-</b>	<b>-</b>
Suppliers eligible for approval	449	-	-	-
Approved suppliers / Suppliers eligible for approval	-	42%	-	-

Criteria for suppliers eligible for approval: suppliers with relevant activities and turnover > €50,000 over the last three years.

## 5.3 ECONOMIC PERFORMANCE AND RESPONSIBLE FINANCING

# Economic performance

ECONOMIC VALUE GENERATED AND DISTRIBUTED TOTAL CONSOLIDATED GROUP (IN MILLIONS OF €)	2025		2024	
	Quantity	%	Quantity	%
Turnover	1,790.17	-	1,674.66	-
Other operating income	58.98	-	66.80	-
Financial income	43.10	-	44.46	-
<b>DIRECT ECONOMIC VALUE GENERATED</b>	<b>1,892.25</b>	<b>-</b>	<b>1,785.92</b>	<b>-</b>
<b>Operational costs</b>	<b>950.41</b>	<b>54%</b>	<b>890.61</b>	<b>57%</b>
Procurement	690.15	-	652.90	-
Operating expenses	260.23	-	237.71	-
Change in finished products and work-in-process stocks	0.03	-	0.00	-
<b>Salaries and employee benefits</b>	<b>471.91</b>	<b>27%</b>	<b>443.19</b>	<b>28%</b>
Staff costs	471.91	-	443.19	-
<b>Capital suppliers</b>	<b>263.76</b>	<b>15%</b>	<b>165.27</b>	<b>11%</b>
Dividends	165.70	-	44.95	-
Financial expenses	97.54	-	108.36	-
Exchange rate differences	0.52	-	11.96	-
<b>Payments to governments</b>	<b>67.28</b>	<b>4%</b>	<b>58.89</b>	<b>4%</b>
Corporate taxation	50.32	-	43.30	-
Payments of other taxes (except VAT)	16.64	-	15.52	-
Fines and penalties	0.32	-	0.07	-
<b>Investments in the community</b>	<b>2.10</b>	<b>0%</b>	<b>1.63</b>	<b>0%</b>
Donations and other community investments	2.10	-	1.63	-
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>1,755.46</b>	<b>-</b>	<b>1,559.59</b>	<b>-</b>
<b>ECONOMIC VALUE RETAINED</b>	<b>136.79</b>	<b>-</b>	<b>226.33</b>	<b>-</b>

REVENUES (IN MILLION €)	2025		2024	
	Quantity	%	Quantity	%
Municipal concessions	1,233.90	69%	1,150.70	69%
Infrastructure concessions	104.00	6%	107.30	6%
Operation and maintenance	291.00	16%	282.00	17%
Technology and networks	161.30	9%	134.70	8%
<b>TOTAL</b>	<b>1,790.20</b>	<b>100%</b>	<b>1,674.70</b>	<b>100%</b>

EBITDA (IN MILLION €)	2025		2024	
	Quantity	%	Quantity	%
Municipal concessions	341.00	76%	328.60	77%
Infrastructure concessions	49.30	11%	47.60	11%
Operation and maintenance	31.20	7%	24.70	6%
Technology and networks	27.90	6%	24.60	6%
<b>TOTAL</b>	<b>449.40</b>	<b>100%</b>	<b>425.50</b>	<b>100%</b>

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (IN MILLION €)	2025		2024	
	Quantity	%	Quantity	%
Operating R&D&I	3.48	-	3.50	-
For investments and operating and other relevant types of subsidies**.	66.84	-	98.95	-
<b>SUBSIDIES*</b>	<b>70.32</b>	<b>-</b>	<b>102.45</b>	<b>-</b>

\* Accrual basis.

\*\* Includes training subsidies (subsidised training courses, an item which corresponds to personnel expenses) plus capital subsidies on non-R&D projects and operating subsidies on non-R&D projects.

ECONOMIC PERFORMANCE BY COUNTRY (THOUSANDS OF €)	2025					
	Turnover	Profit before tax (PBT)	Payments to governments	Operational costs (procurement)	Wages and salaries	Community investment (donations)
Saudi Arabia	73,424	939	1,794	36,780	16,470	-
Algeria	48,499	27,796	4,467	11,889	2,235	9
Bosnia	-	-	-	-	-	-
Qatar	9,881	-175	151	3,884	1,694	-
Chile	698	-9	-	-	298	-
Colombia	76,478	2,870	8,997	18,351	14,261	113
Ecuador	-	-135	-	-	-	-
Egypt	4,644	3,605	-	-	741	3
United Arab Emirates	13,637	2,293	-	2,603	5,932	-
Spain	1,040,683	93,359	28,154	435,599	318,183	1,664
United States of America	89,518	4,209	812	46,883	24,021	109
France	34,006	-11,581	2,024	14,207	16,384	62
Georgia	99,238	22,874	3,873	10,843	12,030	30
India	-	-	-	-	-	-
Italy	59,754	6,973	1,986	17,312	13,331	11
Japan	-	-20	-	50	-	-
Kosovo	-	-	-	-	-	-
Mexico	45,278	14,744	6,885	14,026	3,218	20
Montenegro	-	-810	-	-	19	-
Oman	947	1,231	-	-	171	-
The Netherlands	-	-	-	-	-	-
Panama	-	-110	-	-	-	-
Peru	3,042	326	2	61	297	-
Portugal	20,035	1,490	409	7,461	3,381	16
Czech Republic	170,408	25,111	7,717	70,200	39,098	64
Romania	-	-224	-	-	150	-
Serbia	-	-6	-	-	-	-
Tunisia	-	-39	-	-	-	-
<b>TOTAL</b>	<b>1,790,170</b>	<b>189,016</b>	<b>67,271</b>	<b>690,149</b>	<b>471,914</b>	<b>2,101</b>

PAYMENTS TO GOVERNMENTS BY COUNTRY (THOUSANDS OF €)	2025		
	Payments of other taxes (except VAT)	Corporate taxation	Fines and penalties
Saudi Arabia	-	1,794	-
Algeria	12	4,455	-
Bosnia	-	-	-
Qatar	7	144	-
Chile	-	-	-
Colombia	2,678	6,319	-
Ecuador	-	-	-
Egypt	-	-	-
United Arab Emirates	-	-	-
Spain	6,505	21,588	61
United States of America	265	547	-
France	2,168	-144	-
Georgia	3,875	-15	13
India	-	-	-
Italy	51	1,935	-
Japan	-	-	-
Kosovo	-	-	-
Mexico	315	6,328	242
Montenegro	-	-	-
Oman	-	-	-
The Netherlands	-	-	-
Panama	-	-	-
Peru	2	-	-
Portugal	68	341	-
Czech Republic	694	7,023	-
Romania	-	-	-
Serbia	-	-	-
Tunisia	-	-	-
<b>TOTAL</b>	<b>16,640</b>	<b>50,315</b>	<b>316</b>

