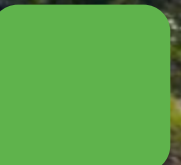
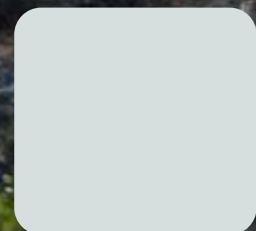




Sustainability Report 2025



Content

Message from
the CEO



The impact of our collective
success in 2025



Tirme, closing
the circle



Protecting our
environment



The talent that makes
transformation possible



Trust, transparency
and honesty



Building alongside our
community



Annexes



Message from the CEO

This year, Tirme is able to present this **Sustainability Report** as a review document that extends beyond the scope of the 2025 financial year. We have reached the end of our 2022-2025 Strategic Plan, and the time has come to assess the results of the efforts made over this four-year period.

During this time, **we have delivered twelve projects** spanning a range of management areas, successfully achieving all the objectives set for each of them: expanding and enhancing our customer value proposition; driving the optimisation of our processes and operations; and advancing our commitment to the environment.

There is a further objective to which we have devoted particular attention and considerable resources: **improving health and safety conditions in the workplace**, both for our own employees and for the contractors working with Tirme. This determination has resulted in an achievement we are particularly proud of. Over the past four years, we have recorded two of the best health and safety performances in our more than thirty-year history, with indicators up to ten times lower than the average accident rate for our sector.



In 2025, we continued to break recycling records, forging a model of collective success that is moving us towards our goal of **zero waste to landfill**. Selective collection continues to grow rapidly, requiring us to enhance our capacity to recover more materials while generating less reject waste. We have also improved the quality of the recycled metals and eco-aggregates recovered from the residual fraction. The figures presented in this report are proof of our growing efficiency, in line with the environmental commitment shown by the public.

This year, we also completed the expansion of the Alcúdia Transfer Station and the implementation of the Best Available Techniques (BATs) project at the Methanation and Compost Plant. In addition, work continues on the new Lluçmajor Compost Plant; we have begun the expansion of the Campos Transfer Station and the implementation of BAT projects incorporating environmental improvements at the Energy Recovery Plant and the Eco-aggregate Production Plant. All these projects are scheduled for completion in 2026.

Yet the work doesn't stop there. We have already launched our **2026-2030 Strategic Plan**, aimed at shaping a model of circular islands. We are now in a position to contribute to making the Balearic Islands the first autonomous community in Spain to achieve zero waste to landfill.

We will also continue to pursue ongoing improvements in health and safety, environmental performance and operational processes through innovation, digital transformation and new technologies. At the same time, we will strengthen our commitment to social wellbeing by fostering diverse and inclusive environments through equality and a firm commitment to talent. The future is full of challenges, which we will face with the same **passion for excellence** that has guided Tirme since our very beginning.

As part of this journey, we will also reaffirm our continued **commitment to the UN Global Compact** and to upholding its Ten Principles. We also remain aligned with the **United Nations' Sustainable Development Goals (SDGs)**. This reflects our determination to continue amplifying Tirme's local perspective in addressing global challenges, helping to build a fairer, more equitable and environmentally responsible society.

Antonio Pons,
CEO. Tirme



The impact of our collective success in 2025

Our activity

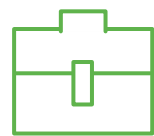
53 municipalities

across Mallorca served continuously through our service.



€131,062,443

turnover.



88 %

of CAPEX invested in activities aligned with the European taxonomy.



Social impact

€165,522

invested in social action initiatives.



79%

volume of local suppliers.

7,291

visits to our facilities and the Environmental Information and Education Centre (-4.4% vs. 2024).

39%

expenditure on local suppliers.

83.9%

positive press reports (+8.9% vs. 2024).

70,956

website visitors (+84.8% vs. 2024).

14,762

followers now belong to our extensive social media (+7.6% vs. 2024).

2

prestigious awards recognising our contribution to society and innovation: the ASINEM Llumiosa Award and the DeLORRYAN Award from the Official College of Industrial Engineers of the Balearic Islands for the Best CSR Initiative 2025.

People management

289 professionals

in the team.



48 years
average age.

€1,613,337
invested in health and safety
(+125.6% vs. 2024).

18.3 years
average length of service.

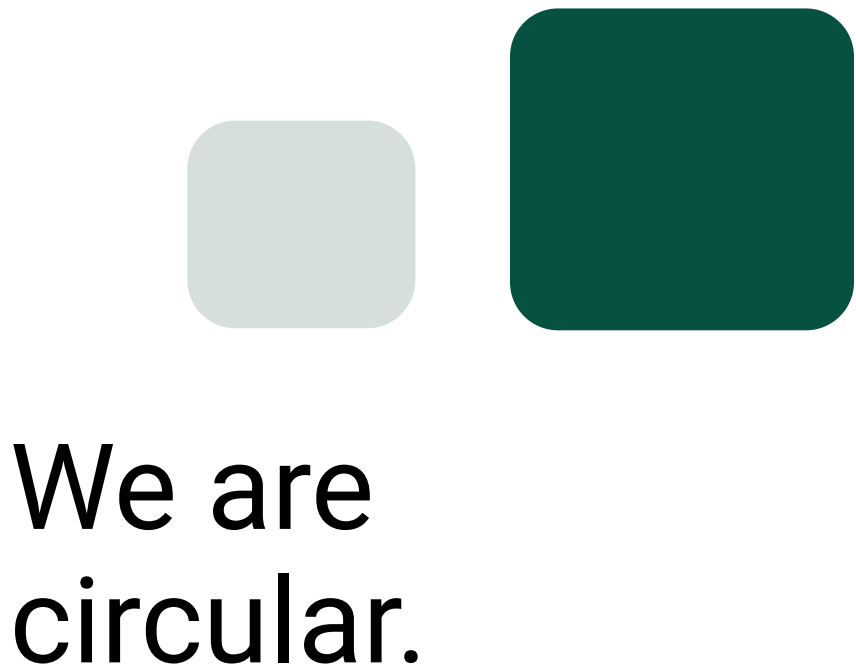
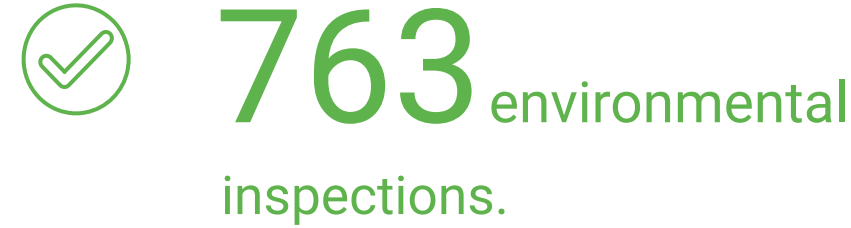
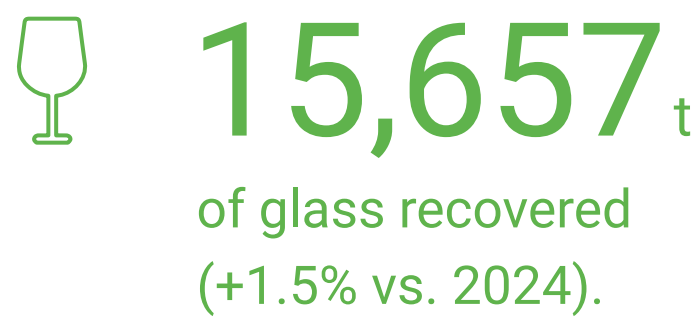
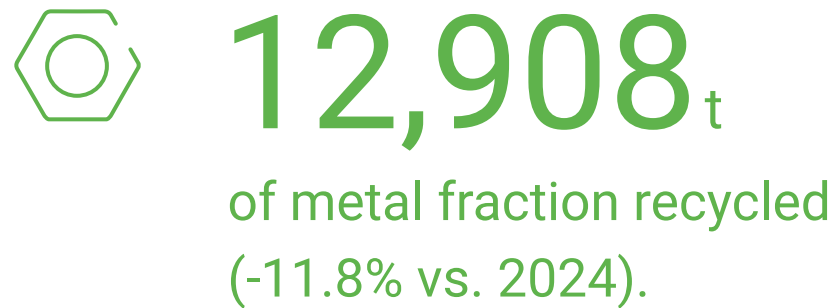
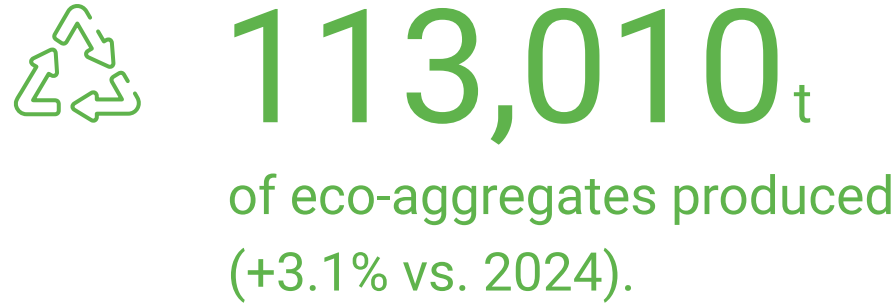
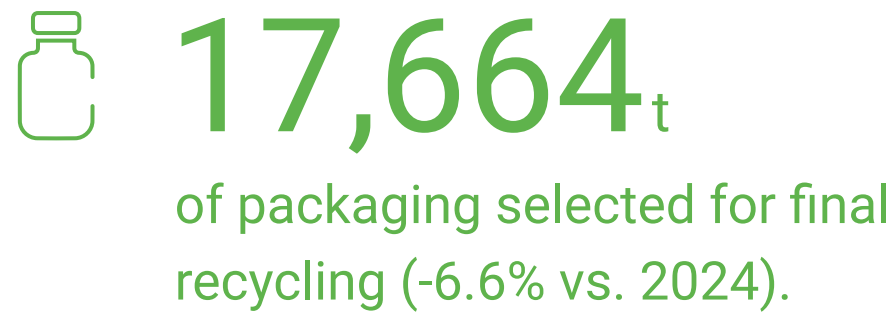
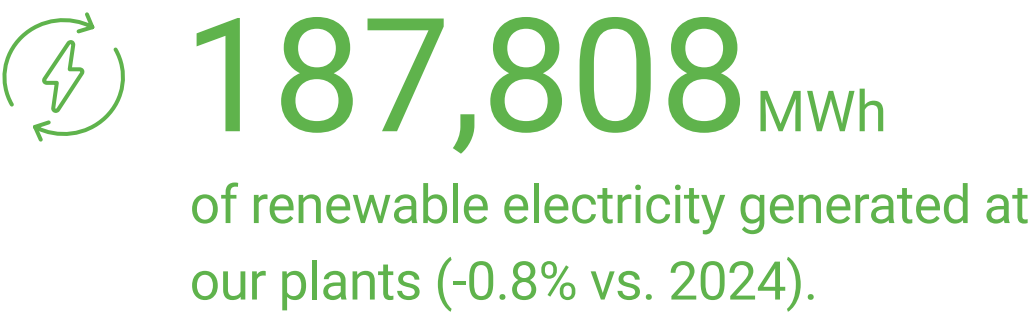
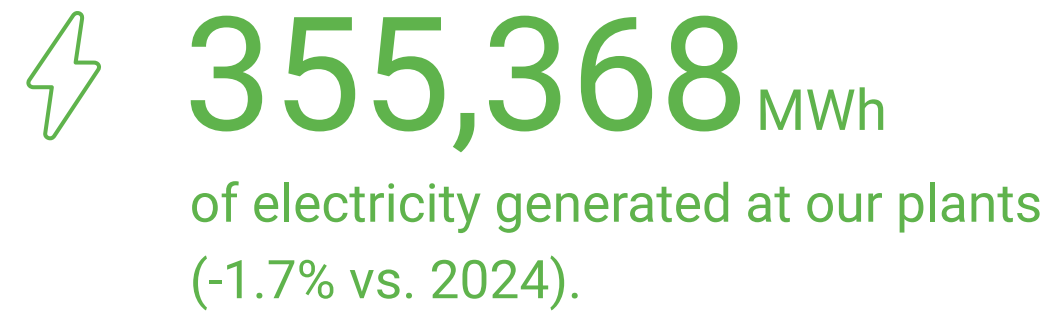
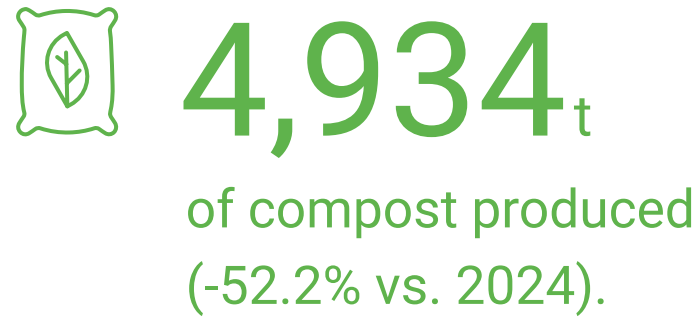
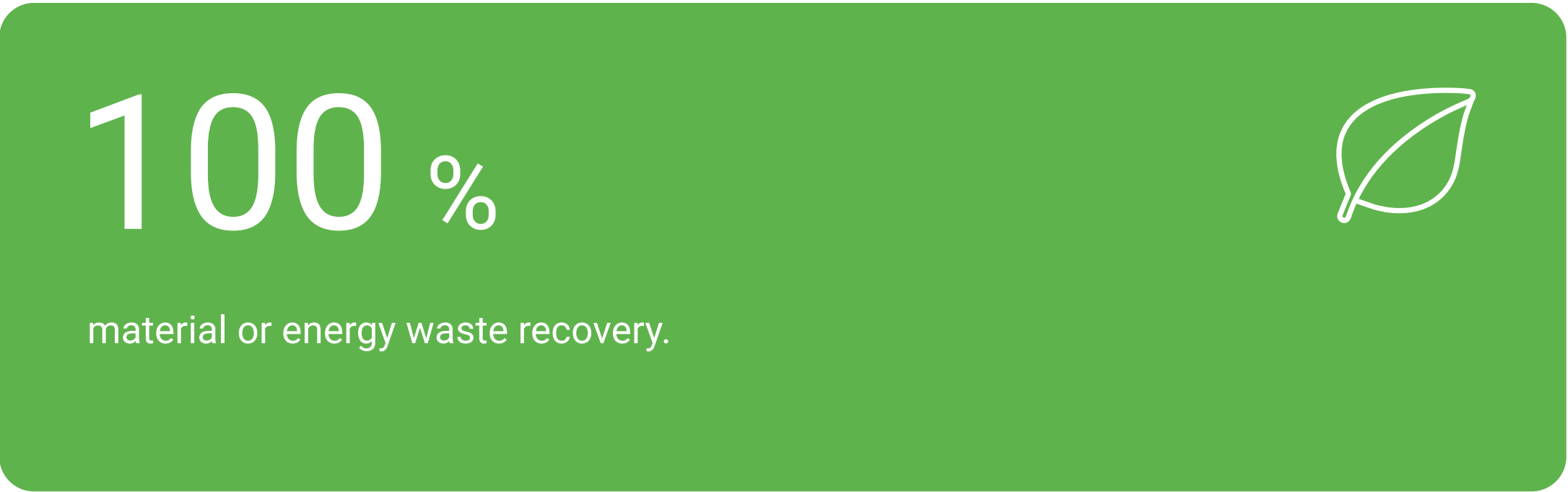
0 accidents
serious occupational accidents.

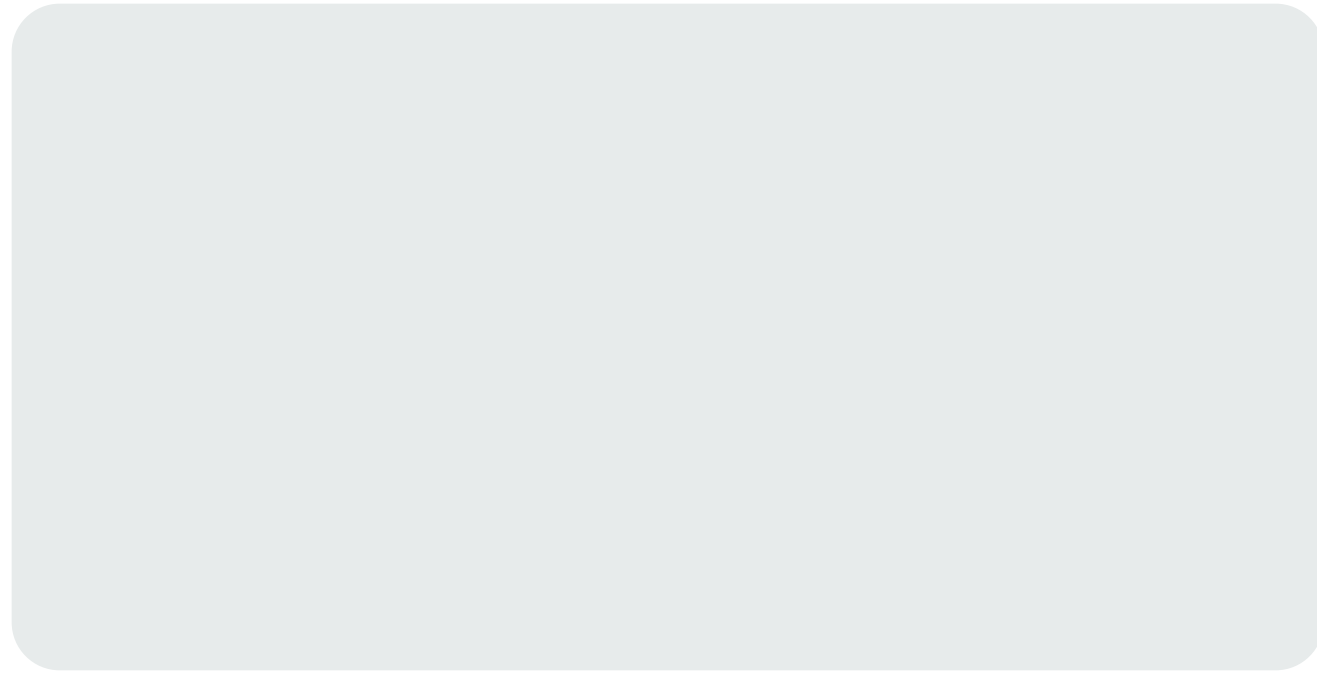
97.6%
employees with
permanent contracts.

7,723 hours
of training.

26.9 hours
of training per person.

Environmental performance

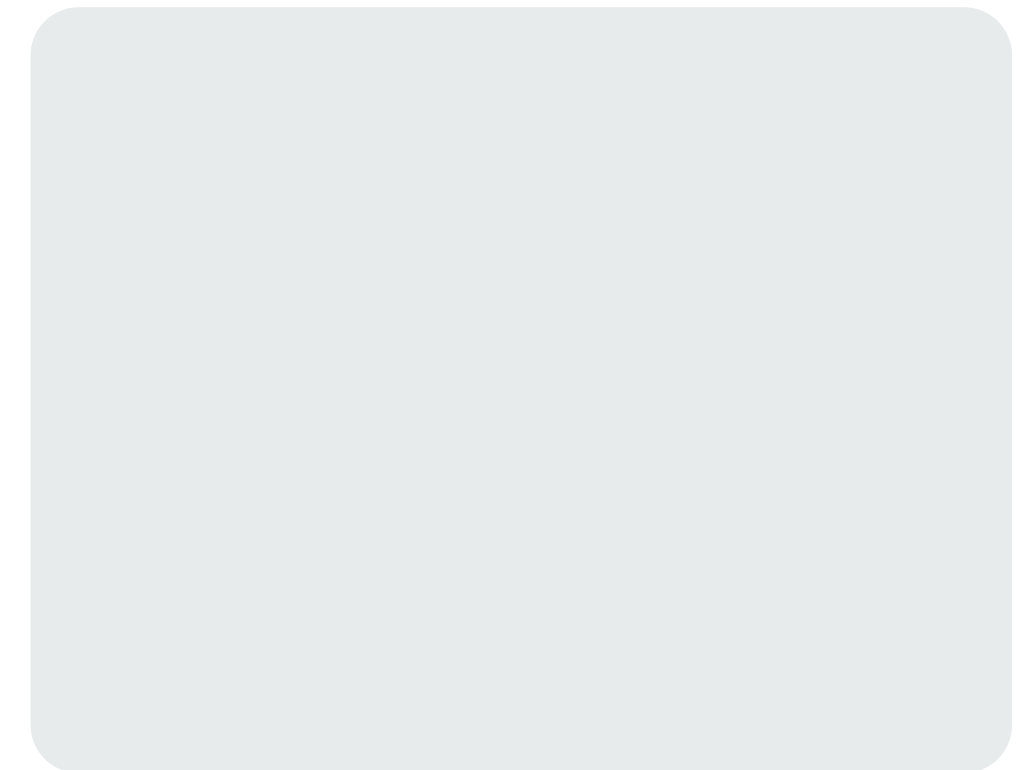
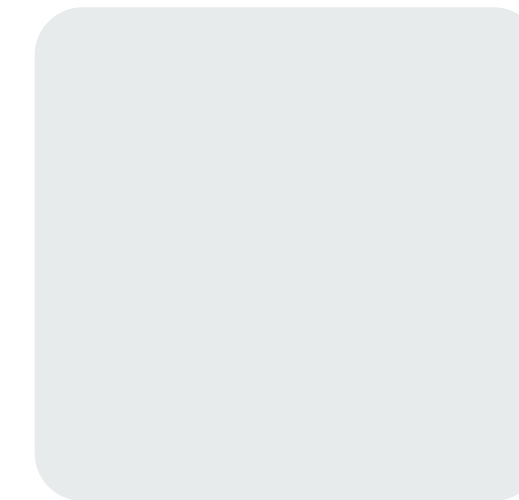




Tirme, closing the circle



CHAPTER 01



More than 30 years creating value

When, in the early 1990s, we took on the responsibility of addressing the growing volume of waste generated on Mallorca, the island was facing an unprecedented environmental challenge due to the proliferation of uncontrolled landfill sites.

More than three decades after those first steps, we have now established ourselves as an **international benchmark Environmental Technology Park**.

Today, population growth and ever-increasing consumption continue to pose significant challenges,

driving us to look beyond traditional waste management. For this reason, in 2025 we took a further step forward with the launch of our new corporate banner, “**Closing the Circle**”.

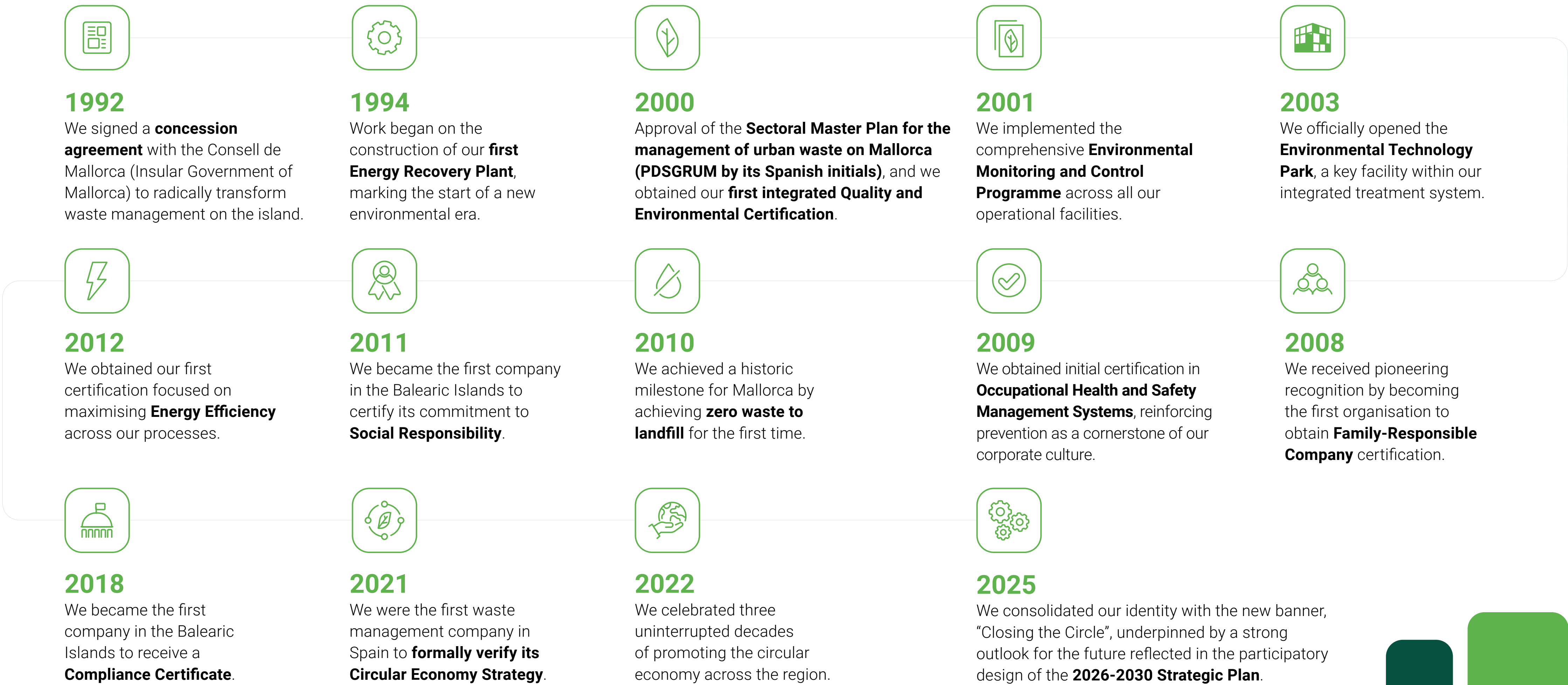
This banner reflects our ambition to **fully integrate the circular economy into Tirme’s business strategy**, ensuring that all materials entering our facilities are given a second life and generate a positive impact on the community.

