

CONSOLIDATED NON-FINANCIAL INFORMATION AND SUSTAINABILITY STATEMENT

Atresmedia Corporación de Medios de Comunicación,
S.A. and subsidiaries



ESRS 2

General information	4
Basis for preparation.....	4
Governance	7
Strategy.....	19
Impact, risk and opportunity management	38
Metrics and targets.....	58

Environmental information	59
--	-----------

ESRS E1

Climate change	59
Governance	60
Strategy.....	60
Impact, risk and opportunity managemen.....	68
Metrics and targets	83
EU Taxonomy	91
Background.....	91
Regulatory context	91
Scope of the Taxonomy.....	93
Taxonomy KPIs	96

Social information	105
---------------------------------	------------

ESRS S1

Own workforce	105
Strategy.....	105
Impact, risk and opportunity management	110
Metrics and targets.....	126

ESRS S2

Workers in the value chain	132
Strategy	132
Impact, risk and opportunity management	136
Metrics and targets	141

ESRS S4

Consumers and end-users	142
Strategy	142
Impact, risk and opportunity management	150
Metrics and targets	178

Governance information 181**ESRS G1**

Business conduct	181
Governance	181
Impact, risk and opportunity management	182
Metrics and targets	197

Annex I Content of Law 11/2018 200

Information on social and employee matters	200
Information on anti-corruption and bribery	206
Tax information and financial performance	206
Environmental information	208
Information related to society	209

Annex II Key figures 212**Annex III Content Index of Law 11/2018 and ESRS** 214

01

ESRS 2

General information

BP

Basis for preparation

GOV

Governance

SBM

Estrategy

IRO

Impact, risk and opportunity management

MP

Metrics and targets

ESRS 2

General information

The Non-financial Information and Sustainability Statement (the Sustainability Statement or the Statement) discloses information on environmental, social and governance aspects of Atresmedia Corporación de Medios de Comunicación, S.A. and subsidiaries (Atresmedia, the Company, the Group or Atresmedia Group) to provide a faithful, pertinent, understandable, comparable and verified representation of how the Group addresses sustainability matters. The 2025 Sustainability Statement has been prepared voluntarily under the requirements of the European Sustainability Reporting Directive (CSRD)¹ in accordance with the European Sustainability Reporting Standards (ESRS) and in conformity with Spanish Law 11/2018 on non-financial and diversity information (prevailing at the time of writing). This document also responds to the EU Taxonomy Regulation.

Throughout the report, Atresmedia discloses information on the management and development of its sustainability strategy in 2025, with comparisons for the previous period (2024) for the required indicators. The report is aligned with the information reported in Atresmedia Group's consolidated financial statements and forms part of its separate and consolidated management reports, but is presented in a separate document.

Basis for preparation

BP-1

General basis for preparation of the sustainability statement

The scope of consolidation in the sustainability statement is the same as that of the consolidated financial statements of Atresmedia Corporación de Medios de Comunicación, S.A. and its subsidiaries for the year ended 31 December 2025.

¹ As at the reporting date, the CSRD had yet to be transposed into Spanish law. Moreover, it came amid the Omnibus simplification proposal, of which resolutions in the European framework are expected. Atresmedia Group's sustainability reporting in accordance with ESRS is voluntary, in line with guidelines in the "quick-fix" amendments published in July by the European Commission, and the recommendations of the Spanish National Securities Market Commission (Comisión Nacional del Mercado de Valores or CNMV) in its notification of 19 November 2025.



The companies included the scope are as follows:

<p>COMPANIES INCLUDED IN THE SCOPE OF CONSOLIDATION FOR REPORTING IN 2025²</p>	<p>OWNER</p>	<p>% OWNERSHIP</p>
<ul style="list-style-type: none"> • 6&M Producciones y Contenidos Audiovisuales, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Antena 3 Multimedia, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Antena 3 Noticias, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atres Advertising, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Capital, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Cine, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Música, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Smart Tools, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Studios, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Atresmedia Tech, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Diariomotor Medios Digitales, S.L.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Música Aparte, S.A.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Actuality, S.L. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>50.98</p>
<ul style="list-style-type: none"> • Uniprex, S.A.U. 	<p>Atresmedia Corporación de Medios de Comunicación, S.A.</p>	<p>100</p>
<ul style="list-style-type: none"> • Uniprex Televisión Digital Terrestre de Andalucía, S.L.U. 	<p>Uniprex, S.A.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Uniprex Televisión, S.L.U. 	<p>Uniprex, S.A.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Inversión y Distribución Global de Contenidos, S.L.U. 	<p>Uniprex, S.A.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Antena 3 Televisión Digital Terrestre de Canarias, S.A.U. 	<p>Uniprex, S.A.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Smartclip Hispania, S.L.U. 	<p>Atres Advertising, S.L.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Human to Human Communications, S.L.U. 	<p>Atres Advertising, S.L.U.</p>	<p>100</p>
<ul style="list-style-type: none"> • Last Lap, S.L. 	<p>Atres Advertising, S.L.U.</p>	<p>75</p>
<ul style="list-style-type: none"> • Last Lap Eventos e Comunicação, Lda. 	<p>Last Lap, S.L.</p>	<p>60</p>
<ul style="list-style-type: none"> • Mani Digital Ventures, S.L. 	<p>Atresmedia Capital, S.L.U.</p>	<p>77</p>
<ul style="list-style-type: none"> • Wayna Aero, S.L. 	<p>Atresmedia Capital, S.L.U.</p>	<p>90.35</p>
<ul style="list-style-type: none"> • Pazy Digital Ventures, S.L. 	<p>Atresmedia Capital S.L.U.</p>	<p>91.42</p>

² Information on Fundación Atresmedia is provided voluntarily in this sustainability statement.

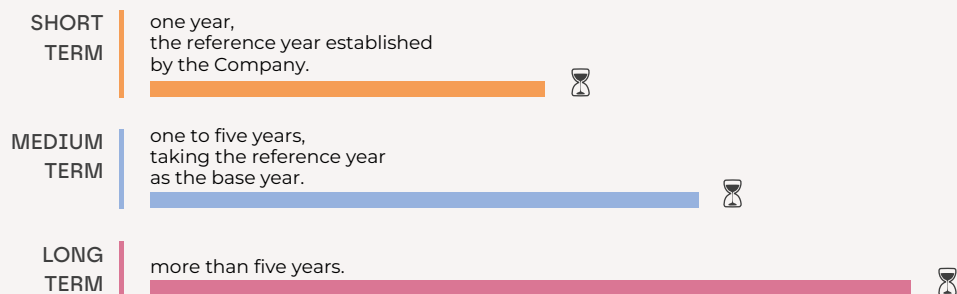
Throughout this document, Atresmedia discloses³:

- the extent to which its materiality assessment of impacts, risks and opportunities (IROs) extends to its upstream and/or downstream value chain;
- the extent to which its policies, actions and targets extend to its entire value chain; and
- the extent to which it includes value chain data when disclosing on metrics, where required.

BP-2

Disclosures in relation to specific circumstances

Regarding specific disclosures on sustainability, the time horizons used by Atresmedia Group are short-, medium- and long-term as defined in ESRS. Moreover, these time horizons coincide with those used the identification and assessment of risks and those in the financial statements:



Sources of uncertainty

The main sources of uncertainty in the calculations made by Atresmedia throughout its value chain are discussed below.

Calculation of the Scope 1 and 2 carbon footprint: Atresmedia’s Scope 1 and 2 carbon footprint was calculated in accordance with the GHG Protocol and verified by AENOR in accordance with this standard. The conclusion from the

verification was that the calculation presents a high level of measurement certainty. Nevertheless, the following main sources of uncertainty were identified.

- Scope 1 emissions with the highest level of uncertainty are from fuel consumption of Last Lap’s fleet, estimated based on distance travelled, and emissions from the consumption of natural gas by Smartclip, estimated based on the percentage of area occupied. These emissions combined represent roughly 2.5% of Atresmedia’s total Scope 1 emissions.
- Scope 2 emissions with the highest level of uncertainty are from the consumption of electricity by Onda Cero without renewable Guarantee of Origin (GoO), over which the Group has no control. The breakdown of consumption is obtained starting with the expenditure and based on the average price per kWh of the reporting year. These emissions represent 13% of Atresmedia Group’s total electricity consumption.

Calculation of the Scope 3 carbon footprint: Atresmedia’s Scope 3 carbon footprint is calculated using a specialist external provider. Some of the key categories are estimated using secondary data, implying a certain level of measurement uncertainty. These categories include emissions from purchased goods and services, capital goods, leased assets, and investments, all calculated using economic values. In 2025, Atresmedia worked on improving the calculation of its Category 1, directly including the Scope 1 and 2 carbon footprint of its significant suppliers and thereby reducing the level of measurement uncertainty. Emissions with a high level uncertainty in 2025 are Category 4 emissions, which were estimated. The Group continues to target improvements in the data quality of these emissions.

Incorporation by reference and information stemming from other legislation

This Statement includes information by reference to the consolidated financial statements (FS) linked to the following requirements:

- disclosure requirement E1 ESRS 2 IRO-1, the specific datapoint AR 15, regarding the financial implications of climate-related risks.
- disclosure requirement E1-3, the specific datapoint RD 29c, regarding the monetary amounts required to implement the actions in relation to MDR-A.

³ Atresmedia states that it has not made use of the exemption from disclosure of impending developments or matters in the course of negotiation, as provided in Articles 19a(3) and 29a(3) of Directive 2013/34/EU.

- disclosure requirement E1-6, the specific datapoint RD 55, in relation to net revenue to calculate GHG emissions intensity.
- disclosure requirement S1-4, the specific datapoint RD 37, regarding the monetary amounts required to implement the actions in relation to MDR-A.
- disclosure requirement S1-6, the specific datapoint RD 50f in relation to the number of employees⁴.
- disclosure requirement S4-4, the specific datapoint RD 30, regarding the monetary amounts required to implement the actions in relation to MDR-A.

The Group also included information in this Statement from other European Union (EU) regulations (see List of datapoints in cross-cutting and topical standards that derive from other EU legislation in IRO-2).

Governance

GOV-1

The role of the administrative, management and supervisory bodies

Atresmedia system of corporate governance

Atresmedia Group's corporate governance system and decision-making procedure is rooted in its **Corporate Governance Policy**, as detailed in [Chapter G1 Corporate governance](#). Among other things, this policy describes Atresmedia's administrative, management and supervisory bodies and the good practices that should guide their actions.

In 2025, Atresmedia's Board of Directors approved a new text for its General Corporate Governance Policy, reiterating the Group's commitment to principles of responsibility, trust and transparency as essential for creating sustainable value.

The review, of limited scope but necessary, updated the text approved in 2021 to align it with developments in corporate governance regulations and best

practices, and with the changes in the composition and functioning of its administrative bodies.

The main changes entailed: the inclusion of the CNMV's Good Governance Code on Cybersecurity and Technical Guidelines as references for action; the modification of the minimum and maximum number of directors, coinciding with the addition of new female independent directors and proactively complying with the gender diversity targets in Organic Law 2/2024; the update of terminology to reflect the sustainability approach; and the inclusion of verification of financial and non-financial targets, including ESG indicators, in executive directors' and some managers' long-term variable remuneration schemes.

The administrative, management and supervisory bodies comprise the **General Meeting of Shareholders** and the **Board of Directors** and its committees: the Executive Committee, the **Appointments and Remuneration Committee** and the **Audit and Control Committee**. The Audit and Control Committee is supported by two independent collegial bodies: the **Regulatory Compliance Committee (RCN)** and the **Privacy Committee**. Atresmedia's Chief Compliance Officer reports regulatory on issues addressed at meetings of these two committees to the Audit and Control Committee.

The **General Meeting of Shareholders** is the supreme decision-making body of the Company and the main forum for shareholder participation.

The **Board of Directors** is the highest representative, administrative, supervisory, management and control body of the Company, with the exception of matters that are the exclusive competence of the General Meeting of Shareholders. Its main responsibilities include:

Being accountable to the General Meeting of Shareholders for the fulfilment of its duties and ensure that the Company, in the course of activity and interactions with stakeholders:

- Respects prevailing legislation at all times.
- Acts in accordance with the Corporate By-laws and the internal rules and regulations,

⁴ Page 69 of the FS. The difference is because the FS do not include employees of Fundación Atresmedia, which are included in this Statement. In addition, the FS include executive directors (3 people) who are excluded from headcount in this Statement.

- Satisfies its obligations and contracts in good faith.
- Respects commonly accepted customs and goods practices in the territories where it operates.
- Applies the principles of social and environmental responsibility it has embraced, endeavouring to reconcile its own corporate interest with the legitimate interests of its employees, suppliers, customers, and other relevant stakeholders, paying attention to the impact it may have on the surrounding environment.

The **Board of Directors**, without powers to delegate, **determines the general policies and strategies** and, specifically, the **Group’s strategic plan**, management objectives, annual budget, the Corporate Governance Policy and the General Sustainability Policy. In performing its duties, it is also **supported by its three committees and the Group’s departments**, taking any measures necessary to ensure that the management team, under its supervision, duly implements the Group’s overall management strategies.

For their part, the Audit and Control Committee and the Appointments and Remuneration Committee, both composed of a majority of independent directors and with no executive directors, exercise key oversight. They are supported by Internal Audit and Process Control, which leads the Group’s risk management; the Finance Department, in charge of the Group’s tax and economic strategy; Corporate General Management, which inter alia is responsible for the sustainability strategy; and the Compliance Officer who, as indicated previously reports to the Audit and Control Committee on the activities of the Regulatory Compliance Committee and the Privacy Committee, as well as all matters related to application of the Compliance and Crime Prevention Model and the Personal Data Privacy Model.

Notably, the Board of Directors protects the interests of all Atresmedia Group employees and the non- employees in its own workforce, as well as of the rest of its stakeholders, as stated in article 7.2 of the Regulations of the Board of Directors, although its members do not include any worker representative.

