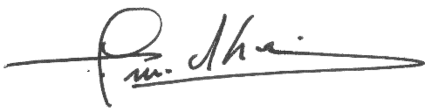
SUSTAINABILITY REPORT
2025

RESIWAY
TO A NOT WASTED FUTURE

"Our future, and that of our children, depends on our ability to develop solutions that reduce pollution levels and respect the regeneration cycles of natural resources."



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Introductory note: This Sustainability Report — apart from the Message from the CEO — forms an integral part of Resiway – Soluções Sustentáveis, S.A.'s 2025 Individual Annual Report & Accounts, approved by its Board of Directors on 21 May 2025.

Disclaimer: *This is an English (UK) free translation of the Portuguese-language document Sustainability Report 2025 of Resiway – Soluções Sustentáveis, S.A., prepared for convenience only. While the information contained herein is believed to be adequately translated, the original Portuguese-language document constitutes the sole authentic and legally binding instrument; in the event of any discrepancy, the Portuguese original shall prevail.*

Message from the CEO

It is with pride and responsibility that I present **Resiway**'s first Sustainability Report.

This is a moment that represents far more than the publication of a document — it is the public acknowledgement of a commitment we wish to make clearly and lastingly to all our stakeholders: employees, customers, partners, communities and the planet we share.

For far too long, the business world treated ESG matters as peripheral obligations, detached from real business strategy. I believe we can now state with full conviction that this paradigm has run its course. Companies that continue to operate with this mindset are not only failing in their responsibility to the world — they are, above all, compromising their own resilience and future.

At **Resiway**, we decided to do things differently. We have integrated sustainability as a strategic pillar of our development — on a par with innovation, quality and competitiveness. This decision was driven by the genuine conviction that a robust and enduring business can only be built in harmony with people and the environment.

However, choosing sustainability as a strategic pillar is not enough — it is equally essential to measure, understand and report its impacts. Transparency is the foundation of trust. Only by rigorously reporting both what we do well and what we still need to improve can we build a credible relationship with all our stakeholders and, at the same time, commit ourselves to continuous and verifiable improvement. This report is therefore an exercise in honesty as much as in ambition.

In this first report, we set out our starting point — the data that measures where we stand, the initiatives we have already launched and the path we intend to follow. There is much work ahead, and we do not seek to present an image of perfection. What we present is an honest portrait of who we are today and a clear vision of who we want to be tomorrow.

I thank all the employees who have made this journey possible, and I invite every reader to join us on this path. Sustainability is a collective endeavour — and I deeply believe that only together can we make the difference the world so urgently needs.

"Sustainability is not a destination we reach one day. It is the way we choose to walk every day."

Telmo Adrego, CEO

2025 Overview

Environment

2 596 MWh of energy consumption
+5% compared with 2024

>75 000 tCO_2e of avoided emissions
-22% compared with 2024

100% waste recovery waste
+0% compared with 2024

Social

66 employees
+18% compared with 2024

38 hours of training for each employee

1 workplace accident
-88% compared with 2024

Governance

Ethics and Conduct Code

Code of Good Conduct for the Prevention and Combating of Harassment at Work

Whistleblowing channel

1. Resiway

1.1. Who We Are

VSME: B1

Resiway – Soluções Sustentáveis, S.A. is headquartered at Rua Carva-Penedo, 126, in the parish of Sanfins, municipality of Santa Maria da Feira, and is registered with the Commercial Registry of Vila Nova de Gaia under registration / corporate tax number (NIPC) 506154785 (hereinafter "**Resiway**" or the "Company")

The Company's main activity is the production and supply, primarily to the low-carbon biofuels industry, of secondary raw materials obtained through the treatment and recovery of organic waste.

The Company is wholly owned by Galactic Results - Unipessoal, Lda (corporate tax number 510128270), the entity through which Telmo Adrego (CEO) completed the Management Buyout (MBO) in late 2020 (70% of the share capital) and late 2021 (the remaining 30%).

As of 31 December 2025, the Board of Directors was composed of:

- Telmo Manuel Leite Adrego – Chairman and Chief Executive Officer (CEO);
- Mário Jorge Caldas Coelho – Board Member and Chief Technological Officer (CTO);
- José Mário Ferreira Pinto da Costa Leite – Board Member and Chief Financial Officer (CFO).

As of 31st December 2025, the Certified Accountant was Luís António da Silva Martins (registration no. 11089 of the Portuguese Order of Certified Accountants).

Ernst & Young Audit & Associados - SROC, S.A. acts as **Resiway**'s Statutory Auditor and Sole Supervisor, with Pedro Jorge Pinto Monteiro da Silva e Paiva serving as alternate.

Resiway holds 51% of the share capital of its subsidiary UNIGREEN – Green Engineering Solutions, Lda., whose corporate purpose is the provision of consultancy and engineering services in research, development, innovation and industrialisation of processes and solutions for the treatment and recovery of waste for bioenergy purposes. UNIGREEN is the vehicle through which **Resiway** commercialises the products and solutions arising from its Research, Development and Innovation activity in processes and technological solutions within the field of green engineering.

On 24 November 2022, Resiway Gestión Sostenible de Residuos, S.L. (Spanish tax ID B72797590) was incorporated as a company under Spanish law, wholly owned by **Resiway** and headquartered in Vigo, Spain (hereinafter "Resiway Spain"). This company is focused on the identification and intermediation of business opportunities to source raw materials for **Resiway** in the Spanish market, with a corporate purpose covering, among others, the following activities: (a) the production of fatty acids, triglycerides, acid oils and other similar products from waste and by-products of the agri-food, food distribution and similar industries; (b) the wholesale purchase and sale of such waste and by-products, as well as the purchase and rental of equipment supporting these activities; (c) the provision of management, administration and management-support services to companies.

On 22 May 2023, **Resiway** invested in the Chilean company Inversiones y Asesorías Temac SpA through a share capital increase subscription, acquiring 49% of its share capital. TEMAC is engaged in the collection, transport, distribution, treatment, import, export, production, intermediation and commercialisation of all types of used fats and oils, whether industrial, commercial or domestic. Headquartered in Santiago, Chile, it has been expanding its activity through commercial agreements with small local UCO collectors. The aim is for this company – ISCC-certified – to capture the potential of the UCO and other waste markets not only within Chile but also in other Latin American countries.[1]

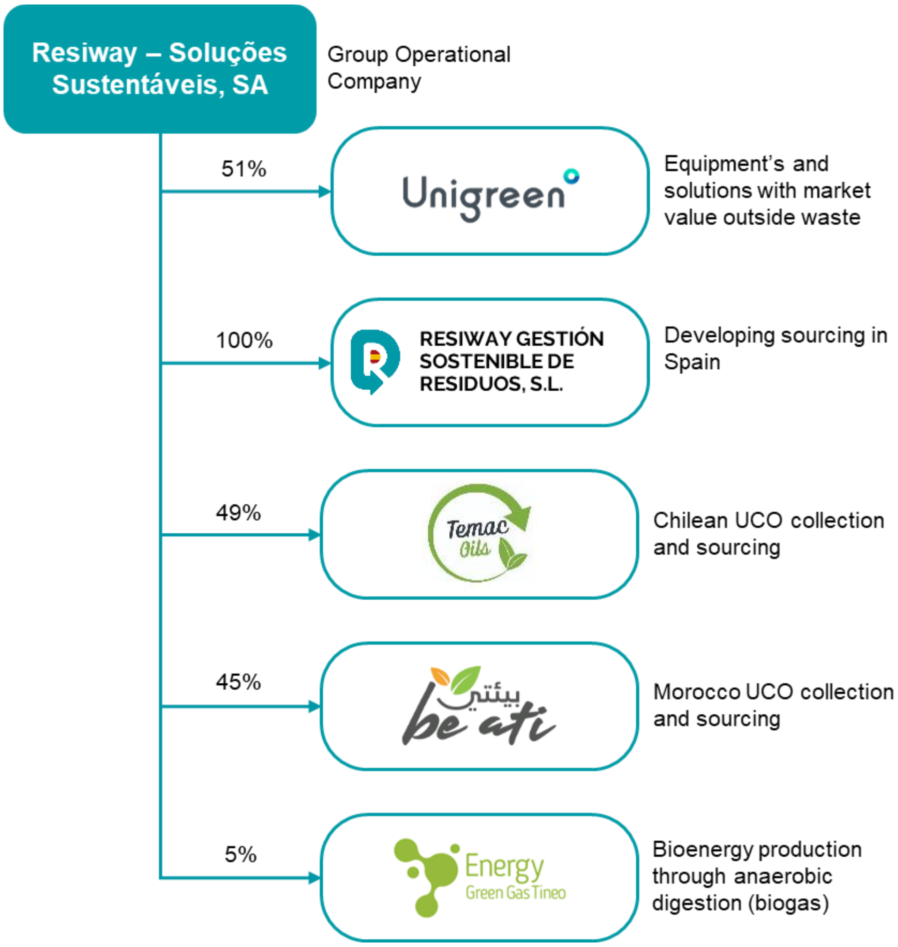
On 24 October 2023, **Resiway** invested in the Moroccan company Be Ati, SARL through a share capital increase subscription, acquiring 45% of its share capital. BE ATI is engaged in the collection, storage, import, export, purchase and sale of biofuels, biomass and bio-waste. Headquartered in Casablanca, it has been expanding its activity through the ability to aggregate small local UCO collectors. The aim is for this company – one of only four ISCC-certified companies in the country – to capture the potential of the UCO and other waste markets not only in Morocco but also in other North African countries.

On 15 April 2025, **Resiway** subscribed to a 5% share capital increase in EnergyGreen Gas Tineo, S.L. ("EGGT"). EGGT is a Spanish company based in Tineo, Asturias (Spain), primarily engaged in the management, treatment and recovery of organic waste — mainly of agro-industrial origin

[1] UCO – Used Cooking Oil

— to supply the production of bioenergy through anaerobic digestion (biogas), having recovered more than 31,000 tonnes of organic waste in 2025. EGGT has an expansion plan that will allow it to treat up to 80,000 tonnes of waste (including the possible development, at its Tineo facilities, of a residual fats and oils recovery unit – the FOG Project) and to upgrade the biogas to produce biomethane and/or bio-LNG. This investment — considering the existing trust-based commercial relationship between the Parties and the complementary nature of their activities — places **Resiway** in a privileged position to access the lipid material to be extracted from the FOG Project to be installed at EGGT. **Resiway** holds a put option on its stake one year after the acquisition.[2]

Resiway is today an economic group with international presence:



Resiway's audited financial statements as of 31 December 2025 show Total Assets of €16,439,757 and Turnover of €32,293,827.

[2] FOG: *Fats, Oils & Greases*

1.2. What We Do

VSME: B1, C1

We are dedicated every day to accelerating the transition to a carbon-neutral economy through the development and operation of processes and solutions that maximise the treatment and recovery potential of the organic industrial waste we receive and reduce society's ecological footprint.

We are a destination for the treatment and recovery of organic industrial waste, to which we give a new life by returning it to the production cycle in the form of secondary raw materials for the low-carbon biofuels industry — both liquid and gaseous. In doing so, we actively contribute to advancing the circular economy and strengthening environmental sustainability by transforming typically non-recoverable waste into recovered resources that can be integrated into new value chains.

WE GUARANTEE
A RECOVERY FLOW
FOR MORE THAN
99%
OF THE WASTE
THAT REACHES US

Resiway's operations (in a B2B context) are built on two complementary areas: (i) the management of organic waste and by-products, through the collection, treatment and recovery of the different fractions of such waste; and (ii) the production and commercialisation of waste-derived raw materials and intermediate products for the bioenergy sector, mainly serving the advanced biofuels (waste-based biofuels) industry.

The only industrial destination in Portugal with extensive capacity for the valorisation of lipid-based waste.

Leading supplier of advanced feedstocks for biofuels in Portugal

The residual feedstock required for these processes is obtained by providing waste management services to (a) waste management operators, (b) industrial clients, mainly along the agri-food value chain, and (c) other operators that produce and/or commercialise waste-derived feedstocks (whether used cooking oil, acid oils or other types of waste-derived lipid products, intended exclusively for technical purposes). To secure this supply, **Resiway** operates sourcing platforms in three strategic regions of the world: Iberia (Portugal and Spain), North Africa (Morocco) and Latin America (Chile).

Once this residual feedstock has been obtained, **Resiway** is able — at its industrial facility in Santa Maria da Feira, Portugal — to recover and valorise the lipid fractions through physical-chemical separation and treatment processes, producing secondary technical oils to different specifications, tailored to the various requirements and needs of its clients, primarily producers of advanced liquid biofuels (biodiesel and HVO).

The remaining organic fractions of the waste treated at the industrial facility are routed, according to their recovery potential, to (i) the biogas production industry, for subsequent cogeneration (production of electricity and heat) or biomethanation (production of a natural-gas-equivalent), and (ii) composting processes for the production of organic fertilisers and soil improvers. Finally, packaging is also sent to recycling, other forms of recovery and, only as a last resort, to landfill. As a result, **Resiway** can ensure the recovery of more than 99% of the waste it receives.