This determination is rooted in the historic milestone of achieving zero waste to landfill in 2010, which laid the foundations for what we are today. Our current recovery, recycling and recovery rates are on a par with those of Europe’s most advanced regions. To achieve this, all waste that cannot be materially recycled is transformed into energy through our facilities, with more than 50% coming from renewable sources, consolidating our position as the **leading producer of renewable energy in the Balearic Islands**.

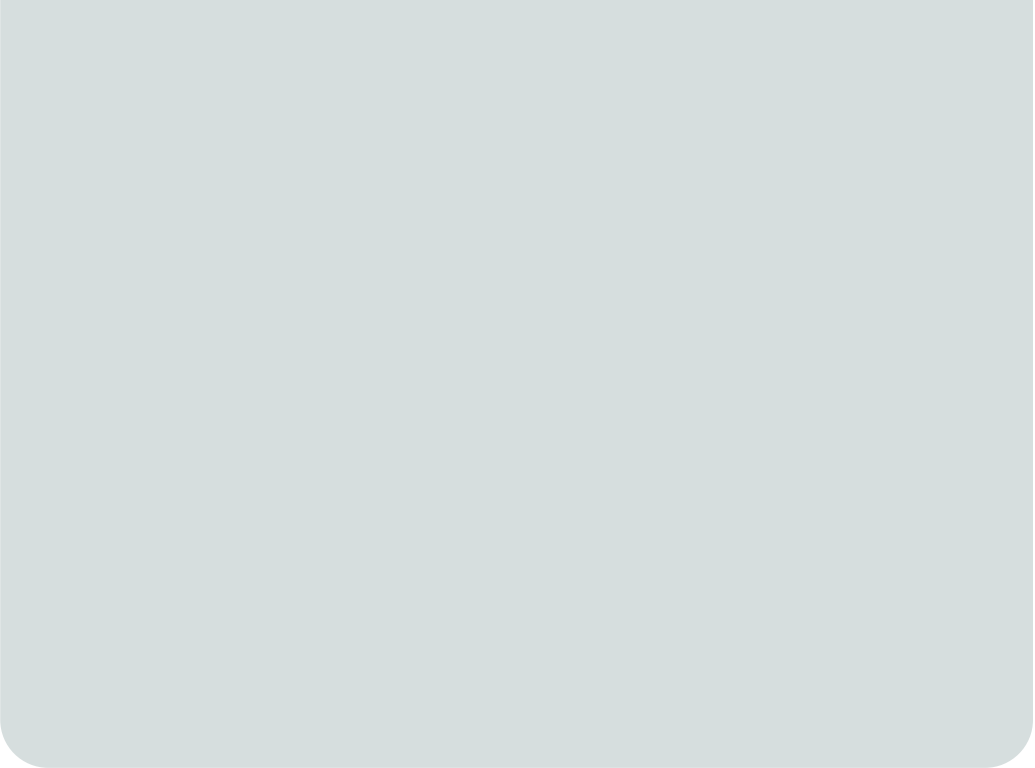


Our trajectory is proof that a long-term vision and the collective commitment of Mallorcan society can transform a territorial challenge into a model of sustainable development.

Driving circularity for more than three decades



Our **commitment to circularity** is closely linked to the Company’s mission, vision and values. These principles guide our day-to-day activities and reflect Tirme’s determination to contribute to a more sustainable future for Mallorca and the Balearic Islands as a whole.



Mission

To transform waste into resources that generate value for the Balearic Islands’ residents and visitors.



Vision

To become a benchmark for sustainability and to lead the drive to position the island of Mallorca as the world’s most advanced circular economy model.



Values

- **Respect for people and the environment.** We are committed to people’s wellbeing and to protecting the environment, by safeguarding and improving the ecosystems we operate in.
- **Excellence.** We deliver the highest standards of quality across every process, driving ongoing improvement to create value consistently and sustainably.
- **Honesty and transparency.** We act with integrity and openness, building trust on the foundation of permanent dialogue.
- **Teamwork.** We combine our efforts as a team and build strong partnerships with our customers and other stakeholders.
- **Innovation.** We anticipate challenges and continually reinvent ourselves to develop solutions that will drive the transformation we lead.

Our achievements to date motivate us to **continue advancing circularity** beyond our island, with the ambition of extending this model across the Balearic archipelago.

To achieve this, innovation, digital transformation and the application of Best Available Techniques are fundamental enablers, together with public-private collaboration and partnerships with economic and social stakeholders.

These collective actions are essential in order to **consolidate a more efficient and sustainable model**, grounded in prevention, reuse and quality recycling, helping to minimise the carbon footprint and build an ever more inclusive future for the Balearic Islands.

We receive the ASINEM Luminosa Award 2025 for Advancing the Circular Economy on Mallorca

The Balearic Island Association of Installation Companies (ASINEM by its Spanish initials) has awarded us this distinction in recognition of our **contribution to the development of the circular economy and sustainability on the island**.

“We share this recognition with the Tirme family, the Consell de Mallorca, the public authorities that work with us, our suppliers and, above all, the public. Our history is, and we want it to remain, **a collective success story**.” Antonio Pons, CEO of Tirme.



Our network of facilities

To respond efficiently to Mallorca’s needs, we operate an **extensive and advanced network of centres** distributed strategically across the island. These infrastructures work in constant synergy to maximise material and energy recovery, helping to consolidate the island as a genuine circular economy ecosystem.



Our facilities



Environmental education and corporate management

- **Environment Information and Education Centre (CIEA by its Spanish initials).** A key space for raising environmental awareness and citizen outreach.
- **Cases de Can Canut Offices.** The company’s headquarters, from where we oversee administrative management, corporate strategy and the coordination of the entire public service.



Logistics and transport optimisation

- **Transfer Stations.** We operate five decentralised facilities where waste is received and compacted to optimise its transport to the final treatment plants.



Material recovery facilities

- Methanation Plant.** A facility where we process organic waste to produce biogas, which is subsequently converted into 100% renewable electricity using high-efficiency equipment.
- Eco-aggregate Production Plant.** This is where we process incineration bottom ash to recover metals and produce recycled aggregates (eco-aggregates).
- Packaging Sorting Plant.** At this facility, lightweight packaging is separated and sorted before being sent to specialist recycling facilities.
- Compost Plants.** Facilities dedicated to the processing of plant waste, wastewater treatment sludge and digestate from anaerobic digestion, producing high-quality compost for use in landscaping and agriculture.



Clean and renewable energy generation

- Energy Recovery Plant.** A facility that enables us to maintain our zero waste to landfill model by transforming the non-recyclable fraction into 50% renewable electricity for consumers across the island.
- Solar Drying Plant.** Designed to reduce the moisture content of sludge and digestate by harnessing solar energy, thereby producing a high-performance biofuel.



Safe and controlled disposal

- CDW Reject Landfill.** A landfill designed for the guaranteed safe disposal of non-recoverable fractions resulting from the treatment of construction and demolition waste.
- Secure Landfill.** A confined facility subject to strict controls for the permanent disposal of the stabilised ash generated during the energy recovery process.

Zones of Mallorca we operate in

Zones	Municipalities	Facilities located in each zone
Zone 1	Palma and Marratxí	Lightweight Packaging Sorting Plant
		Compost Plant
		Methanation Plant
		Energy recovery Plant
		Eco-aggregate Production Plant
Zone 2	Santa Margalida	Secure Landfill
		Solar Drying Plant
Zone 3	Calvià	Landfill for construction and demolition reject waste
Zone 4	Felanitx	Compost Plant
Nord	Alcúdia	
Centre	Binissalem	
Llevant	Manacor	Transfer Stations
Ponent	Calvià	
Sud	Campos	

Our facilities

We are present throughout Mallorca, enabling us to guarantee **maximum proximity and service efficiency**.

● **Son Reus Area**

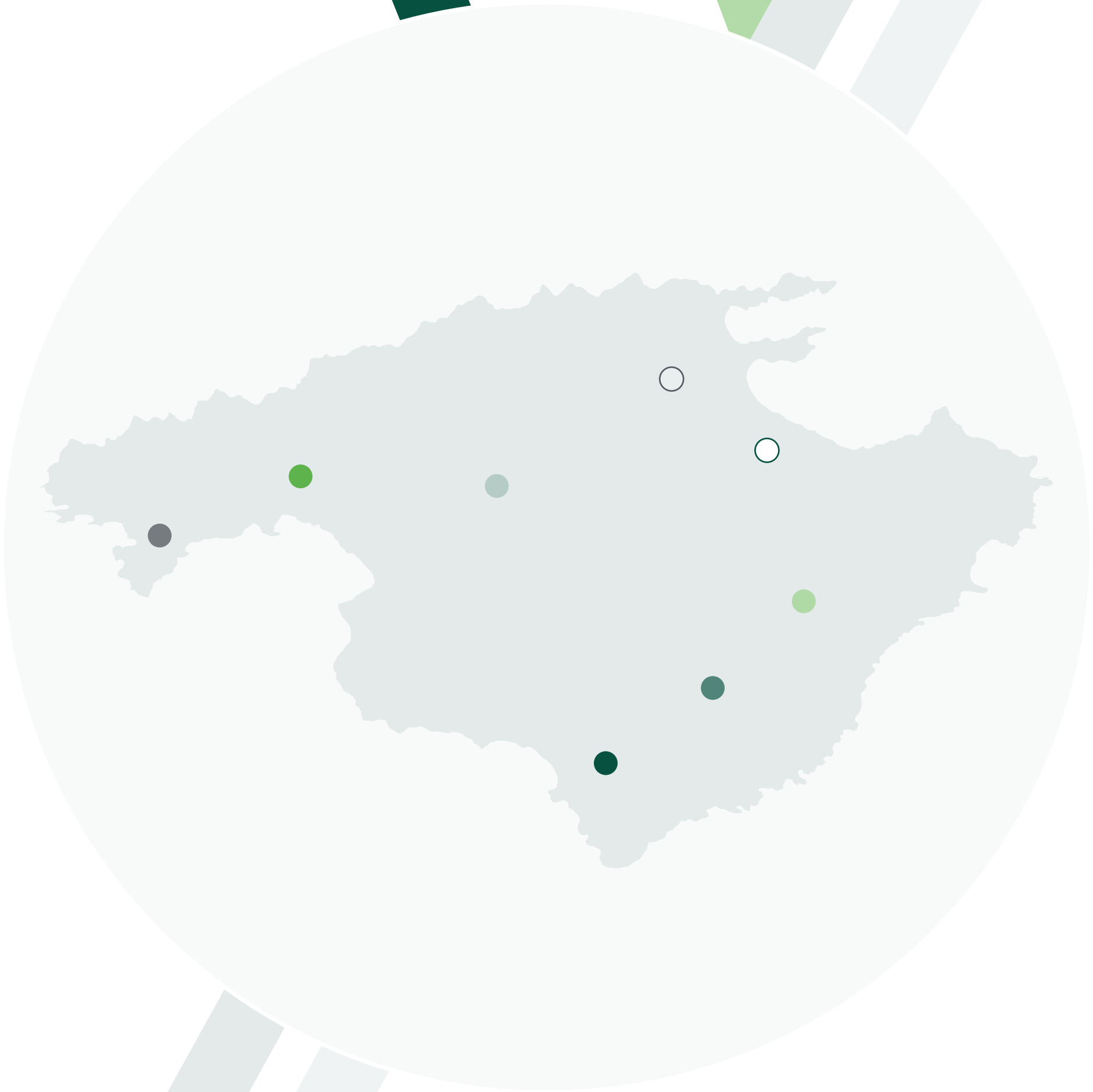
- Energy Recovery Plant.
- Secure Landfill.
- Eco-aggregate Production Plant.

● **Can Canut Area**

- Cases de Can Canut Offices.
- Environmental Information and Education Centre.
- Lightweight Packaging Sorting Plant.
- Methanation Plant.
- WWTP Sludge Solar Drying Plant.
- Compost Plant.

● **Calvià Area**

- Ponent Transfer Station.
- Compost Plant.



○ **Alcúdia**

- Nord Transfer Station.

○ **Santa Margalida**

- Landfill for construction and demolition reject waste.

● **Binissalem**

- Centre Transfer Station.

● **Manacor**

- Llevant Transfer Station.

● **Felanitx**

- Compost Plant.

● **Campos**

- Sud Transfer Station.

Investments and progress made at our facilities in 2025

2025 was marked by a strong investment drive focused on modernising our infrastructure, optimising services and preparing for the challenges of the next strategic cycle.

The most significant developments during the year included the following:

- The start of construction and progress on the civil works for **the new Lluçmajor Compost Plant**, a major strategic infrastructure project for the treatment of biowaste.
- Completion of the **extension work on the Alcudia Transfer Station**.

- The start of work to **extend the Campos Transfer Station**, while maintaining full operational continuity throughout the project.
- Commissioning of the **new ReBloks sustainable precast product line** at the Eco-aggregate Production Plant, with more than 700 units manufactured during 2025.
- Significant progress with the **implementation of Best Available Techniques (BATs)** at the Environmental Technology Park. Key milestones included the completion and commissioning of the BAT upgrades at the Methanation and Compost Plant, obtaining Integrated Environmental Authorisation (IEA) for the Solar Drying Plant, and the commencement of adaptation works at the Integrated Waste Treatment Complex (COTIR by its Spanish initials) following the receipt of the corresponding environmental permit.



Advancing towards sustainability

The circular economy and sustainability are the cornerstones of our day-to-day activities. To deliver on this commitment, in 2025 we **completed our 2022-2025 Strategic Plan**, closing a management cycle that has played a key role in the company's evolution.

This strategic framework has enabled us to make solid progress towards the local objectives we set ourselves, while at the same time strengthening our contribution to major global challenges. Through the initiatives implemented, **we contribute to the achievement of the Sustainable Development Goals (SDGs)** of the 2030 Agenda and continue to uphold our commitment to the Ten Principles of the UN Global Compact Network Spain, embedding sustainability, responsibility and continuous improvement throughout our operations.

Over the course of this four-year period, our roadmap has been structured around **four major strategic goals** which, by the end of 2025, had delivered positive results and further strengthened the company's business model.



Our 2022-2025 Strategic Plan



In order to turn these propositions into real operations, we adopted a strategy based on **five major action plans**. The results registered at the close of 2025 reflect the consolidation of our model and the successful achievement of the objectives laid out.

Progress in achieving the objectives included in our 2022-2025 Action Plans

Strategic Projects Plan 100% Achievement of the objective 2025	Customer Value Proposition Plan 67% Achievement of the objective 2022-2025
Objective Focused on ensuring service continuity and the implementation of Best Available Techniques (BATs).	Objective Focused on listening and responding to the needs of our social and institutional environment.
Results By the end of the plan, we had delivered and commissioned key infrastructure projects, including Phase III of the Methanation Plant, the new metals concentrate plant, the rollout of the Circulare project and the photovoltaic generation installation at the: • 83% delivery of our strategic projects. • 88% of CAPEX invested in activities aligned with the European green taxonomy. • 102.4% cumulative investment in R&D&I, exceeding our target of reaching €15 million by the end of the plan.	Results Through this plan, we succeeded in improving stakeholder perceptions, achieving the following results: • 72% improvement in the average perception among our stakeholders. • 75% improvement in the perception scores relating to the Consell de Mallorca. • 54% of stakeholder projects implemented with an impact on the SWOT matrix.



Balearic Islands Circular Plan



Objective

Designed to accelerate the transition towards a circular island model and the decarbonisation of our activities.

Results

Key achievements at the close of the plan included reducing the carbon footprint intensity indicator relative to the base year and calculating the circularity index, based on the CTI methodology, for our Metacompost and Energy Recovery processes. The results were as follows:

- **-11.5%** reduction in the carbon footprint intensity indicator in 2025 compared with 2017 (base year).
- **84.4%** renewable energy consumption as a proportion of total energy consumption.
- **37%** water reuse.
- **83%** of processes calculated using the circularity index.



Impulsa Action Plan



Objective

Focused on improving health, safety and workplace wellbeing, while fostering talent through efficiency driven by LEAN methodology, digital transformation and technology.

Results

At the close of the year, occupational accident rates remained in line with the figures for 2022 (our base year), achieving near-excellence in digital maturity and significantly exceeding expectations regarding employee engagement in continuous improvement initiatives. The results are as follows:

- **8** occupational accidents involving Tirme employees.
- **3.98** digital maturity score, against a target of 4.
- **94.8%** of improvement actions implemented through LEAN processes.
- **40%** employee participation in improvement teams.



+ EBITDA Plan



Objective

To guarantee the organisation’s economic and financial strength and long-term viability.

Results

During 2025, we consolidated our EBITDA, surpassing the targets established for the completion of this planning cycle and strengthening our capacity to undertake future sustainable investments. The results for 2025 are shown below:

- EBITDA of **54,898** thousand euros.
- CAPEX of **22,198** thousand euros.



Improvement teams as drivers of transformation

The authentic catalyst behind these outstanding results has been our improvement and working teams.

This participatory and cross-functional model has **directly engaged 40% of our workforce** over the 2022-2025 period, bringing together a total of 117 professionals who have contributed their insight, experience and talent to the company’s day-to-day operations.

As the close of our strategic cycle, 2025 also marked the completion of the work of key teams that have now successfully fulfilled their mission. These included the “Customer Value Proposition”, “Defining New Circular Economy Business Lines and Subproduct Uses”, “Internal Process Improvement”, “Advanced Health, Safety and

Wellbeing Management”, and “Strategic Project Planning” improvement teams. Conversely, the work of those teams focused on ongoing challenges, such as energy efficiency and decarbonisation, as well as risk management, is still continuing.

Far from standing still, in 2025 we took a further step forward by establishing **two new improvement teams** that will play a key role in shaping our future. On the one hand, we created the “2026-2030 Strategic Planning Roll-out” improvement team, who will be responsible for laying the foundations for our next strategic horizon through the new **2026-2030 Strategic Plan**.

Furthermore, we established a team dedicated to maximising and enhancing the operational availability of our facilities: the “Improving Tirme’s Plant Availability System” improvement team. This team is structured around two working groups, one focused on energy recovery and the other on material recovery.



Shaping the future with our 2026-2030 Strategic Plan

Following the closure of the previous cycle, in 2025 we took a decisive step towards the future with the definition and launch of our new **2026-2030 Strategic Plan**.

This new action framework has been designed with the ambition of positioning Tirme within a circular-island model, setting out the roadmap that will guide all our decisions over the next five years.

To develop this plan, we undertook a comprehensive corporate strategic review. This process included a **thorough review** and update

of our Mission, Vision and Values, as well as the preparation of a new SWOT analysis to identify the challenges facing the Company in the current context.

As is customary in our organisation, this new plan has been developed in accordance with a **collaborative approach**. To ensure its success, at the end of 2025 we established and launched a dedicated Strategic Planning Improvement Team. This group of 27 professionals has been responsible for channelling and consolidating ideas from across the organisation, enabling the design of our new strategic map through active participation.

The new plan includes clear objectives that reinforce our environmental, operational and people leadership. The key goals that will guide our efforts are structured around **four strategic priority areas**.

Priority areas of our 2026-2030 Strategic Plan



Circular Islands and Zero Waste to Landfill

We have set ourselves the goal of helping the Balearic Islands become the first autonomous community in Spain to achieve the genuine objective of zero waste to landfill.



Excellence in occupational health and safety

We will uphold our commitment to prevention, applying innovation to continuously improve health and safety conditions across all our facilities.



Innovation and digitalisation as drivers of change

We will continue to commit to digital transformation and the implementation of new technologies, using them as key tools to drive the continuous improvement of our processes and further enhance our environmental performance.



Commitment to talent and social wellbeing

We will strengthen our contribution to the development of our people by fostering truly diverse workplaces, promoting equal opportunities and equal treatment, and maintaining a strong commitment to nurturing and retaining internal talent.

Our Integrated Management System as the foundation

To ensure the effective implementation of our strategic management approach, our day-to-day activities are governed by the standards of a robust Integrated Management System, **supported by a range of nationally and internationally recognised certifications** that reflect our commitment to continuous improvement across all areas of the organisation.



In 2025, we expanded the scope of our Integrated Management System by obtaining ISO 9001 and ISO 14001 certification for the Calvià Compost Plant, ensuring the highest standards of quality and environmental management at the facility.

Joining forces with our stakeholders

Active listening and ongoing dialogue are essential to the development of our corporate strategy.

At Tirme, we believe that the transition towards a fully circular economy can only be achieved by working hand in hand with our community and with all the stakeholders included in the company's value chain.

To foster these relations of trust, **each year we design dedicated engagement tools** adapted to the specific characteristics of each stakeholder group. In 2025, we successfully implemented our Communication Plans, achieving a **94.4%** completion rate for the External Communication Plan and **100%** achievement of the objectives set out in the Internal Communication Plan.

Among the year's most significant initiatives were a series of outreach campaigns designed to **bring our circular economy model closer to society**, together with the dissemination of the company's [Code of Ethics](#) and Sustainability Report to all our stakeholder groups.



Understanding stakeholder expectations, responding to their concerns and incorporating their perspective into the decisions we take is what enables us consistently make a real and positive impact in the Balearic Islands.

Gauging stakeholder perceptions through new forms of assessment

One of the most valuable tools for identifying the company’s material issues is our **Satisfaction Assessment Plan**.

In 2025, with the conclusion of the 2022-2025 planning cycle, we achieved 100% coverage

of the stakeholder groups included in the programme, while simultaneously launching a new and important round of opinion studies and direct surveys.

This year, we renewed the assessment of six of our most strategic stakeholder groups, obtaining positive overall results that reinforce the company’s reputation while highlighting the areas where we must continue striving for improvement.



Our major stakeholders’ degree of satisfaction with Tirme (score out of 5)



Suppliers

We have once again earned the confidence of our supply chain, with respondents particularly highlighting the quality of our relationships, the professionalism of our team and our strong culture of collaboration.

4.6



Govern de les Illes Balears*

We achieved a sustained improvement in our rating, further consolidating our position as a reliable, highly capable organisation with a strong capacity to respond effectively to emerging needs.

4.3



Investee companies

We maintained a solid perception based on service availability and our investment policy.

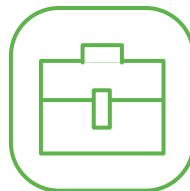
4.0



Members of the organisation

The working environment rests on solid foundations and is an area where we will focus additional effort and action plans to achieve even higher standards of excellence.

3.9



Consell de Mallorca**

We continue to benefit from strong support based on our technical capabilities, reliability and specialised expertise in waste management.

3.8



General public

We improved on the 3.1 score recorded in previous cycles, further strengthening public recognition of our environmental performance and our contribution to achieving the island’s recycling targets.

3.8

*Regional Government of the Balearic Islands.

**Insular Government of Mallorca.

Turning feedback into value actions

These data and assessments feed into our materiality matrix and are translated into tangible commitments.

Thanks to this model of listening and ongoing improvement, by the end of 2025 we had successfully executed 54% of the **specific projects designed to address the expectations** identified through our SWOT analysis. This represents the effective implementation of more than 30 of the 61

direct actions originally defined for our various stakeholder groups.

This ongoing commitment to adaptation and responsiveness has delivered measurable results. By the conclusion of our strategic cycle, we had achieved a **72% improvement in overall stakeholder perception** of Tirme. In addition, we observed increased awareness and understanding of the company's Code of Ethics and governance system among key stakeholder groups, including the Consell de Mallorca (Insular Government of Mallorca), the Govern de les Illes Balears (Regional Government of the Balearic Islands), our suppliers and our own staff.



Driving digital transformation

Digital transformation has been one of the principal enablers of change throughout our 2022-2025 strategic cycle.

In 2025, we consolidated this technological transformation, becoming a far more agile, secure and efficient organisation. This corporate approach, which **combines continuous improvement and LEAN culture with new**

digital tools, has allowed us to optimise decision-making processes and improve the environmental and operational efficiency of our entire technological infrastructure.