The **Chief Executive Officer** is the Company’s chief management decision maker and, as such, is responsible for implementing the resolutions adopted

by the Board of Directors. It does so by delegating functions to the Group’s corporate departments and business areas, and subject matter expert committees. In the area of sustainability, these include:

Matter Expert Committees

Sustainability Committee
(diversity, equity and inclusion, and climate change)

Television Committee
(responsible content or fight against fake news and disinformation)

Advertising Committee
(responsible advertising)

Security Committee
(cybersecurity)

AI Committee
(Artificial Intelligence)

Compliance Officer and Regulatory Compliance Committee
(Compliance and Crime Prevention Model)

Data Protection Officer and Privacy Committee
(data protection)

Board and committee composition and selection

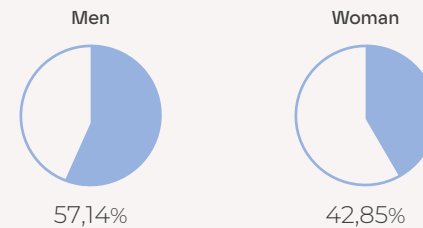
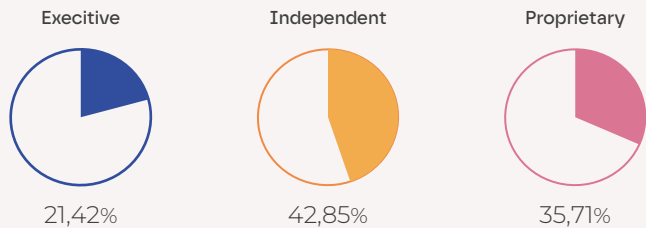
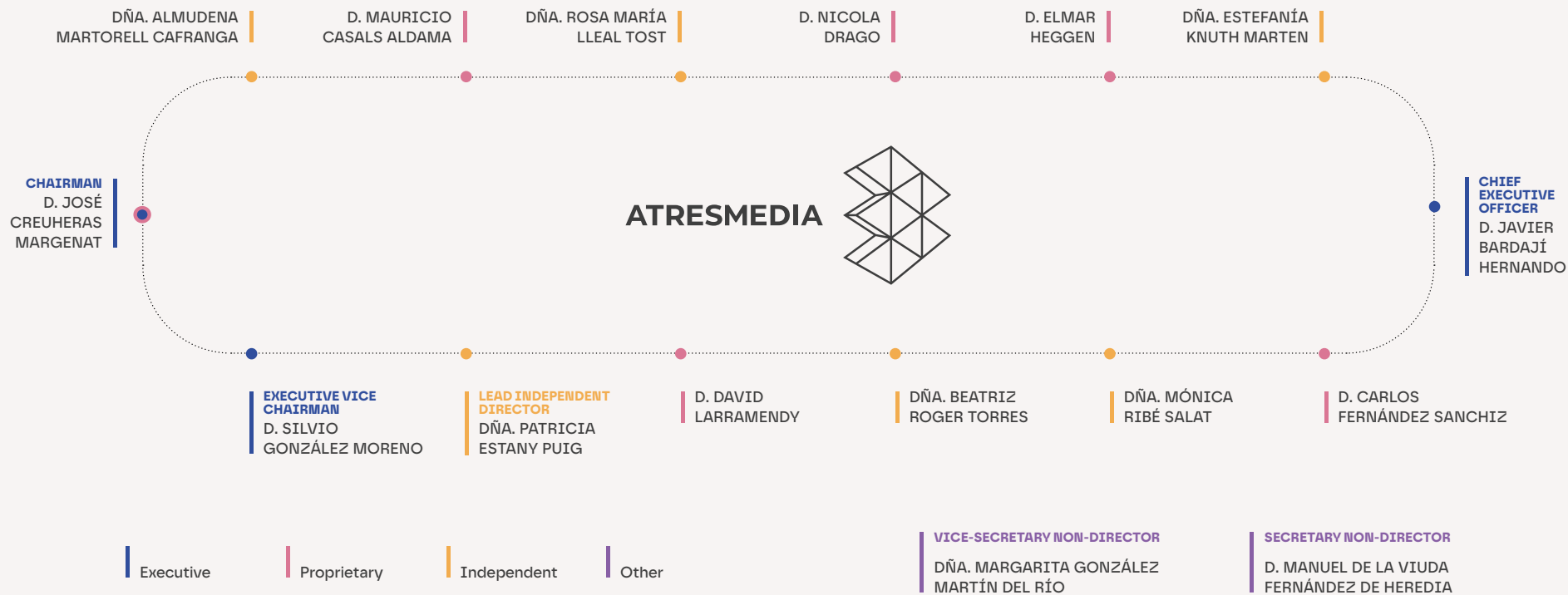
At 31 December 2025, Atresmedia’s Board of Directors comprised 14 members, three executive (one proprietary) and 11 non-executive. Among non-executive directors, five are proprietary, while six are independent directors, all female.

Accordingly, independent directors have approximately 43% representation of the Board, coinciding with the body’s female representation. With this

composition, Atresmedia has achieved, before the effective date, the balanced presence target of 40% established in Organic Law 2/2024 of 1 August on equal representation and balanced presence of women and men. This structure strengthens the diversity, independence and plurality of professional profiles on the Board, enabling Atresmedia to go beyond the recommendations of the Good Governance Code of Listed Companies.



MEDIA MANAGEMENT BOARD



Diversity in administrative bodies: gender, age and nationality

In 2025, Atresmedia's Board of Directors was composed of 14 members, two more than in 2024. Specifically, there were six women (43%), all independent directors, and eight men.

COMPOSITION		BOARD OF DIRECTORS		EXECUTIVE COMMITTEE		AUDIT AND CONTROL COMMITTEE		APPOINTMENTS AND REMUNERATION COMMITTEE	
		2024	2025	2024	2025	2024	2025	2024	2025
Executive	N.º	3	3	3	3	0	0	0	0
	%	25 %	21 %	50 %	50 %	0 %	0 %	0 %	0 %
Proprietary	N.º	5	5	2	2	2	2	2	2
	%	42 %	36 %	33 %	33 %	40 %	33 %	40 %	33 %
Independent	N.º	4	6	1	1	3	4	3	4
	%	33 %	43 %	17 %	17 %	60 %	67 %	60 %	67 %
Women	N.º	4	6	1	1	3	4	3	4
	%	33 %	43 %	17 %	17 %	60 %	67 %	60 %	67 %

DIVERSITY OF AGE	2024		2025	
	N.º	%	N.º	%
Under 50	1	8.33%	2	14.3%
Between 50 and 59	4	33.33%	5	35.7%
Between 60 and 70	5	41.67%	6	42.9%
Over 70	2	16.67%	1	7.1%
Average age	62		59	

DIVERSITY BY NATIONALITY	2024		2025	
	N.º	%	N.º	%
Spanish	9	75%	11	79%
Foreign	3	25%	3	21%

Diversity of expertise

In terms of director expertise, all have a solid track records in the media industry and in-depth knowledge of the products, services and regions where the Company operates.

Atresmedia has eight directors with expertise in sustainability matters, including social, environmental and governance (ESG) aspects. Director expertise in ESG, along with the rest of their skills, is presented in the skills matrix. This matrix, along with the Board composition and diversity of skills, as well as type, gender, geographical background and age, are reviewed annually by the Appointments and Remuneration Committee. This analysis considers both the external (Spain's Corporate Enterprises Act and Audit Act) and internal (Corporate Bylaws, Regulations of the Board of Directors, and Director Selection and Appointment policy) regulatory framework. In 2024, it considered Organic Law 2/2024, of 1 August 2024, on equal representation and balanced presence of women and men (the Gender Parity Law). Compliance with this law by Atresmedia Corporación would become effective as of 30 June 2027, although, the Company has applied this law before the legal deadline by adding two new female directors in 2025.

DIVERSITY OF EXPERTISE	Nº of directors 2024	Nº of directors 2025
Strategy	11	14
Business management	9	12
Sector (media, advertising, etc.)	6	6
Finance (accounting, auditing, etc.)	8	8
Risks (financial and non-financial)	8	8
Sustainability (environment, climate change, social, human resources, remuneration, diversity, talent, social action, corporate governance and compliance)	7	8
Cybersecurity	2	3
International experience	4	4

The **Appointments and Remuneration Committee** has a key role in respect of diversity and skills, **as it is responsible for identifying needs in the Board composition** and aligning proposed appointments or re- elections of independent directors to those needs, as well as for reporting to the Board on proprietary and executive director appointments or re-elections. To this end, it maps the directors' current skills and knowledge, as well as the needs identified, and then incorporates them in the skills matrix, which is regularly updated. This tool is essential for selecting new director candidates and assessing suitability of current board members. Whenever necessary, the Committee may engage independent external advisors to perform this task.

The Committee also reports on proposals for the appointment and removal of directors who report directly to the Board of Directors, the Chief Executive Officer or any director with executive duties. The proposals consider especially candidates' expertise and skills for assuming the position. Specifically, positions related to oversight of sustainability issues, as well as the management of material impacts, risks and opportunities, are held by senior executives, who undergo annual performance evaluations.

Management of material topics and reporting lines to the administrative, management and supervisory bodies

The purpose of the double materiality assessment performed by the Group in 2023 was to identify material topics (environmental, social and governance) for Atresmedia Group. The findings of the assessment and the material topics were presented and communicated, for the first time, to the Audit Committee in February 2024. They were again addressed in 2025 with the presentation for approval of the 2024 Non-financial Information and Sustainability Statement.

The material topics identified are managed by the various corporate departments or specific officers in charge of managing their relevant impacts, risks and opportunities. Examples include:

- La Dirección General Corporativa es responsable de la gestión de los iCorporate General Management, for managing impacts, risks and opportunities (IROs) in relation to human resources, climate strategy, cybersecurity, or diversity, equity and inclusion, among others.
- The Secretary of the Board of Directors, for managing IROs in relation to good corporate governance.

- The Chief Compliance Officer and Head of Legal Affairs, for managing IROs in relation to application of the Compliance and Crime Prevention Model.
- The General Advertising Department, for managing IROs in relation to responsible advertising and the protection of children.

As needed, corporate and business directors attend Board of Directors and Board committee meetings to report on key issues related to their respective areas or activities, including issues related to the material topics identified in the double materiality assessment.

The Corporate General Manager is responsible for reporting on advances in the sustainability strategy, including the results of the double materiality assessment, to the administrative bodies and committees. Moreover, she regularly attends the various committee meetings to report on topics under her remit, such as human resources, climate strategy, diversity, infrastructure management and general services. At least once a year, she reports to the Audit and Control Committee meeting on the Group's sustainability-related advances and challenges, addressing key issues of the environmental, social and governance dimensions under her management. The committee chair, also in attendance during that presentation, briefs the Board of Directors in a plenary meeting on the issues addressed. All directors receive a copy of the meeting minutes.

Similarly, as noted previously, other business directors and heads of corporate areas attend committee meetings to report on key issues for the business they oversee, including their material sustainability topics.

Internal Audit is tasked with managing the sustainability risks identified as material and with defining the specific risk controls. As discussed later, Atresmedia is currently amending its System of Internal Control over Non-Financial and Sustainability Reporting (until now ICNFR) and will design specific controls to strengthen and adapt the current Internal Control over Non-Financial Reporting system, aligning them with the new regulatory requirements.

GOV-2

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Materiality of topics

Atresmedia manages material topics through an organic process that involves the various business divisions comprising Atresmedia Group, and the corporate divisions, and administrative and supervisory bodies.

Where a matter considered to be material is detected, the Group's various corporate and business areas are responsible for its management. In this process, the material impacts, risks and opportunities related to each matter are identified and presented by the relevant Department to the Chief Executive Officer, directly or through specialised committee meetings. Then, as appropriate, the matter is escalated to the management and supervisory bodies to inform them, propose actions and adopt resolutions to execute those actions, which they will later supervise.

This governance model integrates an operational and administrative perspective into strategic decision-making, ensuring that critical matters are laid before the management and supervisory bodies, so that agreements are made to reinforce transparency and sustainability.

Developments and challenges in 2025

In 2025, during her annual intervention to report on sustainability issues, the Corporate General Manager provided the Audit Committee with a detailed summary of the main developments, the challenges and achievements related to the Group's ESG strategy. For the governance dimension, the information presented included:

- The first-time response, without qualifications, to the requirements of the CSRD.
- The update and maintenance of ESG indicators in the new variable remuneration scheme for 2024-2026.

- The update in 2024 of corporate policies, including the Human Resources Policy, the Advertising Policy, the Responsible Advertising Policy, and the Environment and Climate Change Policy.
- Regulatory developments in sustainability matters and the main challenges they pose for the Group.

In addition, in July 2025, she presented the Committee with a proposal to update the General Sustainability Policy (formerly the Corporate Responsibility Policy), which updates the Group's sustainability commitments. This policy was approved by the Board of Directors during the same after receiving a favourable report by the Committee. Published on the Atresmedia Corporación website, the document includes the main objectives and lines of initiatives guiding Atresmedia Group's sustainability strategy.

For the environmental dimension, the Corporate General Manager reported to the Committee on:

- The progress towards achieving the targets of the Net Zero strategy and the effectiveness of the improvements implemented.
- The evolution of the sustainability assessment and diagnosis in audiovisual productions.
- The various external accolades garnered for the Group's sustainability strategy.

Lastly, regarding the social dimension, the Corporate General Manager provided updates on:

- Initiatives aimed at enhancing well-being, diversity and equality in the working environment.
- Progress in content accessibility.
- Momentum of new social initiatives.
- Start-up of new voluntary redundancy plans.

Moreover, in 2025, the audit firm engaged to review the Sustainability Statement attended two of the Group's Audit and Control Committee meetings to report

on the current regulatory environment in terms of non- financial reporting and present the most significant findings of the Group's first sustainability statement, which did not contain any qualifications, prepared in February 2025 in accordance with the CSRD requirements.

Policies and processes that incorporate sustainability aspects

Given the cross-cutting nature of the topics considered material, in addition to the information reported by the Corporate General Manager, the administrative bodies receive information regularly through reports on sustainability and non-financial matters by other specialist areas and committee meetings. For instance, the Compliance Officer, at least three times a year, presents the Committee with a Regulatory Compliance Committee (RCC) activity report addressing aspects covered in relation to the Compliance Model and crime prevention, the management of conflicts of interest, and handling enquiries and reports of breaches. Also included are key privacy and cybersecurity matters discussed in the RCC meetings.

The commitments, objectives and strategic lines of initiative relating to material topics are embedded into different corporate policies approved by the administrative, management and supervisory bodies, constituting a key element of Atresmedia's strategy. General policies requiring Board approval must first be reviewed by the corresponding committee and, in some cases, supplemented by additional policies and protocols developed by the general areas.

Meanwhile, the Chief Sustainability Officer reports regularly on progress in the Group's ESG strategy to the Corporate General Manager, who then relays to the Chief Executive Officer the most important sustainability- related information to ensure an updated vision of the main challenges and achievements.

Lastly, several areas with sustainability responsibilities attend Sustainability Committee meetings, at least one a year. At these, the Sustainability Officer presents key milestones in executing the ESG strategy to foster a cross-cutting perspective of these matters throughout the Group.

GOV-3

Integration of sustainability-related performance in incentive schemes

Atresmedia endeavours to align director and executive remuneration with the business strategy, the creation of value for shareholder, and the interests and long-term sustainability of the Company and the consolidated Group. As part of its sustainability efforts, the Company has been integrating sustainability criteria into the schemes of incentives offered to members of the Group's administrative, management and supervisory bodies since 2021. With this purpose in mind, the Director Remuneration Policy for 2024-2026 (available on the [corporate website](#)) establishes an appropriate balance between fixed and variable remuneration, promoting long-term sustainability and integrating environmental, social and governance (ESG) objectives.

The current ESG indicators of the variable remuneration scheme were approved with the amendment to the Remuneration Policy ratified as the 2024 General Meeting of Shareholders to include the new multi-year scheme for the 2024-2026 period following the conclusion and settlement of the previous plan (2022-2024), which already included sustainability criteria.

The new plan maintains the sustainability objective and includes similar ESG indicators to the previous plan. The main change is the update of the climate indicator (previously linked to the score in the CDP report of the Carbon Disclosure Project). Specifically, the new objective comprises four key targets:

- i. **Compliance with, at least 85%, of the recommendations in the Good Governance Code of Listed Companies.**
- ii. **Maintenance of a significant reserve of airtime for the broadcasting of free campaigns for NGOs.**
- iii. **Maintenance and increase in the percentage of hours of subtitling and close captioning in the television programming grid.**
- iv. **Achievement of 95% renewable electricity consumption by 2026 and above 93% each year until then.**

The sustainability target, with its four indicators, has a weighting of 5% of executive directors' total remuneration. Entitlement to this percentage is contingent on meeting at least 50% of the four indicators.