By targeting the low-carbon bioenergy industry as our main destination, we actively contribute, on the one hand, to a reduction in greenhouse gas emissions and, consequently, to the decarbonisation of the economy and the transport sector, and, on the other, to greater energy independence.

RESIWAY VALUE CHAIN

WASTE → SEPARATION AND PHYSICAL-CHEMICAL TREATMENT → ADVANCED FEEDSTOCK FOR BIOENERGY

UPSTREAM

Organic industrial waste:

(A) Waste management operators
+
(B) Agri-food Industries
+
(C) Other players

↓

Used cooking oil;
Production rejects;
Non-conforming products;
Wastewater treatment sludge;
Grease traps;
Tank sediments;
Residues from UCO decanting.

RESIWAY

Collection and Transport Logistics

Industrial Unit	**Separation**
	Physicochemical Treatment

↓

Production of **secondary technical oils with various specifications**

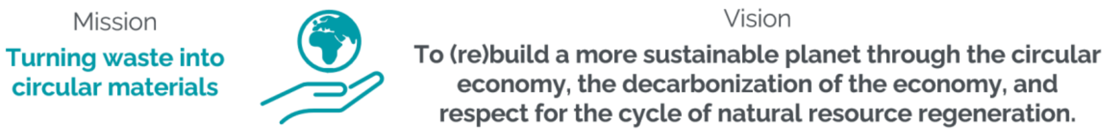
DOWNSTREAM

Outputs	Destination
Technical Oils	Biofuels (Biodiesel; HVO/SAF)
Effluents	Biogas + WWTP
Dried sludge	Composting
Packaging	Recycling and recovery

1.3. Mission, Vision and Values

Resiway's activity is underpinned by a robust organisational culture in which values play a central role. Values guide the way activities are conducted, ensuring that every decision is taken with responsibility, agility and respect for the environment and society, thereby reinforcing stakeholders' trust and high expectations.

In the context of its activities, sustainability represents not only a global imperative but also a strategic opportunity. **Resiway**'s Mission and Vision directly reflect this commitment, expressing a constant pursuit of a more sustainable future and of the transition towards a more circular economy.



Resiway's strategy is therefore geared towards accelerating the transition to a carbon-neutral economy, with a particular contribution to the decarbonisation of the transport sector. Built on maximising the recovery potential of waste, it promotes circular-economy models that turn residual resources into new opportunities, reducing landfill disposal and thereby further reducing of society's ecological footprint.

1.3.1. Certifications and Awards

This orientation goes beyond the strategic dimension, reflecting **Resiway**'s ambition to be recognised for the consistent adoption of responsible practices and the continuous pursuit of more sustainable solutions. The awards and certifications obtained reinforce this commitment and, more than external recognition of the quality of the work carried out, they are evidence that the organisation is on a solid, transparent path aligned with sector best practice.

ISCC EU Certification

ISCC EU certification demonstrates compliance with the sustainability, traceability and greenhouse gas reduction requirements specified in the European directives governing renewable energy and fuel quality. Active in the biofuels segment of the European energy market, **Resiway** ensures the traceability of the oil from its origin — as waste — to its final destination, in compliance with the requirements of RED III (Renewable Energy Directive).

ESG Reporting Steward Seal

Resiway has been awarded the ESG Reporting Steward Seal by SIBS (Portugal's interbank services company). This seal recognises companies that demonstrate their commitment to sustainability through the annual and ongoing reporting of ESG data on the SIBS ESG platform; **Resiway** received this recognition after completing its second reporting year. The award is based on the latest available form, corresponding to 2024 reporting, following the award of the ESG Reporting Pioneer Seal in 2023.

Innovation Seal (Selo ID)

The Innovation Seal (Selo ID), issued by the Portuguese National Innovation Agency (ANI — *Agência Nacional de Inovação*), is a quality recognition that highlights companies' capability to carry out Research and Development (R&D) activities in specific knowledge domains.

Resiway received recognition in the areas of Agri-food — Waste Treatment and Reuse, and Water and Environment — Waste Reduction, Management, Treatment and Recovery.

1.3.2. Sector Partnerships and Associations

Its ability to act sustainably does not depend solely on internal practices. It is equally linked to its capacity to collaborate with the ecosystem in which it operates. Through active participation in sector associations, **Resiway** promotes sustainability topics, contributes to the development of policies and practices that strengthen safety, efficiency and responsibility in the sector, while benefiting from a space for sharing knowledge and experience.

ABA	EWABA	BCSD Portugal
Advanced Bioenergy Association (*Associação de Bioenergia Avançada*)*	European Waste-based & Advanced Biofuels Association	Business Council for Sustainable Development

***Resiway** is a founding member of the Advanced Bioenergy Association (ABA), whose mission is to promote advanced biofuels produced from waste as one of the fastest, most sustainable and efficient ways to accelerate the transition of the transport sector to carbon neutrality in Portugal.

2. Introduction to the Sustainability Report

2.1. Sustainability Journey

Resiway's activity is intrinsically linked to the constant pursuit of a more sustainable future and the transition to a more circular economy, thereby bridging the waste-generating industry and the advanced bioenergy sector.

Sustainability is the distinctive factor in its value proposition both upstream and downstream. Upstream, it offers a unique proposition in the lipid organic-waste market based on the recovery and treatment of such waste, reducing the volumes sent to landfill. Downstream, it supplies waste-derived raw materials, reducing the need to rely on fossil-based feedstocks or those obtained through the exploitation of natural capital. Sustainability is therefore not only embedded in the Company's Mission and Vision but is also part of **Resiway**'s business model and a differentiator in the market.

Resiway's growth and consolidation as a national benchmark in waste recovery and treatment and as a leading supplier to the advanced biofuels industry, together with its strengthened international presence, made it necessary to structure an ESG approach suited to the Company's size.

Resiway is on a Sustainability Journey with the aim of annually publishing its sustainability report in line with market best practice and the standards in force, namely the VSME, the CSRD and the ESRS.

Resiway's Sustainability Journey, illustrated in the infographic below, began in 2023 and, since then, the plan presented has been delivered gradually, collaboratively and through continuous learning. It is worth highlighting, however, that **Resiway**'s commitment to these matters is inherent and has accompanied the Company's growth, demonstrating that sustainability is not only a global imperative but also an opportunity.

In 2025, building on this confidence, Board Member José Mário Leite — currently CFO (Chief Financial Officer) — also took on the role of CSO (Chief Sustainability Officer), consolidating the integration of sustainability into **Resiway**'s governance structure.

THE SUSTAINABILITY JOURNEY

2023

THE START OF CAPACITY BUILDING

Training BCSD
Participation in the BCSD training "ESG for SMEs", building the foundational knowledge required.

2024

STRUCTURING AND PARTNERSHIPS

Pioneering ESG Reporting
Resiway has become a pioneer by joining SIBS's ESG Reporting platform.

2025

DEVELOPMENT AND TECHNICALANALYSIS

Mapping and Benchmarking
Analysis of Resiway's context through value chain mapping, stakeholder identification, and benchmarking against the industry.

Double Materiality Analysis
Financial and impact analysis in accordance with the CSRD and ESRS, including the development of a list of IROs (Impacts, Risks, and Opportunities).

Alignment with VSME Modules
Mapping of material topics against the content of the VSME (Voluntary SME Standard) basic and comprehensive modules.

Data Collection (2025–2026)
Collection of data and information to be reported for each selected content area, initiated in 2025 and completed in 2026.

Strategic Sustainability Plan
Definition of a concrete plan to equip the company for the management and implementation of an effective sustainability strategy aligned with short- and medium-term objectives.

SI Qualificação Application
Application including consultancy services for ESG reporting and the preparation of a sustainability report.

Strategic Partnership with PwC
Selection of PwC as a strategic consulting partner for the joint development of the project to be implemented.

2026

CONSOLIDATION AND REPORTING

First Sustainability Report
Structuring and publication of Resiway's first Sustainability Report, included in its 2025 Annual Financial Report.

The publication of this first **Resiway** Sustainability Report is a major milestone in the Company's Sustainability Journey, the culmination of a multi-year effort and a reflection of its commitment to transparency, accountability and the integration of sustainability into decision-making. The journey, however, does not end here. With the foundations laid and the baseline assessed, the aim is not only to make sustainability reporting a regular practice but also to evolve — setting objectives and targets for the coming years and progressively embedding a culture of ESG best practice across the organisation.

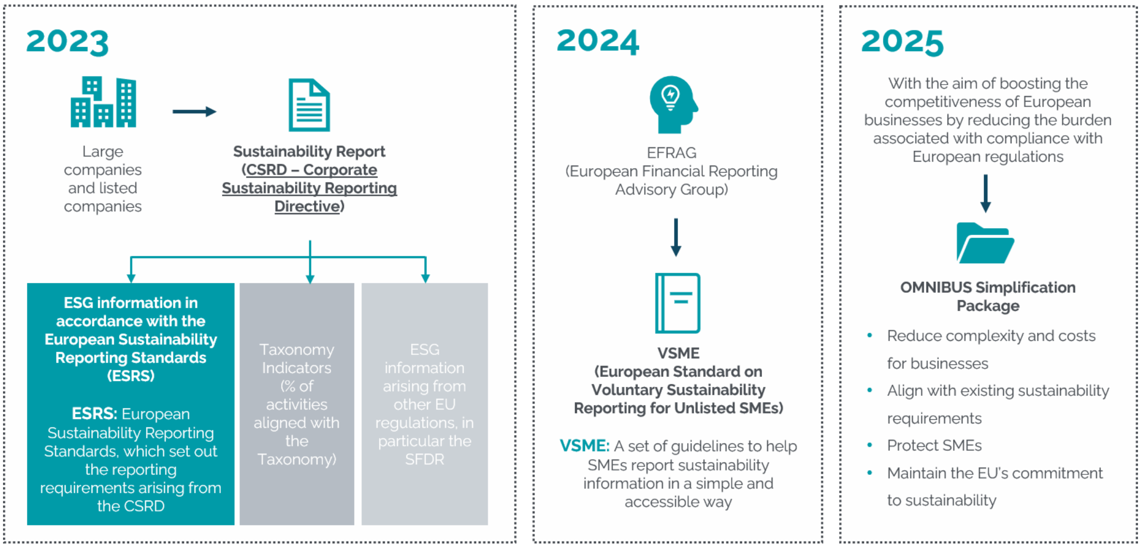
2.2. Regulatory Context

The European regulatory context for sustainability has evolved at a particularly fast pace in recent years, driven by the need to meet the European Union's (EU) ambitious objectives in the environmental, social and governance (ESG) domain.

In 2023, the EU made the disclosure of a Sustainability Report mandatory for large undertakings and listed entities, prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD). This directive establishes that ESG information must be reported in line with a set of standards — the European Sustainability Reporting Standards (ESRS) — as well as the EU Taxonomy and other complementary regulations.

In the following year, the European Financial Reporting Advisory Group (EFRAG) developed a set of voluntary standards tailored to the realities of unlisted small and medium-sized enterprises (SMEs), known as the Voluntary Sustainability Reporting Standards for SMEs (VSME). These standards aim to simplify reporting, making it accessible and enabling the gradual integration of sustainability practices into SMEs, while also limiting the information that companies subject to the CSRD may request from their value chain. The standards are structured in two modules — Basic and Comprehensive — allowing them to be adapted to each company's reality. It is therefore possible either to report the Basic module alone or to combine it with the Comprehensive module, ensuring greater data coverage for organisations with higher reporting maturity.

In 2025, recognising the complexity of the regulatory framework and seeking to strengthen the competitiveness of European companies by reducing compliance effort and costs, the "Omnibus" simplification proposal was tabled. This package introduced amendments to the CSRD, the EU Taxonomy and the Corporate Sustainability Due Diligence Directive (CSDDD), covering aspects such as the narrowing of scope, simplification of reporting content and the postponement of implementation deadlines. For SMEs, in July of the same year, the EU adopted the recommendation to adopt the VSME.



2.3. About this Report

VSME: B1

This Sustainability Report has been prepared on an individual basis, with the information reported being limited to **Resiway – Soluções Sustentáveis S.A.** (hereinafter referred to as "**Resiway**" or the "Company"). The reporting period covers 1 January to 31 December 2025 and reflects the Company's performance on ESG topics.

The information presented is aligned with the Voluntary Sustainability Reporting Standard for SMEs (VSME) developed by the European Financial Reporting Advisory Group (EFRAG). **Resiway** has elected to report under Option B of the Standards, which combines the Basic module and the Comprehensive module, disclosing under the latter the applicable requirements in line with the Company's materiality assessment.

The report therefore sets out the strategic approaches, performance and main initiatives developed in relation to the material topics identified through the double materiality analysis, conducted for the first time in 2025 in accordance with the Corporate Sustainability Reporting Directive (CSRD) and its European Sustainability Reporting Standards (ESRS). This process made it possible to identify the impacts, risks and opportunities (IROs) most relevant to the Company, which will guide its future strategy and decisions. A summary table mapping the disclosures to the VSME content requirements is also provided in the appendix.