In recent years, we have structured the company's digital transformation around the OKR (Objectives and Key Results) methodology, culminating in 2025 with the successful delivery of major projects across three principal tactical areas as part of our **2022-2025 Corporate Digitalisation Plan**.

2022-2025 Corporate Digitalisation Plan



Digital Toolkit

Focused on removing former infrastructure barriers, modernising our corporate systems architecture, implementing uninterrupted support services, and aligning all departments around a common standard of high digital maturity.



Data-Driven

Centred on providing senior management and technical teams with advanced tools to make strategic decisions based on integrated, real-time data. This has included the implementation of operational dashboards, Machine Learning-based developments, and proof-of-concept projects exploring the application of digital twins at our facilities.



Process evolution

Aimed at redesigning and automating key workflows through a circular economy lens, achieving full technological integration between our physical facilities and corporate management platforms.

FY2025 was particularly notable due to the full roll-out of major technological tools and solutions across our entire value chain.

Roll-out of key projects and solutions in 2025

- Corporate management and ESG processes.** 2025 saw the consolidation of the BlueKanGo integrated solution for **the digitalisation of our** sustainability, quality, occupational health and safety, and people management **processes**.
- Operations and logistics management.** We **improved the VERT system**, achieving the full automation of weighbridge and detour management across all our operational facilities.
- Data culture and external connectivity.** We achieved automated data integration via APIs with major institutional clients such as Emaya and Calvià 2000, simultaneously incorporating information from our transport operators and laboratory. We also established new data hubs to generate precise metrics from our Energy Recovery, Material Recovery, Solar Drying, Transfer Station and Eco-aggregate Production facilities.
- Maintenance mobility.** We implemented **operational enhancements to our Total Productive Maintenance (TPM) system**, introducing new functionalities and ensuring both online and offline access to support field personnel.
- Data intelligence (Data-Driven).** We launched **our corporate Data Warehouse and Data Lake**, automating data collection for the Technical Dashboard (CDT) and Environmental Dashboard (CDA), enabling real-time cross-analysis of KPIs.
- People and mobile working.** We guaranteed talent mobility by expanding network coverage, securing wireless connections and migrating obsolete servers. At the same time, we strengthened our commitment to skills development through new internal training programmes focused on Artificial Intelligence and cybersecurity. We also continued to promote remote working wherever possible.



This substantial investment in technology and process improvement has delivered tangible results. By the end of 2025, we had achieved a **corporate Digital Maturity Index of 3.98 out of 4**, attaining the highest score in critical areas such as Operations, Maintenance, Procurement, Human Resources and Finance.

In addition, the **overall implementation rate of the initiatives included in our Digitalisation Plan was close to 70%**, establishing a state-of-the-art technological foundation to meet the challenges of the 2026-2030 strategic cycle.



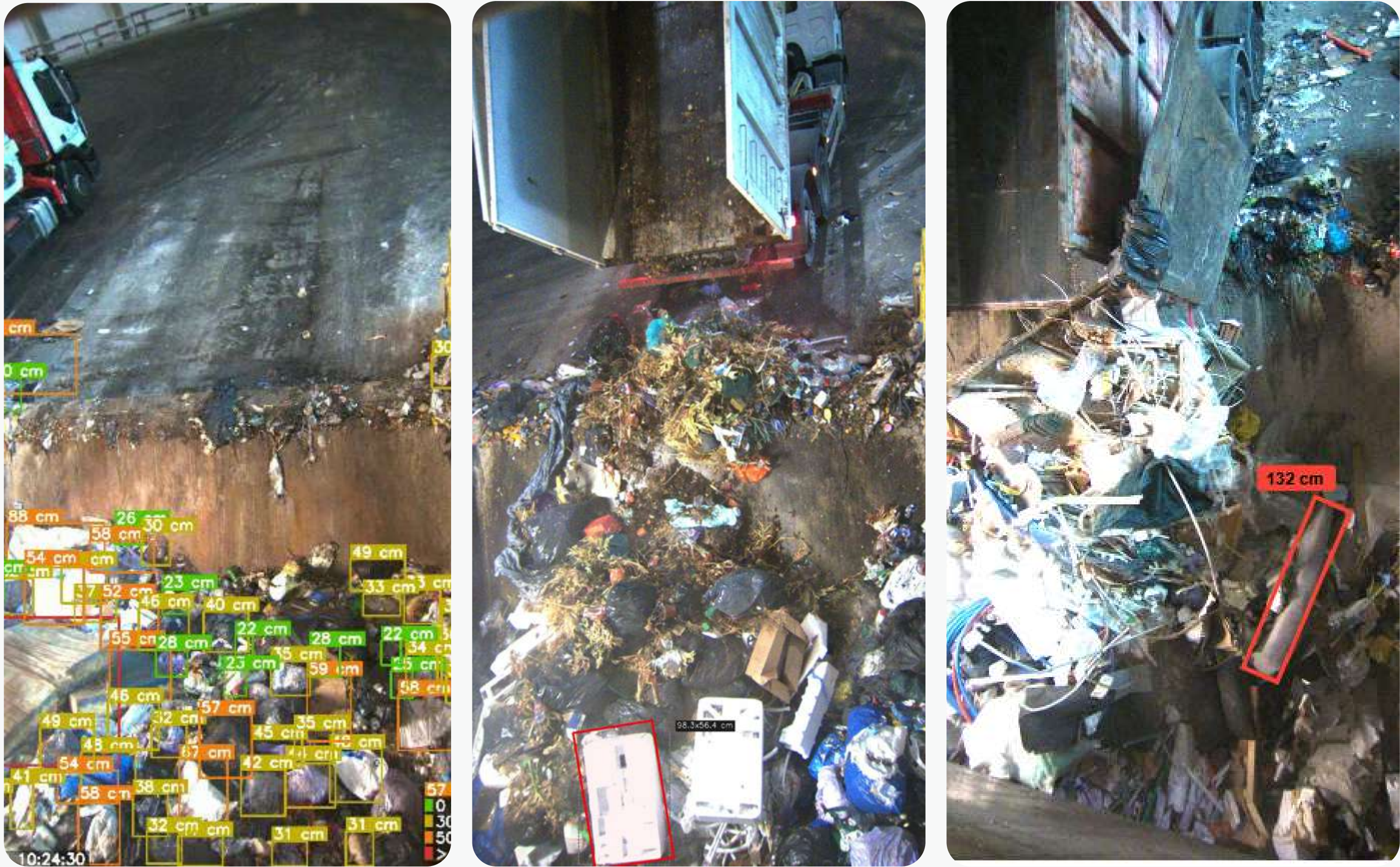
Installation of a contaminant detection system

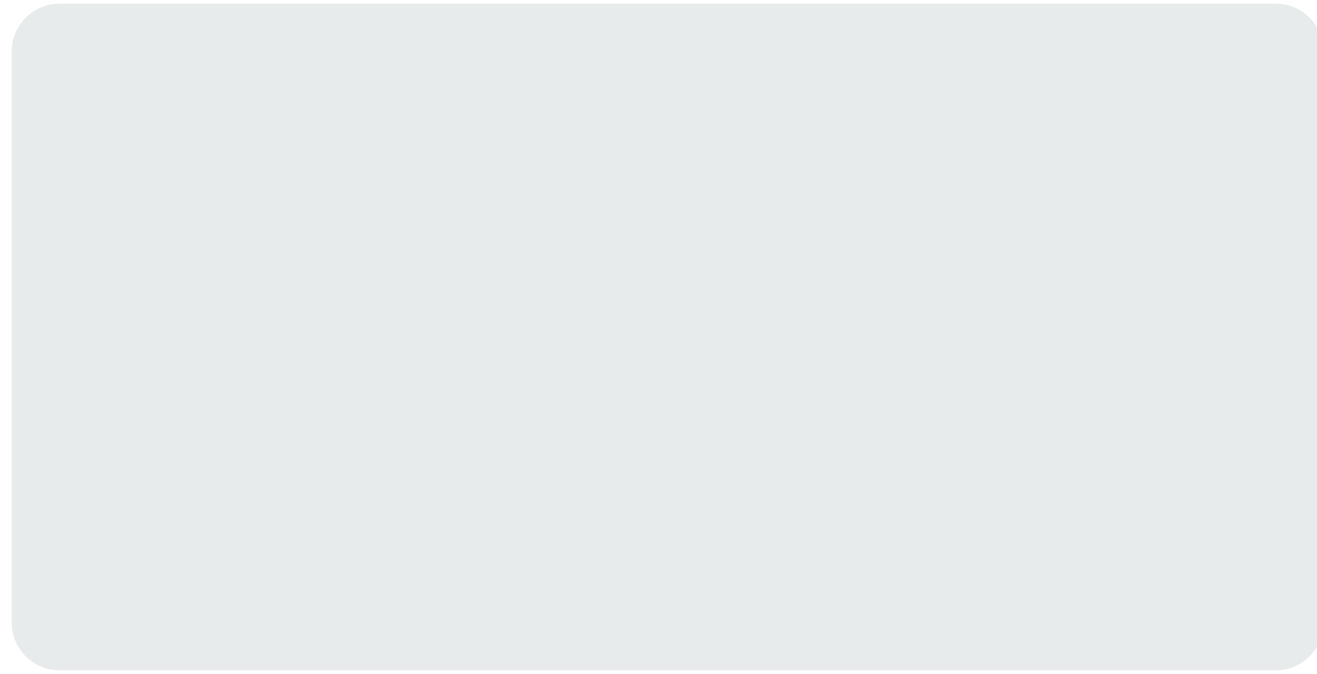
The aim of this initiative was to develop a **technological solution for the early detection of contaminants** during waste unloading and reception. The system makes it possible to identify unsuitable materials or anomalous items before they enter the energy recovery process, helping to reduce risks, technical shutdowns and disruptions to the stability of the thermal process.

The solution involved the installation of an **AI-enabled sensor box** in the unloading area, connected to a local processing unit and an analysis and visualisation platform. The system architecture provides for the automatic collection and processing of data, the identification of potential anomalies, and the presentation of results to plant staff.

The system has been designed as an evolving solution, capable of improving through the **continuous training and refinement of its algorithms** based on operational data, progressively increasing detection accuracy while reducing false positives.

Images of contaminants detected by AI in incoming waste loads

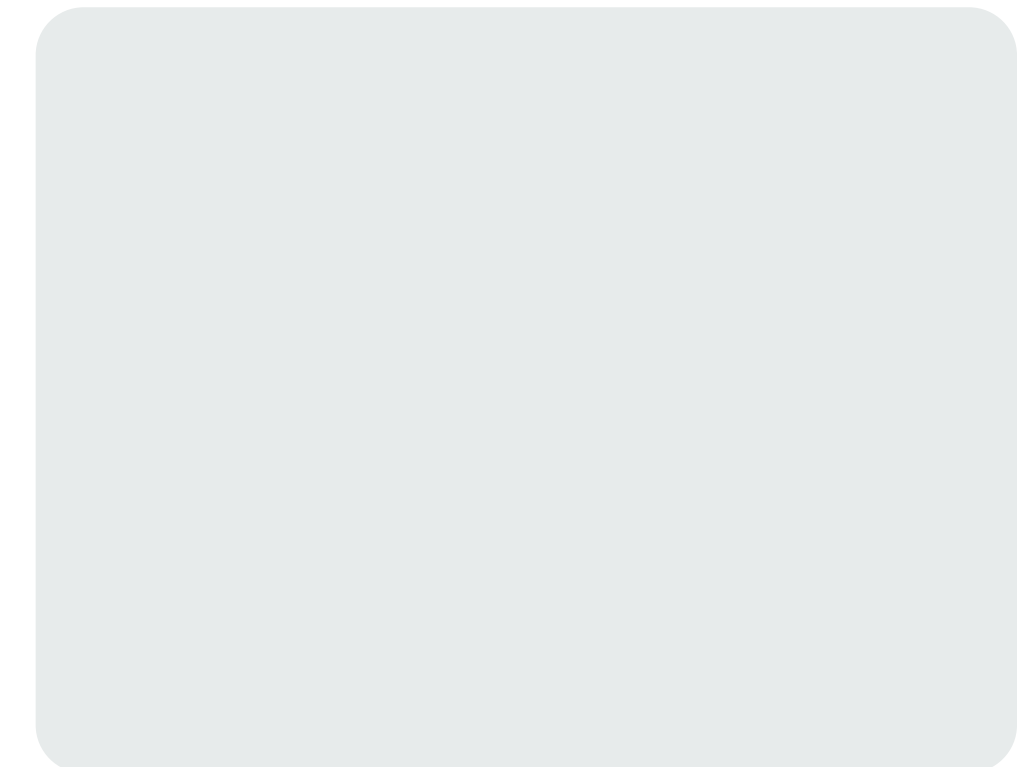
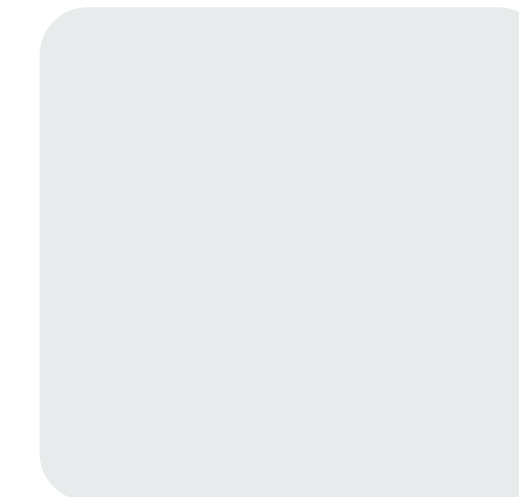


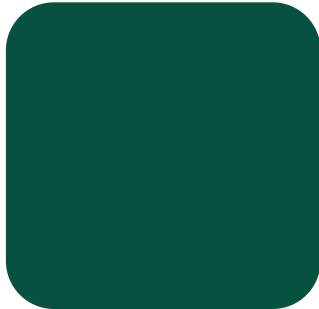


Protecting our environment



CHAPTER 02





Our commitment to the **protection of the territory and the preservation of natural resources** is the foundation on which all of Tirme’s activities are built.

Our contribution to the development of a sustainable economic model is reflected in our role as an active driver of environmental initiatives, both at our own facilities and across Mallorcan society as a whole.

Guided by our Strategic Plan, we channel our efforts through four main areas of environmental action: the circular economy, biodiversity protection, pollution prevention and the direct fight against climate change. In all these areas, technological and operational innovation is the key enabler that allows us to **turn our undertakings into tangible and measurable results.**



From zero waste to landfill to circular value

The principles of the circular economy have been embedded in Tirme's identity since its inception. Our business model was built on these foundations and, year after year, it continues to grow in scope and ambition, enabling us to lead the transition towards a **truly circular island society**.

Our core day-to-day mission is to ensure the **integrated and efficient management of the waste** generated in Mallorca, and transform it into valuable resources. To achieve this, we combine advanced material recovery and energy recovery technologies, ensuring the fulfilment of our long-standing zero waste to landfill objective.

In 2025, we once again renewed AENOR's "Circular Economy Business Strategy" certification, which validates our management model based on continuous improvement and the roll-out of initiatives designed to maximise resource efficiency.

Over the course of 2025, the Environmental Technology Park received a total of 682,327 tons of waste, reaching a 100% recovery rate.



New business lines to drive circularity

Beyond the day-to-day operations of our facilities, we are dedicated to extending the circular economy model to other sectors across the Balearic Islands, opening up **new avenues for collaboration and business development** that create added value for our surroundings and for the company's stakeholders.



Key actions for enabling the circular economy



Circulare

Our subsidiary specialising in sustainability services and process certification continued to grow in 2025. Through this company, we drive high-impact collaborative projects in the fields of sustainability and the circular economy, facilitating **process traceability and certification** through Finhava. During the year, we further strengthened the reach of a number of cross-sector initiatives, including the following:

- **Circular Hotels project**

A well-established initiative that applies circular economy principles to agri-food consumption in the hotel sector. In 2025, the project expanded with the incorporation of 7 new hotels, bringing the total number of participants in the value chain to 55, including 27 hotels, 8 farmers and 11 distribution companies. Through this initiative, we achieved **a circularity rate of 62%**.

- **Circular Agri-food projects**

We are promoting new agricultural and commercial resource recovery streams. Following the success of Cercle, the Balearic Islands' first circular wine, we expanded our scope with the launch of two innovative new value chains: the pioneering **Circular Olive Oil project** (led by Son Claret) and **Circular Orange** (driven by Arabella Hospitality and Fruita Bona).



Circular Eco-aggregates

We achieved a significant milestone at the Concentrator Plant with the award of CE marking for the new 0-4 mm, 4-12 mm and 10-32 mm eco-aggregate fractions. We also advanced the **ReBlok project**, manufacturing more than 700 precast units using our circular aggregates (eco-aggregates).



Loopo

We further advanced the launch of this new software tool designed for the **assessment of circularity plans in tourism establishments**, in accordance with the Balearic Islands' Sustainable Tourism Law. In 2025, we launched the platform's official website and the project received a major boost of €87,000 in funding from the NextGenerationEU programme.



The figures endorsing Finhava's success

Circular Hotels project (2021-2025)



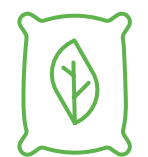
464,151 kg CO₂e

prevented, equivalent to the absorption capacity of 1,530 trees.



32,535 kg

of nitrogen, potassium and phosphorous recovered.



1,095,453 kg

of compost produced.



3,474,144 kg

of organic waste recovered.



594,109 kWh

of green energy generated.

Progress with territorial sustainability projects in 2025



Circular Islands project

We continued to advance the positioning of the **Balearic Islands' Circular Waste Model**, an initiative focused on analysing material, waste, water and energy flows in the archipelago, identifying potential synergies between the islands and maximising the use of available resources.

The ultimate aim is to position the Balearic Islands as a sustainable and circular tourism destination based on the **zero waste to landfill principle**, through the transformation of waste into new resources. It is estimated that the implementation of the model could reduce CO₂ emissions by up to 77,000 tonnes per year.

The main milestone achieved in 2025 was the approval of a Decree-Law by the Balearic Islands' Parliament, **facilitating the transfer of waste from Ibiza to our facilities** and authorising the launch of a pilot project scheduled for mid-2026.



Local Authorities Sustainability Plan project

Progress was made on our proposal for local authorities, regarding the opportunity for the design, implementation and monitoring of **dedicated sustainability plans** that integrate environmental, social and economic dimensions under the principles of the circular economy.



Initiatives and alliances to drive the circular economy

In addition to the activities we carry out, we firmly believe that building strong networks is essential if we are to continue advancing the circular economy within our society.

To this end, we have created an extensive **network of partners, associations and organisations** for the development of new solutions to achieve increasingly ambitious goals.

Over the course of 2025, we **consolidated and extended a number of strategic alliances** that will allow us to move confidently ahead on our journey towards territorial circularity.



Our network of alliances and participation in 2025

Impulsa Foundation

In our capacity as a trustee, we collaborated with initiatives aimed at promoting the circular economy within the Balearic business community, reinforcing our commitment to the local productive fabric. In 2025, the Impulsa Foundation launched the pioneering **Roadmap for the Transition to a Circular Tourism System (2025-2035 Horizon)**, comprising 187 specific actions. The foundation also organised the *Impulsa Circular Meeting 2025*, focused on accelerating regenerative transition, new management approaches and regional competitiveness.

Confederation of Balearic Island Business Associations (CAEB by its Spanish initials)

Throughout the year, we took part in dedicated events addressing circularity in business, sharing our expertise and experience to strengthen economic, social and environmental competitiveness. We also continued our participation in the Circular Economy Commission.

Balearic Islands' Ecological Transition Cluster (TEIB by its Spanish initials)

We work closely with the cluster to promote ecological transition through business cooperation and public-private partnerships. The TEIB Cluster fosters innovation and sustainability across the Balearic Islands by supporting renewable energy, efficient resource management and circular economy projects, with the aim of building a greener and more sustainable future.

Balearic Islands' Chemical Industry Cluster (CliQIB by its Spanish initials)

We renewed our commitment to the cluster in order to develop joint initiatives promoting R&D&I projects and other high-impact activities linked to chemistry and water management. In 2025, CliQIB continued to drive water sustainability and the circular economy through the 3rd Water and Tourism Forum and its participation in the Basque Circular Summit.

AEVERSU, ASPLARSEM and CEWEP industry associations

We are permanent and active members of various working groups focused on communication, environmental management, health and safety, and plant maintenance. A notable initiative in 2025 was our collaboration with AEVERSU to open our facilities to journalists, providing a transparent demonstration of how energy recovery enhances safety, delivers environmental benefits and is fully aligned with European policy objectives.

Academic and educational partnerships

We strengthened our relationship with the University of the Balearic Islands (UIB by its Spanish initials) through our sponsorship of the School of Engineering, promoting mathematics, engineering and technology. We also participated in the 2025 edition of Job Day UIB, bringing our activities closer to young people and helping attract new talent. In addition, we maintained our long-standing support for the Balearic Islands' Official College of Chemists through our sponsorship of the Sant Albert Award for Chemical Research.

Education and school outreach

We supported outstanding environmental awareness initiatives, such as the project led by Col·legi CIDE, in which primary and secondary school pupils took on the challenge of the *Dry Stone Route* in the Serra de Tramuntana mountains, combining sport with a profound respect for nature under the banner of **"La Comunitat dels Barrufets"**.

ATRIC 4.0 Consortium

We are members of this major alliance led by Acciona, together with five other companies and research organisations. Its goal is to identify new efficient and circular uses for residues generated from the combustion of municipal waste, biomass and coal.

Turning waste into new opportunities

Maximising the value of all the materials received at Tirme’s facilities is one of our top priorities.

And the first step consists of recovering all those fractions that can be reintroduced into the market as secondary raw materials. Thanks to our various recovery processes, in 2025 we recovered **185,571 tons** of secondary raw materials for use in industry and agriculture.

Secondary raw materials obtained for material recovery (t)

	2022	2023	2024	2025
Compost	7,175	11,610	10,323	4,934
Glass	16,207	15,331	15,432	15,657
Paper and cardboard	20,747	20,280	21,535	21,398
Packaging	17,921	16,367	18,902	17,664
Eco-aggregates	105,013	101,377	109,638	113,010
Metals	10,910	9,547	14,636	12,908
Total	177,973	174,782	190,464	185,571



Waste recovery for zero waste to landfill

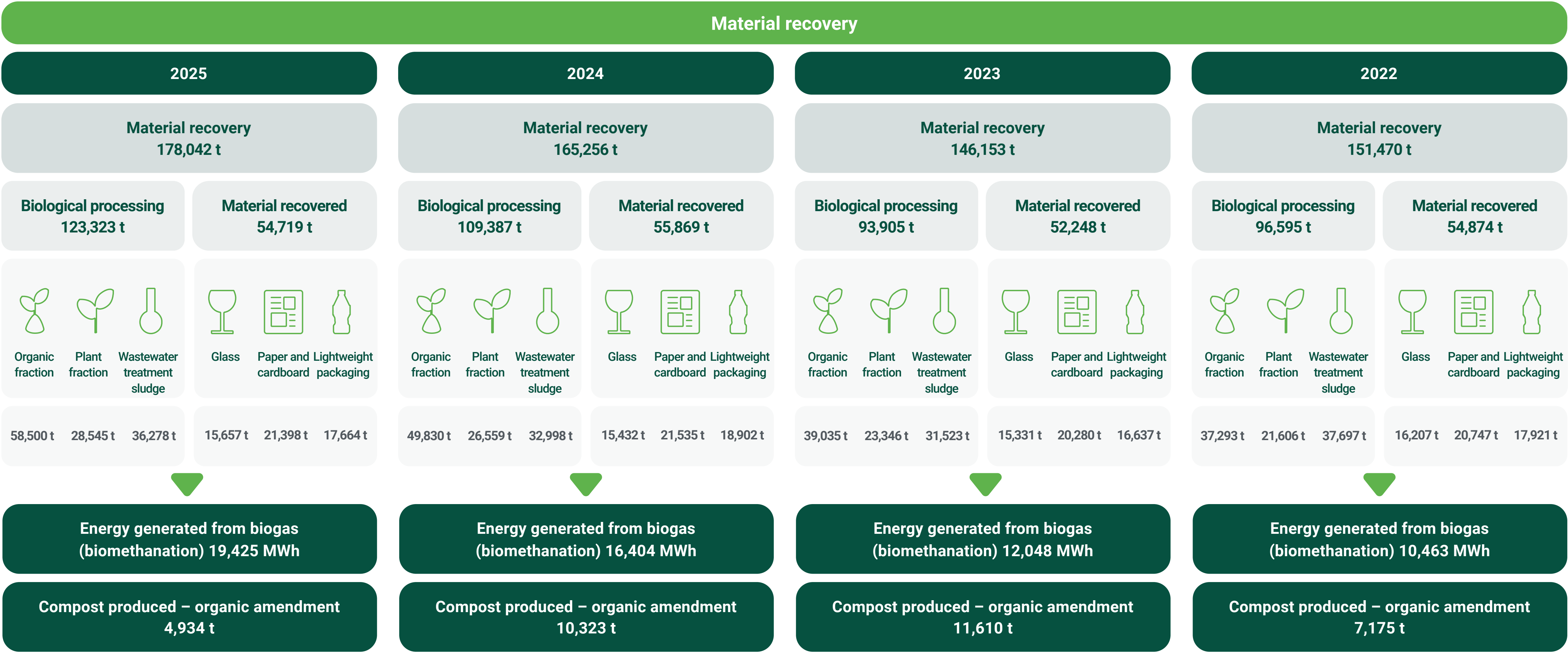
Mallorca’s integrated management system ensures that no recoverable waste ends up in landfill.