Each year, the Appointments and Remuneration Committee reviews the indicators linked to the variable remuneration of executive directors and certain executives based on financial and non-financial information for the year. Before payment of the remuneration, the committee must verify compliance with the established targets, taking as reference the data approved by the Board of Directors and published in reports available at the CNMV and on the corporate website.



Monitoring of the sustainability indicators in the 2024-2026 remuneration scheme

Regarding sustainability-related performance metrics, Atresmedia follows a specific procedure for monitoring the objectives and four indicators:

<p>OBJECTIVE 1 Compliance with, at least 85%, of the recommendations in the Good Governance Code of Listed Companies.</p>		
<p>Performance: Compliance with, at least, 85% of the 60 recommendations applicable to it.</p>	<p>Tracking: The Annual Corporate Governance Report (ACGR) includes a section on monitoring by Atresmedia during the reference year of the recommendations in the "Complies" or "Explain" criteria established by the CNMV as the supervisory body of this Statement and application by the issuers of the Good Governance Code (GGC). The Audit and Control Committee reports to the Board of Directors prior to approval of the ACGR.</p>	<p>Outcome: 98.3% (59/60)</p>
<p>OBJECTIVE 2 Maintenance of a significant reserve of airtime for the broadcasting of free campaigns for NGOs.</p>		
<p>Performance: The target associated with performance is related to the number of social campaigns broadcast and their economic value.</p>	<p>Tracking: Information on these campaigns is included in the Sustainability Statement, approved by the Board of Directors as part of the consolidated management report (public and externally assured). A formal procedure is in place for managing this aid, which outlines the requirements and contains guidelines for computing the campaigns as the grant of advertising spaces. The Sustainability Department manages and monitors these actions, with pre-broadcast control and prior oversight from Legal Affairs and the Advertising Department.</p>	<p>Outcome: 33 CAMPAÑAS EUR 22.2 M</p>
<p>OBJECTIVE 3 Maintenance and increase in the percentage of hours of subtitling and close captioning in the television programming grid.</p>		
<p>Performance: Subtitling and closed captioning of at least 92% of content aired on television.</p>	<p>Tracking: Atresmedia works to maintain and increase the percentage of computable hours of the programming schedule featuring closed captioning and SDH subtitles in accordance with Spain's Audiovisual Media Law. This indicator is monitored using an internal tool, the Broadcasting Register. It provides information on total number of hours subtitled and closed captioned and calculates the percentages out of the 24 hours of eligible programming. The results are reported in the Sustainability Statement.</p>	<p>Outcome: 93.1%</p>
<p>OBJECTIVE 4 Achievement of 95% renewable electricity consumption by 2026 and above 93% each year until then.</p>		
<p>Performance: Surpass 93% of renewable electricity consumption in 2024 and 2025 and reach 95% in 2026.</p>	<p>Tracking: Atresmedia measures the organisation's total electricity consumption each year, as well as total share with a renewable energy certificate (GoO). It reports the results in its Sustainability Statement.</p>	<p>Outcome: 96.3%</p>

The Board of Directors has ultimate authority for approving the schemes, based on a report from the Appointments and Remuneration Committee. According to company law in Spain (Article 219 of Royal Legislative Decree 1/2010), remuneration schemes that entail the delivery of shares, share options or payments linked to the share price must be set out in the Corporate By-laws and approved by shareholders at the General Meeting. Additionally, all remuneration policies—share based or not—must be approved every three years at the General Meeting.

GOV-4

Declaración sobre la diligencia debida

Atresmedia has a sustainability due diligence process. It is an ongoing process and from the outset has been implemented to identify, prevent, mitigate, and be accountable for actual and potential negative impacts on the environment and people throughout the value chain.

It is designed and implemented based on the UN Guiding Principles on Business and the OECD Guidelines for Multinational Enterprises and serves as a basis for the Group in assessing its sustainability-related impacts, risks and opportunities.

In this context, elements of additional environmental, social and governance management in the Group’s management model are taken as a starting point for the Group’s due diligence process and the double materiality assessment (see section 1.4 Impact, risk and opportunity management).

CORE ELEMENTS OF DUE DILIGENCE	SECTIONS OF THE SUSTAINABILITY STATEMENT
<p>A) Embedding due diligence in governance, strategy and business model</p>	<ul style="list-style-type: none"> • ESRS 2 GOV-2 • ESRS 2 GOV-3 • ESRS 2 SBM-3
<p>B) Engaging with affected stakeholders in all key steps of the due diligence</p>	<ul style="list-style-type: none"> • ESRS 2 GOV-2 • ESRS 2 SBM-2 • ESRS 2 IRO-1 • ESRS 2 MRD-P • Topical ESRS: reflecting the different stages and purposes of stakeholder engagement throughout the due diligence process.
<p>C) Identifying and assessing adverse impacts</p>	<ul style="list-style-type: none"> • ESRS 2 IRO-1 • ESRS 2 SBM-3
<p>D) Taking actions to address those adverse impacts</p>	<ul style="list-style-type: none"> • ESRS 2 MDR-A • Topical ESRS: reflecting the range of actions, including transition plans, through which material impacts are addressed.
<p>E) Tracking the effectiveness of these efforts and communicating</p>	<ul style="list-style-type: none"> • ESRS 2 MDR-M • ESRS 2 MDR-T • Topical ESRS: regarding metrics and targets

GOV-5

Risk management and internal controls over sustainability reporting

For Atresmedia Group, as both a media company and a listed company, updating and following the recommendations of regulatory and/or supervisory bodies of its activities is crucial. Atresmedia has an Internal Control over Non-financial Reporting system designed to ensure that its non-financial reporting is complete and reliable.

In the light of the timetable for implementation of the CSRD and the Draft Law on Corporate Sustainability Reporting approved by the Council of Ministers on 29 October 2024 and currently with parliament for processing—official transposition is behind schedule—Atresmedia Group opted in 2024 to comply with the requirements of the CSRD voluntarily. Therefore, if 2025 it decided to maintain the reporting approach, preparing an NFS that also includes the required disclosures to comply with all the requirements of the CSRD, in alignment with CNMV and ICAC recommendations for issuers subject to the CSRD.

With a view to updating and reinforcing Atresmedia Group's risk management system, aligning it with best corporate governance practices, a comprehensive review of the Group's risk model was undertaken in 2025 to align, facilitate and enhance supervision. The resulting model specifically distinguishes between attributes associated with ESG factors, linked to environmental, social and governance aspects.

This process required updating and standardising the methodology used, the Group's risk management policy and handbook, the Group's integrated risk map and its descriptive factsheets, and the basis for defining risk appetite and tolerance.

In keeping with commonly adopted practices in international benchmark framework for risk management, Atresmedia organises all its risks into two levels to differentiate their nature and facilitate analysis, assessment and oversight by the various areas and governance bodies. The first level includes the key categories of strategic, operational, financial and compliance risks, broken down into more specific second-tier categories, specifying and adapting the management system to the reality of the audiovisual industry and its specific

context. The model also identifies and distinguishes aspects related to emerging and sustainability risks, along with other cross-cutting aspects; e.g., possible reputational risks deriving from any risks that could affect the Group due to its high exposure as a media company, as well as the potential existence of fraud risk, which is methodologically identified in all risk management systems.

This helps to ensure consistency and comparability with international benchmarks applicable to risk identification approaches, while it also provides the model with the necessary flexibility to reflect the risks to which the Group is most exposed as a result of its status and activity.

Once they are identified, all risks are managed in the same way: The inherent risk is assessed, and the mitigating/offsetting controls are identified and evaluated in accordance with the impact and likelihood defined in the Risk Management Handbook.

Each risk has its own detailed factsheet setting out all these attributes, enabling the model to be prioritised and managed, responding to the risks and culminating in regular monitoring and reporting to the Audit and Control Committee.

This approach helps lay the foundations for proper application of the system of the Internal Control over Sustainability Reporting:

Strategy

SBM-1

Strategy, business model and value chain

Business model

Atresmedia Group's leadership as a communication and entertainment group in Spain is underpinned by its commitment to viewers, listeners, advertisers, shareholders, employees and other stakeholders to whom it provides content across the television, radio, digital, film and audiovisual production sectors. The Group's primary mission is to offer diverse, innovative and genuinely outstanding news and entertainment, tailored to the needs of its audience and society in general, and with the ultimate goal of building trust, achieving leadership and ensuring the Group's sustainability. In parallel, the Group seeks to provide advertisers with an innovative and safe environment so that they can position their brands in a highly attractive setting and reach out to a broad and diverse audience.

Forever true to its corporate purpose and thanks to the diversity of its content—both news and entertainment—Atresmedia plays a key role in generating knowledge and raising social awareness, thus helping to build a society based on shared values that foster collective well-being.

In 2025, the Group ended the year with 2,643 employees in Spain and Portugal, and gross revenue of EUR 1,002 million⁵.

The Group structures its business model in four main divisions:



- This division has the six free-to-air television channels: **Antena 3, laSexta, Neox, Nova, MEGA and Atreseries**, together with its on- demand content platform atresplayer, and also film production through Atresmedia Cine and Buendía Estudios.



- This division has three main stations: **Onda Cero**, offering unrivalled news content; and **Europa FM** and **Melodía FM**, featuring a superb selection of entertainment and music.



- This division includes the Group's advertising and commercial operations, as well as the activities carried out by **Smartclip, Diariomotor, H2H** and, since 2025, **Lastlap**.



- This division encompasses the activities of other non-advertising businesses through the following business lines: **Atresmedia Internacional, Media for Equity, New Businesses** and the **Music Business**, not to mention the activity of companies such as Pazy, Waynabox and Saldados.

⁵ Atresmedia is not engaged in any activities related to the fossil fuel sector, the production of chemicals, weapons or the cultivation and production of tobacco.

The Group also pursues several secondary business lines that work in parallel to generate further economic value, such as **Atresmedia Formación**. Through this arm of the business, the Group brings the knowledge of its journalists and communication professionals to bear in training other companies and individuals looking to improve and perfect their communication skills.

Each division pursues specific objectives aimed at achieving a greater positive impact, increasing revenues and expanding the Group’s outreach, thus consolidating its leadership position in the media sector, both in Spain and on the international stage.



This is the beating heart of the business and is focused on the creation, production and distribution of outstanding news and entertainment content, catering to all audiences. The Group delivers this content through its linear television channels and its OTT platform, atresplayer, as well as through the film production of Atresmedia Cine and Buendía Estudios, which is 50% owned by Atresmedia Group.

In 2025, Atresmedia Group doubled down on its commitment to promoting the audiovisual sector by setting up a new production company, Play N’Sábado, alongside Sábado Películas and Playtime on a 50/50 ownership basis. This initiative fosters collaboration with production companies and leading creative talent, drives innovative creative projects and forges long-term strategic partnerships, thus supporting the sustainability and diversification of the national film industry.

The monetisation model for this business line encompasses revenue from the sale of content rights, international distribution, subscriptions to atresplayer Premium and digital advertising. For this to happen, the Group relies on cutting-edge technology and innovative content that enable it to attract both domestic and international audiences.

Atresmedia Televisión is one of Atresmedia Group’s main lines of activity and sources of revenue. Through its six television channels, Atresmedia Televisión offers audiences a diverse and innovative schedule that combines high-quality news and entertainment, providing a safe and attractive environment for viewers and advertisers alike. For many years, Atresmedia Televisión has been pursuing

a socially sustainable television model that is conducive to critical thinking, fights disinformation and fake news, gives a voice to minorities and encourages pluralism and diversity. Thanks to its ability to create original and relevant content, the Group reaches out to all types of audiences, regardless of the medium or device used.

Meanwhile, atresplayer has cemented its status as Spain’s leading OTT platform, offering exclusive entertainment content across the various channels run by Atresmedia Televisión.

Mirroring its commitment to social adaptation and resilience, Atresmedia devotes part of its airtime and programming to environmental issues and tackling climate change. A notable example is Antena 3 Noticias, which since 2023 has featured a Climate, Society and Culture section, aimed at providing dedicated coverage of climate change and amplifying the Group’s commitment to the future of the planet and sustainability. Moreover, laSexta airs climate-related content as a cross-cutting theme across its programming.



Thanks to the work carried out by its three main stations—Onda Cero, Europa FM and Melodía FM—Atresmedia Radio delivers content that responds to the concerns and interests of society, offering audiences news and music programming widely recognised for their credibility, viewpoint diversity and proximity. This division, operated by Uniprex, achieves remarkable outreach with its outstanding content.

As part of its ongoing commitment to social progress, Onda Cero focuses its editorial value proposition on local news coverage, citizen reflection and the fight against fake news and disinformation. Meanwhile, Europa FM and Melodía FM focus their programming primarily towards music content.

Their monetisation model mainly involves obtaining advertising revenues in radio and digital formats, while working to adapt their content to the digital environment in a bid to attract new audiences. One example of this is the launch of Onda Cero Podcast, which in recent years has incorporated fiction series, documentaries and on-demand programmes. Moreover, numerous television programmes have been adapted to audio format, including Equipo de

investigación, the documentary Anglés. Historia de una fuga, the series Caso, and fiction programme Gente hablando.

Last but not least, under the slogan ‘Onda Cero listens to the Climate’, in 2025 the station reinforced its commitment to tackling climate change through its Luz Verde initiative, launched in 2024. Through campaigns, messages, reports and interviews, Onda Cero aims to get its listeners involved in helping to halt the degradation of our planet by making the fight against climate change a cross-cutting theme running across all its programming.



Atresmedia Publicidad is the marketing arm of the Group’s advertising spaces and its main source of revenue. While running the activities, Atresmedia is acutely aware of the role of advertising in society, while stepping up its commitment to ensuring the transformation and sustainability of the industry.

The division strives to provide advertisers and agencies alike with an innovative and efficient service, offering outstanding content with which to associate their brands, safe environments for investment, and state-of-the-art measurement systems. Key initiatives include the implementation of CPM (cost per thousand impressions) metrics to measure television impact using criteria comparable to those applied in digital media, as well as heavy use of data and analytics to deliver more effective and increasingly personalised advertising formats.



The activities of Atresmedia Publicidad include:

- Traditional advertising models, by selling advertising space on television, radio and digital media.
- Advertising on atresplayer, combining conventional formats with innovative formats such as addressable advertising.

Moreover, Atresmedia Publicidad rounds off its value proposition by offering advertisers tailored solutions through Smartclip and Human to Human (H2H), which specialise in digital advertising services and influencer marketing, respectively. In line with its business strategy and as a further show of its commitment to diversifying its activities and revenue streams, in 2025 the Group acquired a 75% stake in Last Lap S.L., a leading events and experiential marketing company. Alongside Atresmedia, this acquisition fortifies the Group's leadership position in the events and experiences sector.

In 2025, Atresmedia Publicidad stepped up its commitment to **innovation, digitalisation and hybrid models** as key pillars of its growth. The Group is moving towards a more technology-driven and sustainable business model, integrating linear television, digital and connected TV (CTV) to deliver more efficient advertising solutions aligned with rapidly evolving consumption habits. Key objectives include the development of hybrid products that combine the outreach and impact of television with the targeting and measurement capabilities of the digital environment; improving the Group's positioning on social media and relying on data and HbbTV technology to enhance campaign personalisation; and the responsible uptake and use of artificial intelligence and programmatic advertising. Examples here include differentiated sales on programmes such as *El Hormiguero*, *Las Campanadas*, *Mask Singer* or *LaVoz*.