Basic Module	Comprehensive Module
Table of Contents	
• Basic descriptions • Basic metrics	• Description of strategy, practices, policies and initiatives • Comprehensive metrics
Application	
• 11 Disclosures requiring a response (with some exceptions) • Minimum requirement applicable to all companies other than micro-enterprises	• 9 Disclosures, including links to strategy and additional ESG disclosures • Depending on the conditions of applicability or voluntary disclosure, certain disclosures may be omitted.
Disclosures	
General information	
B1: Basis for preparation **B2:** Practices, policies and future initiatives for transitioning towards a more sustainable economy	**C1:** Strategy: Business Model and Sustainability – Related Initiatives **C2:** Description of practices, policies and future initiatives for transitioning towards a more sustainable economy
Environment	
B3: Energy and greenhouse gas emissions **B4:** Pollution of air, water and soil **B5:** Biodiversity **B6:** Water **B7:** Resource use, circular economy and waste management	**B3:** Consideration when reporting on GHG emissions – Scope 3 **C3:** GHG reduction targets and climate transition **C4:** Climate risks
Social	
B8: Workforce – General characteristics **B9:** Workforce – Health and safety **B10:** Workforce – Remuneration, collective bargaining and training	**C5:** Additional (general) workforce characteristics **C6:** Additional own workforce information – Human rights policies and processes **C7:** Severe negative human rights incidents
Governance	
B11: Convictions and fines for corruption and bribery	**C8:** Revenues form certain sectors and exclusion from EU reference benchmarks **C9:** Gender diversity ration in the governance body

It is important to note that this report represents the publication of **Resiway**'s first Sustainability Report, marking a decisive moment in the Company's evolution in non-financial reporting. The document demonstrates the Company's commitment to transparency, accountability and the integration of sustainability into decision-making. **Resiway** intends to make sustainability reporting a regular practice, evolving responsibly and disclosing information in line with the expectations and requirements of its various stakeholders.

Furthermore, the information contained in this report has been approved by the Board of Directors and forms part of the Management Report within the 2025 Individual Annual Report & Accounts, providing a rigorous and faithful reflection of **Resiway**'s ESG performance.

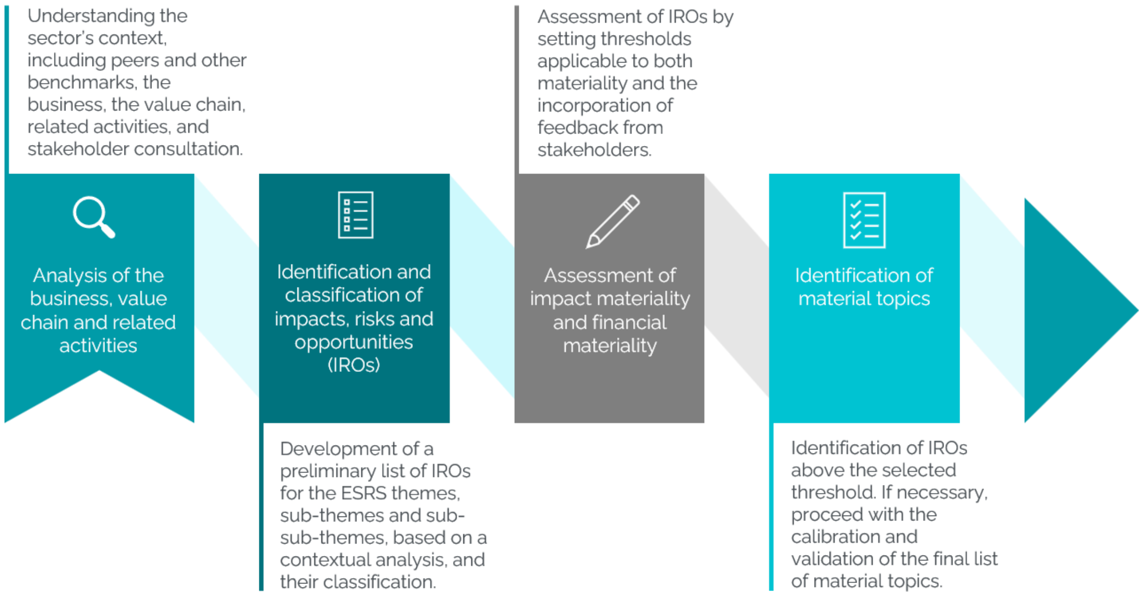
For any queries regarding the Sustainability Report and/or **Resiway**'s approach to ESG matters, please contact us at the following email addresses: jose.leite@resiway.com and pedro.coelho@resiway.com.

2.4. Materiality

To identify the ESG topics most relevant to the organisation, **Resiway** carried out a double materiality analysis for the first time in 2025, aligned with the principles of the CSRD and the requirements of the ESRS. This exercise made it possible to identify the material topics that will guide strategy, strengthen decision-making processes and contribute to long-term value creation.

The analysis was based on the identification and assessment of IROs associated with **Resiway**'s activities and its value chain, both upstream and downstream, simultaneously considering impact materiality and financial materiality.

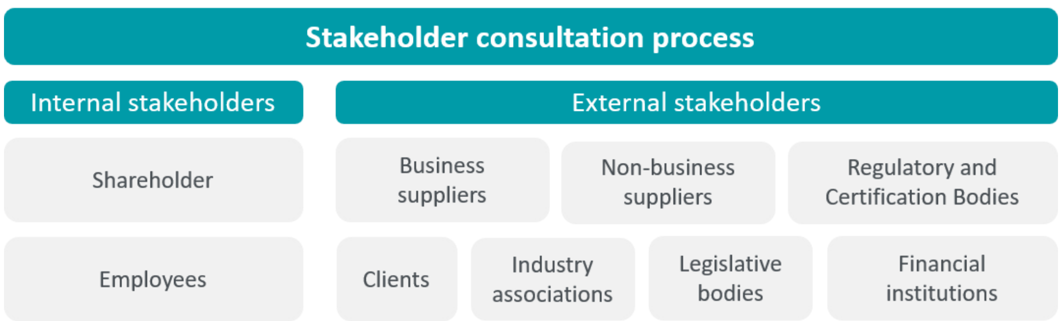
The exercise was based on a structured four-step process, comprising the analysis of **Resiway**'s activities, the identification and classification of potential IROs, their assessment and, finally, the definition of the material topics.



In the first phase, an in-depth analysis of the business was carried out, including value-chain mapping and a benchmarking exercise to identify the topics most relevant to the sector and peers.

In parallel, a stakeholder consultation process was carried out, allowing their needs, perceptions and expectations to be incorporated into the materiality assessment. Data was collected through an online questionnaire, in which stakeholders assessed **Resiway**'s potential impacts — both positive and negative — on the environment and on society.

Resiway identified 12 stakeholder categories, detailed in section 2.5. Stakeholder Engagement. Nine of those categories were consulted, selected based on their relevance and knowledge of the potential impacts associated with the Company's activity, ensuring informed representation in the consultation process.



This process resulted in the mapping of the value chain, presented in Chapter 1. **Resiway**, sub-chapter 1.2 What We Do, together with a list of topics relevant at sector level and to stakeholders.

The second step consisted in identifying the most relevant IROs, based on the outputs of the first stage and on the analysis of various sources of information, including **Resiway**'s internal resources, regulatory instruments, guidance documents and other external references. This exercise produced a preliminary list of 128 IROs, accompanied by their descriptions, location in the value chain and time horizon. Each IRO was mapped to a corresponding ESRS topic, sub-topic and sub-sub-topic, with impacts characterised as positive or negative, actual or potential.

In the third step, the identified IROs were subjected to an assessment process. Initially, a proposed scoring methodology was developed for impact materiality and financial materiality, incorporating the criteria set out in the ESRS. Feedback gathered from internal teams was subsequently incorporated into this methodology.

Once the methodology was finalised, **Resiway**'s internal experts assessed the identified IROs. For impact materiality, the stakeholder perspective was also incorporated, contributing a 20% weighting to the result. At the end of the process, each IRO received a score, allowing the IROs to be ranked by relevance. The methodology used for the IRO assessment is described in the Methodological Notes.

Once the assessment was complete, thresholds were defined to determine the materiality of each IRO. For impact materiality, a threshold of 3 was set, and for financial materiality, a threshold of 1.5. Accordingly, an impact was considered material where its overall assessment exceeded 3, with the same logic applied to risks and opportunities, which were considered material where they exceeded 1.5 on the financial assessment. The process resulted in the final list of material IROs and corresponding sustainability topics, comprising 9 material impacts and 9 material risks and opportunities.

Topic	Impact materiality	Financial materiality	Identified sub-topics	Location
Environmental topics				
E1 Climate change	●	●	- Climate change mitigation	**3. Listening to the Planet** 3.1.1. Energy, emissions and climate risks
E2 Pollution	●	○	- Soil pollution	**3. Listening to the Planet** 3.1.2. Pollution
E3 Water and marine resources	○	○	-	**3. Listening to the Planet** 3.2.2. Water and effluents
E4 Biodiversity and ecosystems	●	●	- Direct impact drivers of biodiversity loss	**3. Listening to the Planet** 3.2.1. Biodiversity and ecosystems

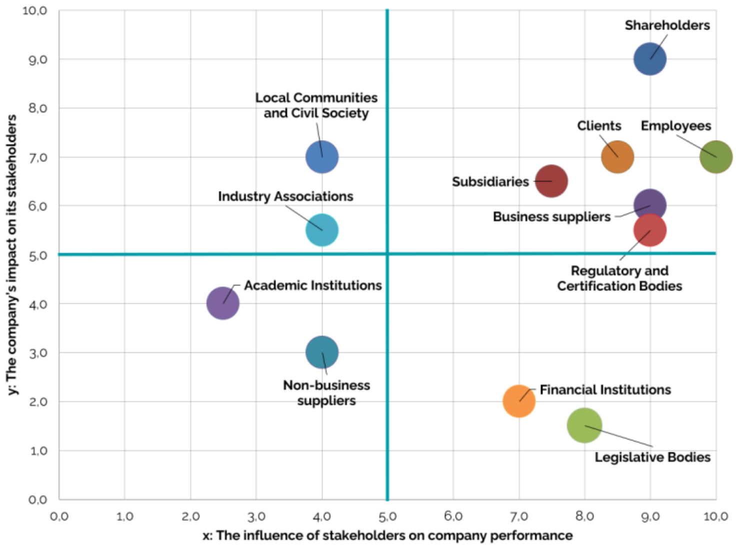
E5 Circular economy	●	●	- Resource inflows, including resource use - Resource outflows related to products and services	**3. Listening to the Planet** 3.2.3. Waste management and circular economy
Social topics				
S1 Own workforce	○	●	- Working conditions - Equal treatment and opportunities for all	**4. Valuing our People** 4.1.1. Talent and diversity management 4.1.2. Health and safety
S2 Workers in the value chain	○	○	-	-
S3 Affected communities	●	○	- Communities' economic, social and cultural rights	**4. Valuing our People** 4.2.1. Impacts on communities
S4 Consumers and end-users	○	○	-	-
Governance topics				
G1 Business conduct	●	●	- Corporate culture - Management of supplier relationships, including payment practices	**5. Acting Responsibly** 5.1. Business ethics 5.2. Relations with suppliers

Legend: ● Material ○ Not material

2.5. Stakeholder Engagement

The sustainability and continuity of **Resiway**'s activities rest on an ongoing and structured relationship with its stakeholders, whose participation is essential to long-term value creation. These groups — both internal and external — influence the organisation and are themselves affected by its decisions, processes and results.

To map the stakeholders most relevant to it, **Resiway** carried out a prioritisation exercise, considering each stakeholder's ability to influence the Company's performance and how they are affected by its activities.



Resiway communicates regularly with its stakeholders through a range of cross-cutting channels, including the corporate website, regular financial reporting, social media and the whistleblowing channel. It also operates specific communication mechanisms tailored to the needs of its main stakeholders.