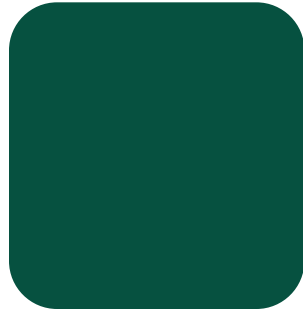
To guarantee this, waste streams collected separately are first directed to the **material recovery** stage, where recyclable materials are separated and organic matter is processed. Fractions that, by their nature, cannot be materially recycled are sent for **energy recovery**, where they are safely and efficiently transformed into electricity for the island.



In 2025, material recovery stood at 178,042 tons, including 67,626 tons of paper, glass, light packaging and metals.

Evolution of our material recovery data





While much of the waste can be recovered or recycled, some cannot undergo the same treatment. In such cases, we apply an energy recovery process that enables us to **transform non-recyclable waste into energy, 50% of which comes from renewable sources**. This energy is fed into the electricity grid for consumption across the island, thereby contributing to our objective of achieving zero waste to landfill.

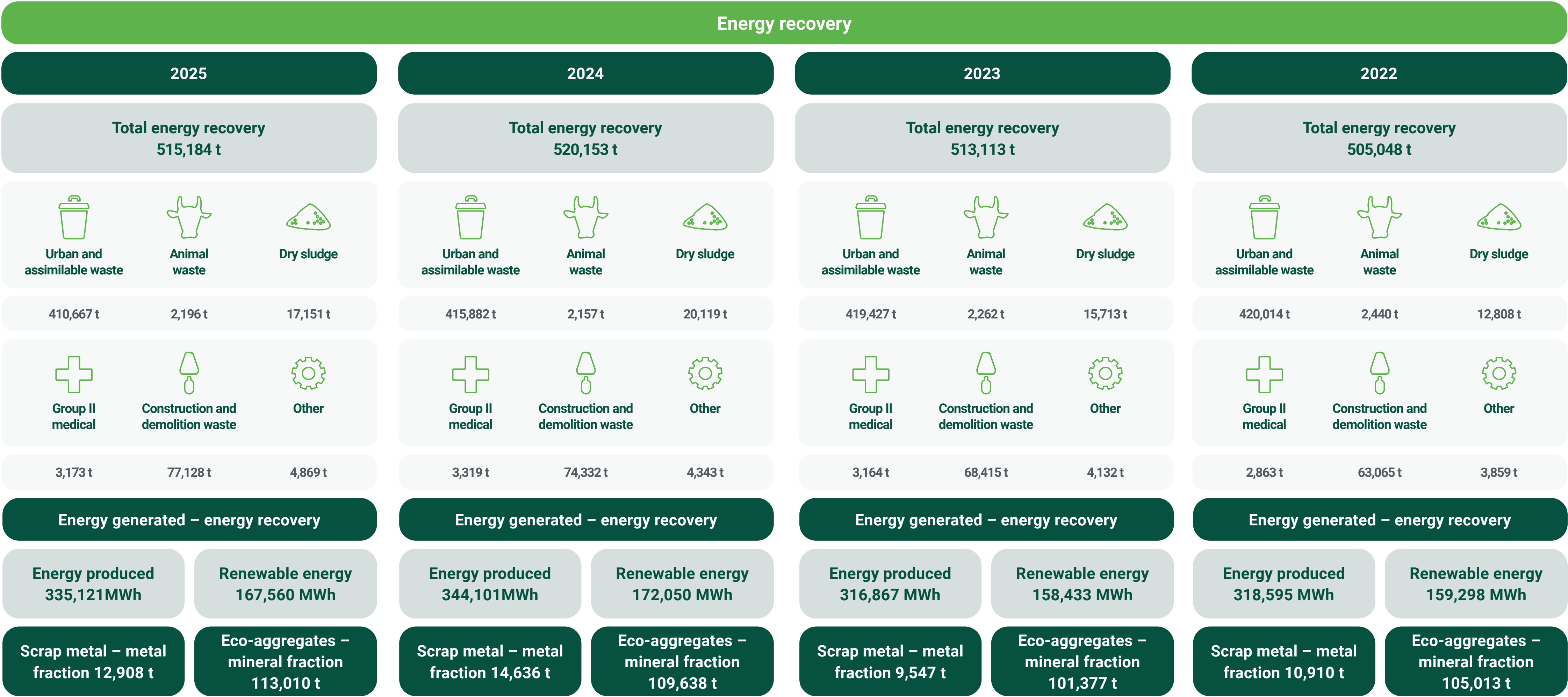
In addition, our energy recovery plants hold **Renewable Energy Guarantees of Origin** certification, issued by the National Commission on Markets and Competition (CNMC by its Spanish initials). In 2025, Tirme was officially granted Renewable Guarantees of Origin for 136,502 MWh.



In 2025, our facilities generated a total of 187,808 MWh of renewable energy through energy recovery, methanation and solar photovoltaic generation, accounting for 53% of the total energy produced.



Evolution of our energy recovery data



Minimising waste generation in our day-to-day operations

In order to provide a benchmark for the circular economy, exemplary practices must begin from within the organisation.

For this reason, we implement strict internal policies aimed at **preventing and minimising the waste generated** through the operation and maintenance of our facilities.

We have a multidisciplinary working group focused on both reducing the overall volume of waste generated and dramatically lowering its level of hazardousness. We have established **Waste Minimisation Plans** for both the COTIR (Integrated Waste Treatment Complex) and the ACC (Calvià Compost Area).

The **internal waste minimisation initiatives** that we implement on an ongoing basis include the following:

- **Progressive replacement of outdated office equipment** with cleaner, longer-lasting technologies.
- **Internal reuse of secondary raw materials** wherever possible.
- **Replacement of virgin raw materials with compatible waste streams**, including the reuse of used oils, which are filtered and reused as lubricants for heavy and industrial machinery. Similarly, waste generated from the chemical gas-cleaning processes at the recycling plants, which contains ammonium sulphate, is used as a substitute for ammonia in the Energy Recovery Plant for NO_x abatement.

Furthermore, we are working to eliminate single-use plastics throughout the company. We also collaborate with the Save the Med Foundation by supporting the “**Balears Sense Plàstic**” (Plastic-free Balearic Islands) programme and funding a specific study during 2025 on the impact of single-use plastics.

We have also supported **HAPI (the Honest Alternatives to Plastic Index)**, an innovative waste assessment and prevention methodology designed to help tourism and hospitality businesses (**HORECA**) measure, reduce and certify the elimination of single-use plastics. Its implementation has allowed measurable reductions in participating organisations through the promotion of circular consumption models, the adoption of lower-impact alternatives available on the market, and the incorporation of regenerative principles. To consolidate this positive impact on the coastal economies of the Balearic Islands, an ambitious Action and Transfer Plan for the tool was drawn up during the course of 2025. HAPI methodology was also comprehensively reviewed to ensure compliance with the new Directive (EU) 2024/825.

Finally, this year we launched a partnership with Cleanwave to install **water refill stations** at events organised by several municipalities across Mallorca (Sa Pobla, Pollença, Sant Llorenç, Porreres, Andratx and Calvià), promoting the elimination of disposable plastic bottles within our community.



Minimising our impact

Conserving Mallorca’s natural environment is a cornerstone of our management philosophy.

Committed to generating a positive impact on the island and protecting its resources, all our activity is subject to strict environmental controls, articulated through our **Environmental Surveillance and Measures Programme (PMVA by its Spanish initials)**.

This programme is a key management tool that enables us to continuously assess the environmental performance of all our facilities, based on the principle of pollution prevention. In 2025, we achieved 100% implementation of the PMVA, carrying out a total of **763 environmental inspections**.

We also updated **all our Environmental Control Plans** in order to strengthen their preventive function and ensure the effective management of any potential impacts on the environment.



Transparent noise and odour management

At Tirme, we view transparency as the foundation of trust with the public.

To support this commitment, we provide local residents with a range of **direct communication channels**, including the [NasApp](#) community mobile application.

This app provides everyone with a simple means of reporting odour-related incidents, enabling us to respond quickly and minimise any inconvenience. Although we take all necessary prevention measures, our activities may occasionally generate odours or noise that affect the surrounding area.

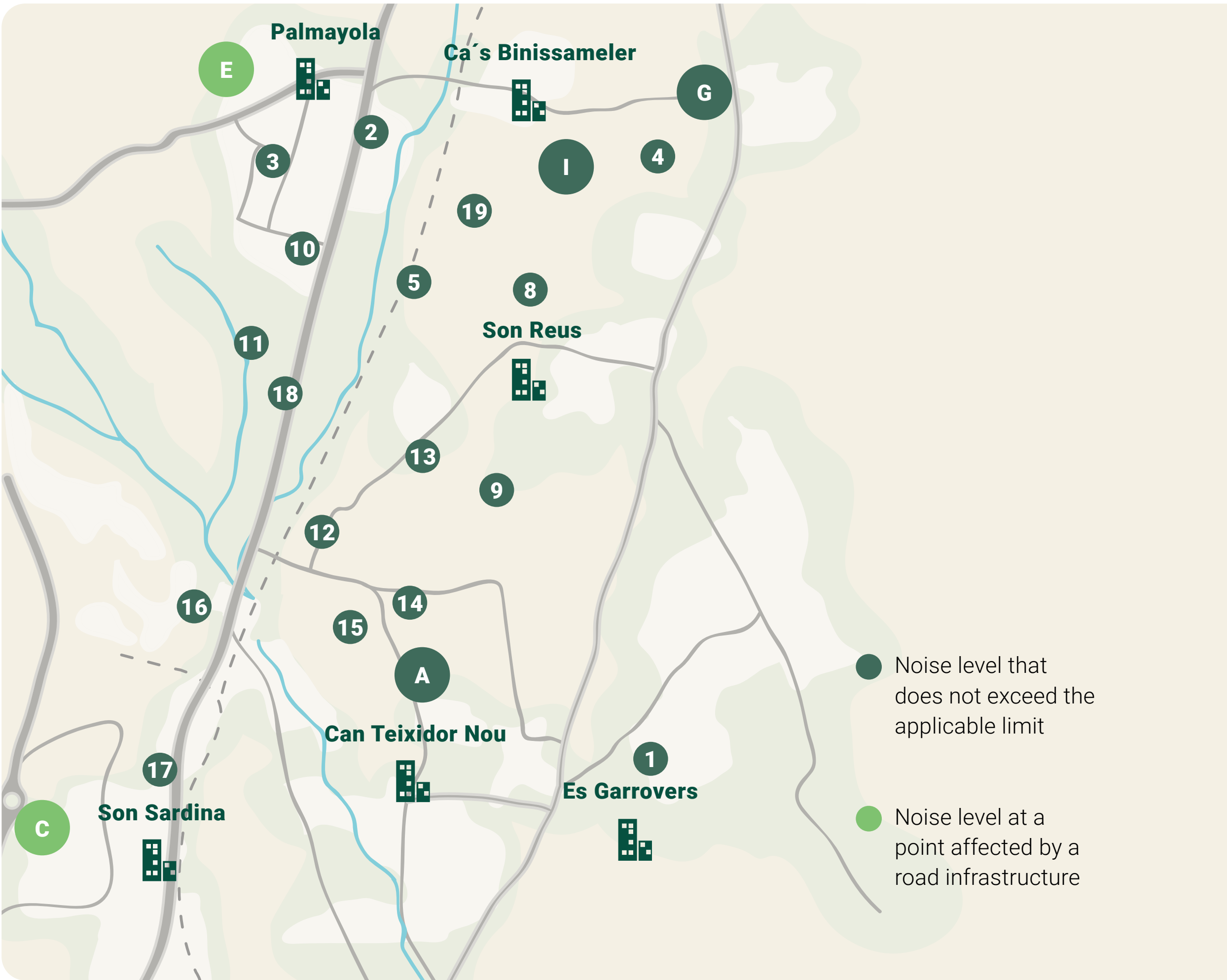
In 2025, we received 83 external complaints by telephone. Of these, 77 were mainly related to odour episodes originating from the Can

Canut Area and the Solar Drying Plant, while five concerned noise associated with the Energy Recovery Plant and the Can Canut Area. A further incident was linked to the temporary build-up of trucks at the weighbridge access point.

Far from failing to address these situations, we have made them a key focus of our preventive efforts. In addition to the statutory noise controls carried out at the Integrated Waste Treatment Complex (COTIR) and the Can Canut Area, in 2025 we conducted a number of site-specific studies. In particular, we carried out **advanced acoustic camera studies on line 34 of the Energy Recovery Plant**, as well as continuous monitoring of noise emissions in the Can Canut Area through a campaign lasting approximately one month.

The noise map shows that the measurements taken during 2025 placed **noise levels below the established limits** at all points.

2025 noise measurement map



We also carried out extraordinary noise controls to assess the effectiveness of the measures implemented following site modifications as part of the roll-out of new projects (emissions from the activated carbon towers, the compost refining extraction system and methanation engine 3, etc.).

As part of our regulatory monitoring programme, we conduct periodic measurements at a total of 22 strategically located monitoring points around our facilities. These are complemented by the annual noise controls performed at installations subject to Integrated Pollution Prevention and Control (IPPC) legislation.

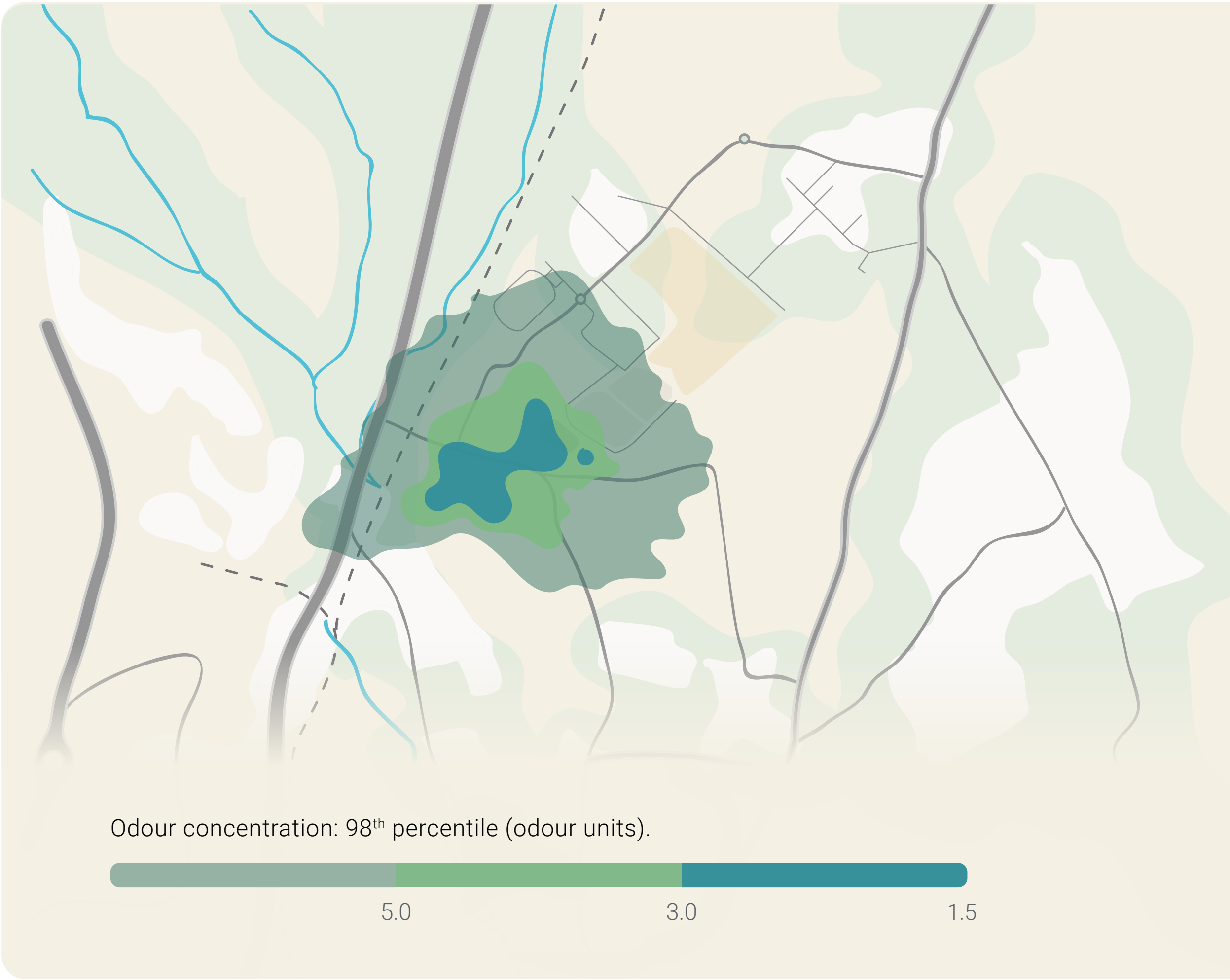
As for **odour emissions**, we are continuing to optimise the performance of our biofilters and

assess new technological solutions aimed at minimising any impact on our immediate surroundings.

We also carry out regular controls, intensifying monitoring at those facilities with the greatest generation potential. In 2025, we performed a regulatory inspection during the summer period and an internal monitoring assessment at the Zone 1 Methanation and Composting Plants, as well as at the Sludge Solar Drying Plant, in line with the monitoring frequency established under the sector’s Best Available Techniques.

The **2025 odour contour map** shows that odour concentrations occur in the immediate vicinity of the facilities, without affecting any urban areas.

2025 odour contour map



Continuous environmental monitoring to guarantee air quality

Closely monitoring our emissions is more than a legal obligation; it is a fundamental part of our **responsibility towards public health and air quality**.

Through our continuous monitoring network and the regular measurements we carry out, we ensure that all monitored parameters

remain at optimal levels and within the historical variability of the area.

We continued monitoring our **emission sources throughout 2025**. In addition, we prepared the groundwork for future environmental assessments by planning the repetition of the baseline environmental survey at the new Lluçmajor Compost Plant, an action that will be carried out immediately prior to the start of biowaste reception at this new facility.

Emission controls carried out in 2025

- **Monitoring of the continuous emissions data** from the Energy Recovery Plant.
- **Compulsory inspections of emissions** from the four lines at the Energy Recovery Plant.
- **Roll-out of online transmission of emissions data** from the Energy Recovery Plant for continuous reporting to the authorities.
- **Quarterly controls of biogenic CO₂ emissions** from the four lines of the Energy Recovery Plant.
- **Emission controls during the start-up and shutdown** of one of the lines of the Energy Recovery Plant, enabling monitoring under conditions other than normal operating conditions (CDCNF by its Spanish initials). This work resulted in the preparation of our first emissions report on these abnormal operating conditions.
- **Six-monthly emission controls** of engines 1, 2 and 3 at the Methanation Plant.
- **Compulsory emissions inspection of Boiler 2** at the Methanation Plant.
- **Compulsory emissions inspection of the flare** at the Methanation Plant.
- **Quarterly controls of biofilter emissions** at the Zone 1 Methanation and Compost Plants.
- **Emission controls** of the former 2 and 4 cells at the Zone 2 Reject Landfill.

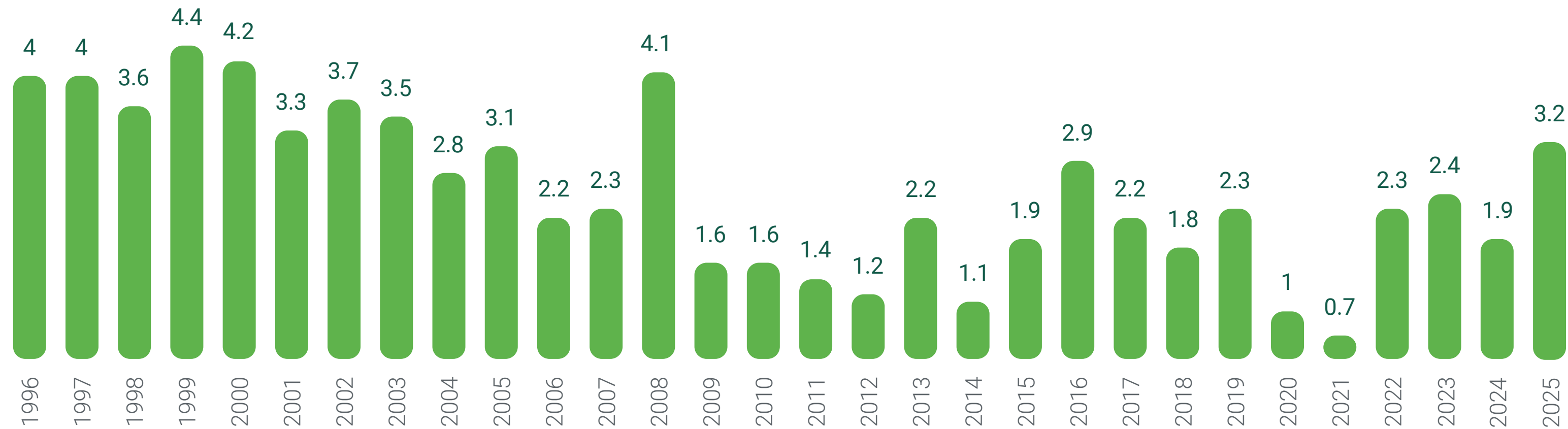
In addition, we carried out **immission controls through two air quality monitoring stations**. One is permanently located at the Joan March Hospital and provides real-time data. The second is a mobile station that enables us to perform periodic monitoring in nearby population centres. Furthermore, in 2025 we installed and adapted ammonia (NH₃) analysers at both stations in response to the new requirements associated with the BATs.

The values of the parameters monitored to assess the air quality of the surrounding area remain within the historical variability of the zone, and no significant incidents were observed.