Looking ahead, Atresmedia Publicidad aims to move towards a joint and standardised measurement system for linear and connected television, while continuing to support the market as it transitions towards new segmentation capabilities, and consolidating an omnichannel strategy that fuses efficiency, innovation and transparency.

When it comes to social commitment, and beyond operating in accordance with strict quality and responsibility standards, Atresmedia Publicidad pursues specific initiatives designed to foster responsible and sustainable practices among its

advertisers. These include flagship projects such as *Contra el Maltrato. Tolerancia Cero*, alongside Fundación Mutua Madrileña; and *Constantes y Vitales* and *Ponle Freno*, alongside AXA. The division also runs awareness-raising campaigns featuring well-known brands to address a range of social concerns, all with the aim of reinforcing the positive social impact of its activities. In 2025, notable campaigns included Becas Taller Argal, aimed at raising awareness of screen time among children; the charity match *En el Campo x El Campo*, focused on promoting awareness of the agricultural sector; and the *Amazon busca pueblo* campaign, designed to strengthen ties to rural communities (see section S4-4).

In 2025, we also saw a growing interest among advertisers in integrating sustainability into their communication and marketing strategies, pointing to increased environmental and social awareness. More and more brands are seeking to associate themselves with initiatives focused on environmental protection, energy efficiency and responsible mobility. In this context, Atresmedia Publicidad has positioned itself as a strategic partner in developing purpose-led campaigns, where creativity and innovation go hand in hand with a genuine and measurable commitment to sustainable development.





Atresmedia Diversificación focuses its efforts on identifying and supporting projects that combine high growth potential with an innovative approach and are able to generate a meaningful impact on the Group's results. Its purpose is to broaden business avenues through initiatives that do not depend directly on the traditional advertising market.

Its monetisation model is based on several lines of activity: taking interests in startups; running television channels outside Spain; undertaking projects that bring the content beyond conventional broadcasting; and creating music assets that can be used in various audiovisual productions. All these activities feature outstanding levels of quality and are underpinned by a strong commitment to responsible broadcasting.

This division brings immense strategic value to the Group by diversifying both revenues and investments through its four lines of action:

Atresmedia Internacional: its four linear channels (Antena 3, Atrescine, Atreseries and ¡HOLA! TV), three FAST channels (Cine y Series, Única and Zona de Investigación) and the atresplayer platform, are there to make Atresmedia's content transcend national borders to reach the rest of Europe, the United States and Latin America.

New Business and Licensing: this division seeks to reach agreements for the creation of new products and services focused on entertainment, news and culture that bring in revenue by leveraging the awareness of the Group's various brands and content.

Media For Equity: focused on investment in emerging sectors such as the 'silver economy' alongside companies such as Cuideo, Durcal or Saldados. As part of its commitment to sustainability and social responsibility, it has stepped up investments in products and services aimed at senior citizens and vulnerable people.

Music Businesses: focused on the music publishing business with the aim of exploiting the Group's audiovisual content. This includes the management of the Atresmúsica record label, which publishes original soundtracks for Atresmedia content.



 **Strategy**

In 2023, the Group’s strategic objectives and projects were reviewed and recalibrated in order to point them to where the business was heading and tailor them to the various markets and sectors in which the Group operates. This process, which involved all business areas and a large number of employees, ultimately succeeded in redefining the Group’s strategic priorities. These priorities, set out below, guided and steered the Group’s activities throughout 2025:

<p>Maximising the value of core businesses</p>	<p>This priority focuses on optimising and continuously enhancing linear television and radio, ensuring they remain relevant and meaningful for audiences and advertisers alike, with two main objectives:</p> <ul style="list-style-type: none"> • Optimising available assets and capacities within the Group. • Improving our positioning and profitability in the traditional businesses.
<p>Strengthening the digital businesses</p>	<p>Here we focus on distributing more quality content and generating advertising in the digital sphere, targeting both advertising-based digital businesses and subscription-based models. The growth plan envisions the expansion of content distributed through proprietary platforms and technological innovation for greater outreach and revenue generation. We expect to achieve significant growth in existing digital businesses and success in developing new businesses in the coming years.</p>
<p>Leading the generation of audiovisual content</p>	<p>Atresmedia believes that the ability to create outstanding content for all audiences is essential in order to lead the market across all its businesses. Strategies include investing in internal and external skills and talent to create unique content, and forging partnerships and collaborations with independent production companies and social media sites. One of the Group’s main priorities is the multi-platform approach, with the aim of connecting with users anywhere and at any time by offering a wide array of multi-channel content across all devices and formats. It is also seeking to adapt the content it generates to traditional, digital and social media channels.</p>
<p>Further diversifying the Group</p>	<p>The aim is to broaden revenue diversification beyond traditional advertising by identifying and developing new organic and disruptive businesses, while also expanding internationally as a central growth pillar. The goal is to create a different set of businesses to ensure sustainable and diverse revenue streams, and to consolidate non-advertising dependent revenues.</p>
<p>Accelerating the Group’s transformation</p>	<p>The aim is to propel the Group towards greater flexibility and efficiency by embracing technology. This includes implementing transformation projects focused on rapid and deep change, adapting to new industry trends and dynamics, and innovating with artificial intelligence (AI) in content creation processes (text, video and audio) and in transforming and simplifying tasks with AI to generate added value. The expected outcomes include the development and completion of multiple key projects that will have a significant positive impact on the Group’s future.</p>

Atresmedia value chain

Given the nature of its businesses, Atresmedia has defined two distinct value chains: one for its core business, focused on audiovisual content, and another associated with diversification, which includes revenue streams not dependent on advertising. However, the analysis of impacts, risks and opportunities (IROs) shows that most of these IROs are concentrated in the core business. Both value chains are structured around three segments: upstream, own operations, and downstream, within which the following activities are carried out:

CORE BUSINESS VALUE CHAIN (AUDIOVISUAL, RADIO, ADVERTISING)

UPSTREAM



OWN OPERATIONS



DOWNSTREAM



- Upstream: procurement of goods and services and collaboration with production and distribution companies.
- Own operations: the production, purchase and management of content.
- Downstream: the marketing of advertising space, the sale and distribution of domestic and international content, and the transmission of content to audiences and subscribers.

DIVERSIFICATION BUSINESS VALUE CHAIN:

UPSTREAM



OWN OPERATIONS



DOWNSTREAM



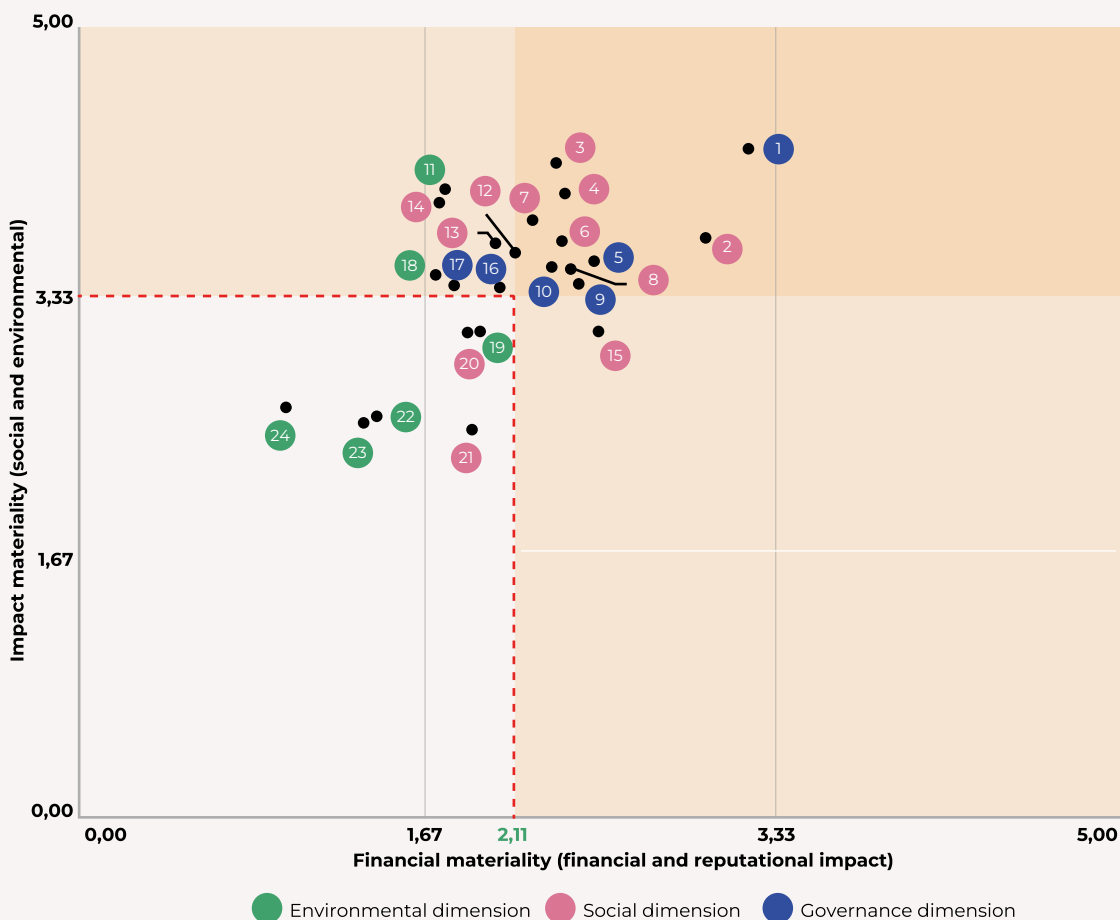
- Upstream: procurement of goods and services and arranging of professional services.
- Own operations: founding new companies, investing in existing companies, growing new businesses, and selling and distributing content internationally.
- Downstream: Atresmedia Group. The main client of Atresmedia Diversificación’s activities happens to be Atresmedia Group itself, which benefits directly from the investments made in other companies.

SBM-2

Interests and views of stakeholders

As mentioned earlier, Atresmedia conducted a double materiality assessment in 2023 in order to evaluate the environmental, social and governance impacts generated by the Group’s activities, as well as the risks and opportunities that these same factors may carry or present when it comes to the Group’s financial and strategic performance in the short, medium and long term.

The findings of this analysis are shown in the matrix presented below:

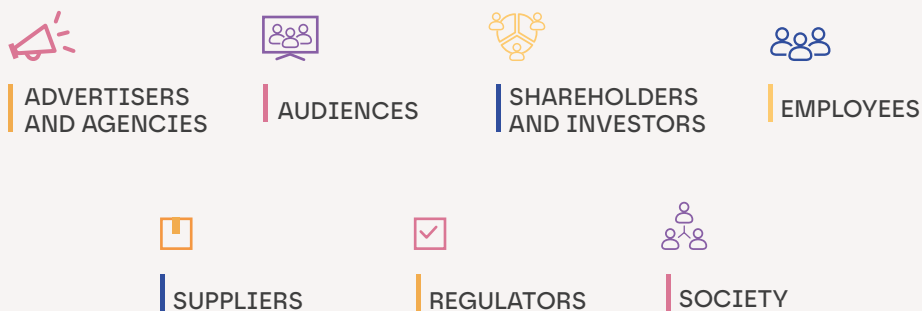


	Nº	Topics	
Critical	1	Cybersecurity	3,72
	2	Responsible advertising	3,33
	3	Responsible, truthful and quality content	3,22
	4	War against fake news and disinformation	3,13
	5	Regulatory compliance	2,99
High	6	Content accessibility	2,98
	7	Media, information and digital literacy	2,97
	8	Employee health & safety and wellbeing	2,91
	9	Sustainable investment	2,88
	10	Good governance and business ethics	2,87
Average	11	Sustainable productions	2,86
	12	Engagement with and impact on the community	2,83
	13	Diversity, equity and inclusion	2,81
	14	Loudspeaker for social causes and the climate	2,81
	15	Digital transformation and artificial intelligence	2,78
Low	16	Data protection and privacy	2,68
	17	Human and labour rights	2,59
	18	Climate change	2,57
Not material	19	Use of resources and the circular economy	2,50
	20	Responsible supply chain	2,46
	21	Workers in the value chain	2,16
	22	Water management	1,98
	23	Biodiversity	1,93
	24	Pollution	1,79

Set out below is information about how Atresmedia factors in the interests and opinions of stakeholders when shaping its strategy and business model. It also describes how the Group endeavours to understand the perspectives of its stakeholders, and how these perspectives influence the decision-making process. Moreover, in each social standard, the Group reports in further detail on the various channels put in place to collaborate with its own staff, its advertisers and its audiences.

Stakeholder engagement

Atresmedia recognises the importance of having mechanisms in place to ensure dialogue, transparency and two-way engagement with its stakeholders, thus ensuring that the concerns they raise are duly taken into account. The key stakeholder groups for Atresmedia are:






Involving these stakeholder groups in the double materiality process was essential in incorporating their expectations and views into the findings. The ESRS define stakeholders as those who can affect or be affected by the undertaking, differentiating between:







- 1. affected stakeholders:** individuals or groups whose interests are affected or could be affected – positively or negatively – by the undertaking’s activities and its direct and indirect business relationships across its value chain;
- 2. users of the sustainability statement:** Iprimary users of general-purpose financial reporting (existing and potential investors, lenders






and other creditors, including asset managers, credit institutions, insurance undertakings), and other users of sustainability statements, including the undertaking’s business partners, trade unions and social partners, civil society and non-governmental organisations, governments, analysts and academics.

Both categories of stakeholders were considered and engaged in the assessment carried out by Atresmedia Group in 2023. The table below distinguishes between affected stakeholders and users of the sustainability statement and summarises the relationship with each stakeholder group, together with the communication mechanisms put in place by Atresmedia to build engagement with all of them.



 STAKEHOLDER GROUP	 COMMUNICATION CHANNELS	 STAKEHOLDER ENGAGEMENT
AFFECTED STAKEHOLDERS		
SUPPLIERS		
Goods and services	<ul style="list-style-type: none"> • Supplier procurement platform for goods and services. • Direct relationship with the relevant departments (Procurement, External Production, Own Production). 	Management of the relationship with suppliers of goods and services is the responsibility of the Procurement Department, which ensures compliance with the commitments set out in the Procurement Policy.
Production companies		The Production Department heads up relations with content production companies.
Distributors		The External Production Department heads up relations with content production companies.
CLIENTS		
Advertisers	<ul style="list-style-type: none"> • Event (UPFRONT) for the Group's advertisers. • Advertiser's office, customer portal. • Atresmedia Publicidad website. • Social media sites and WhatsApp channel • Direct communication. 	The Advertising Department heads up relations with advertisers.
Audience	<ul style="list-style-type: none"> • atresplayer help centre. • Profiles on social media, email support and telephone support. • The speak-up channel is available so that anyone can voice their concerns. • Discussion groups and studies. 	Audience relations are managed through various departments, including Radio and Television.
Subscribers		There is a dedicated department tasked with managing relations and providing support to users of the atresplayer platform.
WORKFORCE (own staff)		
Employees	<ul style="list-style-type: none"> • Corporate Intranet – Atresmil and a3mia • Communications related to Atresmedia's corporate responsibility initiatives in which employees can get involved. • Area mailboxes (HR or Sustainability) • MASDIII internal magazine, where the Group's main news are published. 	Employee relations are largely managed by Human Resources and OHS, which operate under Corporate General Management.
Non-employees	<ul style="list-style-type: none"> • Programme 3.0 training. • Onboarding process • Works Committees. 	Relations with non-employees are overseen by Occupational Health and Safety and Medical Services and by the various areas in charge of arranging the services.