Stakeholder	Purpose of engagement	Form of engagement
Shareholders	Align future expectations, promote efficient, transparent and responsible management, and set the organisation's strategic direction.	General Meetings, Board of Directors meetings, Annual Report & Accounts, newsletter
Clients	Strengthen the relationship by ensuring the sharing of clear and up-to-date information, promote the continuous improvement of the customer experience and generate new business opportunities.	Corporate website, conferences, social media, digital advertising, email, satisfaction surveys
Employees	Strengthen the organisational culture, promote development and well-being and encourage active engagement and participation.	*Newsletters, internal events, Employee Portal, intranet, training, feedback channels*
Subsidiaries	Ensure strategic alignment, operational consistency and uniform compliance with corporate standards.	Regular meetings, intranet, visits
Business suppliers	Coordinate expectations, anticipate needs and risks and ensure compliance with quality and sustainability requirements.	Technical meetings, email, social media, Annual Report & Accounts, technical visits

	Regulatory and certification bodies	Ensure compliance with quality and safety standards, promote continuous process improvement and anticipate regulatory changes.	Mandatory and voluntary reporting

3. Listening to the Planet

Impacts

Topic / sub-topic / sub-sub-topic	Description	Impact type	Location
E1 Climate Change			
Climate change mitigation	The products supplied by **Resiway** are used by its customers to produce biofuels that replace fossil-based fuels, reducing GHG emissions. In addition, the use of waste as feedstock reduces dependence on fossil-based feedstock and, consequently, the GHG emissions of the value chain.	⊕	3.1 Climate change and pollution 1.1 Energy, emissions and climate risks
E2 Pollution			
Soil pollution	**Resiway**'s activities reduce the use of landfills and, consequently, the risk of soil contamination as well as the use of land for such purposes.	⊕	3.1 Climate change and pollution 3.1.2 Pollution
E4 Biodiversity and ecosystems			
Climate change	Waste-transformation activities contribute positively to reducing pollution and the waste produced and, consequently, to combating threats to ecosystems and biodiversity.	⊕	3.2 Resource management 3.2.1 Biodiversity and ecosystems
E5 Circular economy			
Resource inflows, including resource use	The use of waste produced by upstream industries — which would otherwise be routed to disposal destinations (e.g. landfills) — as feedstock for **Resiway**'s production process contributes positively to environmental preservation.	⊕	3.2 Resource management 3.2.3 Waste management and circular economy

Legend: ⊕ Actual positive impact ⊖ Actual negative impact ⊕ Potential positive impact ⊖ Potential negative impact

Risks and Opportunities

Topic / sub-topic / sub-sub-topic	Description	Risk / opportunity	Time horizon	Location
E4 Biodiversity and ecosystems				
Changes in land use, freshwater use and sea use	Expanding the portfolio of waste streams that can be used as feedstock for the waste-to-biofuels transformation industry helps reduce dependence on agriculture and, therefore, its adverse effects on the soil. This has positive reputational effects for the Company, opens opportunities in other markets and makes it more resilient.	★	●●○	3.2 Resource management 3.2.1 Biodiversity and ecosystems

E5 Circular economy				
Resource inflows, including resource use	The price of high-energy-value resources is indirectly indexed to international prices and shows high volatility, driven by factors such as the availability of those resources, competition between companies in the same sector and even geopolitical factors, which can impact feedstock prices and, consequently, companies' profit margins.	⚠	●○○	3.2 Resource management 3.2.3 Waste management and circular economy
Resource outflows related to products and services	Routing and using by-products for other industries makes it possible to reduce their environmental impact, enhancing the Company's image in the eyes of investors aware of the circular-economy theme, increasing its credibility and potentially enabling business growth and expansion.	★	●○○	3.2 Resource management 3.2.3 Waste management and circular economy

Legend: ⚠ Risk ★ Opportunity
●○○ short term (<2 years) ●●○ medium term (2-5 years) ●●● long term (>5 years)

3.1. Climate Change and Pollution

3.1.1. Energy, emissions and climate risks

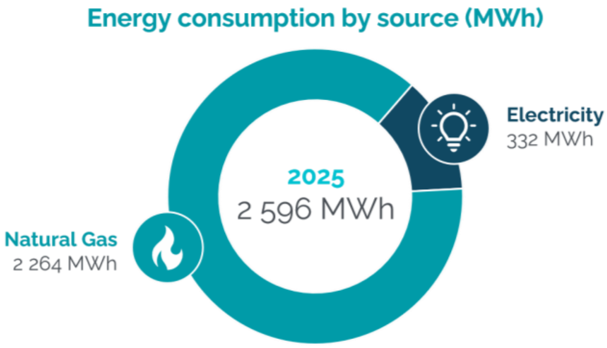
VSME: B3, C3, C4

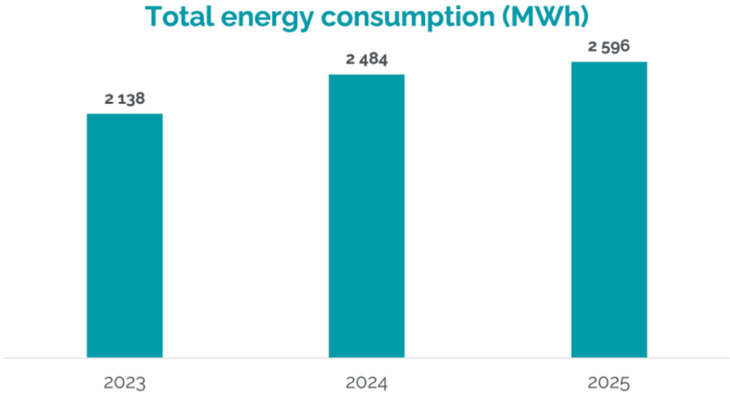
Responsible energy management, emissions monitoring and the assessment and prevention of climate risks are particularly relevant for **Resiway**, given its activity of treating and recovering organic industrial waste destined for biofuel production. Embedded in a value chain that contributes to the decarbonisation of the fuels sector and the strengthening of the circular economy, the Company recognises that its energy and environmental performance is a decisive factor in enhancing operational efficiency and promoting a more sustainable growth model.

Energy

In 2025, **Resiway** recorded a total energy consumption of 2 596 MWh, resulting from the use of natural gas and the purchase of grid electricity. Natural gas was the main energy source, representing 87% of total consumption. This is essentially due to the requirements of the production processes, as heat is a central element in the separation of the fractions of the organic industrial waste received and is necessary at several stages, namely in the storage and processing of the feedstock, in the production processes and in product stabilisation.[3]

[3] Although electricity consumption is recorded as coming entirely from fossil fuel sources for reporting purposes, it should be noted that **Resiway** purchases electricity directly from an energy supplier whose energy mix includes both renewable and non-renewable sources.





Compared with the previous year, energy consumption recorded a slight increase of 5%, continuing the upward trend observed since 2023. This increase results mainly from a 7% rise in natural gas consumption, which has continued to play a leading role in **Resiway**'s energy profile in recent years. In contrast, electricity purchased decreased by 8%.

The increase in natural gas consumption in recent years has been one of the consequences of greater industrial capacity and improved efficiency and productivity at the Sanfins industrial facility, resulting from several investments made across various stages of the production process in 2024 and 2025. The increase in total energy consumption therefore reflects a rise in the treatment and recovery of waste from new streams or with a lower lipid fraction.

GHG Emissions

Resiway's activity contributes significantly to the reduction of GHG emissions, namely through the promotion of biofuels, which play an important role in lowering the carbon footprint associated with the transport sector. In 2025, **Resiway** helped to avoid more than 75 000 tCO_2e being released into the atmosphere through the incorporation of more than 28 500 tonnes of waste-derived feedstock into biofuel production. To this should be added the avoided tCO_2e — not quantified — from the tonnages routed to biogas production (see section 6.1 for details).6.1

Even so, the Company has its own emissions arising from its activity. In 2025, 524 tCO_2e of direct emissions were recorded, an increase of around 7.4% compared with the previous year. This change results from the growth observed in both stationary combustion emissions, associated with heat generation in boilers, and mobile combustion emissions, related to the vehicle fleet and forklifts. Fugitive emissions, in the absence of technical changes or equipment modifications, have remained stable since 2023.

	2023	2024	2025	Change 24/25
Stationary combustion emissions (tCO_2e)	434.3	431.5	459.9	6.6%
Mobile combustion emissions (tCO_2e)	51.3	49.1	56.9	15.9%
Fugitive emissions (tCO_2e)	7.0	7.0	7.0	0.0%
Total Scope 1 emissions (tCO_2e)	492.6	487.6	523.8	7.4%
Total Scope 2 emissions (tCO_2e) - location-based	29.7	14.3	19.4	35.6%
Total Scope 2 emissions (tCO_2e) - market-based	70.0	62.9	38.5	-38.8%
Total Scope 1 and 2 emissions – location-based – (tCO_2e)	522.3	501.9	543.2	8.2%
Total Scope 1 and 2 emissions – market-based – (tCO_2e)	562.5	550.5	562.3	2.1%

In terms of indirect emissions associated with purchased energy, in 2025 **Resiway** recorded a total of 38.5 tCO_2e on a market-based approach and 19.4 tCO_2e on a location-based approach, arising exclusively from the consumption of grid electricity. This figure is substantially lower than Scope 1 emissions. Given the breakdown by source of the Company's energy consumption, electricity is significantly lower than natural gas, the latter being associated with stationary combustion emissions, which account for a material share of direct emissions.

As a result, in 2025 **Resiway** recorded a carbon intensity of 32 tCO_2e/€M, representing a 12.8% reduction compared with the previous year. This figure reflects the Company's ongoing commitment to consumption optimisation and its efforts to reduce direct and indirect emissions through the adoption of more sustainable solutions.

In addition to its community-support initiatives, **Resiway** runs activities aimed at sharing knowledge and reinforcing the Company's environmental positioning among its stakeholders. These activities include participation in external events and the promotion of its employees, processes and values, contributing to closer engagement with the community and the wider public.

Sustainability Certificate – Climate Defender

In 2019, **Resiway** implemented a performance-recognition scheme, presenting the first “Climate Defender” trophies to the customers with the largest contribution to environmental sustainability. This initiative is designed to recognise the entities that entrust their waste management to **Resiway**, playing an important role in the significant reduction of CO_2 emissions associated with resource recovery.

In 2025, **Resiway** delivered a broad range of communications on strategic topics for its sector, including avoided emissions, the transformation of oils and fats into energy, environmental awareness and the advantages of advanced biofuels.

The most prominent publication in 2025 was **Resiway**'s article in ABA’s report — the Advanced Bioenergy Association (*Associação de Bioenergia Avançada*), of which it is a founding member. In the new edition of the annual report on the sector in Portugal — Moving the Future with the Strength of Advanced Bioenergy — **Resiway** contributed an article dedicated to the importance of the role of bio-waste in building a more sustainable future.

In addition, the recognitions and awards received by the organisation throughout the year were communicated (sub-chapter 1.3.1.).1.3.1

Resiway also took part in several events with corporate representation, contributing to greater visibility of its processes and values, as well as to knowledge sharing.

Tour D'Europe

After visiting several European capitals, the Tour D'Europe initiative arrived in Portugal on 21 April and included **Resiway**'s participation.
Under the theme “Renewable Fuels in the Decarbonisation of Mobility”, debates were held on the pathways for the energy transition and the role of renewable fuels in transforming the transport sector and meeting climate targets.

Oleofuels 2025

On 11 and 12 June, **Resiway** took part in ACI Oleofuels 2025, in Barcelona, Spain.
A benchmark event in the sector, it provides an opportunity for industry leaders, manufacturers, researchers, policymakers and market experts to come together and discuss the latest developments, challenges and innovations in biofuels produced from waste materials.

Argus Biofuels & Feedstocks Conference: Latin America and Europe

On 25 and 26 June, **Resiway** attended the Argus Biofuels & Feedstocks Latin America Conference in São Paulo, Brazil, and on 20 to 22 October the Argus Biofuels Europe Conference & Exhibition in London. At the latter, its International Business Development Director, Ramón Alvarez, was one of the invited speakers.
Both are among the leading events in the sector. The sessions reviewed new opportunities in the SAF, HVO and other biofuels segments, as well as the impact of recently adopted legislation on the biofuels market and its contribution to the reduction of greenhouse gas emissions.

3.1.2. Pollution

VSME: B2, B4, C2

The treatment and recovery of waste by **Resiway** directly contributes to reducing waste sent to landfill, thereby mitigating the risk of soil and air contamination associated with such infrastructure.

The activity carried out is not covered by Annex I of the Pollutant Release and Transfer Register (PRTR). As a result, the Company is not legally required to hold specific certification systems, nor to monitor or report pollutant emissions to air, water or soil to the Portuguese Environment Agency (APA — *Agência Portuguesa do Ambiente*).

Although the waste-treatment sector is included in that annex — which, in theory, could cover **Resiway**'s residual-oils treatment area — this framework only applies to facilities exceeding the defined capacity thresholds, namely those for the disposal or recovery of non-hazardous waste. **Resiway**'s operations do not reach these thresholds, and therefore no PRTR reporting obligation arises. Notwithstanding, the number of environmental incidents in 2025 was zero.

Although not subject to specific legal requirements in this area, **Resiway** maintains a commitment to pollution prevention and to minimising the environmental impacts of its activity. Aware that the handling of liquid waste can pose a potential risk of spills, a set of prevention, control and response measures for environmental incidents has been implemented.

The Company has emergency kits distributed across its facilities, designed for the containment of oil and fat spills. These kits are adapted to contain, absorb and rapidly remove highly viscous materials. They include absorbent materials, notably those produced from cork residues, as well as collection and removal equipment.

All employees are duly aware of and informed about the internal procedure for reporting environmental incidents, with any occurrence required to be communicated immediately to senior management. As part of the onboarding process for new employees, the Environment function ensures that training sessions are delivered on the prevention of, and response to, spills, ensuring that all employees are familiar with the appropriate procedures to avoid or mitigate potential impacts from the moment they join the Company.

3.2. Resource Management

3.2.1. Biodiversity and ecosystems

VSME: B5

Biodiversity and ecosystems are fundamental to environmental quality and to the resilience of natural systems. Adopting responsible practices, mitigating impacts and promoting ecosystem regeneration are therefore essential conditions for securing long-term value creation.