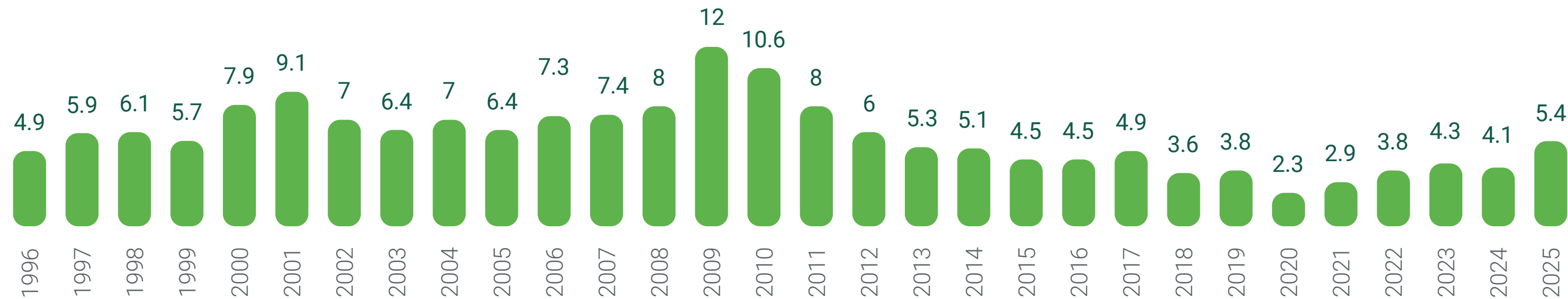


Annual evolution of air quality

Annual evolution of PM₁₀ (ug/m³) at the HJM (1996-2025)



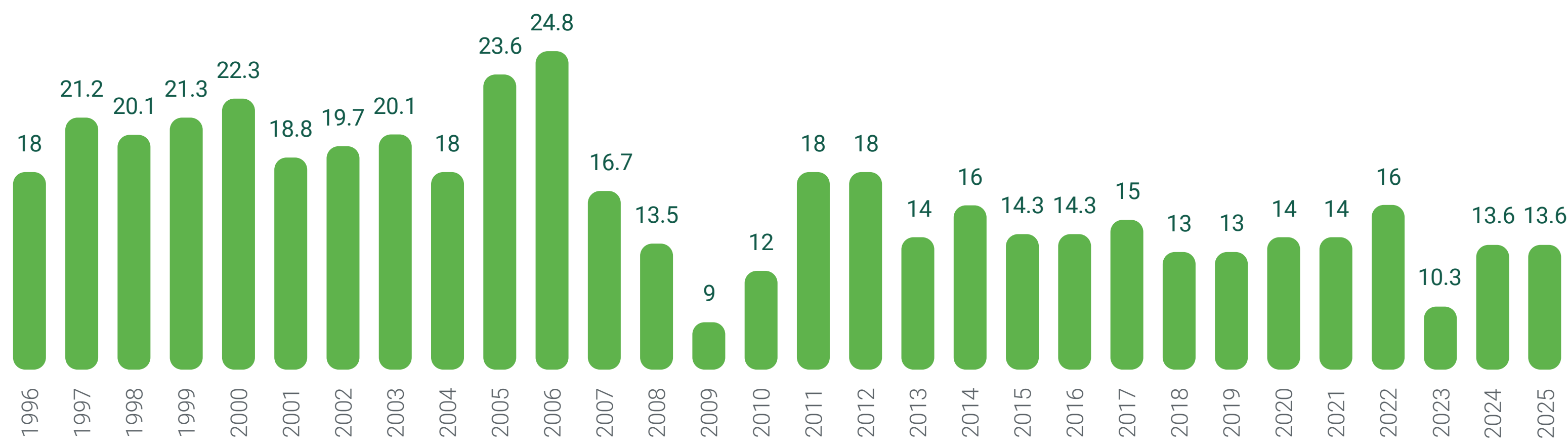
Annual evolution of NO₂ (ug/m³) at the HJM (1996-2025)



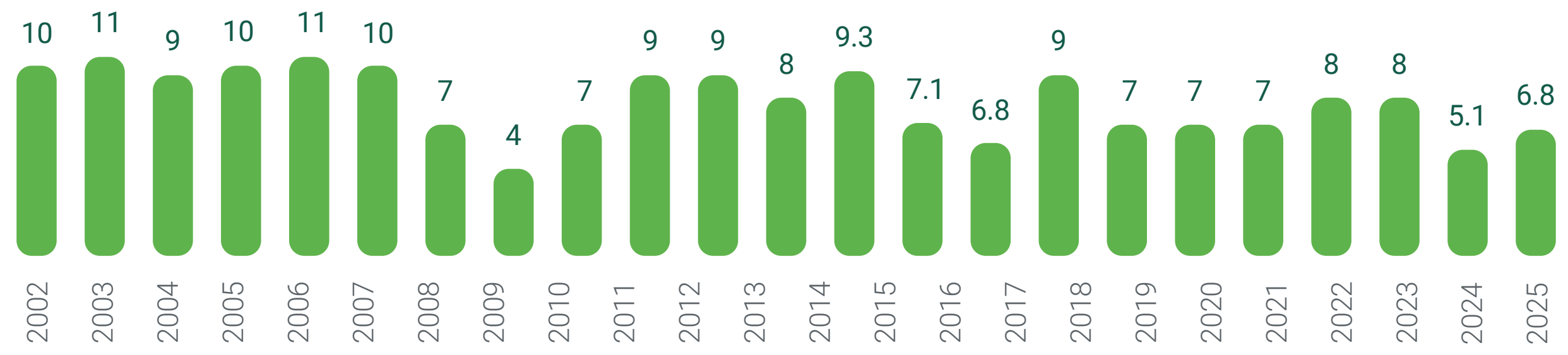
*HJM Joan March Hospital Station. A monitoring station included in the Balearic Government’s Air Quality Surveillance and Control Network.

The annual assessment of atmospheric emissions showed results consistent with the available historical records and did not reveal any significant incidents during the monitoring period.

Trend in the annual concentration of suspended particles (PM₁₀) at HJM* (µg/m³) (1996–2025)



Trend in the annual concentration of suspended particles (PM_{2.5}) at HJM* (µg/m³) (1996–2025)



*HJM Joan March Hospital Station. A monitoring station included in the Balearic Government’s Air Quality Surveillance and Control Network.

Spill prevention and soil protection

Processing thousands of tons of waste each day requires robust safety systems capable of **protecting soil and groundwater** from potential seepage.

To this end, our facilities are designed with fully impermeable surfaces and highly controlled drainage systems.

The plants covered by the Integrated Pollution Prevention and Control Law (IPPC by its Spanish initials) also have a **Baseline Land Report**. This document provides information regarding the

initial condition of the land at the time each facility was commissioned and serves as a benchmark for determining that no changes or increases in contamination attributable to our activities have occurred.

In order to ensure **land quality monitoring**, we carry out a series of periodic controls. These include an annual surface soil assessment in the Zone 1 area, covering Palma and Marratxí, to verify that emissions from our facilities do not adversely affect the surrounding environment. We also carry out a five-yearly subsoil assessment in both Zone 1 and Zone 2, located in Santa Margalida, to monitor the unsaturated zone of the aquifers and check that there is no direct soil contamination.

These structural and control measures enable us to **contain the vast majority of risks**.

Nevertheless, in 2025, a one-off incident occurred involving a pipeline at the Energy Recovery Plant. However, according to the findings of a study conducted by an external organisation, the prompt actions taken prevented any soil contamination, and the impact detected remained within acceptable risk levels.

We also maintain a **groundwater quality monitoring programme** consisting of the sampling and analysis of wells located both upstream and downstream of our facilities. In addition, we prepare periodic preventive land status reports, such as those carried out in 2025 at the Alcúdia and Campos Transfer Stations. As a complementary measure, we monitored the consumption of these water resources in order to contribute to their proper management and availability.



Advancing with the Best Available Techniques (BATs)

Innovation is our strongest ally for pollution prevention.

We are continuing to invest in the ongoing adaptation of our facilities to the European BREF (Best Available Techniques Reference Documents), and in 2025, we made further progress in the **processing and roll-out of Best Available Techniques (BATs)**.

In addition, we are preparing to launch the **Environmental Risk Analysis (ARMA by its Spanish initials)** at those facilities subject to Law 26/2007 of 23 October on Environmental Liability and its implementing regulations. These assessments will enable us to identify existing risks, evaluate their probability level and estimate any potential associated environmental damage.



Adaptation to BREF requirements in 2025



Metacompost Plant

This facility is now fully operational following the successful completion of the adaptation work.



Energy Recovery Plant (ERP) and Eco-aggregate Production Plant (EPP)

Following the submission of the adaptation projects, we received the amendment to the Integrated Environmental Authorisation (IEA) from the Balearic Government. Approval by the Consell de Mallorca is currently pending.



Solar Drying Plant (SDP)

We obtained approval for the revision of its IEA to incorporate the new applicable BAT requirements.

Protecting Mallorca's biodiversity

Our commitment to the environment extends beyond the physical boundaries of our treatment facilities. We support the **conservation of the Balearic Islands' environmental heritage.**

To contribute to the conservation of biodiversity, we maintain partnerships with local organisations such as the **Natura Parc Foundation**, supporting its projects for the conservation of species at risk, including the **monitoring and population tracking of the red kite** on the island of Mallorca.



In 2025, we boosted this commitment through **sponsorship actions** dedicated specifically to environmental education and the active conservation of this emblematic species in our territory.

Committed to a low-emissions model

Global warming demands a determined response from industry. At Tirme, we embrace this responsibility by positioning **decarbonisation** as one of the core elements of our Strategic Plan.

Over the course of 2025, we reviewed our **Greenhouse Gas (GHG) Emissions Monitoring Plan** within the framework of the European Union Emissions Trading System. We also collaborated with the industry association AEVERSU to determine the proportion of renewable energy generated at our facilities and to calculate GHG emissions in accordance with the requirements of this scheme.

At regional level, we drew up our **Carbon Footprint Reduction Plan** in line with the

requirements established by the Regional Government of the Balearic Islands (GOIB by its Spanish initials).

In addition, we carried out an LCA-based study to analyse the **decarbonisation potential of our Energy Recovery Plant**.



The breakdown of our emissions inventory

Understanding our carbon footprint is the first step to reducing it.

For this reason, we calculate it annually in accordance with the strict requirements of **ISO 14064-1:2019**, and subject it to independent verification by AENOR to ensure maximum transparency in our performance.



For the purpose of this calculation, we take into consideration the three scopes or six categories stipulated in this standard:

- **Scope 1 (Category 1):** direct GHG emissions from sources that we either own or control directly.
- **Scope 2 (Category 2):** indirect emissions associated with the generation of electricity acquired and consumed by the company.
- **Scope 3 (Categories 3 to 6):** other indirect emissions generated in our value chain, such as suppliers and other entities, over which we have no direct control and little influence.

Our GHG emissions analysis for 2025 showed positive results, achieving **an overall reduction across all emissions categories** compared with the previous year, demonstrating the effectiveness of our environmental policies.



Evolution of emissions at Tirme

tCO ₂ e	2017	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1	5,900	7,067	7,276	4,648	4,806	4,4511	5,791	6,232	5,913
Scope 2	976	788	258	0	24	0	0	0	0
Scope 3	247,756	220,158	224,282	180,870	188,353	209,411	205,864	242,501	230,417
Total emissions	254,632	228,012	231,816	185,518	193,182	213,923	211,655	248,733	236,330
Relative emissions (tCO ₂ e per ton of waste)	0.362	0.318	0.318	0.318	0.312	0.318	0.311	0.335	0.321

Compared with 2017, our baseline year, the volume of waste received increased by 4.9%, while **absolute emissions decreased by 7.2%**, mainly due to a 7% reduction in Scope 3 emissions. This shows that we have successfully achieved a positive decoupling between the growth of our operational activity and its environmental impact.

Through our **“Energy Efficiency and Decarbonisation” Improvement Team**, we coordinate and monitor the decarbonisation actions rolled out across the company. In addition, this multidisciplinary team is responsible for developing and coordinating the four programmes established under the Carbon Footprint Reduction Plan: the Energy Efficiency Plan, Renewable Energy and Biofuel Penetration, the Waste Minimisation Plan, and Water Circularity.

In 2025, we reduced our emissions intensity by 4.2% compared with 2024, representing an 11.5% decrease relative to 2017 (baseline year).

Throughout 2025, this team worked to complete the action included in the previous plan and to define a new Energy Efficiency and Decarbonisation Plan that is fully aligned with process circularity and European decarbonisation goals. In this sense, we continued to apply **measures aimed at reducing our carbon footprint** in the various categories:

**Category 1. Direct GHG emissions and removals**

- Use of an electric truck (DeLorryan):** for waste transport between the Transfer Stations, powered by the renewable energy that we generate.
- Promoting electric mobility:** we facilitate access to public transport for our team members; 90% of our fleet is electric; and we are continuing to seek opportunities to transition towards an increasingly sustainable fleet.
- Prioritising refrigerants with a lower Global Warming Potential (GWP):** we are replacing air-conditioning equipment with systems that use refrigerants with a lower GWP or substituting part of the gas circuit with water-based systems.

**Category 2. Indirect GHG emissions from imported energy**

- Renewable Guarantees of Origin (GoOs):** since we began calculating our carbon footprint in 2017, we have maintained the objective of achieving zero GHG emissions in Category 2. To achieve this, we have historically self-redeemed our GoOs to offset the emissions associated with imported electricity. In addition, in compliance with Decree 48/2021, our **GoOs are sourced from the Balearic Islands**.
- Freecooling:** we optimise air-conditioning through the use of outside air exchange and centralised control systems. We have begun implementing this system at one of the Motor Control Centres (MCCs) at the Energy Recovery Plant, resulting in significant annual energy savings.
- High-efficiency motors:** in line with our efficient and sustainable procurement policy, we are replacing high-consumption motors with more efficient equipment.

**Category 3. Indirect GHG emissions from transport**

- Installation of charging points:** we have an extensive network of 72 electric vehicle charging points across our facilities, including 17 that were installed during 2025, as well as a new dedicated 240 kW ultra-fast charger for the electric truck.

**Category 4. Indirect GHG emissions from products used by the organisation**

- Capture and reuse of treated water at the Campos Transfer Station:** we worked on the executive project to create treated water reuse systems for internal self-supply.
- Digital transformation and paperless plan:** we continued to apply digitalisation to all sustainability and operational documentation processes, thereby minimising paper consumption.

Preventing emissions through efficiency and innovation

The key strength of our integrated management model lies in its ability to prevent waste from being sent to landfill, the least favourable option from a climate perspective.

As a result, we are able to **prevent the generation of GHG emissions** that would otherwise be associated with landfill disposal.

Moreover, as part of our efforts to further reduce our own carbon footprint, we rolled out a wide range of innovative initiatives under our **Energy Efficiency and Decarbonisation Plan**.

For example, at the Energy Recovery Plant, we commissioned a **new hybrid aerothermal and solar thermal system** for the production of domestic hot water, reducing our dependence on fossil fuels.

Furthermore, to strengthen our low-carbon model, we combined renewable energy generation with the **continuous improvement of energy efficiency**. During the year, our plants generated a total of 355,368 MWh of electricity, including 187,808 MWh from renewable sources, representing **53% of gross electricity generation**.

This commitment to operational efficiency is also reflected in our **Energy Savings Certificate (CAEs)** management. Through this scheme, between 2024 and 2025 we certified 140 MWh of energy savings achieved through the implementation of high-efficiency technologies, including the installation of reluctance motors at the Solar Drying Plant and the deployment of aerothermal systems.



Thanks to Mallorca’s zero waste to landfill Waste Management System and our intensive material recovery activities, in 2025 we prevented the emission of 147,171 tons of CO₂ into the atmosphere, a year-on-year increase of 6.7%.

Managing our energy

In line with our determination to decarbonise our operations, we apply the requirements established under our **Energy Management System, certified in accordance with the ISO 50001 standard**. This system enables us to monitor, manage and optimise energy consumption across our facilities.



Evolution of our energy consumption

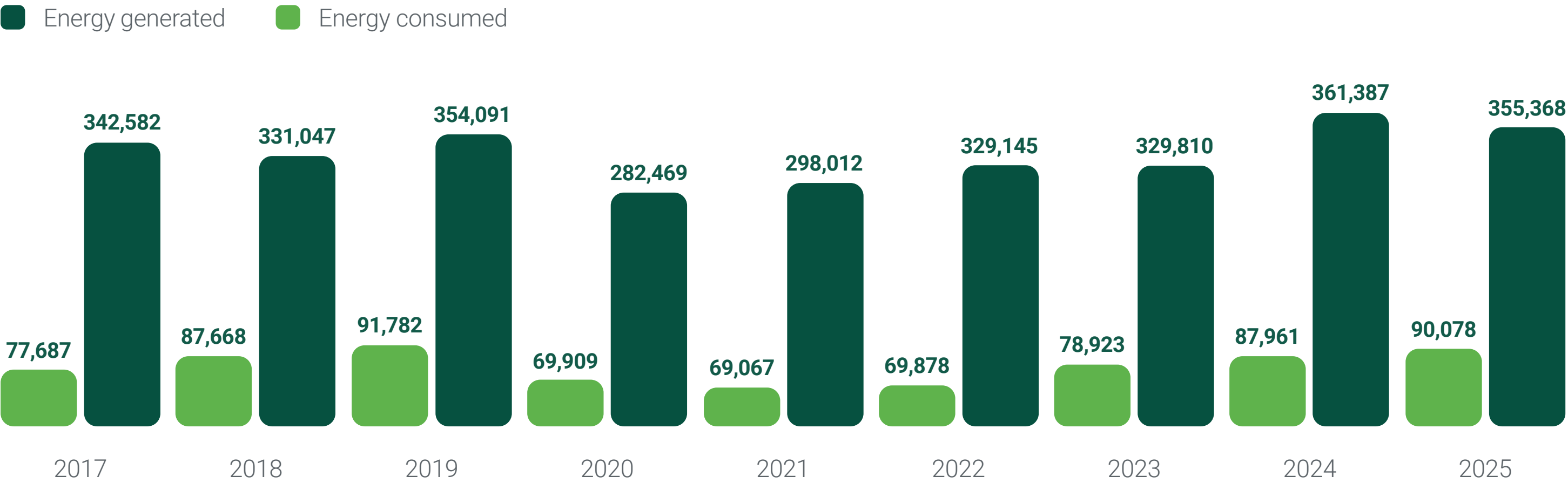
MWh	2017	2018	2019	2020	2021	2022	2023	2024	2025
Energy consumed	77,687	87,668	91,782	69,909	69,067	69,878	78,923	87,961	90,078
Electricity	57,670	61,399	65,045	55,575	57,222	64,157	65,459	71,030	74,086
Natural gas	18,969	25,149	25,577	13,237	10,773	3,819	12,071	15,461	14,524
Diesel oil	1,047	1,120	1,160	1,098	1,071	1,903	1,393	1,470	1,467
Energy intensity (MWh per ton of processed waste)	0.113	0.125	0.129	0.127	0.117	0.108	0.121	0.130	0.132

2025 saw an increase in energy consumption at our facilities, both in absolute terms and intensity. This is due to the increased volume of waste streams and the roll-out of BATs, at the Can Canut Area facility, resulting in new consumers.

Moreover, we are committed to the use of energy from renewable sources. Accordingly, the solar photovoltaic installations at the Solar Drying Plant, the Cases de Can Canut car park, the Environmental Information and Education Centre and the Calvià Transfer Station, together with our waste-to-energy plants and heat recovery systems, enable us to meet our facilities' electricity demand **entirely from renewable energy sources**.



Energy consumer vs. energy generated (MWh)



Through energy recovery from waste and the generation of renewable energy from biogas and solar photovoltaic systems, we generated a total of 355,368 MWh in 2025.

Circularity and responsible water management

On an island territory such as Mallorca, water is a critical and limited resource. For this reason, we remain environmentally committed to integrating the **optimisation of the water cycle** into all our day-to-day operations. We apply technological solutions to reuse process water, harvest rainwater and reduce consumption from the public water supply to the minimum necessary.

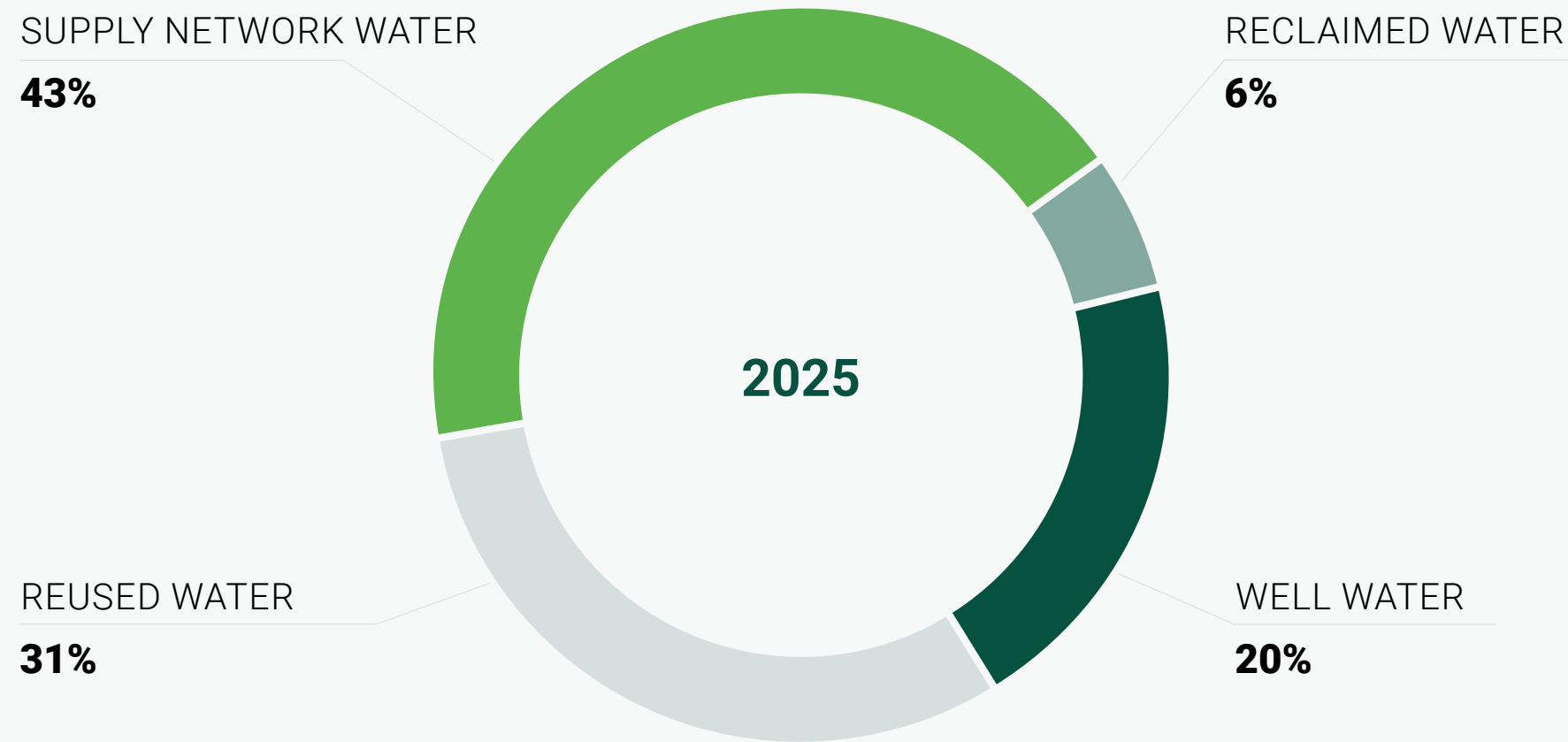
To optimise water consumption, we carry out regular monitoring in order to identify areas with the greatest potential for improvement and define effective reduction measures. Based on the data obtained, we calculate our water footprint, taking into account the consumption of mains water, groundwater, reclaimed water and reused water.

During 2025, we made progress in this strategic area through the development of the engineering project for the **reuse of treated water** at the Campos Transfer Station. Scheduled for implementation in 2026, this initiative will play a key role in promoting water self-sufficiency at our decentralised facilities and directly protecting the Balearic Islands' natural water resources.

Among the water sources used, the high volume of reclaimed and reused water is particularly noteworthy, reflecting the application of circular economy principles to water resource management. Our facilities are designed to optimise water use in every process. To this end, they are equipped with hydraulic systems with separate networks that allow rainwater, treated water and water generated by the various waste treatment processes to be collected, stored and reused independently.

In 2025, total water consumption stood at 378,974 m³, a year-on-year increase of 7.8%, attributable principally to the higher volume of waste managed. A slight increase in water consumption per ton of waste was also recorded as a result of a number of leaks detected in the hydraulic network, bringing water intensity to 0.56 m³ per ton of waste received.

Breakdown of the origin of the water consumed



37% of the water used at our facilities comes from the recovery and reuse of rainwater and process water, helping to reduce the abstraction of water resources from the natural environment.

Evolution of our water footprint

m³	2017	2018	2019	2020	2021	2022	2023	2024	2025
External water consumption	233,935	233,935	241,163	205,889	169,924	192,685	197,408	209,836	238,880
Reclaimed water consumption	96,867	118,023	99,476	107,317	134,330	123,529	125,144	141,717	140,094
Total water consumption	327,323	351,958	340,639	313,205	304,254	316,214	322,522	351,553	378,974
Water consumption intensity	0.48	0.50	0.49	0.57	0.51	0.49	0.49	0.52	0.56

In 2025, we continued to work on new **initiatives aimed at reducing water consumption** across our facilities. Key actions included:

- Installation of new **above-ground pipework** in the heat supply system at the Solar Drying Plant, helping to prevent water leaks and reduce response times for their detection and repair.
- Design of a system to **capture rainwater runoff from the roofs** of the Energy Recovery

Plant and integrate it into the site’s water management network for reuse in production processes.

- **Digitalisation/automation of water quality control data visualisation** through the organisation’s reporting HUB, with the aim of facilitating decision-making.



Anticipating the future to lead change

The success of our integrated waste management model lies in our ability to transform environmental challenges into tangible opportunities.

To achieve this, **research, development and innovation** (R&D&I) are key drivers of our corporate strategy. The application of new disruptive technologies enables us to maximise the efficient use of material resources, anticipate

future regulatory requirements, and significantly improve our operational and energy efficiency.

Throughout 2025, we maintained a strong investment strategy in R&D&I projects, actively seeking funding to support our technological developments. As a result of these efforts, **we invested €1,387,550 in R&D&I** for the development of projects that were implemented and validated, including the ATRIC 4.0, SYNERGYX25, REBLOKS2025 and ECOTECHS25 initiatives.

Our participation in research consortia and the development of our own initiatives delivered significant results during the year, **rolling out innovative solutions** that are now in place in our operational environment.





Flagship circular economy projects in 2025



Successful completion of the ATRIC 4.0 project

Led in collaboration with Acciona and a consortium of major partners, this ambitious project, aimed at accelerating the transition towards a **sustainable Industry 4.0**, was successfully completed in June 2025. During the programme's final milestone, we made significant progress in the development of new eco-concretes in collaboration with the Tecnalia technology centre, as well as in the research of solid adsorbents for the capture and recovery of CO₂ generated by our combustion processes.