 STAKEHOLDER GROUP	 COMMUNICATION CHANNELS	 STAKEHOLDER ENGAGEMENT
AFFECTED STAKEHOLDERS AND USERS OF THE STATEMENT		
 SOCIETY		
NGOs	<ul style="list-style-type: none"> • Press conferences, press releases and website section: https://www.atresmedia.com/prensa/ • Sustainability website: https://www.atresmediacorporacion.com/sostenibilidad/ • Websites of the Group's various divisions and business units. • Atresmedia's own channels (television, radio and digital). • Whistleblowing Channel and email inboxes. • Participation in specific clusters and working groups. (Forética, RMF) • Free advertising space to showcase the valuable work of social entities. 	Atresmedia interacts with NGOs through different initiatives and in various ways, such as granting them free advertising space, or forging agreements with organisations such as Manos Unidas or UNICEF, which are headed up by the Sustainability Department.
Associations and working groups		Atresmedia has dealings with numerous associations by taking part in their various forums and activities, including AUTOCONTROL, Forética or the RMF.
Vulnerable and minority groups		Atresmedia supports these segments by signing agreements with different entities that work to ensure their inclusion. These efforts are managed jointly by Sustainability and Human Resources, both of which operate under Corporate General Management.
Local communities		The main conduit steering relations with the community is our corporate volunteering programme. Here, we sign partnership agreements with foundations and associations, headed up by the Sustainability Department.
USERS OF THE STATEMENT		
 SHAREHOLDERS		
Planeta DeAgostini Group	<ul style="list-style-type: none"> • Corporate presentations, events. • Direct communication via the Investor Relations area. • Corporate website, shareholder's office 	Shareholder relations are mainly handled by Legal Services.
RTL Group		-
Non-controlling shareholders		-
 INVESTORS		
Potential investors	<ul style="list-style-type: none"> • Corporate presentations, events. • Direct communication via the Investor Relations area. • Investor Day • Corporate website – investors' office 	Investor relations is the purview of the Investor Relations Department, which operates under the larger Finance division.

 STAKEHOLDER GROUP	 COMMUNICATION CHANNELS	 STAKEHOLDER ENGAGEMENT
USERS OF THE STATEMENT		
 REGULATORS		
CNMV (Spanish National Securities Market Commission)	<ul style="list-style-type: none"> • Communications via email or the CNMV/CNMC portal. • Involvement in the Issuers Group. 	Relations with the CNMV mainly take place through the exchange of information, though also through the Group's involvement in the Issuers Group.
CNMC (Spanish National Markets and Competition Commission)		The CNMC has an important relationship with the business community through its work on matters of competition regulation, sectoral regulation, supervision of tariffs and conditions, control of business mergers and consumer protection.
 WORKFORCE		
Works Committees	<ul style="list-style-type: none"> • Regular meetings 	Relations with employee representatives take place mainly through HR, which operates under Corporate General Management.

 **Stakeholder engagement plan**

Before carrying out its double materiality assessment, Atresmedia Group drew up a **stakeholder engagement plan** in a bid to ensure that all stakeholders were represented and that their input helped to identify the most material topics for the Group. This plan had three main phases:

1. IRO identification phase. This phase involved senior and middle managers from all the Group's strategic areas, with the aim of achieving an overview of the entire business (strategy, production, general services, corporate social marketing, finance, consultancy, human resources, diversification, etc.). Thanks to their hard work, Atresmedia identified and validated a preliminary list of impacts, risks and opportunities to be examined during the second phase. Each manager helped to identify the IROs associated with their activity within the Group.

2. IRO assessment phase This phase involved the participation of all stakeholders, both internal and external to Atresmedia Group. A total of 56 people took part in the process, which is divided into two subphases: internal assessment and external assessment.

Internal assessment. This process involved:

- **Atresmedia directors and middle managers**, who identified the initial IROs by completing questionnaires and interviews to gauge the materiality of all impacts, risks and opportunities relating to their work and activities within the Group. A total of 28 responses were collected during this process.
- **The Internal Audit Department**, which is responsible for the Company's risk management, together with the Finance Department, assessed all the risks and opportunities identified during the previous identification phase.

- **The Group’s employees** from various departments of Atresmedia (Finance, General Services, Programming, Strategy, HR, Marketing, Fundación Atresmedia, Antena 3 and laSexta News, Advertising, External Production, Onda Cero and Diversification) took part in two workshops, where they assessed all the impacts previously identified. A total of 13 employees were involved in this process, in which a broad representation of the Group’s employees was sought.

External assessment. Through interviews and questionnaires, Atresmedia involved its external stakeholders in the IRO evaluation process. Looking at their relationship with Atresmedia and their role in society, a distinction was drawn between impact assessors and risk and opportunity assessors, as follows:

- **Impact assessors:** representatives of our suppliers of goods and services, of the production and distribution companies with which Atresmedia works, of its advertisers and agencies, of the audience and of society in general, assessed all the impacts identified. A total of 12 responses were received during this process.
- **Risk and opportunity assessors:** los representantes de los accionistas e inversores evaluaron la totalidad de los riesgos y oportunidades identificados. Un total 3 personas participaron en este proceso.

3. Determination phase: In this phase, all responses from the previous phase were consolidated by applying the parameters described in this Statement (see section ESRS 2, IRO-1). This revealed the most material topics for Atresmedia Group, from both an impact and a financial perspective (risks and opportunities). This identification of material topics was also made possible by linking all the impacts, risks and opportunities identified and assessed to Atresmedia Group’s own topics. The results were then reflected in the materiality matrix.

STAKEHOLDER GROUP	N° OF PARTICIPANTS	ASSESSMENT
INTERNAL		
Representatives of the strategic areas	28	IROs specific to their area of expertise
Internal Audit and Finance		All risks and opportunities
Workforce	13	All impacts
EXTERNAL⁶		
Shareholders	1	All risks and opportunities.
Investors	2	All risks and opportunities.
Suppliers of goods and services	3	All impacts
Production companies	1	All impacts
Distributors	1	All impacts
Advertisers and/or advertising agencies	1	All impacts
Audience representatives⁷	2	All impacts
Representatives of society	4	All impacts

⁶ No regulators were involved, due to their status as a public body.

⁷ Audience representatives such as associations and representatives of society such as associations, NGOs and foundations representing local communities.

Understanding stakeholder priorities

Thanks to the double materiality process, Atresmedia can gain a better understanding of the interests, concerns and opinions of its stakeholders, while also gauging their views of its business model. Moreover, the methodology used for the assessment process, segmented by stakeholder groups, afforded Atresmedia a targeted view of the most material topics for each of the stakeholders, as well as an overview of the most material topics for all of them. This particular aspect, together with the Group’s own internal vision, was used to identify the most material topics for Atresmedia.

This process, along with other methods and actions that the Group relies on to collaborate specifically with different stakeholders and which are described in this statement, allows Atresmedia to respond to the suggestions, concerns and proposals raised by its stakeholders.

Considering the views of stakeholders

Having identified the most material topics for Atresmedia, and the impacts, risks and opportunities associated with each of them, the Group then analysed how it responds to each of the topics raised, and how it will continue to work to cover those topics which are not fully covered through its policies, commitments, actions and objectives.

This commitment stems from the importance that Atresmedia Group attaches to considering the interests, opinions and concerns of its stakeholders and understanding how they can influence its strategy and business model.

The actions described in this Statement aim to satisfy the needs and concerns of Atresmedia’s stakeholders, especially its employees (ESRS S1), and its advertisers and audiences (ESRS S4), while also generating value for shareholders and wealth for the Group and society as a whole. Through its policies, mechanisms and actions, the Group seeks to generate positive impacts on society and the environment, mitigate possible negative impacts that may arise from its activity, minimise the emergence of any risks that could affect its business and seize any opportunities that may arise.

Thanks to this regular process and other collaboration processes carried out with stakeholders, the Group is able to effectively listen to their needs and, as the case may be, make them part of Atresmedia’s strategy.

Reporting process to the administrative, management and supervisory bodies

As mentioned earlier, various corporate divisions of Atresmedia submit to the administrative, management and supervisory bodies any material topics that they believe may affect the strategy and business model, including aspects related to sustainability. In 2024, the Corporate General Manager delivered a presentation to the Audit and Control Committee on the process followed when conducting the Group’s first double materiality assessment. She also described the main material topics related to the impacts, risks and opportunities addressed during the analysis, as gleaned from the feedback received from the various stakeholders involved. In 2025, she once again presented the results of the assessment to the same committee, this time together with the reporting approach for the 2024 Sustainability and Non-Financial Information Statement, addressed for the first time from an impacts, risks and opportunities perspective and aligned with the outcomes of the double materiality assessment.



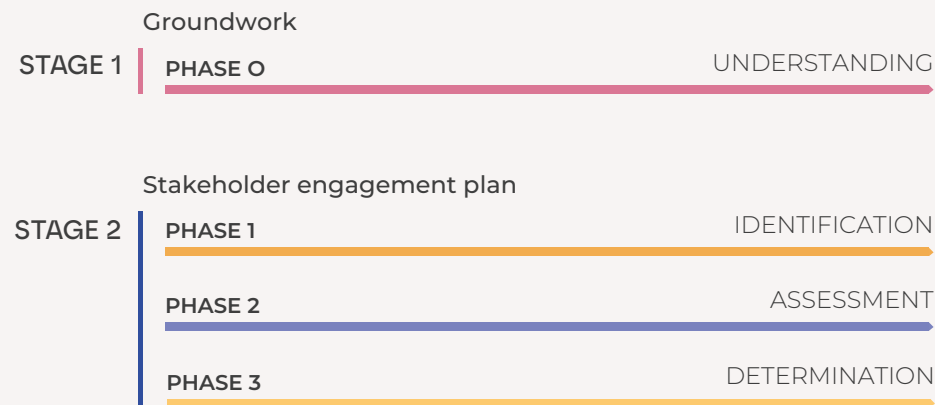
SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

Atresmedia seeks to provide a clear and structured view of the material impacts, risks and opportunities identified in its double materiality assessment and show how these affect its strategy and business model.

To gain a proper understanding of those topics considered in the double materiality assessment, prior to the stakeholder engagement plan described in the previous section (SBM-2), the Group conducted a process to understand the business, its stakeholders and its value chain. The findings served as the inputs for the subsequent identification, assessment and determination of IROs and material topics.

Thus, the complete materiality assessment process was divided into four key phases:



During the identification phase, as mentioned above, Atresmedia linked the impacts, risks and opportunities to be assessed to a series of concrete topics defined by looking at the unique features of the media sector with the aim of reflecting the specific characteristics of its business. These topics were selected in view of the following aspects:

- Atresmedia’s own knowledge of its business model and the environment in which it operates.
- The materiality assessments carried out by the Group in previous years, which revealed the significance of certain topics intrinsic to a media outlet.
- The inputs received by taking part in working groups specialised in media and sustainability on the international scene, such as the Responsible Media Forum. This includes its reports, such as the Media Materiality Report 2022.

To meet ESRS requirements (specifically ESRS1 AR16), Atresmedia mapped these topics to the topics, sub- topics and sub-sub-topics set out in the standard, thus ensuring absolute correlation between them and so that all the IROs identified would be covered by the ESRS. More precisely, Atresmedia’s own topics were linked to nine of the ten topical ESRS, excluding ESRS S3— Affected communities, from the process. This, together with a series of sub-(sub)-topics of other ESRS, were excluded from the assessment because they were not directly linked to Atresmedia’s business or its value chain (see section IRO-2 for more information).



The following table sets out the relationship between Atresmedia’s own topics, reflected in the double materiality matrix, and the topics and sub-sub-topics included in AR16:

	ATRESMEDIA TOPICS	ASSOCIATED ESRS TOPIC	ASSOCIATED ESRS SUB-SUB-TOPIC
6	CONTENT ACCESSIBILITY M	S4 Consumers and end-users	S4 Non-discrimination
7	MEDIA, INFORMATION AND DIGITAL LITERACY M	S4 Consumers and end-users	S4 Access to (quality) information
14	MOUTHPIECE FOR SOCIAL CAUSES AND THE CLIMATE M	S4 Consumers and end-users	S4 Access to (quality) information
			S4 Non-discrimination
			S4 Responsible marketing practices
			S4 Access to (quality) information
8	EMPLOYEE HEALTH & SAFETY AND WELL-BEING M	S1 Own workforce	S1 Work-life balance
			S1 Health and safety
			S1 Secure employment
			S1 Social dialogue, collective bargaining and freedom of association
			S1 Diversity
			S1 Adequate wages
			S1 Training and development
23	BIODIVERSITY	E4 Biodiversity and ecosystems	E4 Other
9	GOOD GOVERNANCE AND BUSINESS ETHICS M	G1 Business conduct	G1 Corporate culture
			G1 Protection of whistle-blowers
			G1 Prevention and detection including training
			G1 Management of relationships with suppliers
			G1 Policy Commitment
		S4 Consumers and end-users	S4 Freedom of expression
20	RESPONSIBLE SUPPLY CHAIN	E1 Climate change	E1 Energy
		E5 Resource use and circular economy	E5 Resource inflows
		G1 Business conduct	G1 Management of relationships with suppliers
18	CLIMATE CHANGE M	E1 Climate change	E1 Climate change adaptation
			E1 Climate change mitigation
			E1 Energy
1	CYBERSECURITY M	S1 Own workforce	S1 Privacy
		S4 Consumers and end-users	S1 Training and development
		G1 Business conduct	S4 Privacy
			G1 Corporate culture
24	POLLUTION	E2 Pollution	E2 Pollution of air
			E2 Pollution of water
			E2 Substances of concern
3	RESPONSIBLE, TRUTHFUL AND QUALITY CONTENT M	S4 Consumers and end-users	S4 Access to (quality) information
			S4 Freedom of expression
			S4 Responsible marketing practices
			S4 Health and safety
5	REGULATORY COMPLIANCE M	G1 Business conduct	G1 Corporate culture
		S4 Consumers and end-users	S4 Health and safety

	ATRESMEDIA TOPICS	ASSOCIATED ESRS TOPIC	ASSOCIATED ESRS SUB-SUB-TOPIC
17	HUMAN AND LABOUR RIGHTS M	S1 Own workforce	S1 all topics ⁸
		S2 Workers in the value chain	S2 all topics ⁹
		S4 Consumers and end-users	S4 Responsible marketing practices
			S4 Freedom of expression
13	DIVERSITY, EQUITY AND INCLUSION M	G1 Business conduct	G1 Corporate culture
			G1 Protection of whistle-blowers
			G1 Policy Commitment
		S1 Own workforce	S1 Diversity
22	WATER MANAGEMENT	E3 Water and marine resources	S1 Measures against violence and harassment
			S1 Employment and inclusion of persons with disabilities.
10	SUSTAINABLE INVESTMENT M	G1 Business conduct	S1 Gender equality and equal pay
			S4 Consumidores y usuarios finales
4	FIGHTING FAKE NEWS AND DISINFORMATION M	S4 Consumers and end-users	E3 Water consumption
			S4 Access to (quality) information
11	SUSTAINABLE PRODUCTIONS	E1 Climate change	E3 Water discharges
			S4 Freedom of expression
16	DATA PROTECTION AND PRIVACY M	S1 Own workforce	E1 Climate change mitigation
		S4 Consumers and end-users	S1 Training and development
2	RESPONSIBLE ADVERTISING M	S4 Consumers and end-users	S4 Privacy
			S4 Responsible marketing practices
12	ENGAGEMENT WITH AND IMPACT ON THE COMMUNITY M	S4 Consumers and end-users	S4 Health and safety
			S4 Access to (quality) information
			S4 Protection of children
			S4 Non-discrimination
			S4 Responsible marketing practices
			S4 Access to (quality) information
		S1 Own workforce	S4 Non-discrimination
21	HOURLY EMPLOYEES	S1 Own workforce	S4 Health and safety
			S4 Access to products and services
15	DIGITAL TRANSFORMATION AND ARTIFICIAL INTELLIGENCE M	S4 Consumers and end-users	S4 Access to (quality) information
			S4 Privacy
			S4 Access to products and services
19	RESOURCE USE AND CIRCULAR ECONOMY	E5 Resource use and circular economy	S1 Employment and inclusion of persons with disabilities
			S1 Training and development
			S2 Employment and inclusion of persons with disabilities
15	DIGITAL TRANSFORMATION AND ARTIFICIAL INTELLIGENCE M	S4 Consumers and end-users	S2 Secure employment
			S1 Health and safety
			S4 Access to products and services
19	RESOURCE USE AND CIRCULAR ECONOMY	E5 Resource use and circular economy	S4 Access to (quality) information
			S4 Privacy
			S4 Access to products and services
19	RESOURCE USE AND CIRCULAR ECONOMY	E5 Resource use and circular economy	E5 Resource inflows
			E5 Resource outflows
			E5 Waste

⁸ "S1 all topics" covers all the sub-topics and sub-sub-topics of ESRS S1 Own workforce (working conditions, equal treatment and opportunities for all, and other work-related rights, including all the related sub-sub-topics).