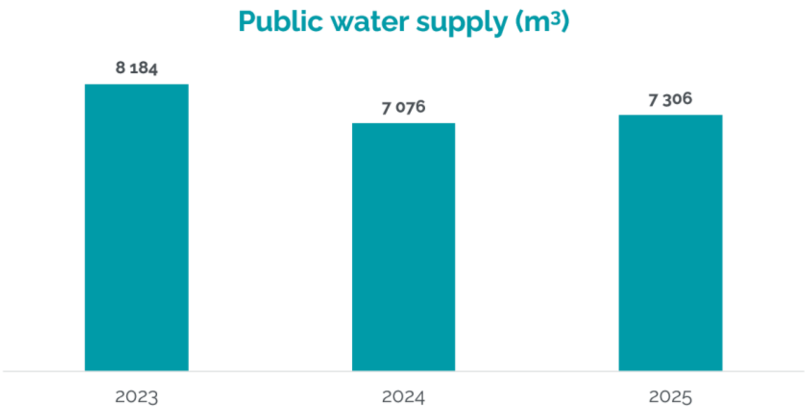
During its activity, **Resiway** promotes circular-economy principles and therefore makes a decisive contribution to reducing pressure on ecosystems.

Although **Resiway** does not carry out activities nor own facilities located in areas classified as sensitive from a biodiversity standpoint, it acknowledges that its role on this topic is not limited to geographic location. The Company runs internal awareness activities, notably by addressing these topics in presentations during internal corporate events. In parallel, it promotes initiatives with the local community, having marked Children's Day in 2025 with a fruit-tree planting at a local youth institution.

3.2.2. Water and effluents

VSME: B6

Water is an essential but finite resource, central to maintaining environmental balance. The processes used by **Resiway** in its activity are predominantly physical, so its water consumption is low. Nevertheless, water plays an important role in process-support operations and other activity-support needs.



In 2025, total mains water withdrawal of 7,306 m³ was recorded, an increase of 3.3% compared with the previous year. Despite this slight rise, **Resiway**'s water consumption has remained considerably lower than in 2023, when withdrawal was 13.5% higher than in 2024. The Company does not yet operate in water-stress areas, reducing the impact of its activities.

In addition, a firm commitment to responsible water management is maintained, ensuring its proper recovery and reintegration into the hydrological cycle. As part of World Water Day in 2025, **Resiway** communicated its water performance, highlighting the recovery of more than 26,800 m³ of water during the year. This result was achieved by separating and routing the water to recovery and treatment facilities, enabling its subsequent reuse or its safe return to the water environment.

Although the formal VSME indicator is water withdrawal (B6), **Resiway**'s most significant value added to the ecosystem lies in the promotion of the circular economy in its various dimensions, including water. It is **Resiway**'s treatment and recovery activity — unique in Portugal — that, compared with other disposal solutions or even other recovery routes (such as composting), enables the recovery and reintegration of the aqueous fractions of the waste received into the hydrological cycle. The recovery of more than 26,800 m³ of water corresponds to more than triple **Resiway**'s total mains water withdrawal in 2025.

3.2.3. Waste management and circular economy

VSME: B2, B7, C2

Resiway's core business is inherently circular by design — transforming organic industrial waste into advanced feedstock, ensuring it is used by the bioenergy industry. In 2025, **Resiway** recovered more than 52,670 tonnes of waste, contributing both to reducing volumes sent to disposal and to advancing the circular economy.

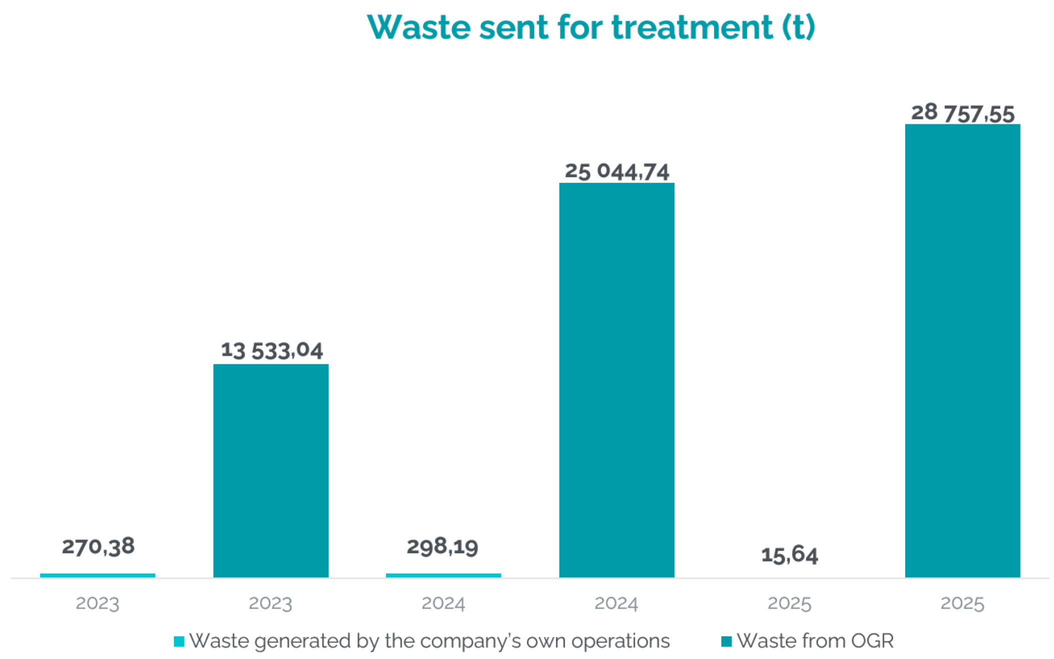
As part of its activity in the waste sector, **Resiway** — as a waste management operator (OGR — *Operador de Gestão de Resíduos*) — is required to file the Integrated Waste Records Map (MIRR — *Mapa Integrado de Registo de Resíduos*).

Internal waste management is conducted in line with applicable legal requirements and is designed to ensure that the waste streams generated are routed responsibly and recovered wherever possible, consolidating a management model that favours prevention, reuse and recycling. All waste generated is duly identified using the relevant European Waste List code (LER — *Lista Europeia de Resíduos*), allowing the type, origin and degree of hazard to be characterised. This classification enables rigorous management and full traceability of each stream.

In addition, waste is categorised according to the treatment it will undergo, using recovery codes (classified from R1 to R13) when destined for recovery operations, or disposal codes (D1 to D15) when routed to disposal operations. Once correctly identified and classified, the waste is sent to its respective final destination.

The VSME B7 disclosure should be read in the light of the nature of **Resiway**'s activity as an operator for the treatment and recovery of organic industrial waste. In this context, a substantial part of the waste reported corresponds to waste received, treated and routed onwards within the Company's core activity — that is, the operational input flow of the production process — rather than waste generated by the Company's own internal operations. The indicators presented therefore reflect, above all, the capacity for treating, recovering and properly routing waste, as well as the Company's contribution to the circular economy and to diverting waste from landfill. Waste generated directly by the Company's own operations is identified and reported separately, ensuring greater transparency and comparability of the information disclosed.

In 2025, of the total waste routed by **Resiway**, only 0.05% was generated as a result of internal operations — a significant reduction compared with previous years, as shown in the following chart:



- <u>**Waste received and routed onwards within the Company's core activity**</u>

Drawing on Lavoisier's law that "in nature, nothing is created, nothing is lost, everything is transformed", the outflows that **Resiway** routes onward as waste to other treatment, recovery or disposal destinations result — almost entirely — from the process of separating the fractions of the waste received and managed by **Resiway**, so that each fraction can be channelled into the most appropriate treatment and recovery route.[4]

In line with the criteria set out above and based on MIRR data, in 2025 **Resiway** recorded an increase in total waste routed onwards within the Company's core activity, reaching 28,757 tonnes — a 13% growth compared with the previous year. This increase resulted exclusively from growth in recovered waste, with the overall recovery rate remaining at 100%, in line with the previous period.

[4] Introduced by Antoine Laurent Lavoisier and also known as the law of mass conservation.

Waste sent for treatment (t) as part of core business activities

In terms of destination, almost all the liquid effluents generated in the operational process are routed to biogas-production recovery facilities, thereby valorising their organic load and allowing the subsequent routing of the aqueous fraction to a wastewater treatment plant (ETAR — *Estação de Tratamento de Águas Residuais*). As regards solid waste streams, the majority — notably dried sludges and screenings — is sent to operators for composting.

Likewise, packaging is sent to recycling or recovery operations, ensuring its reintegration into value chains wherever technically feasible. With the same goal, **Resiway** seeks to reduce waste generation throughout this process, and waste-reduction practices are implemented during unpacking.

- **Waste generated directly by the Company's own operations**

Waste for which **Resiway** is the primary producer represents a very small share of total waste routed onwards. In 2023 and 2024 it accounted for around 2% and 1.2%, respectively. In 2025 the downward trend intensified — representing only 0.05% — driven essentially by two factors: improvements in the efficiency of **Resiway**'s operations and the reclassification, in the MIRR, of a set of waste types that in previous years had been recorded as “arising from own operations” but should also have been classified as “routed onwards within the Company's core activity”.

Resiway systematically prioritises waste recovery, resorting to disposal only as a last option, in line with the waste hierarchy. As a result, waste generated directly by its own operations was almost entirely routed to reuse, and non-recovered waste — which has shown successive reductions over recent years — fell in 2025 to a residual amount (less than 0.1 tonnes).

In 2023 and 2024, **Resiway** recorded only residual quantities of hazardous waste — 1.53 tonnes and 0.26 tonnes, respectively. From 2025 onwards, however, no treatment of this type of waste was recorded, reflecting the implementation of process improvements and the strengthening of environmental management practices.

With circular-economy principles and the transition to a more sustainable future as the basis of its business model, **Resiway** also seeks to disseminate the knowledge it develops and to deepen its own capabilities. To this end, it establishes partnerships with organisations that share the same vision and ambition, participating in joint initiatives and projects aimed at accelerating the development of circular solutions, promoting the adoption of more efficient practices and contributing to the delivery of its long-term strategy.

4. Valuing our People

Impacts

Topic / sub-topic / sub-sub-topic	Description	Impact type	Location
S3 Affected communities			
Soil-related impacts	**Resiway**'s activities contribute to reducing volumes routed to landfill, which reduces the risk of soil contamination, safeguarding the well-being and safety of surrounding communities.	⊕	4.2 Affected communities 4.2.1 Impacts on communities
Safety-related impacts	Restructuring within the Company and environmental incidents — such as spills and fires — can have negative consequences on the safety and physical and mental health of communities.	⊖	4.2 Affected communities 4.2.1 Impacts on communities

Legend: ⊕ Actual positive impact ⊖ Actual negative impact ⊕ Potential positive impact ⊖ Potential negative impact

Risks and Opportunities

Topic / sub-topic / sub-sub-topic	Description	Risk / opportunity	Time horizon	Location
S1 Own workforce				
Work-life balance	Offering benefits that enable employees to maintain a work-life balance can improve employee satisfaction, which in turn increases productivity, talent retention and the overall success of the organisation.	★	●○○	4.1 Own workforce 4.1.1 Talent and diversity management
Gender equality and equal pay for work of equal value	Equal opportunities have a positive influence on the working environment, make the Company more attractive for the recruitment of new talent and help retain employees and know-how, contributing to the Company's success and productivity.	★	●○○	4.1 Own workforce 4.1.1 Talent and diversity management
Training and skills development	Developing employees' skills enables the Company to have more motivated, qualified and resilient employees, retain know-how and increase productivity, which can translate into financial gains.	★	●○○	4.1 Own workforce 4.1.1 Talent and diversity management
Diversity	Developing employees' skills enables the Company to have more motivated, qualified and resilient employees, retain know-how and increase productivity, which can translate into financial gains.	★	●○○	4.1 Own workforce 4.1.1 Talent and diversity management

Legend: ⚠ Risk ★ Opportunity
●○○ short term (<2 years) ●●○ medium term (2-5 years) ●●● long term (>5 years)

4.1. Own Workforce

4.1.1. Talent and diversity management

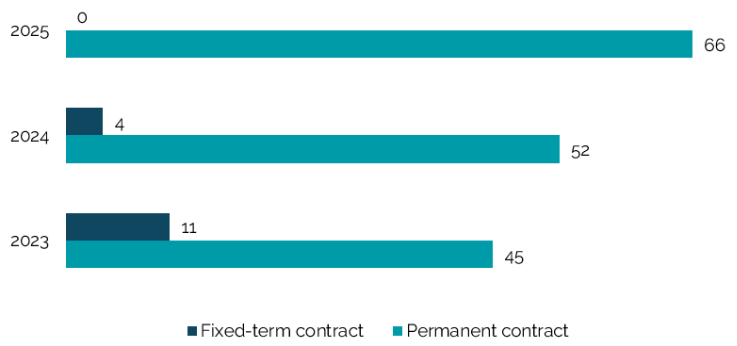
VSME: B2, B8, B10, C2, C5, C9

Resiway considers its people to be its greatest asset. Investing in employee well-being and development is an investment in the organisation itself, enabling it to thrive, foster innovation and strengthen the competitiveness of the business.