Advancing eco-aggregates and consolidating ReBlok

We made significant progress in the recovery of high-value metals, obtaining CE marking for the new 0-4 mm, 4-12 mm and 10-32 mm eco-aggregate fractions, in addition to the certifications already in place. This optimisation of the slag treatment process at the Concentrate Plant has enabled the launch of the new **ReBlok modular precast product range**, with more than 700 units successfully manufactured and marketed during 2025.



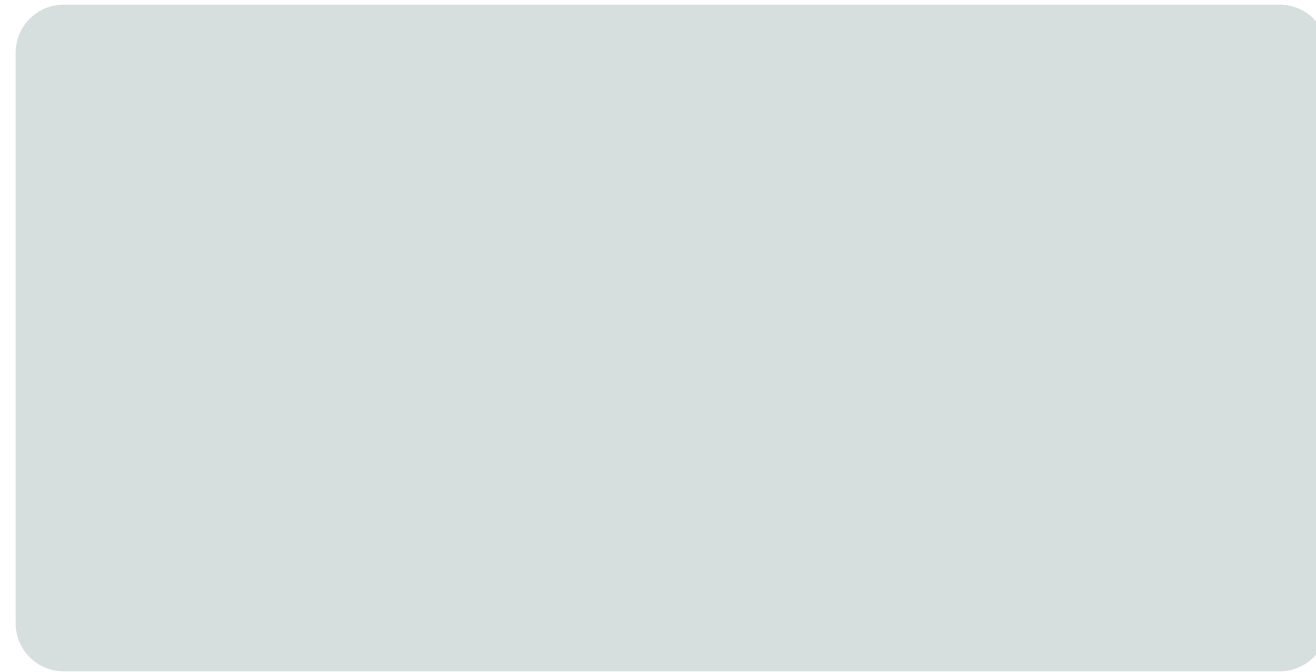
Digital transformation through SYNERGYX

We launched this new initiative to apply advanced digital transformation solutions aimed at **optimising integrated information management** and taking corporate decision-making to the next level.



Use of disruptive technologies through ECOTECHS

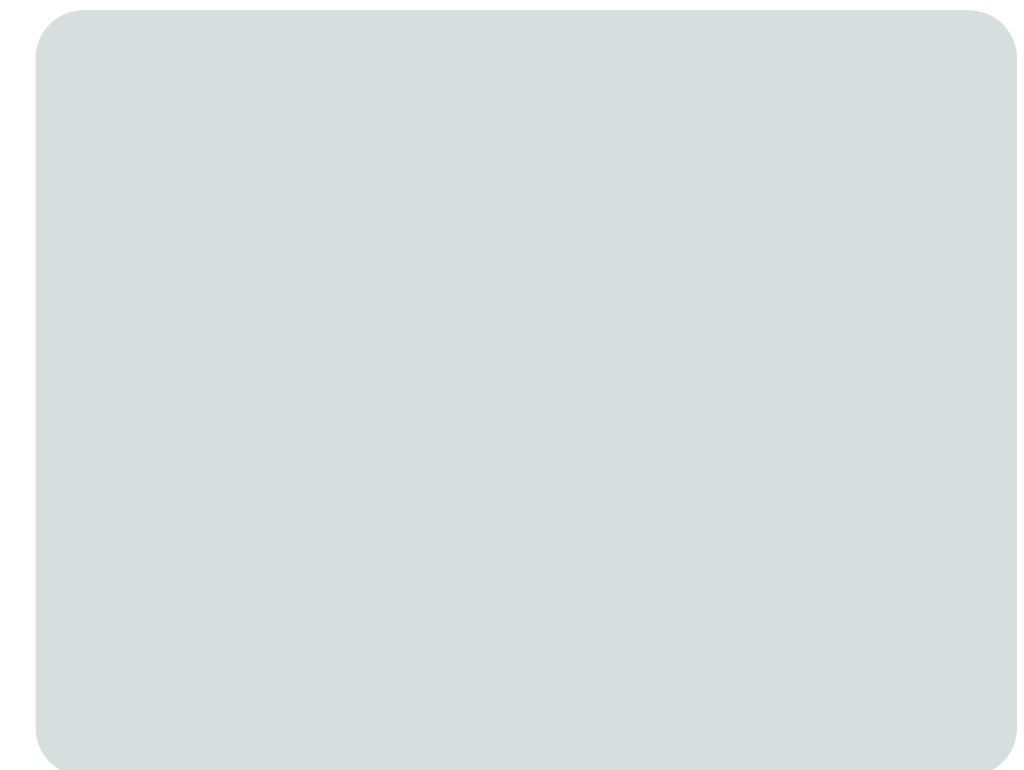
With this new project, our primary objective is to develop, assess and test the most promising disruptive technologies to **maximise waste treatment efficiency** at our facilities.



The talent that makes transformation possible



CHAPTER 03





At Tirme, we believe that **people lie at the heart** of every organisational, technological and environmental transformation. The results of our circular economy model would not be possible without the dedication, motivation and expertise of the people who make up our organisation.

Throughout the strategic cycle that concluded in 2025, we continued to care for our team, nurture talent and further strengthen the values of diversity, equality and prevention. Our goal is to ensure that everyone in the company **can realise their full potential and benefit from a safe and motivating working environment** where they can enjoy steady and continued professional growth.



Backed by the best team

The success of our Environmental Technology Park and the service we provide across Mallorca is built on **a stable and highly skilled workforce**.

The people who make up Tirme embrace the organisation's environmental commitment as their own, contributing their knowledge on a daily basis to help turn our sustainability goals into reality.

This consolidation of talent is clearly reflected in our workforce. We closed 2025 with a team of

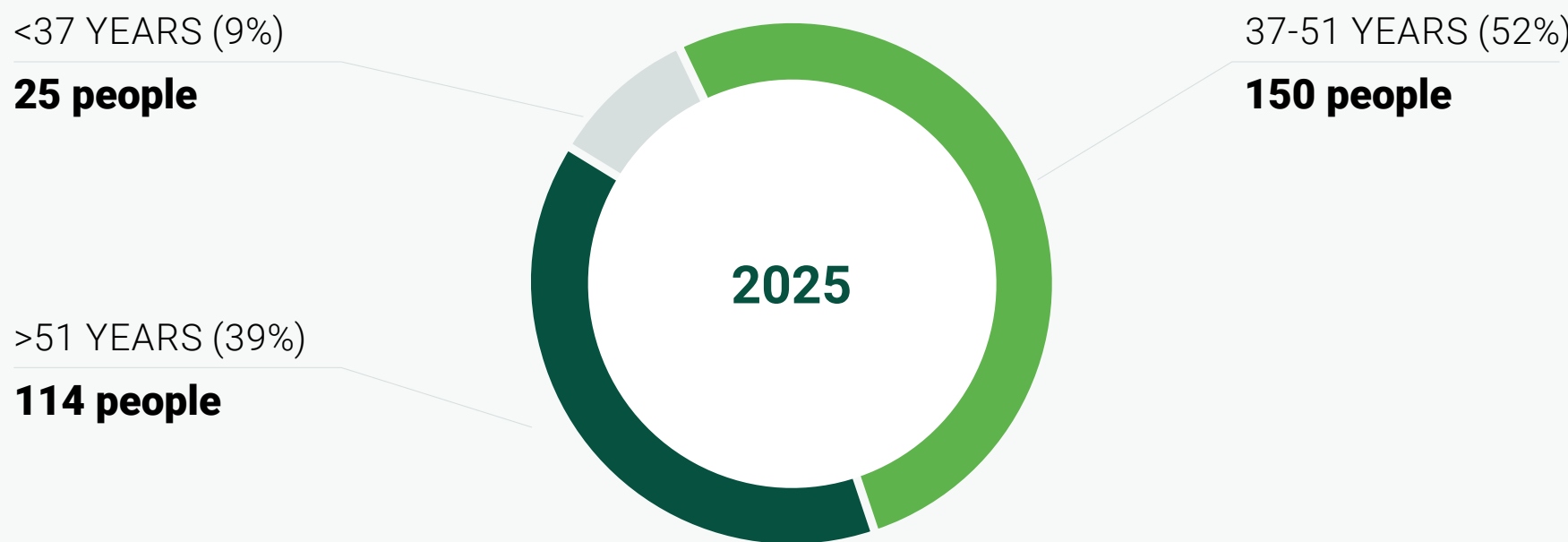
289 professionals, characterised by a high degree of job stability, with an average length of service of 18.3 years and an average age of 48.

Our commitment to quality employment continues to grow stronger year after year. In 2025, our core workforce remained stable, with **275 permanent contracts**. In addition, as a new measure aimed at enhancing flexibility and strengthening operations during periods of peak demand, during the year, we introduced the permanent seasonal contract model for the first time, bringing in two additional professionals to provide specialised support for the operations of the Energy Recovery Plant.

2025 staff breakdown



Breakdown by age



A new labour framework to consolidate our future



Ensuring optimal working conditions that are aligned with the current needs of our workforce is one of our top priorities.

Following an intensive and constructive negotiation process, on 17th January 2025 we reached a highly significant social milestone for the company with the signing of our **new Collective Bargaining Agreement for the 2025-2027 period**.

As a complement to this new framework, **five workplace regulations** were approved, which have been adapted and enhanced beyond current legislative requirements. They are designed to optimise substitution arrangements at our facilities, regulate the working time of the available staff, and establish a rigorous protocol for the prevention of and response to interpersonal conflicts and workplace violence.



Signing of our new Collective Bargaining Agreement

Tirme's new Collective Bargaining Agreement, a benchmark at regional level, **consolidates and enhances both the employment and economic conditions and the social rights** of our workforce.

From an **economic perspective**, the new agreement establishes a fixed annual salary increase, together with other remuneration improvements, including the introduction of a senior bonus for employees aged 55 and over, increased financial assistance to help cover the costs incurred by employees working remotely, the inclusion of all team members in the highest subgroup within their professional category, and the alignment of the night-shift allowance with the highest rate paid to employees working fixed shifts.

It also includes numerous social measures already incorporated in the previous agreement, particularly those relating to **work-life balance**. The main new developments in the area of social rights focus on extending support for voluntary training, a commitment to implementing measures to prevent all forms of workplace conflict and violence, including harassment, and promoting effective digital disconnection.

Promoting equality, diversity and the life-work balance

As part of its commitment to its employees and the society we belong to, Tirme promotes the inclusion of women, men and LGBTI people, non-discrimination, and the reconciliation of working, personal and family life. A commitment which also drives our competitiveness as an organisation.

Creating a **diverse and inclusive working environment** is a fundamental aspect of our approach to people management. In this sense, we promote equal opportunities and treatment for all members of the organisation.

In 2025, we **renewed our commitment to the Diversity Charter**, formally reaffirming our adherence to its Ten Principles relating to equality, diversity and inclusion in the workplace. At the same time, and as part of our commitment to transparency, we carried out a corporate gender pay gap audit, confirming full compliance with current regulatory requirements, with no issues identified.

We also remain aligned with **LGBTI legislation**, recognising and protecting the rights of this group.



Tirme's social development is built on ensuring a fair and respectful working environment for everyone.

In addition, the balance between our employees' personal and working lives is supported through the periodic renewal of our **Family-Responsible Company (EFR by its Spanish initials) certification**. Over the course of 2025, we also worked on defining a series of measures aimed at improving workplace wellbeing, with a view to obtaining the EFR Wellbeing certification in 2026.

Definition of our 2025-2028 Work-Life Balance and Equality Plan

As a result of the close collaboration with employee representatives, we agreed on the measures to be incorporated into our **2025-2028 Work-Life Balance and Equality Plan**. This involved a preliminary content review and assessment, and a proposal for the measures to be implemented over the next four years, designed to strengthen the work-life balance of our team members.

The proposed measures are intended to respond to the needs of both employees and the company, with the aim of

Furthermore, the year saw the signing of the new **2025-2028 Work-Life Balance and Equality Plan**. Throughout 2025, we achieved a high level of implementation of the actions included in this plan, incorporating eight new wellbeing measures into our corporate manual.

achieving a **continuous improvement of productivity with a committed workforce**.

Key innovations include improvements to compensatory rest periods for excess hours worked, the regulation of the right to digital disconnection, a new senior bonus for staff, and financial support to encourage employee participation in officially recognised training programmes. In addition, we continue to offer organisational flexibility, maintaining several remote working agreements signed during the year.



As part of our commitment to equal opportunities, **we contribute to the labour market integration** of all people. As a result, we are consolidating a diverse workforce, where people with disabilities account for 2.1% of our total staff.

In addition, our **Protocol for the Prevention of and Response to Interpersonal Conflicts and Workplace Violence** remains in place. This includes a procedure for addressing such

situations and sets out Tirme Management's commitment to protecting people's dignity and freedom and, consequently, their physical and mental wellbeing. The protocol also promotes a preventive culture regarding workplace violence in any of its forms throughout the organisation. Its management falls within the scope of our Compliance framework and is carried out under the strict confidentiality such matters require.

We have been an EFR Family-Responsible Company since 2008 and have held the Proactive B+ category since 2020. This certification, recognised by the United Nations through the Interreg Europe programme as a “Good Practice”, promotes the implementation of work-life balance policies tailored to the needs of the people who make up the organisation.

Key work-life balance and equality measures



Remote working

We promote remote working as a way of supporting a balanced integration of personal and professional life, tailored to each individual’s needs. In 2025, we formalised three new remote working agreements.



Early retirement and retirement

We facilitate early retirement and retirement processes, seeking to provide the best possible conditions and benefits for employees who choose to bring forward or prepare for their transition out of working life.



Ongoing identification of work-life balance needs

We continuously assess the circumstances and needs of our people in order to anticipate and prevent situations that may hinder the balance between their personal, family and professional lives.



Private health insurance

We maintain agreements with insurance providers to facilitate access to private health insurance for our employees on preferential terms. In 2025, we renegotiated this service and began working with two leading providers, securing improved conditions for all beneficiaries.



Growing alongside our talent

The professional and personal development of our team is one of the company's key strategic pillars in relation to people management.

In an environment of constant technological and environmental change, upskilling competences and know-how not only guarantees our operational excellence, but also the **motivation, safety and continuous growth** of our entire workforce.

In this regard, throughout 2025 we continued to implement our **2024-2026 Training Plan**, achieving an 83.3% completion rate for the

annual action plan. In addition, we ensured that 100% of the people in the organisation participated in at least one upskilling activity.

Our commitment to learning translated into a significant financial investment, with a total expenditure of €120,599. This represents an 8.8% increase compared with the previous year, bringing the **average investment per member of the team to 295 euros**.

In terms of dedication, our workforce completed a total of **7,723 hours of** technical, environmental and personal **development training**. This represents an average of 27 learning hours per professional. To facilitate access to knowledge, we maintained flexible methodologies, combining face-to-face, blended and digital learning formats.

A major milestone in 2025 was achieving **100% effectiveness in all mandatory training**

actions. We placed particular emphasis on the organisation's ethical culture, ensuring that the entire workforce received training in corporate compliance. In this regard, the 22 people who joined Tirme during the year received this specific training from the outset.

We also supported **adaptation to new regulatory frameworks** by delivering training in the new Collective Bargaining Agreement to 35 professionals, while continuing to promote awareness in critical areas such as cybersecurity and data protection.

Beyond internal training, we support the **academic ambitions of our team**. During 2025, six professionals applied for and received financial assistance from the company to pursue official university studies related to their maintenance and operational roles.

In addition, we facilitate **skills accreditation** through the Balearic Islands' Institute of Professional Qualifications (IQPIB by its Spanish initials). Over the course of the year, we processed two new applications from members of staff interested in obtaining their professional certificates.



Attracting and developing young talent

Connecting with young people is essential to ensuring generational renewal and fostering innovation within the sector.

In 2025, as part of our student programme, we signed **15 internship agreements with universities and vocational education**

and training institutions. These young talents completed placements in strategic departments such as Digital Transformation, Circular Economy, Human Resources and Procurement.

In addition, we introduced future professionals to our business model by participating in **Job Day UIB 2025**, the 18th edition of the Careers Fair organised by the University of the Balearic Islands, which aims to connect university talent with the business community.





Corporate culture and digital assessment performance

The conclusion of our strategic cycle was accompanied by a transformation in the way we assess the people who form part of our team.

In 2025, we designed a **new Performance Assessment process**, which has been digitised

through the Bluekango platform and will be formally rolled out in the upcoming 2026 cycle.

Motivation also requires recognising and showcasing positive behaviour. With this in mind, during the 2025 San Isidro celebrations, we presented **Excellence Awards to five of the company's professionals** in recognition of their embodiment of Tirme's values.

These efforts were supported by a robust **Internal Communication Plan**, which this year focused on embedding our new corporate culture, driving digital transformation and raising awareness of cybersecurity.

Health and safety in every aspect

Ensuring a safe working environment and protecting the physical and mental wellbeing of our team is the cornerstone of all Tirme’s operations.

We are committed to achieving our “Triple Zero” ambition, with the foremost priority being the attainment of “zero accidents”.

To progress towards this goal, we channel our efforts through our **Occupational Health and Safety Management System**, certified

in accordance with the rigorous international standard ISO 45001.

The **Health and Safety Committee** is responsible for overseeing the implementation of measures in this area, assessing their effectiveness and monitoring the associated indicators. To this end, it meets on a quarterly basis and serves as the main decision-making body in this area, maintaining ongoing coordination with the Prevention Delegates.

Responsibility for managing the workforce’s health and safety needs lies with our **In-House Prevention Service (SPP by its Spanish initials)**, which carries out the activities planned across the various areas of occupational risk prevention. In turn, the speciality of Occupational Medicine, including Health Surveillance, is entrusted to an External Prevention Service.

The In-House Prevention Service in numbers

Actions	2022	2023	2024	2025
Training				
ORP (Occupational Risk Prevention) actions included in the plan	17	19	20	19
Budgeted ORP actions	5	1	0	0
Total number of ORP training hours	3,999	3,396	3,154	3,861
Accident investigation				
Incidents	47	39	34	32
Minor accidents	8	13	12	8
Serious accidents	0	0	0	0
Health surveillance				
Medical check-ups	323	323	327	327

During 2025, we consolidated our commitment to prevention through the effective implementation of our **Occupational**

Risk Prevention Plan, achieving an outstanding 97.1% completion rate across all planned actions.

Promoting a preventive culture

We firmly believe that safety is a shared responsibility requiring the involvement of the entire organisation. Accordingly, in 2025 we held our **First Occupational Health and Safety Forum**, organised over two sessions.

This unprecedented forum provided an opportunity to analyse shared challenges and identify practical solutions that directly involve our team. To further encourage creativity in the field of prevention, we also launched our **first Occupational Health and Safety Poster Design Competition**.

In addition, continued and consistent upskilling remains our most effective awareness-raising tool. In 2025, we focused on improving our traditional **Safety Week**, significantly increasing participation and delivering a total of 1,260 hours of theoretical and practical training in occupational risk prevention.

Technology has also become a key ally in driving safety. As part of our commitment to digitalisation, in 2025 we **rolled out BlueKanGo**, the corporate tool for the digitalisation of key prevention processes. These include document management, risk assessment planning, emergency drills, scheduled prevention service activities, coordination records, contractor management and incident management.

Finally, caring for the people within our value chain is just as important as caring for our own workforce. In this regard, in 2025 we relaunched our **Safety Awards** to recognise the good practices of our partner companies

during maintenance shutdowns. This year's awards recognised SIEMENS for its work at the Energy Recovery Plant, ILUNION for the cleaning activities carried out at the Material Recovery Plant, and SERNEYMA for conveyor belt maintenance work at the Peripheral Plants.

While we continue to recognise excellence, this year we also **stepped up our surveillance and coordination efforts** in response to an increase in accident rates recorded by one contractor at the Packaging Sorting Plant. To address this situation, we increased training in the use of personal protective equipment and intensified weekly coordination meetings to steer performance indicators back towards our strategic objective of "Zero Accidents".



A new historic record for health and safety performance

The rigorous application of our preventive policies enabled us to **further improve our health and safety indicators** in 2025.

As for our own workforce, we closed the year with **seven full months of zero lost-time accidents**, reducing the total number of accidents to eight

(four lost-time accidents and four non-lost-time accidents), compared with 12 in 2024. In addition, we continued to record zero serious or fatal accidents. These results have enabled us to maintain, for another year, an incidence rate below the national average for companies operating in our sector.

The greatest milestone of 2025 was an all-time record of 233 consecutive days without an occupational accident. This was achieved at the end of April, and is clear proof of the effectiveness of the measures we apply.

Accident rates

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Duration rate	28.6	18.8	48.7	15.6	10.9	29.1	14.8	44.4	69.6
Seriousness rate	0.4	0.3	0.6	0.1	0.2	0.4	0.14	0.7	1.3
Frequency rate	30.9	26.9	11.2	11.1	23.2	23.6	25.3	25.6	18.4
Incident rate	54.8	47.8	19.2	19.8	41.4	41.2	44.7	45.3	31.3

Promoting integral health and wellbeing

Beyond accident prevention, we pursue a proactive strategy focused on **promoting health and overall wellbeing**. In 2025, we carried out 327 medical examinations for our employees.

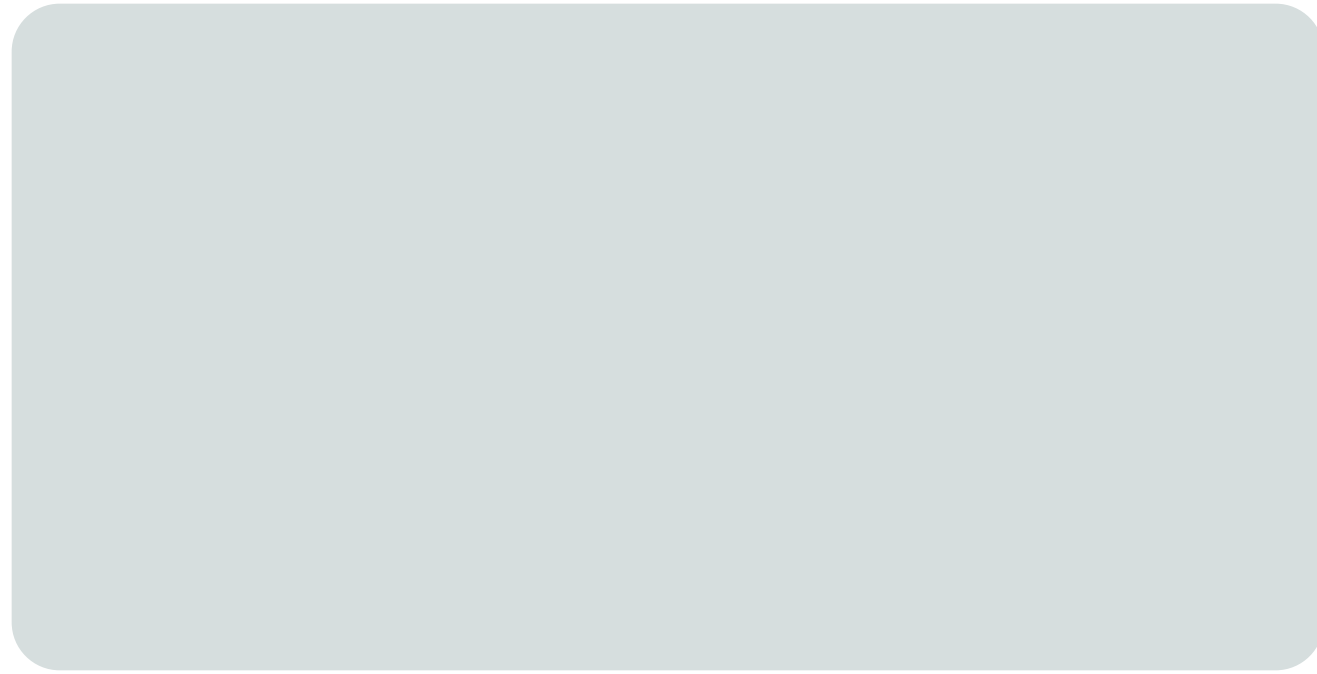
In addition, we launched an **innovative Health Promotion Campaign**. Through this initiative, employees were offered voluntary and supplementary preventive health checks, including abdominal ultrasounds, exercise stress tests, echocardiograms and advanced blood analyses aimed at the early detection of cardiovascular and metabolic risks.