⁹ "S2 all topics" covers all the sub-topics and sub-sub-topics of ESRS S2 Workers in the value chain (working conditions, equal treatment and opportunities for all, and other work-related rights, including all the related sub-sub-topics).

Results of the identification phase: a total of 252 IROs (129 impacts, 38 opportunities and 85 risks) were detected during the identification phase that could have a direct or indirect influence on the Group’s operations and several stages of its value chain and that will be assessed subsequently by stakeholders.

Results from the assessment and determination phases: as a result of the assessment, Atresmedia determined that 18 of its own topics were material as they exceeded the defined threshold (see Disclosure Requirement IRO-1 for more information on the criteria used). These topics were considered material from an impact perspective, a financial perspective, or both. This dual approach ensures

that the topics were not only significant for stakeholders, but also essential for the organisation’s financial performance and long-term sustainability. **Translated to ESRS, this meant that 6 of the 10 ESRS topics were material for Atresmedia Group.** In addition, during this step a total of 218 material IROs were identified; i.e., 104 impacts, 35 opportunities and 79 risks.

Following are the ESRS topics related to the preliminary list of identified impacts, risks and opportunities, with the material topics colour coded in orange and identified with (M).

TOPIC	SUB-TOPIC	SUB-SUB-TOPIC
E1 Climate change (M)	Climate change adaptation (M) Climate change mitigation (M) Energy (M)	
E2 Pollution	Pollution of air Pollution of water Substances of concern	
E3 Water and marine resources	Water	Water consumption Water discharges
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Other
E5 Uso de recursos y economía circular	Entradas de recursos, incluida la utilización de los recursos Salidas de recursos relacionadas con productos y servicios Residuos	
S1 Own workforce (M)	Working conditions (M) Ensuring equal treatment and equal opportunities (M) Other work-related rights (M)	All sub-sub-topics (M)
S2 Workers in the value chain (M)	Working conditions (M) Ensuring equal treatment and equal opportunities (M) Other work-related rights (M)	All sub-sub-topics (M)
S4 Consumers and end-users (M)	Information-related impacts for consumers and/or end-users (M) Personal safety of consumers and/or end- users (M) Social inclusion of consumers and/or end- users (M)	Privacy, freedom of expression, access to (quality) information (M) Health and safety, protection of children (M) Non-discrimination, access to products and services, responsible marketing practices
G1 Business conduct (M)	Corporate culture (M) Protection of whistle-blowers (M) Political engagement and lobbying activities (M) Management of relationships with suppliers including payment practices (M) Corruption and bribery (M)	Prevention and detection including training

ESRS E2 (Pollution), E3 (Water and marine resources), E4 (Biodiversity and ecosystems) and E5 (Resource use and circular economy) topics were not considered material, since the associated impacts, risks and opportunities did not exceed the materiality threshold.

The material impacts, risks and opportunities were represented in the previous matrix, which featured two main axes: the X-axis, representing financial materiality, and the Y-axis, representing impact materiality. This matrix shows all the topics identified and assessed, both material and non-material, thus reflecting one of the Group's core values: transparency.

The topics were also classified according to their environmental, social and governance focus. Finally, material topics were sorted into four categories according to their degree of importance: critical, high, medium and low.

For material impacts, risks and opportunities, the Group's disclosures consist of descriptive information of each related ESRS topic, taking into consideration the following:

- A brief description of the material impacts, risks and opportunities resulting from the assessment and where they are in its value chain.
- The time horizons.

- Regarding impacts, how the actual negative and positive impacts (or, in the case of potential impacts, how they are expected to) affect people or the environment, and whether the Group is involved with the material impacts through its activities or because of its business relationships, describing the nature of the activities or business relationships concerned.

In 2025, there were no changes to the impacts, risks and opportunities included in the assessment. Notably, all the impacts, risks and opportunities arise from or are related to Atresmedia Group's strategy and business model, since understanding the Company and its sector was the key foundation of the analysis.

Atresmedia Group has not identified any additional significant financial effects other than those identified prior to conducting the double materiality assessment. Nevertheless, it includes sustainability risks in its corporate risk map to track their development.

The areas tasked with those matters that are material to Atresmedia's activities and strategic plan analyse risks in order to assess their potential impact and the likelihood of their occurrence. Along these lines, they have mechanisms in place to prevent these risks and run tests and assessments to ensure that they do not threaten the achievement of the Group's strategic objectives.



Impact, risk and opportunity management

IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Atresmedia considered the provisions of ESRS and adopted a structured approach in the phases described above to determine key aspects from the double materiality perspective.

a) Understanding phase

The understanding phase focused on comprehensively understanding the Group's business and operations. This phase comprised several processes:

- **Analysis of the business model.** Initially, a detailed analysis of Atresmedia's business model was performed to gain an understanding of the various business lines in place, the specific activities undertaken by each of them, and how the Group creates value. This required a comprehensive analysis of several of Atresmedia's key documents and interviews with the Group's strategic areas.
- **Understanding the value chain.** econd was to understand the Group's value chain. This is defined as the set of activities, resources and relationships related to the Company's business model and the external environment in which it operates. Participants in upstream activities (e.g., suppliers of goods or content) provide products or services that the Group uses to carry out its core business. Meanwhile, participants in downstream activities (e.g., customers) are recipients of the products or services Atresmedia offers and include both consumers of content and users of advertising space. The process for understanding the business provided insight into the objectives and functioning of the four business lines: audiovisual, radio, advertising, and diversification. This analysis allowed the Group to categorise its operations into two main blocks: first, content-related activities, which include the audiovisual, radio and advertising lines that make up the core business; and second, diversification activities, which comprise all activities that are not dependent on content creation.

Given the differences between the Group's core business (the main revenue producers) and the diversification business, both value chains were detailed since the IROs identified could differ depending on the type of business.

- **Identifying stakeholders.** In the understanding phase, special emphasis was placed on identifying key stakeholders, recognising all parties that influence or are influenced by the Group's activities, from suppliers and regulators, to customers and associations.
- **Working session with strategic areas.** A task force made up of representatives of the Group's strategic areas was set up to conclude the understanding phase and start the identification phase of IROs. The first working session included a brainstorming activity. The objective was to understand the key sustainability topics for the Group, including aspects such as environmental, social and governance (ESG) impacts, as well as sector-specific topics, such as accessibility of content, responsible advertising, or the fight against fake news and disinformation.

This analysis provided insight into Atresmedia's priorities and helped to guide future strategies, ensuring that the Group not only responded to its immediate needs, but that it was also aligned with key long-term industry trends and challenges.

b) Identification phase

The identification phase focused on determining the impacts (impact materiality) that Atresmedia generates on the environment and society throughout its value chain, as well as the risks and opportunities (financial materiality) that may affect the Group's performance arising from the material sector-related topics identified during the previous phase. This phase entailed two processes: a preliminary analysis and cooperation with the areas.

Preliminary analysis process. First, an enquiry and analysis process was carried out to identify impacts, risks and opportunities. The process included the following steps:

- Understanding the Group and its operations: understanding the Group and its entire value chain enabled the identification of different IROs related to upstream, own operations and downstream activities.

- Sector analysis: through the *Media Materiality Report 2022* issued by Responsible Media Forum, as well as other key documents on the Media & Entertainment sector. This enabled the identification of different sector-level IROs for those Group business lines (audiovisual, radio, advertising, and diversification).
- Analysis of internal sources: through a variety of sources at the Group (e.g., the 2022 Non-financial Information Statement, codes of ethics, corporate policies, previous materiality assessments), different IROs related to the Group's activity were identified.
- Analysis of external sources: through a variety of external sources—GRI guidelines media sector supplement, Sustainability Accounting Standards Board (SASB), World Business Council for Sustainable Development (WBSCSD), World Economic Forum (WEF), Spain Audiovisual Hub, sector laws—different IROs related to the Group's activity were identified.
- Benchmark: through an analysis of publicly available information from Atresmedia peer companies, different IROs applicable to the Group's activity were identified.
- Sustainability indices: the response to the different sustainability indices in which Atresmedia was a constituent (MSCI, CDP, S&P) was used as input to identify IROs related to different sustainability topics.
- Corporate risk map: sustainability issues included in the corporate risk map were used as input to identify risks in the context of double materiality.

After the analysis carried out to identify IROs, they were classified as follows:



CLASSIFICATION OF IMPACTS, RISKS, OPPORTUNITIES

• Level in the value chain	<i>Upstream, own operations, downstream.</i>
• Business lines	Corporation, audiovisual, radio, advertising, diversification.
• Activities of the business lines	Goods and services, content production and procurement, new businesses, etc.
• Specific activities	Production, taping, content broadcasting, audience measurement, etc.
• Context	Contextual information for understanding IROs.
• Description of IROs	Description of the impact, risk or opportunity

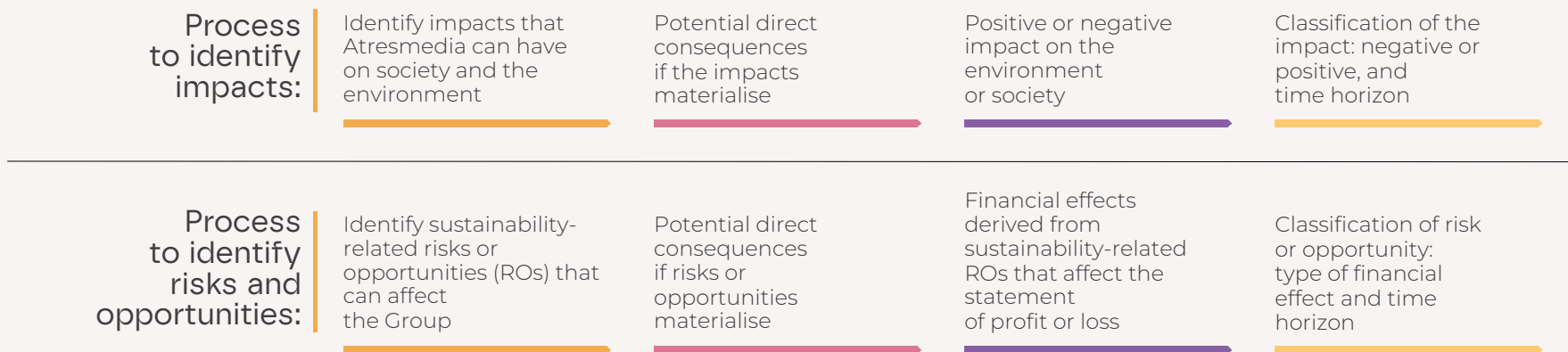
CLASSIFICATION OF IMPACTS

• Type	Positive or negative
• Likelihood	Actual or potential
• Relationship of the impact	Impacts generated directly (own content) Impacts to which the Group contributed (collaborations with third parties) Impacts linked to the Group's operations (value chain)
• Time horizons	Short-term: <1 year. Medium-term: 1-5 years. Long-term: > 5 years

CLASSIFICATION OF RISKS AND OPPORTUNITIES

• Type	Risk or opportunity
• Likelihood	Potential
• Type of financial effect	Business performance (development, performance, position, financial performance) Financial position (assets, liabilities, equity) Cash flows (revenue, expenses) Cost of capital or access to finance
• Time horizons	Short-term: <1 year. Medium-term: 1-5 years. Long-term: > 5 years

The following flowcharts illustrate the approach used, with the first showing the methodology for identifying impacts and the second the methodology for identifying risks and opportunities:



First, Atresmedia identified the positive and negative impacts of its activities. After obtaining a comprehensive list, it assessed the direct risks and opportunities of the identified impacts, where relevant.

Process to collaborate with strategic areas: as noted previously, internal Group experts from different strategic areas (28 areas, also referred to as workforce representatives) were assigned to each topic considered to validate the initial list and detect possible additional IROs. Once all the impacts, risks and opportunities were classified, they were linked by sustainability-related and media sector-specific topics.

c) Assessment phase

The purpose of the assessment phase was to assess the impacts, risks and opportunities and define the material topics. In carrying out this assessment, the assessment scales in the Group’s corporate risk map were considered to align the materiality assessment with both the internal risk assessment processes and the assessment process suggested by ESRS.

⚠ Impact assessment

The assessment of impacts considered four variables: scale, scope, and irremediable character, which make up the concept of severity, and likelihood:

- Scale can be defined as the size of the impact for the environment or society. It is measured on a scale of 1 to 5, with 1 being insignificant impact and 5 being extremely relevant impact.
- Scope can be defined as the extension or repercussion of the negative or positive impacts. In the case of environmental impacts, the scope may be understood as the extent of environmental damage or a geographical perimeter. In the case of impacts on society, the scope may be understood as the number of people positively or adversely affected. Scope is measured on a scale of 1 to 5, with 1 being minimal scope and 5 being global scope (Atresmedia company or audience).
- Irremediable character can be defined as the ease or difficulty with which a negative impact could be remediated; i.e., restoring the environment or affected people to their prior state. Irremediable

character is measured on a scale of 1 to 5, with 1 being minimal or no need for remediation measures and 5 being maximum difficulty in remediation.

- Likelihood can be defined as the likelihood of the impact materialising or not. It is measured on a scale of 1 to 5, with 1 being unlikely and 5 being certain.

Assessment of risks and opportunities

The assessment of risks and opportunities considered only two variables: financial effect and likelihood:

- Financial effects can be defined as effects arising from environmental, social or governance matters that may negatively (risk) or positively (opportunity) affect the undertaking's financial position, financial performance, cash flows, access to finance or cost of capital in the short, medium or long term.

- Likelihood can be defined as the likelihood of the risk or opportunity materialising or not. It is measured on a scale of 1 to 5, with 1 being unlikely and 5 being certain.