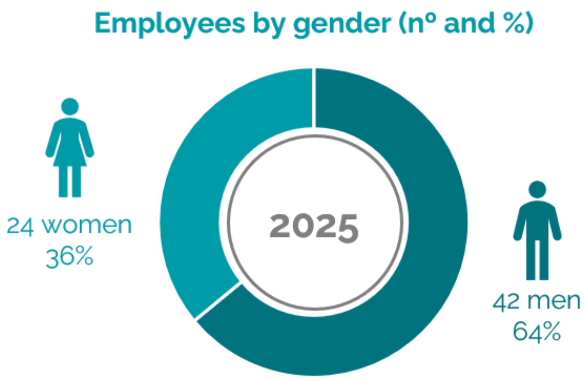
At the end of 2025, **Resiway** had 66 employees, an increase of 17.9% compared with the previous year, all employed on permanent contracts. Indeed, over the past three years the Company has been reinforcing its commitment to employment stability, promoting the transition of temporary workers to permanent contracts.

Since 2023, when 20% of the workforce was on temporary contracts, the proportion of permanent employees has increased consistently. This effort translates into greater stability in the organisation's structure and a potential increase in employee satisfaction. In addition, all employees receive remuneration above the national minimum wage set by law, including one part-time worker.

Employment status of employees



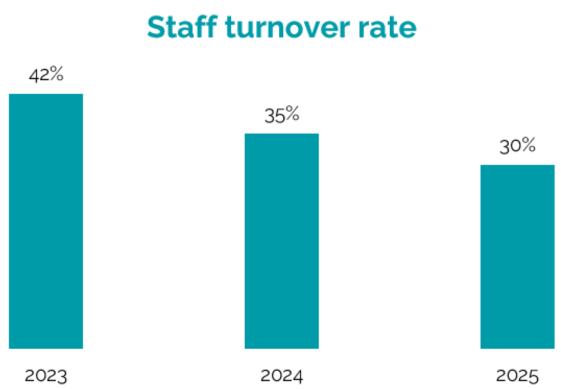
In 2025, the workforce — based exclusively in Portugal — remained predominantly male, with women representing 36% of the total, a proportion that has remained stable since 2023 and reflects the nature of the activity. Compared with the previous year, **Resiway** recorded a 16.7% increase in the number of men and a 20.0% increase in the number of women in the organisation.



Resiway is led by four people within the management structure, all of whom are male. In addition, the Company engages eight temporary workers under service-provision arrangements, supplied by external entities whose main activity is the provision of employment services. These professionals carry out duties as industrial operators and are deployed in line with activity fluctuations.

In terms of pay, there is a 12% difference between the average remuneration of women and men (unadjusted gap), representing a 1 p.p. reduction compared with 2024. This difference is partly explained by the composition of the governing bodies (three directors, all male, on executive remuneration); when adjusted for the effect of executive management, the pay gap is below 1%. This indicator is influenced by several factors, including employee tenure, turnover rates, hires and absences, which contribute to the gap observed.

Employment stability and diversity contribute to a more attractive and balanced working environment — factors reflected in **Resiway**'s turnover rate, which has been declining consistently since 2023. In 2025, the turnover rate was 30%, a reduction of five percentage points compared with 2024.



Resiway employees are not covered by collective bargaining agreements, as there are no collective regulation instruments in the organisation's sector. Nevertheless, the Company ensures working conditions fully compliant with applicable legislation, with employment terms set in accordance with the Portuguese Labour Code and supplemented by internal Human Resources policies.

Employee Portal

In 2025, with the aim of strengthening the transparency of internal employee-related processes, **Resiway** launched the Employee Portal, a platform designed to increase the accessibility and transparency of information relating to each employee's professional path. The tool provides greater autonomy in updating and managing the individual employee record, helping to resolve Human Resources matters and to streamline various processes, including absence requests and justifications, holiday booking and the update of personal data, among others.

The project, rolled out in the first half of the year, recorded significant initial uptake. During the implementation phase, **Resiway** carried out an employee consultation to evaluate the solution adopted, which produced the following results:

- **97% of employees use the Employee Portal**
- **72% access the Portal via computer and 28% via mobile phone**
- **70% access it to manage absences (holidays and justification of absences)**
- **27% use the Portal on a weekly basis**

Over the first year of use, the tool has proved essential for communication with the Human Resources Department, both procedurally and in administrative management. Most employees now use it autonomously, on at least a monthly basis, to manage time, consult payroll processing and access payslips. Other support channels remain available for employees with greater difficulty using digital tools.

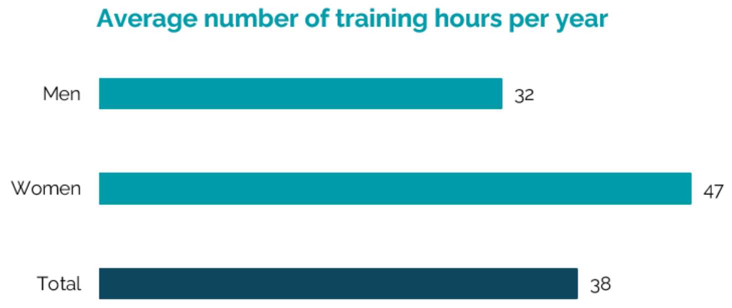
Training and Development

The ability of organisations to respond effectively to business challenges depends largely on the qualification and continuous development of their workforce. In this respect, **Resiway** seeks to implement initiatives that promote employees' access to opportunities for growth and professional development.

In 2025, 38 hours of training were provided to each employee, focused on topics essential to the business, such as knowledge of products, processes and services, as well as the foundations of the organisational culture. These included the principles and values of **Resiway** and the ethics and conduct standards that guide day-to-day activity. Additional training sessions were dedicated to employee safety, health and well-being, the contents of which are detailed in sub-chapter 4. Valuing our People, 4.1 Own Workforce, and 4.1.2 Health and Safety.[5]

Since 2024, consistent work has been carried out to strengthen the leadership culture and develop teams, with the aim of raising awareness of the importance of formal record-keeping and the proper formalisation of procedures, processes and training content.

As a result, in 2025 the investment in training activities was significant, with a particularly notable impact on female employees, who received an average of 47 hours of training — 15 hours more than their male counterparts.



In addition to formal training, **Resiway** also promotes a set of complementary initiatives that contribute to employees' continuous development, including talks, experience-sharing sessions and team interaction events. Three gatherings bringing together all employees are held annually, focused on strategic alignment, the presentation of key projects and the consolidation of the organisational culture.

In January, the *Rentrée* is held, dedicated to presenting the objectives for the new year and to the overall convergence of the teams. Mid-year, the Summer Summit corporate event is held, where the Company's values are reinforced, topics relevant to the organisation are discussed and ongoing projects are presented. The year closes with the Year-End Gathering, which not

[5] It is not possible to make a direct comparison between the training data for 2023 and 2024, as in those years a significant proportion of the training took place on the job and was not formally recorded.

only provides a moment of interaction for all employees but also celebrates the results achieved during the year.

Summer Summit 2025: Aligning Today to Build Tomorrow

In July, **Resiway** held another edition of its Summer Summit, an event that brings together employees from different areas to create a space for sharing, learning and reflection. The initiative aims to reinforce the organisation's values, prepare teams for future challenges and foster a culture of continuous development.

The programme covered topics aligned with the three ESG pillars. On the environmental side, the topic “The Impact of Climate Change” was led by CEO Telmo Adrego. This was followed by a review of the Market and the Business, led by CFO José Leite. Both topics provided employees with a deeper understanding of the Company's role in sustainability, the context in which it operates and the trends that may shape its future strategy.

On the social side, the topic “Safety Culture” was presented in a session led by the Senior Safety Officer, Sílvia Moreira. Aligned with the Zero Accidents objective, the presentation reinforced the importance of the active contribution of each employee in promoting a safer environment. The main ongoing continuous-improvement projects were also presented.

Within the governance pillar, the topic of GROWING in maturity in the organisational culture was discussed, followed by a session led by Dr Luís Nunes de Oliveira on **Resiway**'s Commitments to its Principles and Values — a moment for reflection on the importance of integrity and responsibility in all actions.

A social moment was also held at the end of the day with a cocktail reception, where employees were able to strengthen ties, exchange perspectives and reinforce the team spirit that characterises **Resiway**.

At the same time, commemorative days are marked, providing opportunities for training and awareness activities. In 2025, Workers' Day, European Cybersecurity Month and Environment Day were highlighted, reinforcing the importance of digital responsibility and the adoption of sustainable practices in day-to-day work. The internal awareness activities developed in this context complement the Health and Safety initiatives described in sub-chapter 4. Valuing our People and 4.1.2 Health and Safety.

Employee Satisfaction

In addition to activities aimed at strengthening operational quality, **Resiway** promotes several initiatives to mark festive dates, valuing moments of collective celebration. These initiatives, run throughout the year, contribute not only to consolidating the organisational culture, providing moments of togetherness and reinforcing internal cohesion, but also support the development of local commerce and the regional economy.

As part of the partnership-expansion plan, and to increase the range of benefits offered, **Resiway** has also been strengthening access to a diverse set of advantages that contribute to the well-being and quality of life of its employees. In addition to providing the meal allowance and implementing flexible working hours and remote-working arrangements for compatible roles, **Resiway** develops strategic partnerships with local entities. These partnerships not only provide advantageous conditions to employees but also help strengthen relationships with local businesses.

Car-wash service **Resiway** has partnered with a local car-wash business, offering employees a pickup and delivery service at no additional cost, together with favourable car-wash terms.	**Gym partnership** In partnership with a local gym, **Resiway** offers its employees exclusive advantages on access terms, namely through a price reduction.
MDS Connect Through a partnership with MDS Connect, employees and their households are offered special terms and discounts on the contracting of insurance services and coverages.	**Organic grocery store** **Resiway** promotes high-quality nutrition by offering a discount on the purchase of organic products through a partnership with a leading organic grocery store in the Aveiro district.
Hotel reservations **Resiway** employees can benefit from exclusive terms on bookings at a hotel in Santa Maria da Feira.	**Laundry services** Through a partnership with a local laundry, the Company offers a discount on laundry and ironing services.

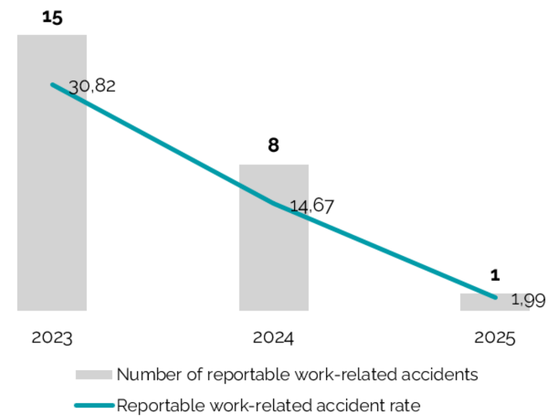
Gathering employee feedback is essential to ensure that the actions and initiatives implemented are aligned with their needs and expectations. To this end, **Resiway** has launched ResiTalks, an initiative that provides visibility to the employee experience through one-to-one interviews carried out at the employee's own workplace.

4.1.2. Health and safety

VSME: B9

Waste management and recovery require demanding processes associated with several operational risks. Beyond mere legal compliance, **Resiway** treats Occupational Health and Safety as a core value, essential to protecting lives, preventing accidents and ensuring the well-being of all. Accordingly, it has adopted the strategic objective of zero accidents per year, safeguarding the safety of all employees — and the results speak for themselves.

Workplace accidents subject to reporting



In 2025, only one occupational accident was recorded, representing an 87.5% reduction compared with the previous year and bringing **Resiway** closer to its strategic objective. This result reinforces the downward trend in accident numbers observed since 2023, evidencing the effectiveness of the measures implemented to mitigate risks and foster a safer working environment. The accident rate followed the same trend, reaching its lowest level in the past three years at 1.99‰ accidents per hours worked. Over the same period, no fatalities related to work injuries or work-related health issues were recorded.

Building a culture of prevention is decisive in achieving these results. This commitment is shared across the entire organisation, with employees and teams working in alignment to follow rules and procedures, correctly use the equipment provided and actively report risk situations.

A range of safety measures is in place, including the promotion of the use of Personal Protective Equipment (PPE — *Equipamentos de Proteção Individual*, EPI), continuous awareness-raising among workers and the development of practical initiatives to improve safety conditions.

In 2025, teams were trained in essential areas, totalling 326 hours of health and safety training. These sessions covered cross-cutting topics, including occupational health and safety, fire safety in buildings — with a focus on the implementation of self-protection measures — and the safe handling of chemicals. The applicable regulations were also addressed, particularly regarding alcohol and psychotropic substances.