We also continue to run the initiatives most highly valued by our workforce. These include the provision of five physiotherapy support sessions, fully funded by the company, to facilitate recovery from potential muscular strain and overexertion.

Finally, we continued to reward safe working practices through the **“Free Coffee” initiative**, offering complimentary coffee to all employees for every 90-day period in which we maintain zero lost-time accidents.

With regard to emergencies, we continued to train and prepare our team through the implementation of **16 emergency drills across our facilities** in 2025 and improved first-aid resources. During the year, we introduced specialised professional first-aid kits (WaterJel) for the immediate treatment of potential burns in industrial areas.

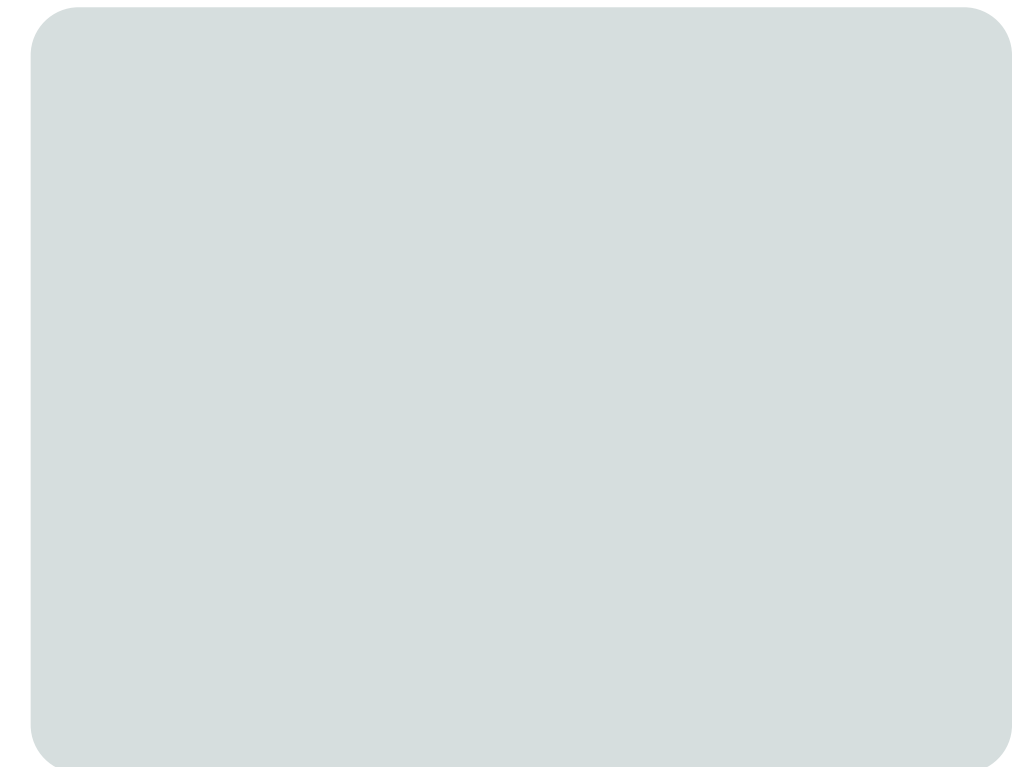




Trust, transparency and honesty



CHAPTER 04





Excellent and transparent corporate governance is the foundation on which we build our reputation and strengthen our sense of commitment and trust towards our stakeholders.

At Tirme, we view corporate governance as the firm and voluntary integration of the highest ethical, social and environmental standards into all our day-to-day operations.

Successfully delivering on our ambition to lead the circular economy in the Balearic Islands requires everyone in the company to embrace these principles as their own, ensuring **a responsible approach that generates a positive impact across Mallorcan society.**



Governance grounded in integrity

Becoming a leading Environmental Technology Park requires a **governance structure that is agile, robust and equipped to anticipate** future challenges.

As a public limited company, the organisation’s management and administration are implemented through clearly defined corporate bodies that ensure the highest standards of rigour in business decision-making.

Governing bodies of Tirme S.A.



Shareholders' General Meeting

This body represents the company’s shareholders and adopts decisions on matters within their scope of competence, pursuant to the Articles of Association. It comprises the following members:

- Urbaser S.A., with an 80% stake
- FCC Medio Ambiente A.A., with a 20% stake



Steering Committee

This is the body responsible for **establishing the Company’s policies, strategic guidelines and objectives**, as well as driving the plans and targets required to achieve them. Since 2023, it has been structured under the General Management area, which oversees four departments.



Board of Directors

This is **the company’s principal governing body**, serving as a key forum for defining Tirme’s overall strategy and ensuring the rigorous fulfilment of our objectives. It is made up of five members and a secretary, who meet on a regular basis in order to address matters of relevance to the company.

Board activity was intense in 2025, holding a total of eight formal meetings at which **key decisions shaping the company’s future were approved**. Particularly worthy of note were the formal completion and review of the 2022-2025 Strategic Plan, the approval of the corporate budget for 2026, and the launch of the Improvement Teams that will shape the new 2026-2030 Strategic Plan.



Management Committee

Responsible for the **day-to-day monitoring of operations and the implementation of operational policies** across the organisation. This Committee has a dual structure, comprising an Administrative Committee and a Technical Committee, enabling us to address both the technological aspects of our facilities and financial, administrative and people management matters with a high degree of specialisation and precision.

2025 posed a number of extremely challenging scenarios, requiring a **significant organisational capacity**. We addressed major operational milestones, including preparations for the imminent commissioning of the new Lluçmajor Compost Plant and the management implications arising from the Decree-Law facilitating the transfer and reception of waste from the island of Ibiza.

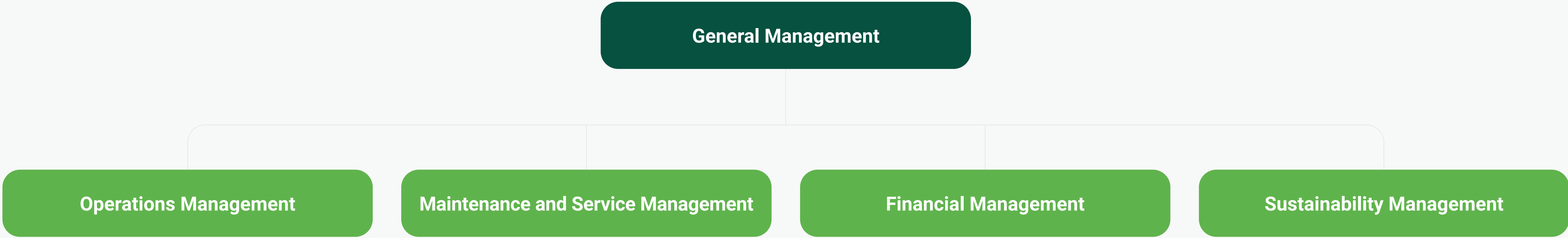
To respond efficiently to these challenges, we have adapted our corporate structure by phases, consolidating career development plans, refining areas of responsibility and creating new internal promotion opportunities for our corporate talent. Under the leadership of the General

Management area, encompasses key cross-functional responsibilities such as Institutional Relations, Communications and Digitalisation, Tirme’s organisational structure is built around the leadership of **four main functional divisions**.

All the company’s structure and operations are governed by a robust **Integrated Management System** (IMS). 2025 was a pivotal year in the evolution of this model, as we updated the Integrated Management Manual to reflect our new organisational structure and to incorporate, as binding requirements, the new guidelines on the circular economy, information security and privacy, and the renewed management of the corporate ethics channel.



Tirme’s 2025 organisational chart



Ethical and responsible management

Our activities require **exemplary conduct and management grounded in integrity.**

In this regard, we are convinced that economic and environmental success only has real value when it is achieved in an ethical and transparent manner. For this reason, we promote a culture

of compliance that is applicable to the entire organisation, ensuring that our operations are conducted in strict accordance with the legislation in force and international best practices in corporate governance.

Our **Code of Ethics** is the cornerstone of our culture of integrity. This fundamental document sets out the principles of conduct that guide all members of the company, promoting respect, honesty and transparency in our day-to-day activities.



Key aspects of our Code of Ethics

1

Legal and Ethical Compliance

- Compliance with the principles of legality, transparency, veracity, trust and good faith in all functions.
- Prevention of any illegal acts committed whilst performing the activities inherent to the position.
- Adherence to the Criminal Risk Prevention Manual and cooperation with direct superiors and collaborators.

2

Equality and Non-discrimination

- Guaranteed equal opportunities and conditions with no discrimination for personal or social reasons.
- Respect for freedom of conscience, religious and moral beliefs, integrity and privacy.

3

Dignity and Respect

- Fair, dignified and respectful treatment of all persons, including temporary workers from other companies.
- Zero tolerance of intimidation, discrimination, harassment, abuse or any other form of degrading treatment.

4

Responsibility and Performance

- Compliance with the responsibilities assigned and maintenance of appropriate levels of performance at work.
- No acts of indiscipline or disobedience before hierarchical orders are permitted when carrying out activities.

5

Health and Safety

- Working under the effects of substances that may compromise safety and performance is not allowed.
- Smoking and eating must be restricted to authorized areas.
- Collaboration with workplace safety, reporting all situations of danger or inappropriate equipment.

6

Communication and Absences

- Report all absences and instances of unpunctuality to superiors, providing due justification.

7

Use of Resources and Property

- Uniforms must only be worn when carrying out work-related tasks at Tirme.

8

Confidentiality and Data Protection

- Maintain data confidentiality even after the professional relationship has ended.
- Use company assets sensibly and report any breaches of security.
- Non-disclosure of information and no copying of corporate software for personal use.

9

Gifts and Conflicts of Interest

- All gifts, invitations or favours from customers or suppliers must be refused, except for token gestures.
- Non-justified gifts or payments may not be made; only authorized company gifts may be given.

10

Commercial Relations and Professional Conduct

- Due care for infrastructures and equipment, maintaining order and cleanliness at all times.
- Responsible use of natural resources and compliance with environmental legislation.
- Use of IT and electronic resources for business purposes only; no unauthorized access to third party equipment.
- Avoidance of all conflicts of interest and reporting of any situation that may arise to Criminal Compliance.
- Personal relationships must not be used in order to obtain favourable treatment from public officials.

11

Responsibility and Collaboration

- Application of due diligence measures prior to entering into commercial relations and cooperation against money laundering.
- Obligations with suppliers must be met and no assets must be concealed in order to avoid responsibilities.
- Reporting of any suspicions or evidence of crime and compliance with the Code of Ethics.
- Cooperation with investigations into possible breaches of the Code of Ethics.



To keep this framework up to date, in 2025 we approved a new revised version of the Code of Ethics. The principal development of this update was the amendment of the procedure for reporting potential information security breaches. In order to standardise processes and ensure the highest levels of confidentiality, these reports are now channelled directly through the **corporate Ethics Channel**, replacing the former email-based reporting channels.

Having an Ethics Channel is essential to **ensuring a safe environment for reporting any irregularities**. It is managed independently

through a specialised platform and is easily accessible via both our website and corporate intranet.

Anyone can submit reports entirely anonymously and confidentially, which are managed directly by the **Compliance Officer**.

In 2025, we received a total of seven reports through this channel, all of which were reviewed and processed in accordance with our rigorous internal protocols.



Excellence in criminal risk prevention

Our determination to do things correctly led us to become pioneers in the certification of the Company’s **Criminal Compliance Management System**.

In 2025, we made further progress in this area by updating our procedures to align with the requirements of the new ISO 19601:2025 standard. This adaptation involved updating the roles and responsibilities of our supervisory bodies and the Support Unit.

This year, we also reviewed our **Criminal Risk Prevention Manual**. In addition, we updated our risk map and Mitigation Plan, incorporating processes that are highly relevant to the current environment, such as information security, data privacy and carbon footprint management.

The robustness of our model is underpinned by **a matrix of 550 operational controls**. In 2025, we assessed 225 of these controls, achieving an effectiveness rate of 90.5%. As a result of this rigorous monitoring process, the reassessment of our criminal risk matrix confirmed that we closed the year with no high or medium-high residual risks.

In turn, and in order for policies and controls to be effective, it is essential that **our team understands them and embraces them as their own**.

In addition, with a view to continuous improvement, at the end of 2025 we began working with a specialised organisation to design **five new advanced Compliance training actions**. These programmes focus on critical areas such as Procurement, Environment, Human Resources and Occupational Risk Prevention, and their official launch is scheduled for 2026.

Tirme’s figures and governing bodies involved in Criminal Compliance management



Support unit

Responsible for supervising and reviewing the system.



Process Managers

Their duties are centred on guaranteeing compliance with our policies and internal procedures.



Compliance Officer

Responsible for guaranteeing the suitability of the Compliance System, ensuring the correct application of the criminal risk prevention model and corporate policies. This officer is also responsible for handling and processing the incidents reported.



Board of Directors

In charge of supervising the Regulation Compliance System and determining the functions of the Compliance Officer.

Safeguarding information security and privacy

In a corporate environment where digitalisation and the use of data are key drivers of the company’s efficiency, guaranteeing protection for information has become an essential factor.

Protecting our operating systems and safeguarding the privacy of customers, suppliers and employees is fundamental to maintaining trust and ensuring the continuity of our essential service.

For this reason, over the course of 2025 we continued **to advance our cybersecurity strategy**, implementing a comprehensive approach that

combines cutting-edge technology, rigorous compliance requirements and awareness-raising across our entire workforce.

Aligned with this, the Board of Directors approved the new **Integrated Management System Policy**, formally incorporating the company’s commitment to the international UNE-EN ISO/IEC 27001 standard, which addresses information security, and the UNE-EN ISO/IEC 27701 standard, focused on information privacy. All the audit and adaptation work carried out throughout 2025 culminated in the achievement of both international certifications at the beginning of 2026.

We also drew up a diagnostic report to identify the measures required to adapt our processes to the stringent requirements of the **National Security Framework (ENS by its Spanish initials) and the new European NIS2 Cybersecurity Directive**.



Building technological safeguards for our operations

The deployment of defensive technological solutions was one of the year’s major operational milestones. To guarantee the security of corporate access systems, in 2025 we completed the **implementation of two-factor authentication** across all our systems.

We also strengthened our digital architecture by integrating a powerful ecosystem of **new state-of-the-art security tools**. This technological deployment included the implementation of leading market solutions such as Proofpoint, Arexdata, Soffid, Bitwarden, SonarQube, RedTrust and Git, ensuring full control over digital identities, source code and information flows.

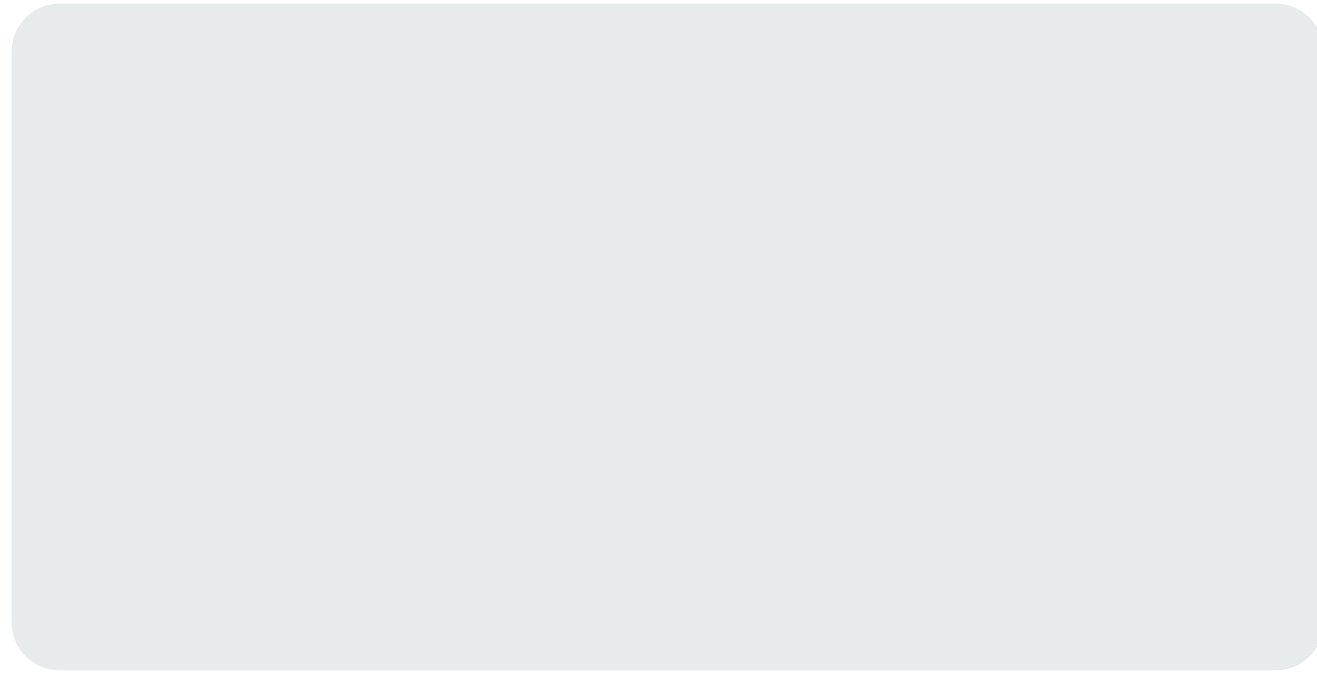
Even the most advanced defensive technologies require the commitment and vigilance of the people who use them each day. For this reason, the development of a **strong internal cybersecurity culture** has been our third major focal point for action.

Furthermore, we ensured that the 22 new hires that joined the company in 2025 received immediate, dedicated training on

the “Implementation of the Compliance Management System at Tirme”. We also strengthened digital security by providing data protection training to 26 professionals. Consequently, 100% of our current workforce has received this upskilling over the last four-year period.

Moreover, in order to remain fully alert to evolving digital risks, we launched an innovative **ongoing cybersecurity and data protection awareness campaign**. Through this initiative, all employees receive fortnightly microlearning modules and information bulletins to prevent cyberattacks, promote best digital practices and raise awareness of the criminal risks that may arise from certain types of digital behaviour.

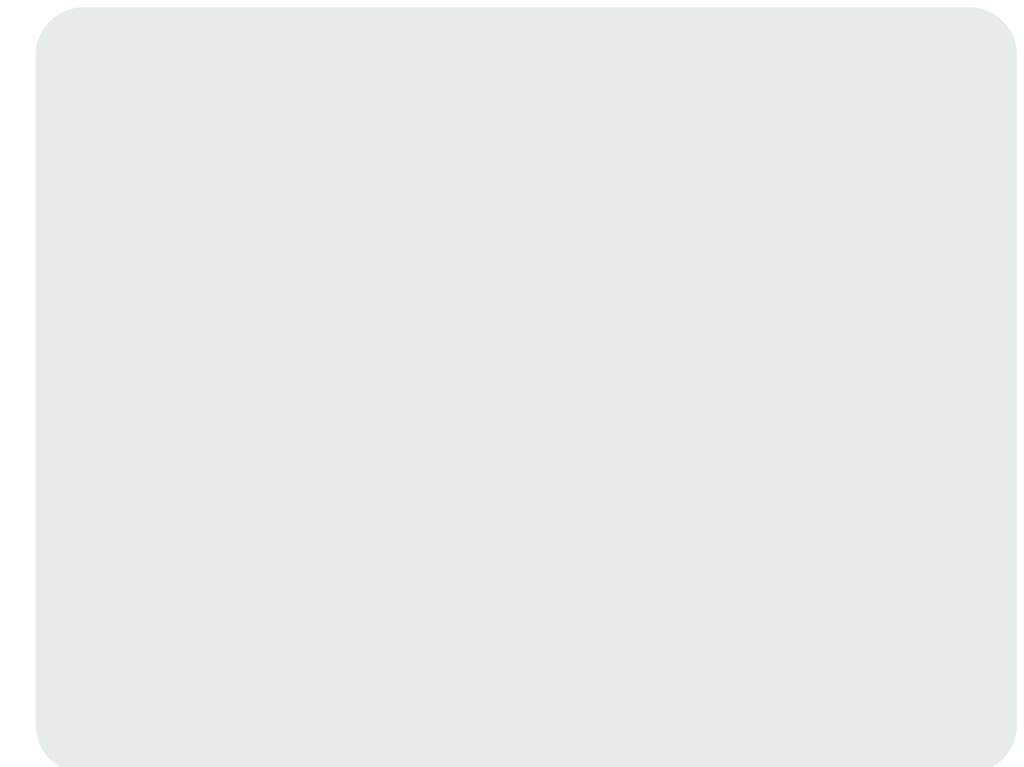
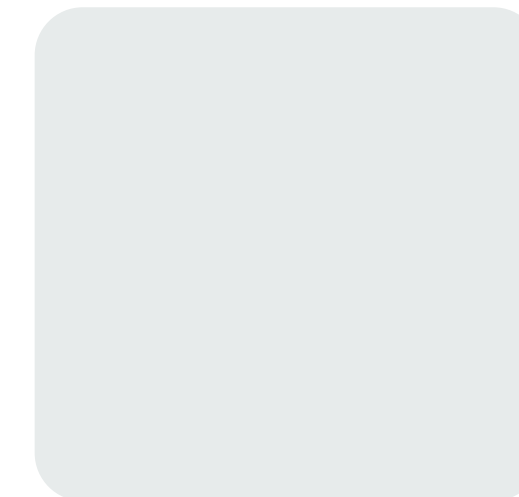




Building alongside our community



CHAPTER 05





Tirme’s commitment to Mallorca goes beyond technical and environmental waste management. Indeed, we envisage our activity as an essential public service that must not only generate value, but also have a direct positive impact on the local environment and citizens’ quality of life.

We firmly believe that the transition towards a circular economy and a fairer society **requires solid alliances and joint efforts**. For this reason, we forge collaboration networks with the island’s institutions, associations, education centres, as well as its community fabric, driving projects that enable social integration, protect our environmental capital and promote a culture of sustainability from the ground up.



Promoting sustainable development

Our **value proposition for the community** is articulated through a range of social action initiatives focused on environmental awareness, labour market integration for young people and vulnerable groups, and collaboration with a variety of organisations based on the principles of equity and transparency.

We also maintain a strong commitment to local development, continuously promoting initiatives aimed at creating employment, strengthening capabilities and generating value in the communities where we operate.

2025 saw the consolidation of our community engagement strategy. We directly invested just under **166,000 euros to support a total of 33 initiatives** with a significant social, humanitarian, environmental and sporting impact across the island.



Promoting citizen awareness and environmental education

Raising awareness of our work is the first step towards securing the involvement of civil society in resource recovery.

Our Environmental Information and Education Centre (CIEA by its Spanish initials) remains the cornerstone of this outreach strategy, and in 2025, it welcomed 7,291 visitors.

In order to spread this message even further, in 2025 we expanded our **digital outreach** by including 360° virtual tours on our website. This resulted in a sharp rise in traffic, which stood at 70,956 visits. This digital action was complemented by the growth of our social media community, which now brings together almost 75,000 people interested in our waste management model.

We also continued **our collaboration with the University of the Balearic Islands (UIB by its Spanish initials)**. This consisted of the organisation of various postgraduate master's degrees and courses to train specialised professionals in environmental issues, sustainability, waste management and the circular economy. We were also involved with various project at the Higher Polytechnic School and the departments of Chemistry and Biology.

This year we launched the “Zero Waste to Landfill” Campaign, designed to raise awareness across Balearic Island society.



Driving scientific outreach with the University of the Balearic Islands

We signed a collaboration agreement to promote scientific outreach activities with the University of the Balearic Islands (UIB by its Spanish initials). This provided the framework for our participation in the **10th Edition of the Conference on the Social Communication of Science (CCSC25 by its Spanish initials)**, organised by the Spanish Association of Scientific Communication and the University of the Balearic Islands.