Sustainability risks are managed and assessed at the same level and using the same approach and metrics as the rest of the identified risks in the corporate risk map. They are included in the corporate risk management system and the system of controls to prevent their materialisation when they reach a significant level. Atresmedia continued to update the corporate risk management system in 2025 to address emerging needs.

Graphical representation of assessment scales

The assessment of impacts varies depending on whether they are positive or negative, actual or potential, as illustrated in the following chart:

SEVERITY		LIKELIHOOD	
Positive and negative impacts		Negative impacts	
Scale of the impact	Scope of the impact	Irremediable character of the impact	Potential impacts
			Possibility of occurrence
Insignificant impact on the environment and/or society	Minimal impact on the environment and/or society	No corrective measures required to restore the situation to its prior state	Unlikely that the impact will materialise
Minor impact on the environment and/or society	Limited impact on the environment and/or society	Easy to restore the situation to its prior state	Unlikely the impact will materialise
Moderate impact on the environment and/or society	Medium impact on the environment and/or society	Not easy to restore the situation to its prior state	Likely the impact will materialise
Relevant impact on the environment and/or society	Widespread impact on the environment and/or society	Difficult to restore the situation to its prior state	Highly likely the impact will materialise
Extremely relevant impact on the environment and/or society	Global impact on the environment and/or society	Extremely difficult or impossible to restore the situation to its prior state	Certain that the impact will materialise

By contrast, risks and opportunities are assessed using two variables: financial effect and likelihood, represented as follows:

FINANCIAL EFFECT		LIKELIHOOD
Risks and opportunities		Potential R&O
Potential scale of the financial effect		Possibility of occurrence
< EUR 3.5 million	The risk or opportunity does not generate any significant financial effect.	The risk or opportunity is unlikely to materialise.
EUR 3.5-5.25 million	The financial effect is low.	The risk or opportunity is likely to materialise.
EUR 5.25-7 million	The financial effect is medium.	The risk or opportunity is likely to materialise.
EUR 7-8.75 million	The financial effect is high.	The risk or opportunity is highly likely to materialise.
> EUR 8.75 million	The financial effect is extremely high.	The risk or opportunity is certain to materialise.



In the assessment process, Atresmedia's approach to assessing risks and opportunities entailed calculating an average between financial effect and likelihood of occurrence, in alignment with the Internal Audit's approach. Impacts were assessed based on the average between severity and likelihood.

After validation of the assessment scales, the impacts, risks, and opportunities were assessed by stakeholders¹⁰. The key stakeholder categories involved in this process included workforce, shareholders and investors, suppliers, customers, and society. See section SBM-3 for information on the scope of the interviews held and the questionnaires conducted.

In any event, the double materiality assessment process was unchanged from the previous reporting period.

d) Determination phase

The aim of the determination phase was to identify the Group's material topics. First, both internal and external stakeholder assessments were analysed. Based on that analysis, a weighting of IROs assessed was established, with 60% assigned to the internal stakeholder assessment and 40% to the external stakeholder assessment.

Atresmedia established the threshold for determining material impacts, risks and opportunities at topical level, with a 3.33 threshold defined for impact materiality and a 2.11 threshold for financial materiality. The defined thresholds were used to identify material topics, with the involvement of internal stakeholders to ensure consistency.

IRO-2

△ Disclosure Requirements in ESRS covered by the undertaking's sustainability statements

The disclosure requirements presented derive from a comprehensive assessment of all the topics, sub-topics, and sub-sub-topics defined in ESRS 1 AR 16, on the basis of the double materiality principle.

From the start of the assessment, S3 Affected communities was ruled out for identification of IROs since the activity carried out by Atresmedia does not

generate impacts for people or groups residing in areas likely to be affected by the Company's operations or its value chain, whether adjacent or remote areas. The Group also has no impact at all on indigenous peoples, either directly or through its business relationships.

Also excluded from the start of the assessment were the following sub-sub-topics for the reasons given:

- **E2 Pollution of soil:** Atresmedia's activity and its value chain do not contribute to pollution of soil contamination since they do not produce waste or spills that could have an impact in this regard.
- **E2 Pollution of living organisms and food resources:** Atresmedia's operations and its value chain do not involve processes that discharge chemical pollutants into sensitive ecosystems or affect food production.
- **E2 Substances of very high concern:** neither Atresmedia's operations nor its value chain includes the treatment and/or generation of substances of very high concern.
- **E2 Microplastics:** neither Atresmedia nor its value chain uses or generates microplastics, since the use of plastics in operations is minimal and does not represent a key matter.
- **E3 Water and marine resources - Water withdrawal:** Atresmedia only consumes water from the public network at its sites and throughout its value chain. Therefore, withdrawals are included in the consumption already registered.
- **E3 Water and marine resources - Water discharges in the oceans:** neither Atresmedia's operations nor its value chain generates waste discharged directly in to oceans; waste is managed in local public sewerage networks.
- **E3 Water and marine resources- Extraction and use of marine resources:** neither Atresmedia's operations nor its value chain are related to the extraction and use of marine resources.
- **E4 Direct impact drivers of biodiversity loss** (climate change; land-use change, fresh water-use change and sea-use change; direct

¹⁰ Note that the likelihood of actual impacts has been assessed as the likelihood that materialisation of the impact will have a significant effect.

exploitation of organisms and invasive alien species): neither Atresmedia nor its value chain carries out activities in areas of high biodiversity that could be affected by factors such as climate change, land- or water-use change, pollution, or direct exploitation.

-E4 Impacts on the state of species (species population size, species global extinction risk; land degradation; desertification; soil sealing): neither Atresmedia's nor its value chain affects the species population size or contribute to extinction risk, land degradation, desertification or soil sealing, since their activity is not carried out in locations that could cause this impacts.

- E4 Impacts and dependencies on ecosystem services: neither Atresmedia's activity nor its value chain influences the benefits people obtain from ecosystems.

- S4 Personal safety of consumers and/or end-users - Security of a person: neither Atresmedia's operations nor its value chain affects or has control over end-users' physical or mental security. Security of a person is defined as freedom for injury to the body and the mind, or bodily and mental integrity. In this regard, Atresmedia identified the material IROs linked to the "health and safety of consumers and end-users" sub-sub-topic, which is linked to consumers and/or end-users who are dependent on accurate and accessible product- or service-related information to avoid potentially damaging use of a product or service.

- G1 Animal welfare: neither Atresmedia's operations nor its value chain affects or influences animal welfare since those activities are not related to sectors where animal welfare could be compromised.

-G1 Corruption and bribery - Incidents: this sub-sub-topic was ruled out since no related incidents were raised and, therefore, the identified IROs were linked to the "prevention and detection" sub-sub-topic. Nevertheless, the Group will assess incidents of corruption arising during the current year for reporting in the Sustainability Statement.

Of all the impacts, risks and opportunities assessed, the following topics defined by ESRS and related sub-sub-topics were identified as being non-material:

Topics:

- E2 Pollution
- E3 Water and marine resources
- E4 Biodiversity and ecosystems
- E5 Resource use and circular economy

All these topics relate to the environmental category of ESRS and were considered non-material as Atresmedia's activity generates minimal environmental impact beyond its contribution to climate change.

A materiality threshold was determined in Atresmedia's process to identify material impacts, risks and opportunities. Both the threshold and the approach used are provided in disclosure requirement IRO-1.

As a result of this process, the table below presents the disclosure requirements addressed in this Sustainability Statement:

GENERAL INFORMATION - ESRS 2	REQUIREMENT	SECTION	PAGE
1. Bases for general information	BP-1: General basis for preparation of the sustainability statement	ESRS 2	4 - 5
	BP-2: Disclosures in relation to specific circumstances	ESRS 2	6 - 7
2. Governance	GOV-1: The role of the administrative, management and supervisory bodies	ESRS 2	7 - 13
	GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	ESRS 2	13 - 14
	GOV-3: Integration of sustainability-related performance in incentive schemes	ESRS 2	15 - 17
	GOV-4: Statement on due diligence	ESRS 2	17
	GOV-5: Risk management and internal controls over sustainability reporting	ESRS 2	18
3. Strategy	SBM-1: Strategy, business model and value chain	ESRS 2	19 - 25
	SBM-2: Interests and views of stakeholders	ESRS 2	26 - 32
	SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS 2	33 - 37
4. Impact, risk and opportunity management	IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities	ESRS 2	38 - 44
	IRO-2: Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	ESRS 2	44 - 56
	MDR-P: Policies adopted to manage material sustainability matters:	ESRS 2	56 - 57
	MDR-A: Actions and resources in relation to material sustainability matters	ESRS 2	56 - 57
5. Metrics and targets	MDR-M: Metrics in relation to material sustainability matters	ESRS 2	58
	MDR-T: Tracking effectiveness of policies and actions through targets	ESRS 2	58

ENVIRONMENTAL INFORMATION – E1. TAXONOMY	REQUIREMENT	SECTION	PAGE
E1 - CLIMATE CHANGE			
1. Governance	GOV-3: Integration of sustainability-related performance in incentive schemes	ESRS E1	60
2. Strategy	E1-1: Transition plan for climate change mitigation	ESRS E1	60 - 63
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS E1	63 - 67
3. Impact, risk and opportunity management	ESRS 2 IRO-1: Description of the processes to identify and assess material climate-related impacts, risks and opportunities	ESRS E1	68 - 71
	E1-2: Policies related to climate change mitigation and adaptation	ESRS E1	72 - 74
	E1-3: Actions and resources in relation to climate change policies	ESRS E1	74 - 82
4. Metrics and targets	E1-4: Targets related to climate change mitigation and adaptation	ESRS E1	83 - 86
	E1-5: Energy consumption and mix	ESRS E1	86 - 87
	E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions	ESRS E1	87 - 89
	E1-7: GHG removals and GHG mitigation projects financed through carbon credits	ESRS E1	89 - 90
	E1-8: Internal carbon pricing scheme	ESRS E1	90
	E1-9: Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	ESRS E1	90
EU TAXONOMY			
Background	-	Taxonomy	91
Regulatory context	-	Taxonomy	91 - 93
Scope of the Taxonomy	-	Taxonomy	93
Methodology and results	-	Taxonomy	94 - 104

SOCIAL INFORMATION - S1, S2, S4	REQUIREMENT	SECTION	PAGE
S1 - OWN WORKFORCE			
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	NEIS S1	105 - 107
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	NEIS S1	107 - 110
2. Impact, risk and opportunity management	S1-1: Policies related to own workforce	NEIS S1	110 - 113
	S1-2: Processes for engaging with own workers and workers' representatives about impacts	NEIS S1	114 - 115
	S1-3: Processes to remediate negative impacts and channels for own workers to raise concerns	NEIS S1	115 - 116
	S1-4: Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	NEIS S1	116 -125
3. Metrics and targets	S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	NEIS S1	126
	S1-6: Characteristics of the undertaking's employees	NEIS S1	127 - 128
	S1-7: Characteristics of non-employee workers in the undertaking's own workforce	NEIS S1	128
	S1-8: Collective bargaining coverage and social dialogue	NEIS S1	128
	S1-9: Diversity metrics	NEIS S1	129
	S1-10: Adequate wages	NEIS S1	129
	S1-11: Social protection	NEIS S1	129
	S1-12: Persons with disabilities	NEIS S1	129
	S1-13: Training and skills development metrics	NEIS S1	129
	S1-14: Health and safety metrics	NEIS S1	130
	S1-15: Work-life balance metrics	NEIS S1	130
	S1-16: Compensation metrics (pay gap and total compensation)	NEIS S1	131
	S1-17: Incidents, complaints and severe human rights impacts	NEIS S1	131

SOCIAL INFORMATION - S1, S2, S4	REQUIREMENT	SECTION	PAGE
S2 - WORKERS IN THE VALUE CHAIN			
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	ESRS S2	132
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS S2	132 - 136
2. Impact, risk and opportunity management	S2-1: Policies related to value chain workers	ESRS S2	136 - 137
	S2-2: Processes for engaging with value chain workers about impacts	ESRS S2	137 - 138
	S2-3: Processes to remediate negative impacts and channels for value chain workers to raise concerns	ESRS S2	138 - 139
	S2-4: Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	ESRS S2	139 - 141
3. Metrics and targets	S2-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S2	141
S4 - CONSUMERS AND END-USERS			
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	ESRS S4	142
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	ESRS S4	143 - 149
2. Impact, risk and opportunity management	S4-1: Policies related to consumers and end-users	ESRS S4	150 - 152
	S4-2: Processes for engaging with consumers and end-users about impacts	ESRS S4	152 - 155
	S4-3: Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	ESRS S4	155 - 157
	S4-4: Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	ESRS S4	157 - 178
3. Metrics and targets	S4-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESRS S4	179 - 181

GOVERNANCE INFORMATION - G1	REQUIREMENT	SECTION	PAGE
GOVERNANCE INFORMATION - G1			
1. Governance	ESRS 2 GOV-1: The role of the administrative, management and supervisory bodies	ESRS G1	182 - 183
	ESRS 2 IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities	ESRS G1	183 - 185
2. Impact, risk and opportunity management	G1-1: Corporate culture and business conduct policies and corporate culture	ESRS G1	186 - 195
	G1-2: Management of relationships with suppliers	ESRS G1	195 - 198
	G1-3: Prevention and detection of corruption and bribery	ESRS G1	198 - 199
	G1-5: Political influence and lobbying activities	ESRS G1	199 - 201
	G1-6: Payment practices	ESRS G1	201



List of datapoints in cross-cutting and topical standards that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATAPPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 Table #1 Annex 1		Commission Delegated Regulation (EU) 2020/1816 (5), Annex II		7 – 13
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		7 – 13
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				17
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex 1	Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		19 – 25
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		19 – 25
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (7), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		19 – 25
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		19 – 25
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) - 2021/1119, Article 2(1)	60 – 63
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		60 – 63

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		83 – 86
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				86 – 87
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				86 – 87
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				86 – 87
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators No. 1 and 2 Table #1 of Annex 1	Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		87 – 89
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table #1 of Annex 1	Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		87 – 89
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) - 2021/1119, Article 2(1)	89 – 90
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		<i>Phased-in</i>
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk.			<i>Phased-in</i>

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS E1-9 Breakdown of the carrying value of real estate assets by energy- efficiency classes paragraph 67 (c).		Article 449a, of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral.			<i>Phased-in</i>
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		<i>Phased-in</i>
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				<i>Not material</i>
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table #2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material
ESRS 2- SBM-3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material
ESRS 2 - SBM-3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material
ESRS 2 - SBM-3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex I				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex I				Not material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex I				Not material
ESRS 2 - SBM-3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				107 – 110
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				110 – 113
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		110 – 113
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				110 – 113
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				110 – 113
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				115 – 116
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		130
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				130
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		131
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				131
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				131

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		131
ESRS 2 - SBM-3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicator #12 and indicator #13 in Table III of Annex I				132 – 136
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				136 – 137
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator #11 and indicator #4 in Table III of Annex I				136 – 137
ESRS S1-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		110 – 113
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		136 – 137
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				139 – 141
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material
ESRS S4-1 Policies related to consumers and end- users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				150 – 152
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		150 – 152

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	BENCHMARK REGULATION ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR	PILLAR 3 (2) REFERENCE	BENCHMARK REGULATION ON BENCHMARKS (3)	EU CLIMATE LAW REFERENCE (4)	PAGE
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				157 – 178
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				186 – 195
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				186 – 195
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS G1-4 Standards of anti-corruption and anti- bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1		Reglamento Delegado (UE) 2020/1816, anexo II		Not material

(1) Reglamento (UE) 2019/2088 del Parlamento Europeo y del Consejo, de 27 de noviembre de 2019, sobre la divulgación de información relacionada con la sostenibilidad en el sector de servicios financieros (Reglamento (UE) 2019/2088 del Parlamento Europeo y del Consejo de 27 de noviembre de 2019 sobre la divulgación de información relacionada con la sostenibilidad en el sector de servicios financieros (OJ L 317, 9.12.2019, p. 1).