Within the same scope, specific vocational training was provided, focused on risk prevention and the strengthening of workers' technical knowledge. These initiatives covered topics essential to safe operation in an industrial context, including the analysis and investigation of occupational accidents, industrial licensing, safety in confined-space work and the safe use of equipment, with particular focus on angle grinders.

In addition, as part of the onboarding process for new employees, the Safety function delivers training sessions covering information useful for integration into the workplace, such as the main occupational risks and corresponding preventive measures, the distinction between accidents, incidents and hazardous causes, and the procedures set out in the internal emergency plans. These training sessions are subsequently repeated on a regular basis, ensuring continuous review of the content.

Relevant dates are also marked, viewed as opportunities to reinforce internal awareness and promote good practices. Within this scope, Occupational Health and Safety Day and European Safety Week were celebrated, the latter also serving as an important moment for health and safety training.

As an additional prevention measure, Gemba Walks are carried out — regular visits to workplaces that make it possible to identify improvement opportunities directly in the operational context.

Where accidents occur, they are treated as opportunities for learning and progress. All occurrences are duly investigated, and the conclusions are incorporated into training activities and into the review of procedures.

Resiway goes beyond the management of occupational risks, taking a proactive stance in promoting the overall well-being of its employees through initiatives and benefits.

Health Insurance and Life Insurance

As part of the set of benefits offered by **Resiway**, all employees are covered by a health insurance and a life insurance policy.

The health insurance provides access to quality medical care — including consultations, examinations, hospitalisations and other healthcare services — both at clinics and hospitals within the provider network and outside it, through a reimbursement regime set out in the policy. This benefit may also be extended to the employee's household — including spouses and children — on more favourable terms.

In addition, the life insurance ensures the financial protection of **Resiway**'s workers in more serious situations, covering the risk of death or survival, as well as total and permanent disability and absolute and definitive disability.

With the aim of enhancing the quality of life of its workforce, a Health and Well-being Plan was developed, comprising a set of initiatives focused on prevention, awareness and the promotion of a healthy lifestyle. Under this plan, a range of actions were implemented throughout 2025, covering various dimensions of worker health.

Health and Wellbeing Plan

Initiatives 2025

Partnership with a local gym

To promote healthy lifestyles among staff and strengthen its network of local partners, **Resiway** has entered into a partnership with a local gym to encourage regular exercise and promote general well-being.

"Pink October" awareness campaign

With the aim of raising awareness of breast cancer prevention and early detection, **Resiway** distributed information materials and ran internal communication campaigns aimed at all women.

"Blue November" awareness campaign"

To promote men's health and raise awareness of the importance of prevention and early detection of prostate cancer, **Resiway** has distributed information materials and launched internal communication initiatives.

Nutrition education initiative

To help improve employees' eating habits, **Resiway** launched a nutrition education initiative focused on teaching people how to read food labels correctly, thereby encouraging more balanced eating habits.

Reinforcing its commitment to transparency, **Resiway** publishes — among other safety and well-being initiatives — the number of consecutive accident-free days in its half-yearly newsletters, which are accessible to several stakeholder groups.

4.2. Affected Communities

4.2.1. Impacts on Communities

VSME: B2, C2

Resiway believes that the future is built through simple acts, empathy and purpose, and seeks, wherever possible, to leave a positive mark on the community around it. Building a transparent and trust-based relationship with local communities is essential. The Company is committed to developing community-support initiatives and activities, reinforcing its commitment to responsible social impact.

Visit to the Obra do Frei Gil on International Children's Day

To mark International Children's Day, **Resiway** visited the Obra do Frei Gil in Lobão. This institution provides care for children and young people aged between 6 and 18/25, offering them a home and the opportunity to grow up with love and safety.

Resiway employees were also invited to take part in this day, accompanied by their children, reinforcing engagement built on sharing and closeness.

Throughout the day, various recreational activities were organised, providing a special day for the children and young people, together with environmental awareness moments through the planting of fruit trees. These moments helped foster a lasting and supportive relationship.

In parallel, an assessment of the institution's needs was also carried out, culminating in the donation of personal hygiene products and other duly requested items.

Support to the Feira Volunteer Fire Brigade

In 2025, **Resiway** continued its support to the Feira Volunteer Fire Brigade, making two donations throughout the year. During the Christmas season, support took the form of hampers, in recognition and appreciation of the work carried out.

In parallel, **Resiway** remains attentive to any needs that may arise, seeking to respond in a supportive and responsible manner at times of greater need, reaffirming its commitment to the local community.

In addition to its support initiatives, **Resiway** maintains an active commitment to creating value for the community, promoting activities aimed at sharing knowledge and strengthening relationships with its stakeholders. This objective is achieved, among other things, through engagement with the academic community, contributing to skills development and strengthening the link between the business world and future generations.

Ethics, Responsibility and Sustainability

In 2025, José Leite, CFO of **Resiway**, delivered a lecture at FEUC — the Faculty of Economics of the University of Coimbra, at the invitation of Professor Maria João Silvestre, for the course "Responsibility, Ethics and Sustainability" of the undergraduate degree in Economics. The session was an opportunity to share with students **Resiway**'s vision and experience in its sector, as well as its Sustainability Journey.

5. Acting Responsibly

Impacts

Topic / sub-topic / sub-sub-topic	Description	Impact type	Location
G1 Business conduct			
Corporate culture	Failure to identify and address breaches of **Resiway**'s Code of Ethics may cause significant harm, ranging from employees to other stakeholders.	⊖ (actual negative)	5.1 Business ethics
Management of supplier relationships, including payment practices	Maintaining the processes and strategies developed by a company to build mutually beneficial and efficient relationships with its suppliers helps promote collaboration, transparency and trust, while at the same time preventing human-rights and environmental breaches in the value chain.	⊕ (actual positive)	5.2 Relations with suppliers
	The lack of assessments and certifications, supplier audits and jointly developed plans make it impossible to evaluate suppliers' practices and does not ensure that they carry out their work with ethics and integrity.	⊖ (actual negative)	5.2 Relations with suppliers

Legend: ⊕ Actual positive impact ⊖ Actual negative impact ⊕ Potential positive impact ⊖ Potential negative impact

Risks and Opportunities

Topic / sub-topic / sub-sub-topic	Description	Risk / opportunity	Time horizon	Location
G1 Business conduct				
Management of supplier relationships, including payment practices	Suppliers' breaches of environmental and social standards may cause reputational damage to the Company, legal consequences, financial losses and disruptions in the value chain, affecting the Company as a whole.	⚠	●○○	5.2 Relations with suppliers
	Development of an organised procurement management or risk-management system that helps mitigate and prevent human-rights and environmental breaches and, at the same time, ensures business continuity by avoiding adverse effects on workers in the value chain and reputational damage to the Company.	★	●○○	5.2 Relations with suppliers

Legend: ⚠ Risk ★ Opportunity
●○○ short term (<2 years) ●●○ medium term (2-5 years) ●●● long term (>5 years)

5.1. Business ethics

VSME: B2, B11, C2

In 2025, **Resiway** reinforced its corporate culture, deepening the engagement of employees, suppliers and partners and consolidating internal practices and mechanisms that promote ethical behaviour and conduct across the Company. This is a strategic effort in line with **Resiway**'s broader commitments, which go beyond decarbonisation and circular-economy objectives and extend to the socio-economic dimension and the ambition to position itself as a socially responsible organisation, guided by principles of sustainable growth and development. **Resiway** has an Ethics Committee responsible for guiding, supervising and assessing the organisation's ethical conduct. This body is composed of the Chairman of the Board of Directors and CEO, Telmo Adrego; the Board Member and CFO, José Mário Leite; and the Head of People and Culture, Catarina Soares. Where a report concerns one of its members, the matter is referred to the Chairman of the General Meeting, an external and independent person. The Committee is responsible for supporting the implementation of, and compliance with, internal policies and applicable legal requirements, and for receiving, analysing and following up on reports, while ensuring impartiality, confidentiality and integrity throughout the process.

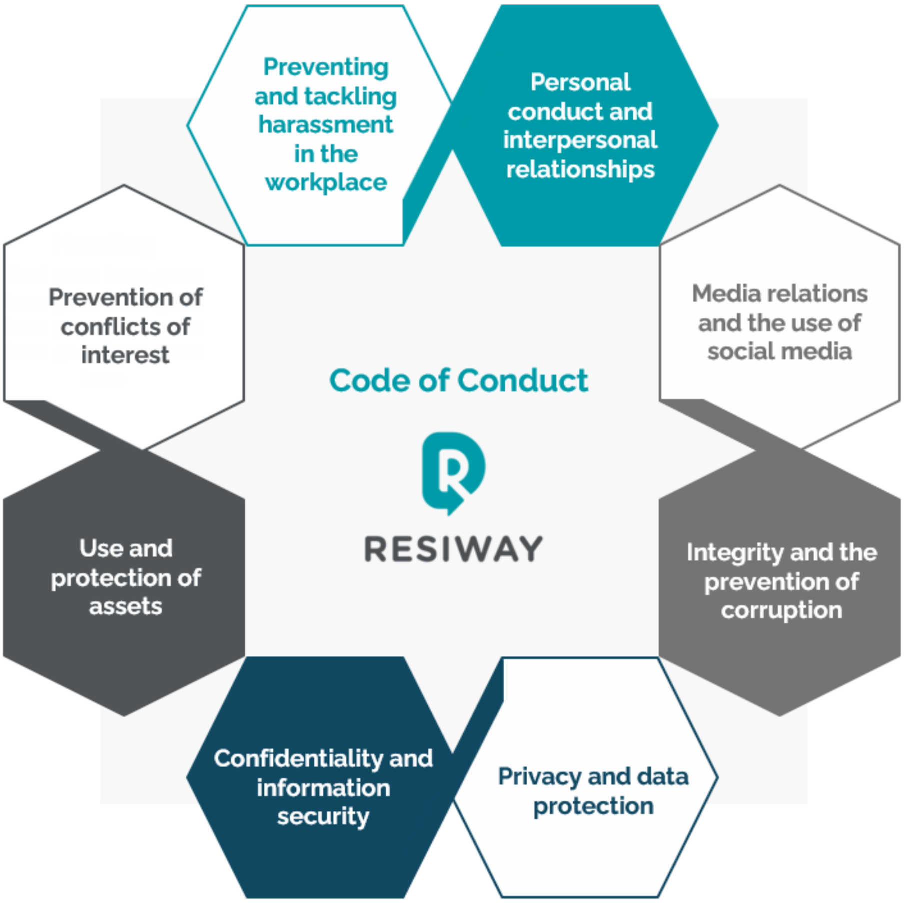
In addition to complying with the standards in force, **Resiway** has in place a Ethics and Conduct Code and a Code of Good Conduct for the Prevention and Combating of Harassment at Work, imposing obligations to prevent, detect and report any improper conduct.

Resiway's Ethics and Conduct Code confirms the organisation's values and sets out the objectives that guide its activity, ensuring the promotion of an organisational culture of integrity and responsibility, and the harmonisation of standards of conduct across all areas of activity.

Key objectives of Resiway's Ethics and Conduct Code

- To clearly communicate to employees, service providers, customers, public bodies, suppliers and, more generally, the wider community, the values upheld, practised and required by **Resiway**, thereby fostering growing relationships of trust amongst them all.
- To strengthen **Resiway**'s ethical standards across the board, establishing this as a cornerstone of the Company's social responsibility policy.
- To set out clearly the principles and values that employees, service providers and others are required to uphold when acting on behalf of **Resiway** in their dealings with stakeholders.

The Code also brings together a set of guidelines essential to the good corporate conduct of the Company, its employees and all entities that, in any capacity, act on behalf of the **Resiway** Group companies.



To ensure an open and transparent organisational climate, a secure, confidential and anonymous whistleblowing channel is in place, through which it is possible to report any irregularities occurring at **Resiway** or at any of its affiliated companies within the Group, and to follow the status of each report.

Whistleblowers may be shareholders, members of governing bodies, employees or any other entity with a professional relationship with the Group companies, including customers, suppliers, intermediaries, agents, service providers, subcontractors and consultants. Also covered are individuals whose professional relationship has already ended or who have interacted with the Group only at a pre-contractual stage. Reports must be based on facts known within the scope of that professional relationship and may relate to matters such as safety, health and environmental protection, among others.

In relation to employment matters, the contact should be addressed to **Resiway**'s Ethics Committee at etica@resiway.com, by sealed letter to the registered office or in person, by direct delivery to a member of the Committee.

Resiway, the Management Team, the Ethics Committee and the Chairman of the General Meeting safeguard the identity of whistleblowers who report any occurrences or irregularities incompatible with the Code of Conduct, acting in accordance with applicable legislation and with the Company's principles.

The Code of Good Conduct for the Prevention and Combating of Harassment at Work complements the Ethics and Conduct Code, ensuring compliance with the applicable legal requirements and reinforcing **Resiway**'s commitment to the prevention, detection and handling of harassment situations. This instrument provides a structured set of principles, rules and procedures, as well as the identification of the entities and channels available for support, the submission of complaints and the formalisation of internal reports.