This congress has become the **leading forum for debate and knowledge exchange in Spanish-language science communication**, bringing together professionals and institutions from a wide range of fields, including science journalism, institutional communication, social research, scientific outreach and the promotion of scientific culture.



Contributing to social wellbeing



Supporting the most vulnerable groups and promoting social equity are essential actions in fostering the progress of our community.

In this sense, it is worth highlighting that, under our agreement with the Deixalles Foundation, through its social integration company Deixalles Inserció i Triatge DIT, **83 people** worked at our facilities, **including 40 with labour insertion contracts**: 30 men and 10 women.

Members of the Deixalles Foundation that worked at the Packaging Sorting Plant in 2025

Staff	Men	Women	Total number of contracts
Integration contracts	30	10	40
Standard contracts	33	6	39
Core staff	4	0	4
TOTAL	67	16	83

We funded two labour market insertion grants

As part of our collaboration agreement with the Deixalles Foundation, we made a donation to enable two people in a situation of vulnerability to receive a **labour market integration grant and participate in the Pre-employment Pathways Programme** for one year. The participants have the opportunity to develop their personal, transversal and professional skills, thereby boosting their possibilities of insertion in the labour market.

Through the Foundation’s social and environmental workshops, as well as activities linked to the local environment and community participation, the participants regain their self-esteem, self-confidence and sense of security, their ability to bring order to their lives, and the hope of a **second chance** that will enable them to play an active role in society and the labour market.

Furthermore, we also collaborated with this organisation on the launch of the Social Calculator, one of 2025's major developments in this field.

In addition, we **supported efforts to tackle food insecurity** by renewing our agreements with the Food Bank and Agromallorca, as well as the agreement between Mallorca Sense Fam and Es Merca, in order to mitigate the impact of the crisis on the local agri-food sector.

In the **area of health and integration**, we funded the acquisition of new IT equipment for the NeuroSent service of Aspace Balears and continued to back medical research alongside the Spanish Association Against Cancer (AECC by its Spanish initials). We also continued our commitment to the emotional wellbeing of children by supporting Educac Clown's "Play and Educate" project and the valuable work carried out by Sonrisa Médica, bringing clown performances to hospitals in the Balearic Islands.



We collaborated on the launch of a groundbreaking tool to highlight the social impact of recycling on Mallorca

Together with the Deixalles Foundation, we launched the **Social Calculator**, a new digital tool that enables residents on Mallorca's to understand the direct social impact of recycling packaging in their municipality. The application tracks how many tons of packaging waste are collected in each municipality during the year, as well as how many hours of work are generated as a result of its processing.

These hours correspond to positions covered by people employed under labour insertion contracts, including individuals in situations of vulnerability, and for whom Deixalles provides a pathway into employment. This initiative therefore aims to highlight the **connection between the everyday act of separating waste and the creation of real social opportunities**, showcasing the circular and solidarity-based economy model that we promote at Tirme in collaboration with Deixalles.

Sponsoring initiatives to protect our environment

We support external organisations working on the ground to **conserve biodiversity and reduce climate impacts**.

In 2025, we maintained our partnership with **the Natura Parc Foundation** for the conservation of red kite populations and continued to support the work of **Save the Med** in combating single-use plastics, as described in the “Protecting the Environment” section of this report.

During the year, we also **participated in the documentary short film *Un darrer capfíco*** (“One Last Swim”), produced in Mallorca by the young filmmaker Ayelén Bosch García. The film addresses the alarming impact of plastic pollution in the Mediterranean Sea, particularly in the Balearic Islands, combining environmental awareness with a message of hope.

Our environmental commitment also extends to **the field of education and training**. This year, we sponsored the Jovent Farm School for the delivery of environmental activities for children and families, and supported educational projects such as *La Comunitat dels Barrufets* at the Col·legi CIDE School, combining value-based education with respect for the Serra de Tramuntana mountain range.



Promoting grassroots sport and local culture

Sport is an exceptional school for promoting values, effort and teamwork, and it is precisely for this reason that part of our social action focuses on this area.

In 2025, we **sponsored local sports clubs** in the municipalities within our area of influence, supporting disciplines such as rhythmic gymnastics, basketball, volleyball and grassroots football in communities including Bunyola, Palmanyola, Pont d’Inca, Sa Indioteria and Son Sardina.

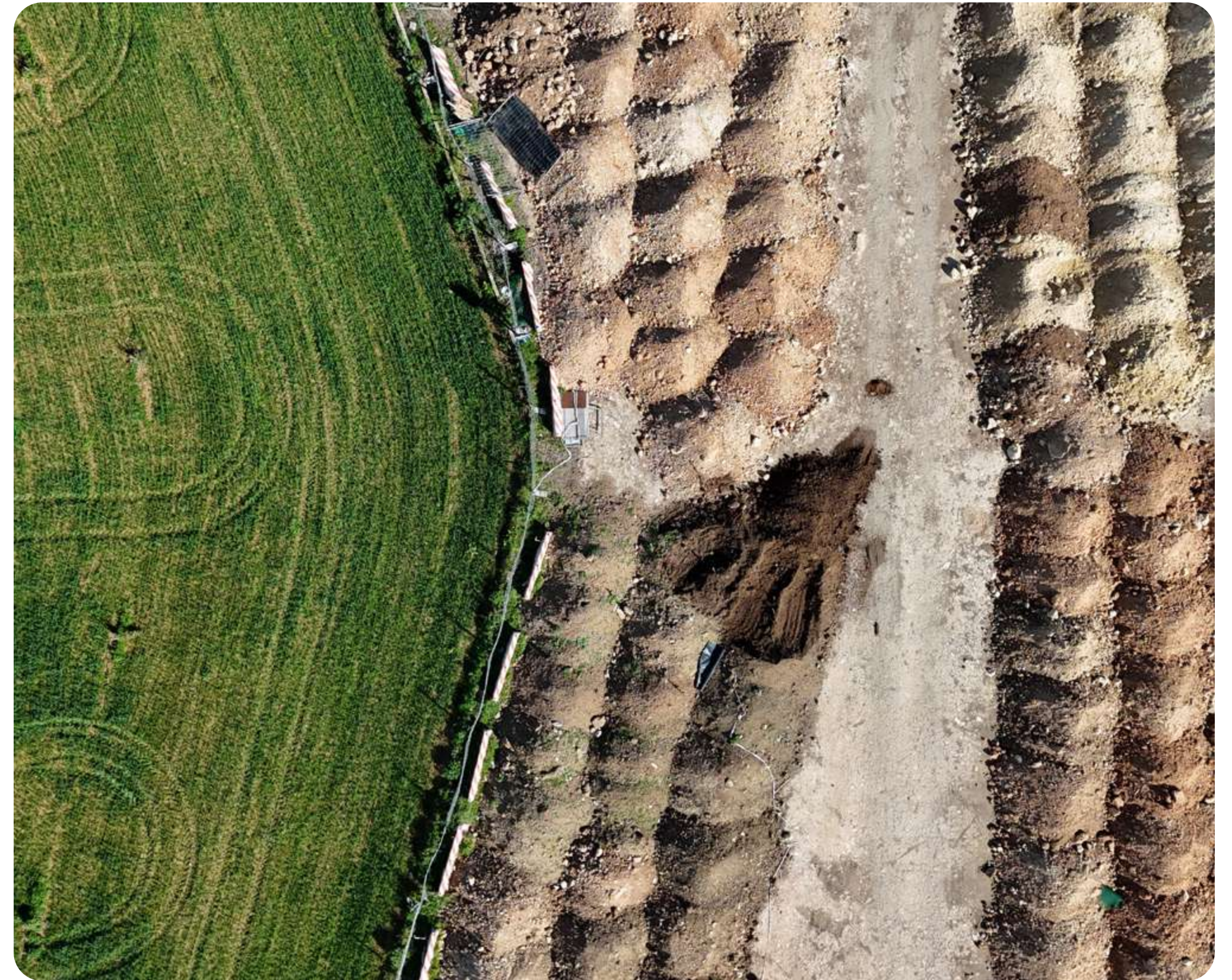
As for outreach and culture, we also supported the TED ARXIdUC event as a **platform for sharing innovative ideas** in science, entrepreneurship and society.



Sustainability in the supply chain

Advancing towards circularity is a shared effort that requires the commitment of all those who form part of our value chain.

For this reason, the suppliers we work with are strategic partners in generating a positive impact on our environment. We therefore work together to **extend our ethical, environmental and social principles** to include each link of our supply chain.



Responsible procurement and ongoing assessment

Our relationship with the supply chain is governed by the **Responsible Procurement Guide**, a key document that establishes selection criteria based on environmental protection, labour equity and transparency.

In 2025, we worked on updating this corporate guide, which is currently pending approval, in order to incorporate new specific requirements relating to the circular economy and energy efficiency.

To put this commitment into practice, we have a Responsible Procurement Policy based on a threefold approach: green procurement, ethical procurement and social procurement.



Our Responsible Procurement Policy criteria



Green procurement

- Consuming only what is really necessary.
- Purchase of non-toxic and non-polluting products.
- Minimal generation of waste.
- Application of energy efficiency criteria in all purchases and contracts.
- Application of the circular economy model.
- Local sourcing.



Ethical procurement

- Compliance with all regulations in force.
- Compliance with the Law of Occupational Risk Prevention and labour legislation.
- Compliance with international standards regarding working conditions, appropriate training, minimum wages and workers' rights.
- Respect for conditions of freedom, equality, safety and human dignity.
- No discrimination on the basis of gender, race, creed or disabilities.
- Prevention of child exploitation and forced labour.
- Fight against corruption.



Social procurement

- Raising employment quality.
- Supporting the social economy.
- Promoting the social and labour insertion of people at risk of social exclusion.
- Investment in training, promotion and the work-life balance.

To ensure compliance with these demanding standards, we carry out annual assessments of our critical suppliers. The 2025 results reflect the high quality of the network we work with, and the year closed with **no negative supplier assessments**. As part of our drive to implement ongoing improvements, over the course of the year we began reviewing this approval process in order to incorporate stringent criteria regarding corporate information security and privacy.

We also promoted a collaborative culture based on the “Win-Win” policy, holding regular benchmarking meetings with our suppliers **to identify opportunities for joint operational and preventive improvements**. As a result of this close relationship, overall supply chain satisfaction reached an average score of 4.6 out of 5 in 2025, with particular recognition given to the company’s environmental commitment and our team’s professional and approachable manner.

Committed to the Balearic Islands' productive ecosystem

Supporting the local market is our most effective tool for **driving the islands' economy** while reducing the carbon footprint associated with transport.

In 2025, we reaffirmed this commitment, with 79% of the total volume of our orders (8,123 out of a total of 10,244) placed with suppliers based in our local area.

In economic terms, the company's total procurement spend for the year exceeded €51.2 million, of which almost €20 million was invoiced directly by local suppliers. This accounts for **39% of the total expenditure**, a proportion that was lower than in previous years due to the significant investment in civil works and the acquisition of

high-tech equipment for the expansion of the Alcúdia Transfer Station and the construction of the new Lluçmajor Compost Plant.

Furthermore, we continued to demonstrate our strong sense of responsibility and financial solvency by maintaining an **average supplier payment period of 51 days**, comfortably complying with the applicable statutory payment deadlines.



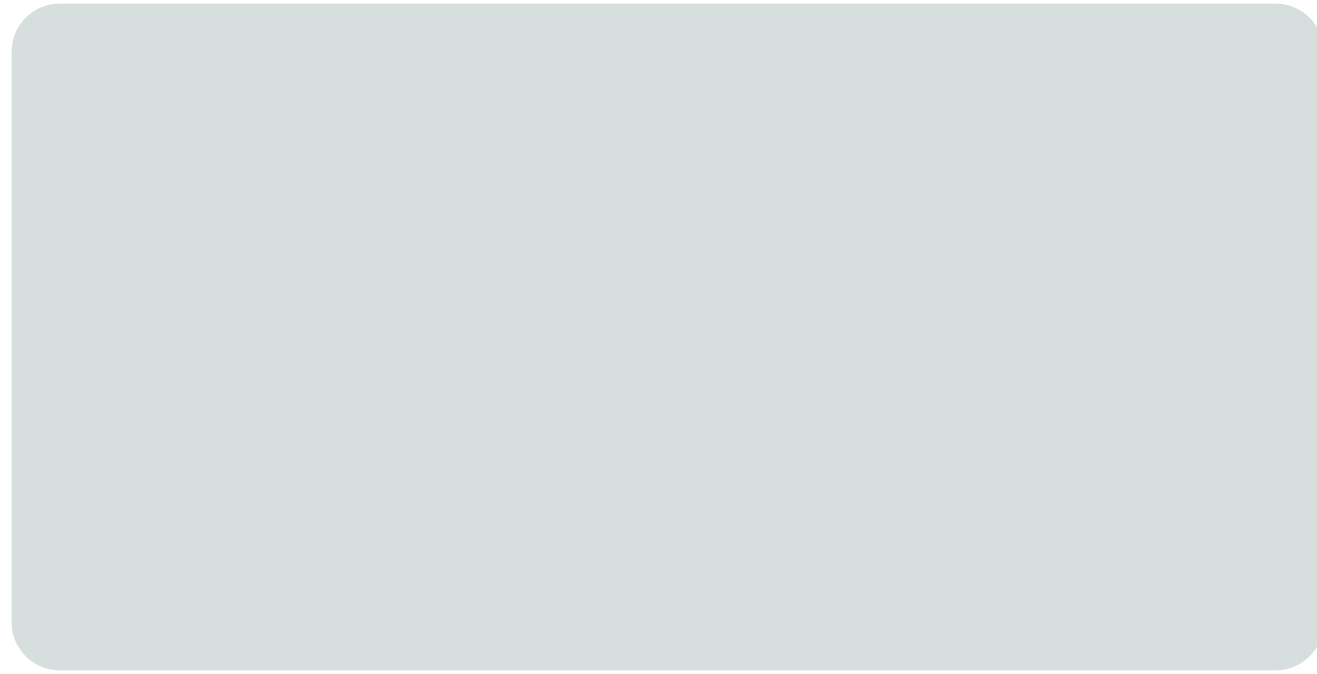
Social impact and enterprise

Our procurement policy extends beyond economic considerations to become an enabler for social inclusion.

We uphold a longstanding commitment to the social economy, working continuously with **organisations dedicated to the labour market insertion** of vulnerable members of society.

This strategic partnership is reflected each day through the essential work carried out by the professionals of the Deixalles Foundation in the operation of our Packaging Sorting Plant, as well as by the **Ilunion** team at the Metacompost Plant, providing support services in the eco-aggregate pre-treatment process and the integral management of the workwear requirements of our entire workforce.

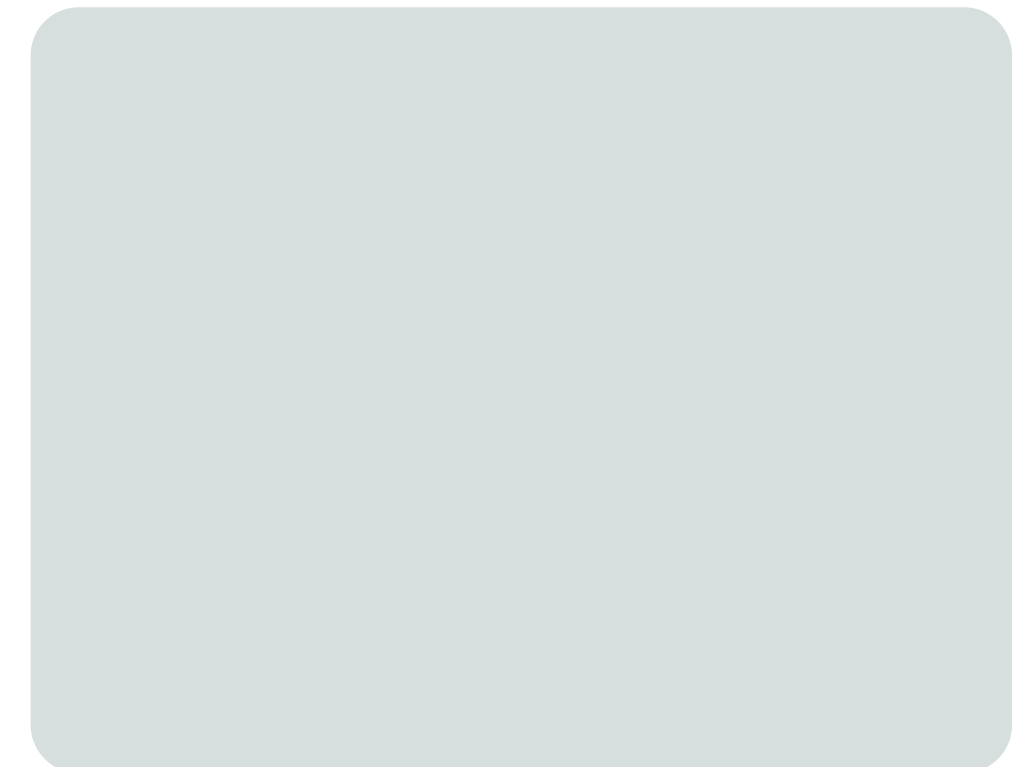




Annexes



CHAPTER 06



About this Report

This technical section contains **the supporting information for this report**, facilitating the traceability of our data, access to performance indicators, and an explanation of the criteria used in preparing this annual report.

At Tirme, **we draw up our annual Sustainability Report** in order to share the organisation's progress, challenges and results in a transparent, rigorous and comprehensive manner. This document provides an assessment of our overall performance and covers the activities carried out between 1st January and 31st December 2025, coinciding with the milestone completion of our 2022-2025 corporate strategic cycle.

In preparing this report, we followed the highest international sustainability standards in order to **facilitate the comparability and reliability** of all the information presented. In this sense, the report has been prepared in accordance with the guidelines established by the GRI Standards, in order to ensure high-quality reporting based on accurate and relevant information. The reporting is also aligned with the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs) of the 2030 Agenda.

This document has been drawn up with the direct involvement of the company's various management and operational areas. Should our stakeholders have any queries, questions or suggestions for improvement regarding the information and data contained in this 2025 Sustainability Report, they may contact the team responsible for this report directly:

Aina Canaleta: acanaleta@tirme.com
Amalia Cerdá: acerda@tirme.com



GRI Standards table

GRI 1 used	GRI 2021: Foundation 2021
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GRI standard	Description	Location/Direct response
GRI 2 GENERAL CONTENTS (2021)		
1. The organisation and its reporting practices		
2-1	Organizational details	1.1. More than 30 years creating value / 4.1. Governance grounded in integrity
2-2	Entities included in the organization’s sustainability reporting	6.1. About this Report
2-3	Reporting period, frequency and contact point	6.1. About this Report
2-4	Restatements of information	6.1. About this Report
2-5	External assurance	This report has not been verified by an independent body
2. Activities and workers		
2-6	Activities, value chain and other business relationships	1.1. More than 30 years creating value
2-7	Employees	3.1. Backed by the best team
2-8	Workers who are not employees	No numerical controls are carried out on workers who are not employees

GRI standard	Description	Location/Direct response
3. Governance		
2-9	Governance structure and compositions	4.1. Governance grounded in integrity
2-10	Nomination and selection of the highest governance body	4.1. Governance grounded in integrity
2-11	Chair of the highest governance body	Message from the CEO
2-12	Role of the highest governance body in overseeing the management of impacts	4.1. Governance grounded in integrity
2-13	Delegation of responsibility for managing impacts	4.1. Governance grounded in integrity
2-14	Role of the highest governance body in sustainability reporting	4.1. Governance grounded in integrity
2-15	Conflicts of interest	4.2. Ethical and responsible management
2-16	Communication of critical concerns	4.2. Ethical and responsible management
2-17	Collective knowledge of the highest governance body	4.1. Governance grounded in integrity
2-18	Evaluation of the performance of the highest governance body	4.1. Governance grounded in integrity
2-19	Remuneration policies	3.1. Backed by the best team
2-20	Process to determine remuneration	3.1. Backed by the best team
2-21	Annual total compensation ratio	3.1. Backed by the best team

GRI standard	Description	Location/Direct response
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	1.2. Advancing towards sustainability
2-23	Policy commitments	1.2. Advancing towards sustainability
2-24	Embedding policy commitments	1.2. Advancing towards sustainability
2-25	Processes to remediate negative impacts	1.2. Advancing towards sustainability
2-26	Mechanisms for seeking advice and raising concerns	4.2. Ethical and responsible management
2-27	Compliance with laws and regulations	4.2. Ethical and responsible management
2-28	Membership associations	2.1. From zero waste to landfill to circular value / 5.1. Promoting sustainable development sostenible
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	1.3. Joining forces with our stakeholders
2-30	Collective bargaining agreements	3.1. Backed by the best team
GRI 3 MATERIAL TOPICS (2021)		
3-1	Process to determine material topics	1.2. Advancing towards sustainability
3-2	List of material topics	1.2. Advancing towards sustainability
3-3	Management of material topics	1.2. Advancing towards sustainability

GRI standard	Description	Location/Direct response
201 ECONOMIC PERFORMANCE (2016)		
201-1	Direct economic value generated and distributed	The impact of our collective success in 2025/ 1.2. Advancing towards sustainability
204 PROCUREMENT PRACTICES (2016)		
204-1	Proportion of spending on local suppliers	5.2. Sustainability throughout the supply chain
302 ENERGY (2016)		
302-1	Energy consumption within the organisation	2.3. Committing to a low-emissions model
302-3	Energy intensity	2.3. Committing to a low-emissions model
302-4	Reduction of energy consumption	2.3. Committing to a low-emissions model
302-5	Reduction in energy requirements of products and services	2.3. Committing to a low-emissions model
303 WATER AND EFFLUENTS (2018)		
303-1	Interactions with water as a shared resource	2.3. Committing to a low-emissions model
303-3	Water withdrawal	2.3. Committing to a low-emissions model
303-5	Water consumption	2.3. Committing to a low-emissions model
101 BIODIVERSITY (2024)		
101-1	Policies to halt ad reverse biodiversity loss	2.2. Minimising our impact

GRI standard	Description	Location/Direct response
101-2	Management of biodiversity impacts	2.2. Minimising our impact
305 EMISSIONS (2016)		
305-1	Direct (scope 1) GHG emissions	2.3. Committing to a low-emissions model
305-2	Indirect (scope 2) GHG emissions	2.3. Committing to a low-emissions model
305-3	Other indirect (scope 3) GHG emissions	2.3. Committing to a low-emissions model
305-4	GHG emissions intensity	2.3. Committing to a low-emissions model
305-5	Reduction of GHG emissions	2.3. Committing to a low-emissions model
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions	2.2. Minimising our impact
306 WASTE (2020)		
306-2	Management of significant waste-related impacts	2.2. Minimising our impact
308 SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)		
308-2	Negative environmental impacts in the supply chain and actions taken	No supplier was identified as having significant potential or real negative environmental impacts following their assessment
401 EMPLOYMENT (2016)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1. Backed by the best team

GRI standard	Description	Location/Direct response
403 OCCUPATIONAL HEALTH AND SAFETY (2018)		
403-2	Accident types and accident frequency rates, occupational diseases, days lost, absenteeism and number of deaths due to occupational accident or occupational disease	3.3. Health and Safety in every aspect
404 TRAINING AND EDUCATION (2016)		
404-1	Average hours of training per year per employee	3.2. Growing alongside our talent
404-2	Programmes for upgrading employee skills and transition assistance programs	3.2. Growing alongside our talent
405 DIVERSITY AND EQUAL OPPORTUNITIES (2016)		
405-1	Diversity of governance bodies and employees	3.1. Backed by the best team
406 NON-DISCRIMINATION (2016)		
406-1	Incidents of discrimination and corrective actions taken	None
413 LOCAL COMMUNITIES (2016)		
413-1	Operations with local community engagement, impact assessments, and development programs	5.1. Promoting sustainable development
413-2	Operations with significant actual and potential negative impacts on local communities	2.2. Minimising our impact

GRI standard	Description	Location/Direct response
414 SUPPLIER SOCIAL ASSESSMENT (2016)		
414-1	New suppliers that were screened using social criteria	100%
417 MARKETING AND LABELLING (2016)		
417-1	Requirements for product and service information and labelling	1.3. Joining forces with our stakeholders
417-2	Incidents of non-compliance concerning product and service information and labelling	No incidents of non-compliance were recorded
418 CUSTOMER PRIVACY (2016)		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were lodged during this period



Closing the circle for a sustainable future.

At Tirme, we believe that true success lies in achieving our goals together. Having completed this strategic cycle and exceeded the operational, social and environmental objectives we set, we are moving forward with a clear purpose: to help make the Balearic Islands the first autonomous community in Spain to achieve genuine zero waste to landfill. Under the banner of “**Closing the Circle**”, we are reaffirming our commitment to transforming every waste stream into an opportunity through talent, innovation and the protection of our environment. Because leading the transition towards circular islands requires us to move from words to actions, and **together we will make it happen.**



Designed by **Ecoavantis**