

| Social | | | 2024 | 2023 | Change |
|--|--|--|----------|---------|--------|
| In relation of Atresmedia's own workforce | Characteristics of employees | Total headcount (Nº) | 2,666 | 2562 | 4.1% |
| | | Percentage of employees with disabilities (%) | 2.2% | 2.1% | 3.8% |
| | | Percentage of female employees (%) | 52.5% | 56.0% | -6.3% |
| | | Percentage of women in senior management (%) | 21.4% | 16.7% | 28.1% |
| | | Gender pay gap (%) | 24% | 26.2% | -8.4% |
| | | Ratio between the remuneration of the highest paid individual and the median remuneration of employees (Nº of times) | 42 | N/A | N/A |
| | | New hires (Nº) | 429 | 340 | 26% |
| | Diversity, equity and inclusion programmes | Number of Capaz grants for persons with disabilities (Nº) | 50 | 53 | -5.7% |
| | | Hours of volunteering donated to the community (h) | 2,497 | 2,362 | 5.7% |
| | | Number of employee volunteers (Nº) | 124 | 119 | 4.2% |
| | Working conditions, protection and social dialogue | Percentage of employees covered by social protection (%) | 80-100% | N/A | N/A |
| | | Percentage of employees covered by social dialogue (%) | 60-79% | N/A | N/A |
| | | Percentage of employees with permanent contract (%) | 90.9% | 90.7% | 0% |
| | | Employee turnover rate (%) | 6.98% | 6.3% | 11% |
| | Training | Training hours (h) | 31,253 | 45,847 | -32% |
| | Health and safety | Percentage of employees covered by the health and safety management system (%) | 100% | N/A | N/A |
| | Human and labour rights | Number of incidents of discrimination, including harassment | 0 | N/A | N/A |
| | | Number of complaints filed by own workers | 5 | N/A | N/A |
| | | Number of severe human rights incidents | 0 | 0 | 0% |
| In relation to Atresmedia's audience and advertisers (consumers and users) | Protection of audiences and advertisers | Copy advice requests of AUTOCONTROL (Nº) | 1,978 | 2,218 | -11% |
| | | Sanctions for breaches of regulations or self-regulatory codes (EUR) | 450,973€ | 0 | N/A |
| | Accessibility | Percentage of subtitled or closed captioned television content (%) | 93.9% | 92.5% | 1.5% |
| | | Hours of audio-described content on television | 3,263 | 2,858.1 | 14.2% |
| | | Hours of signed content on television | 2,820 | 1,970.8 | 43.1% |
| | | Hours of subtitled and closed captioned content on atresplayer | 28,269 | 22,800 | 23.9% |
| | | Hours of subtitled and closed captioned advertising content | 909 | 702 | 29.5% |
| | Free campaigns for NGOs | Number of free campaigns broadcast for NGOs (Nº) | 40 | 32 | 25% |
| | | Economic value of campaigns broadcast for NGOs (M€) | 22.9 | 27.9 | -17.9% |
| | | Nº of beneficiary NGOs | 30 | 28 | 7.1% |

| Environmental | | | 2024 | 2023 | Change |
|---|---------------------|---|-----------|---------|--------|
| In relation to Atresmedia's environmental performance | Carbon footprint | Scope 1 emissions (t.CO ₂ -eq)* | 1,781 | 1692 | 5,27% |
| | | Scope 2 emissions (market) (t. CO ₂ -eq)* | 513.98 | 517 | 0,63% |
| | | Combined Scope 1+2 emissions (t. CO ₂ -eq)* | 2,295.15 | 2,209 | 3,98% |
| | | Scope 3 emissions (t. CO ₂ -eq) | 160,424.1 | 148,283 | 8.2% |
| | | Scope 2 emissions (location) (t. CO ₂ -eq)* | 7,913 | 7,488 | 5.67% |
| | | Emissions intensity (market-based) | 0.159 | N/A | N/A |
| | | Emissions intensity (location-based) | 0.166 | N/A | N/A |
| | Net Zero strategy | Level of compliance with the Net Zero target Scope 1+2 (%) from base year 2019* | -78.83% | -79.6% | 0.77% |
| | | Level of compliance with the Net Zero target Scope 3 (%) from base year 2019 | 22.3% | 13.7% | 8.6% |
| | | Offset of CO ₂ emissions (t. CO ₂ -eq) | 165 | N/A | N/A |
| | Energy | Total electricity consumption (MWh) | 27,962.2 | 28,814 | -3% |
| | | Percentage of electricity from renewable sources (%) | 93.5% | 93.08% | 0.5% |
| | | Total energy consumption (MWh) | 33,742.1 | 33,220 | 1.6% |
| | | Percentage of energy from fossil sources (%) | 18.2% | N/A | N/A |
| | | Percentage of energy from renewable sources (%) | 80.7% | N/A | N/A |
| | Waste and materials | Hazardous waste directed to disposal (t) | 0 | 0 | 0% |
| | | Hazardous waste not directed to disposal (t) | 7.9 | 19.89 | -60.3% |
| | | Non-hazardous waste directed to disposal (t) | 195.3 | 106 | 84.2% |
| | | Non-hazardous waste not directed to disposal (t) | 209.1 | 219.9 | -4.9% |
| | | Total water consumption (m ³) | 43,467.7 | 43,093 | 0.9% |
| | Score under the CDP | Score under the CDP | B | A- | N/A |

* The Scope 1 and 2 emissions data, as well as the combined Scope 1+2 figures, were recalculated in June 2025 following the publication by the Ministry for the Ecological Transition and the Demographic Challenge. This recalculation has been verified by a third party in accordance with the GHG Protocol. Similarly, the progress on the Net Zero strategy has been corrected."

| Governance | | | 2024 | 2023 | Change |
|--|---|--|--------|--------|--------|
| In relation to Atresmedia's business conduct | Board of Directors | Compliance with recommendations of the Good Governance Code (Nº) | 58 | 58 | 0 |
| | | Percentage of women on the board (%) | 33.3% | 33.3% | 0 |
| | | Percentage of independent directors (%) | 33.3% | 33.3% | 0 |
| | Political influence | Value of financial or in-kind political contributions (EUR) | 0 | N/A | N/A |
| | Relations with and payments to suppliers | Average supplier payment period (Nº days) | 40 | N/A | N/A |
| | | Percentage of invoices paid on time (%) | 82.4% | N/A | N/A |
| | | Legal proceedings for late payments to suppliers | 0 | N/A | N/A |
| | Business conduct | Percentage of positions exposed to corruption invited to participate in training on the Compliance Model (%) | 100% | N/A | N/A |
| | | Percentage of employee invited to participate in training on the Compliance Model (%) | 100% | N/A | N/A |
| | Financial data | Total revenue (EUR million) | 1,018€ | 971.4€ | 4.8% |