Resiway safeguards whistleblowers and the witnesses they name in situations involving breaches of the Code of Good Conduct or harassment, ensuring that they are not subject to disciplinary sanctions. Any dismissal or disciplinary measure within one year of a report being filed, or of the exercise of rights related to equality, non-discrimination and the prevention of harassment, is also deemed abusive.

As these are employment-related cases, any occurrences should be reported as quickly as possible, in a confidential manner and without disclosure to third parties not involved, to the Portuguese Working Conditions Authority (ACT — *Autoridade para as Condições do Trabalho*) or to **Resiway**'s Ethics Committee.

Reports are analysed and handled swiftly, involving all relevant parties and required to be substantiated with detailed information. Where harassment is confirmed, appropriate measures are taken, including the opening of disciplinary proceedings and the application of corresponding sanctions. In the case of false accusations, the authors may be subject to disciplinary action.

In addition, **Resiway** has a Privacy Policy setting out the way in which the personal data of its stakeholders — particularly customers, employees and suppliers — is collected and managed, as well as the protection and security measures adopted in their processing. This document is an instrument that reflects **Resiway**'s commitment to transparency, corporate accountability and the trust of its stakeholders.

For matters relating to data protection (GDPR, locally referred to as RGPD — *Regulamento Geral de Proteção de Dados*), reports may be submitted via it@resiway.com, by sealed letter addressed to **Resiway**'s address, or in person, by direct delivery to the head of the Information Systems function. Whistleblowers benefit from the same protection system applicable to all other types of report, with their identity safeguarded, information kept confidential and any form of retaliation prevented.

The Ethics and Conduct Code, the whistleblowing platform and the Privacy Policy were approved by the Board of Directors on 11 September 2023 and are permanently available for consultation and use on the corporate website. The Code of Good Conduct for the Prevention and Combating of Harassment at Work is accessible to any entity, with relevance for employees as the main stakeholders.

Stakeholders' perspectives on the policies, values and topics considered relevant to the Company's strategy, mission and vision are fundamental to the continuity and sustainability of the organisation, as these stakeholders are directly affected by and simultaneously influence its development. To ensure ongoing dialogue, the Company runs a range of internal and external initiatives throughout the year, enabling it to gather input, assess trends and incorporate both retrospective and forward-looking views into its management.

It is worth highlighting that during the reporting period, **Resiway** did not record any convictions or fines associated with breaches of anti-corruption or anti-bribery legislation.

5.2. Relations with suppliers

VSME: B2, C2

Resiway maintains a close, trust-based relationship with its suppliers, recognising the strategic role that responsible supply-chain management plays in creating shared value and supporting the sustainability of the organisation.

Suppliers are classified according to the nature of the goods or services they provide, with a distinction made between business suppliers and non-business suppliers.

For non-business suppliers, **Resiway** has put in place a Non-Business Procurement Policy, applicable to the acquisition of goods and services, which requires consulting at least three different suppliers (or providing justification where that is not possible), as well as the completion of a purchase requisition and its validation by two to three hierarchical levels, depending on the amount involved.

To strengthen internal accountability and proper planning of each department's activities, budget allocations are being implemented, with management and oversight being the responsibility of each department. This procedure is intended to promote more efficient management of resources, aligned with best practice and with the principles set out in the Non-Business Procurement Policy.

In parallel, the Company maintains the practice of paying all suppliers within a maximum of 30 days, contributing to their financial stability and mitigating risks associated with delays, in line with Portuguese Decree-Law 62/2013 — on combating late payment in commercial transactions, which transposes Directive 2011/7/EU of the European Parliament and of the Council of 16 February 2011.

The Ethics and Conduct Code also applies to suppliers, reflecting **Resiway**'s commitment to ensuring commercial relationships characterised by integrity, transparency and rigour. Supplier selection is carried out based on objective, clear and impartial criteria, taking into account not only commercial terms and the quality of the goods or services provided, but also the ethical conduct demonstrated by each entity, as assessed by the Company. **Resiway** also commits to fully complying with the contractual terms in place, ensuring that they are fair, balanced and aligned with the principles of corporate responsibility that guide its actions and are reflected throughout its value chain.

6. Appendices

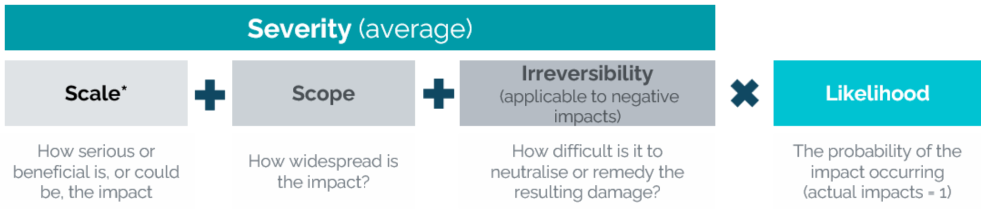
6.1. Methodological Notes

Materiality

The IRO assessment is conducted through a scoring methodology that allows impact materiality and financial materiality to be assessed in a differentiated way, adjusted to the type of materiality in question.

Impact Materiality Assessment Factors

Impact materiality is determined based on the severity and the likelihood of the impact. Severity is calculated as the average of scale, scope and irremediability.



Scale reflects the intensity of the impact — positive or negative — and is assessed on a 1 to 5 scale, where 1 corresponds to very low or non-existent damage or benefits, and 5 represents very high benefits or damage of a catastrophic nature.

Scope refers to the breadth of the impact, considering geographic extent and the number of people affected. A score of 1 corresponds to a very limited effect, confined to a local context and/or to less than 20% of the population concerned, while a score of 5 represents a very high impact, with international reach and/or affecting a high number of people.

Irremediability assesses the extent to which an impact can be reversed. A score of 1 indicates that the impact is very easy to remedy, while a score of 5 corresponds to an irreversible impact.

Severity is then multiplied by the likelihood, which represents the probability of the impact occurring. Assessed on a 0 to 1 scale, a score of 0.2 corresponds to an unlikely occurrence (below 20% or less than once every five years), whereas a score of 1 indicates a certain or near-certain occurrence (above 80% probability, a frequency of less than six months or currently occurring).

All assessment criteria are divided into five levels, with an additional score of 0 available where the criterion is not applicable to the IRO under analysis.

Financial Materiality Assessment Factors

Financial materiality is determined through the assessment of the magnitude and likelihood associated with the risk or opportunity.

Magnitude corresponds to the potential financial effect that an opportunity can generate or that a risk can trigger, assessed on a 1 to 5 scale. A score of 1 represents a very low effect, below 1% of EBITDA, while a score of 5 represents a very high effect, above 40% of EBITDA.

Likelihood is assessed using the same criteria applied to impact materiality, on a 0 to 1 scale, reflecting the probability of occurrence of the risk or opportunity. As with the other criteria, magnitude is divided into five levels, with an additional score of 0 available where the criterion is not applicable.

Emissions

Scope 1:

Scope 1 emissions comprise the sum of stationary combustion emissions (associated with natural gas combustion for heating), mobile combustion emissions (from fuel consumption by the vehicle fleet and forklifts) and fugitive emissions. The conversion factors (CFs) and emission factors (EFs) used were sourced from the National Inventory Document for the relevant year, published annually by the Portuguese Environment Agency (APA — *Agência Portuguesa do Ambiente*).

Scope 2

The reported Scope 2 emissions correspond to emissions associated with the purchase of electricity. To estimate Scope 2 emissions using the market-based method, the electricity supplier's estimates were used. For the location-based method, the emission factor associated with electricity generation in Portugal in the relevant year was applied, as published by the Portuguese Renewable Energy Association (APREN — *Associação Portuguesa de Energias Renováveis*).

Scope 3:

For 2025 reporting, **Resiway** has elected not to report Scope 3 emissions associated with the value chain. Although the VSME standards include the option of voluntary disclosure under the Comprehensive module, as this is the Company's first reporting exercise, **Resiway** considers that it does not currently have the methodologies, processes — or even the negotiating leverage with third parties — that would enable it to determine this indicator reliably.

In addition, the GHG Protocol gathered stakeholder input to identify improvement points in its methodologies, with SMEs widely referenced due to data and resource limitations and difficulties in methodological choices. Based on these results, the GHG Protocol announced a revision of its standards, including guidance on Scope 3 emissions, also aimed at supporting SMEs with these difficulties.

Therefore, although **Resiway** does not yet report these emissions, it recognises their relevance and expects to implement, within its capabilities, methods that will enable their calculation in the future.

Avoided Emissions:

The quantification of avoided emissions arising from the incorporation, by **Resiway**'s customers, of the secondary raw materials it supplies into the production of advanced liquid biofuels was carried out using a calculator developed by an external partner specialised in bioenergy matters, particularly ISCC. The methodology is based on the applicable values set out in Annex V of Directive (EU) 2018/2001 of the European Parliament and of the Council ("RED II"), transposed into Portuguese law by Decree-Law 84/2022 of 9 December. **Resiway**'s chain of custody is covered by the ISCC EU voluntary scheme, a certification that ensures the traceability of the feedstock and the applicability of the RED II parameters to the volume marketed.

The calculation followed the "well-to-wheel" comparative approach under RED II: the specific saving per MJ of biodiesel corresponds to the difference between the fossil reference value for road diesel (94 g CO_2e/MJ) and the typical value applicable to UCO biodiesel under Annex V (14.9 g CO_2e/MJ), resulting in a reduction of 79.1 g CO_2e/MJ — equivalent to a saving of approximately 84% compared with the fossil fuel substituted (in certain cases savings of up to 88% are estimated, so the resulting figure may be considered conservative).

To convert this saving onto a feedstock basis, a conversion factor of 1.1 MJ of UCO per 1 MJ of biodiesel produced (typical biodiesel-production yield, based on the benchmark from the specialised external partner's clients) and a UCO lower heating value (LHV) of 37 MJ/kg were applied, resulting in a specific saving of approximately 2.66 kg CO_2e per kilogram of UCO effectively incorporated into biodiesel by **Resiway**'s end customers.

In 2025, **Resiway** placed 28,716 tonnes of waste-derived feedstock on the market. Although **Resiway**'s finished product has multiple origins and there is no default value for savings referenced in RED II for the other feedstocks, for the purposes of this calculation the values applicable to UCO are used — that is, UCO-equivalent.

Applying the parameters described above, this corresponds to a total estimated saving of 76,400 tCO_2e (validating the indicator of >75,000 tCO_2e disclosed earlier). Three points should be noted for a proper reading of this indicator: (i) this figure reflects avoided emissions downstream in the value chain (corresponding to Category 11 — Use of Sold Products, under the GHG Protocol Corporate Value Chain Standard) and should not be added to the direct and indirect emissions reported under Scope 1 and Scope 2; (ii) the quantification does not include the contribution — equally positive but not quantified in this cycle — from the organic fractions routed to biogas and biomethane production, which will be addressed in future exercises; (iii) the calculation relies on typical default values provided for under RED II, with their progressive replacement by actual values audited under ISCC EU certification expected in subsequent reporting cycles.

6.2. VSME Disclosure Index

The following table presents a disclosure index for all material requirements disclosed throughout the document, including the relevant page references.

Module	Content	Location
Basic	B1 – Basis for preparation	Resiway – Soluções Sustentáveis S.A. NACE: C32.9.9 Other Manufacturing N.E.C. **Erro! A origem da referência não foi encontrada.** 1.1 Who We Are 1.2 What We Do 2.3 About this Report
	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy	3.1.2 Pollution 3.2.3 Waste management and circular economy 4.1.1 Talent and diversity management 4.2.1 Impacts on Communities 5.1 Business ethics 5.2 Relations with suppliers
	B3 – Energy and greenhouse gas emissions	3.1.1 Energy, emissions and climate risks
	B4 – Air, water and soil pollution	3.1.2 Pollution
	B5 – Biodiversity	3.2.1 Biodiversity and ecosystems
	B6 – Water	3.2.2 Water and effluents
	B7 – Resource use, circular economy and waste management	3.2.3 Waste management and circular economy
	B8 – Workforce: General characteristics	4.1.1 Talent and diversity management
	B9 – Workforce: Health and safety	4.1.2 Health and safety
	B10 – Workforce: Remuneration, collective bargaining and training	4.1.1 Talent and diversity management
	B11 – Convictions and fines for corruption and bribery	5.1 Business ethics
Comprehensive	C1 – Strategy: Business model and sustainability-related initiatives	1.2 What We Do 2.1 Sustainability Journey
	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	3.1.2 Pollution 3.2.3 Waste management and circular economy

		4.1.1Talent and diversity management 4.2.1Impacts on Communities 5.1Business ethics 5.2Relations with suppliers
	B3+ – Considerations when reporting Scope 3 GHG emissions	3.1.1Energy, emissions and climate risks
	C3 – GHG reduction targets and climate transition	3.1.1Energy, emissions and climate risks
	C4 – Climate-related risks	3.1.1Energy, emissions and climate risks
	C5 – Additional (general) characteristics of the workforce	4.1.1Talent and diversity management
	C9 – Gender diversity ratio in governance bodies	4.1.1Talent and diversity management

RESIWAY

TO A NOT WASTED FUTURE

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