(2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).

(3) Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

(4) Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

(5) Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

(6) Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19.12.2022, p.1).

(7) Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris- aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

⚠ Policies and actions

This disclosure requirement calls for information in relation to specific policies and actions of each topical ESRS, covering environmental, social and governance matters. Therefore, it is detailed in each topical standard. The disclosure requirements are as follows:

- Disclosure requirement - Policies MDR-P: Policies adopted to manage material sustainability matters.

- Disclosure requirement - Actions MDR-A: Actions and resources in relation to material sustainability matters.

Set out below is a summary of the main policies addressed in the Statement, with information on the date of creation, updating and monitoring, as well as how they relate to the topical standards and material topics in this Statement:

POLICIES AND ACTIONS



	FIRST PUBLICATION	LATEST UPDATE	LEVEL OF APPROVAL	TYPE OF POLICY	E1 CLIMATE CHANGE	S1 OWN WORKFORCE	S2 WORKERS IN THE VALUE CHAIN	S4 CONSUMERS AND- USERS	G1 BUSINESS CONDUCT	CYBERSECURITY	RESPONSIBLE ADVERTISING	RESPONSIBLE, TRUTHFUL AND QUALITY	FIGHTING FAKE NEWS AND DISINFORMATION	REGULATORY COMPLIANCE	CONTENT ACCESSIBILITY	MEDIA, INFORMATION AND DIGITAL LITERACY	EMPLOYEE HEALTH & SAFETY AND WELLBEING	SUSTAINABLE INVESTMENT	GOOD GOVERNANCE AND BUSINESS ETHICS	SUSTAINABLE PRODUCTIONS	ENGAGEMENT WITH AND IMPACT ON THE COMMUNITY	DIVERSITY, EQUITY AND INCLUSION	MOUTHPIECE FOR SOCIAL CAUSES AND THE CLIMATE	DIGITAL TRANSFORMATION AND ARTIFICIAL INTELLIGENCE	DATA PROTECTION AND PRIVACY	HUMAN AND LABOUR RIGHTS	CLIMATE CHANGE
CODE OF CONDUCT	2011	2023	Board of Directors	General standard		X	X	X	X					X		X	X		X			X			X	X	X
CORPORATE GOVERNANCE POLICY	2015	2025	Board of Directors	General standard					X					X					X						X		
GENERAL SUSTAINABILITY POLICY	2010	2025	Board of Directors	General standard	X	X	X	X	X		X	X	X	X	X	X	X			X	X	X	X		X	X	X
RESPONSIBLE ADVERTISING POLICY	2010	2024	General Advertising Department	Linked to the CR Policy				X			X			X	X						X	X				X	
ENVIRONMENT AND CLIMATE CHANGE POLICY	2010	2024	Corporate General Manager	Linked to the CR Policy	X			X						X						X			X				X
HUMAN RESOURCES POLICY	2010	2024	Corporate General Manager	Linked to the CR Policy		X								X			X		X		X	X			X	X	
DIVERSITY, EQUITY AND INCLUSION POLICY	2024	N/A	Corporate General Manager	Linked to the CR Policy		X		X			X	X			X							X	X			X	
POLICY ON THE RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE TOOLS	2023	N/A	Board of Directors	General standard					X				X						X					X			
HEALTH AND SAFETY POLICY	2020	2025	Chief Executive Officer	General standard		X	X							X			X									X	
CODE OF ETHICS OF ANTENA 3 NOTICIAS	2012	2024	Antena 3 Newsroom	Code of conduct				X				X	X										X			X	
CODE OF ETHICS OF LASEXTA NOTICIAS	2012	2024	laSexta Newsroom	Code of conduct				X				X	X										X			X	
GENERAL DATA PROTECTION POLICY	2018	N/A	Compliance Committee	General standard		X		X			X			X					X						X	X	
INFORMATION SECURITY POLICY	2022	2022	Security Committee	General standard					X	X																	

Metrics and targets

This disclosure requirement calls for information in relation to specific targets of each topical ESRS, covering environmental, social and governance matters. Therefore, it is detailed in each topical standard. The disclosure requirements are as follows:

- Disclosure requirement - Metrics MDR-M: Metrics in relation to material sustainability matters.
- Disclosure requirement - Targets MDR-T: Tracking effectiveness of policies and actions through targets.





02

Environmental information

ESRS E1

Climate change

EU Taxonomy

ESRS E1

Climate change

Since Atresmedia drew up its first Environmental Policy in 2010, it has steadily reinforced its climate strategy, reducing its environmental impact, and identifying and managing the main risks and opportunities in relation to its business. Helped by these efforts the Company contributes, with rigour and commitment, to tackling climate change.

Aware that as a media company its greatest contribution is by raising awareness in society, it brings the broadcasting power of its communication channels to bear in promoting environmental protection, broadcasting environment-related news programs, reports and awareness campaigns on the importance of slowing climate change and adapting to its consequences.

Moreover, it understands that, as an active member of society, it has a responsibility to reduce the impact of its activities. To this end, it has had a far-reaching decarbonisation strategy since 2023 for its own operations and its value chain validated by the SBTi (Science Based Targets initiative) and in line with the Paris Agreement objectives.

To make progress on delivering the objectives of its strategy, in 2025 the Group updated its physical climate risk assessment and performed an assessment of transition risks and opportunities and continued investing in energy efficiency measures at its facilities, increasing electricity consumption using renewable sources, and informing society, with rigour and backed by science, on the importance of slowing climate change and its impacts.

All these efforts, described in detail in this chapter, helped the Group to achieve an A- score in 2025 in the Carbon Disclosure Project (CDP) index and its inclusion, for the third year running, in the Europe's Climate Leaders ranking, published by *Financial Times*.



Governance

ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

Since 2021, Atresmedia has linked 5% of executive directors' variable remuneration to four ESG indicators, one of which is a climate indicator. To be eligible for this remuneration, they must deliver at least 50%. The climate indicator is related to compliance with the Group's Net Zero strategy, specifically to achieving 95% renewable electricity consumption by 2026 and above 93% in 2024 and 2025. The Group estimates that the gradual increase in the consumption of renewable energy will enable reductions in market-based Scope 2 GHG emissions, thus contributing to the decarbonisation goals described in section E1-4 (see disclosure requirement [ESRS 2 GOV-3](#) for more information on the integration of sustainability-related performance in incentive schemes).

Strategy

E1-1

Transition plan for climate change mitigation

As noted previously, Atresmedia Group has had a far-reaching decarbonisation strategy for its operations that includes GHG emission-reduction targets for the

short term¹¹ (2030) and long term (2050) for Scopes 1, 2 and 3. These targets are science-based and validated by the SBTi in 2023, so they are compatible with the limiting of global warming to 1.5oC in line with the Paris Agreement¹².

These decarbonisation targets, published on the SBTi website, represent absolute emission reduction targets for greenhouse gas for Scope 1 and 2 combined and Scope 3 GHG emissions, compared to its base year (2019).

The following table shows Atresmedia's emission reduction targets in percentage relative to the base year of its strategy:

SCOPE	BASE YEAR (2019)	SHORT TERM (2030)	LONG TERM (2050)
1 and 2	10.843,0 t. de CO ₂	-86.1 %	-90 %
3 ¹³	130.548,5 t. de CO ₂	-28 %	-90 %

In addition, as part of its Zero Net strategy, Atresmedia is committed to investing in GHG emissions absorption and removal projects for the remaining 10%; i.e., its residual emissions.

The decarbonisation levers identified by the Group and included in its transition are as follows:



FOSSIL FUEL CONSUMPTION REDUCTION



ENHANCED ENERGY EFFICIENCY



USE OF RENEWABLE ENERGY



SUPPLY CHAIN DECARBONISATION



IMPLEMENTATION OF NATURE-BASED SOLUTIONS

¹¹ SBTi time horizons.

¹² Atresmedia is not excluded from the EU Paris-aligned benchmarks.

¹³ Scope 3 objectives include all categories in Atresmedia's Scope 3 (calculated) except Category 11, since it is directly related to Atresmedia's business and reduction efforts would be counter-productive for the business model.

Atresmedia's transition plan focuses primarily on the reduction of GHG emissions. This includes emissions produced in its daily operations from energy and fuel consumption, as well as those from its value chain. As the Group's core business consists of the sale of advertising space, and content production and distribution, the plan does not involve modifications or substitutions to its product portfolio, as there are no tangible products linked to its activities representing a significant source of emissions. Nevertheless, Atresmedia Group is actively working to reduce emissions associated with content production, making its content more sustainable and helping build a low-carbon audiovisual industry.

This plan is integrated into the Group's sustainability strategy. The Sustainability Department, overseen by Corporate General Management, defines the strategy and allocates an item in the budget for implementation of the Sustainability Plan. Investments to execute the transition plan and actions carried with impact on the plan are overseen by several departments within Atresmedia Group and, where necessary, are evaluated by the Investment Committee. Most investments are carried out under Corporate General Management, although occasionally actions and budgets depend on the various companies and divisions composing Atresmedia Group, e.g., such the Sustainability Department, the General Services, and Infrastructure Department, or Uniprex's Technical Department.

The Group's Net Zero strategy and decarbonisation targets were approved by Atresmedia's Corporate General Management. The Sustainability Department, which reports to Corporate General Management, monitors and enforces the strategy, while different departments are tasked with carrying out the actions. Additionally, to ensure that Board members are kept informed of progress, the Corporate General Manager reports annually on the progress of the Net Zero strategy and the key actions implemented and planned for the future to the Audit Committee.

Atresmedia also has an objective of raising awareness in society about the importance of tackling climate change and adapting to its consequences.

Therefore, as a facilitator, it broadcasts sustainability-focused content across its television and radio channels, as well as on its Atresplayer platform and Canal Internacional. In alignment with the EU Taxonomy Regulation, Atresmedia considers these sustainability-related content initiatives in quantifying the proportion of its revenue, CapEx, and OpEx that contribute to this objective¹⁴.

In 2025, Atresmedia continued to advance its transition plan by making investments that pursue the following objectives:



INVESTMENTS THAT PURSUE THE FOLLOWING OBJECTIVES

- Increasing the use of renewable energy
- Promoting sustainable mobility
- Improving waste management
- Enhancing energy efficiency across its facilities
- Enhancing Scope 3 emissions calculations
- Adapting infrastructure to improve climate resilience
- Assessing and enhancing the sustainability of audiovisual productions

¹⁴ Atresmedia does not have any coal, oil or gas-related economic activities.

Described below are the actions implemented at the various sites and workplaces, the investment made and the contribution to the transition plan:



LOCATION/ SCOPE	TRANSITION PLAN GOAL	ACTIVITY	INVESTMENT AND EXPENDITURE (EUR)
Actions at Uniprex's facilities: Onda Cero studios, offices and broadcasting stations	<ul style="list-style-type: none"> Enhancing energy efficiency across its facilities 	New transmitters	EUR 136,906
		New LED lighting	EUR 2,987.9
		New HVAC equipment	EUR 33,697.4
		HVAC equipment and power generator maintenance	EUR 16,561.3
Actions at the headquarters in San Sebastián de los Reyes	<ul style="list-style-type: none"> Enhancing energy efficiency across its facilities 	Refrigeration pipe insulation	EUR 24,946.9
		Substitution of HVAC systems	EUR 116,917.30
		Substitution of windows	EUR 97,170
		Solar filters	EUR 9,698
		Regulation of heating equipment	EUR 39,958.19
	Renovation of lighting infrastructures on sets	EUR 1,612,806	
	<ul style="list-style-type: none"> Increasing the use of renewable energy 	Installation of photovoltaic (PV) panels	EUR 39,958.19
<ul style="list-style-type: none"> Adapting infrastructure to improve climate resilience 	Waterproofing of coverings	EUR 17,840	
Actions at Smartclip	<ul style="list-style-type: none"> Increasing the use of renewable energy 	Contracting GoO for Smartclip	N/A
Cross-cutting actions spearheaded by the Sustainability Department	<ul style="list-style-type: none"> Enhancing and assessing the sustainability of audiovisual productions 	Promotion of more sustainable audiovisual productions, measuring their carbon footprint and identifying sustainability measure to reduce their impact	No additional investment in 2025
	<ul style="list-style-type: none"> Promoting sustainable mobility 	Carpooling project	EUR 600
	<ul style="list-style-type: none"> Adapting infrastructure to improve climate resilience 	Assessment of physical and transition climate risks	EUR 12,000
	<ul style="list-style-type: none"> Enhancing Scope 3 emissions calculations 	Project to identify measurements to enhance Scope 3 emissions calculations	EUR 17,500
TOTAL INVESTMENT			EUR 2,181,399



Locked-in emissions

As part of its transition plan, Atresmedia conducted an internal assessment of potential locked-in emissions, concluding that emissions from the diesel consumption of the boilers supplying heating and domestic hot water (DHW) to Atresmedia's headquarters could jeopardise the achievement of Scope 1 and 2 decarbonisation targets, particularly over the long term (2050). The Group weighed the possibility of substituting its boilers with a less polluting alternative. However, it ultimately considered that this project was not viable because of the technical characteristics of the facilities where the boilers are located. The feasibility study on boiler substitution is updated regularly, when the energy audits are conducted.

Faced with this situation, the Group is gearing its efforts towards reducing emissions from other energy sources to deliver the targets of its strategy in the short term, while also monitoring developments in the market regarding available technologies to reduce locked-in emissions from its boilers. Furthermore, the Group continues to enhance the energy efficiency of its buildings, potentially leading to a decrease in fossil fuel consumption for climate control.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

To identify the climate-related risks and opportunities in relation to its operations, business model or infrastructure, Atresmedia conducted a climate risk assessment in 2025 which included both an assessment of physical risks based on SSP (Shared Socio-economic Pathways of the IPCC) scenarios, which updates the 2022 assessment, and an assessment of the transition risks and opportunities based on NGFS (Network for Greening the Financial System) scenarios.

The assessment centred on understanding the physical and transition risks that can affect Atresmedia's activity, business model and assets in terms of severity. Then, the Group determined whether the measures it has implemented are sufficient to mitigate those risks or whether additional measures are required to increase its resilience to the impacts. Work identifying risks and evaluating the level of severity was carried out jointly with the areas involved and in accordance with Atresmedia Group's overall Risk Model.

The assessment was conducted in accordance with the requirements and recommendations of the TCFD (Task Force on Climate Related Financial Disclosure) and supplemented with the findings of Atresmedia Group's double materiality assessment.

Assessment of physical climate risks - SSPs

The main conclusion is that physical risk is heightened considerably in future climate scenarios, as the exposure and likelihood of impact increases over time, even more so in the most adverse scenarios. Another conclusion is that the key climate variables for Atresmedia are: temperatures, fires, precipitation, landslides, strong wind gusts and, in some cases, floods. Only one asset and one climate variable presents high risk.



Risk of system failure at broadcasting centres due to high temperatures.

Activity at radio broadcasting centres could be affected by bouts of high temperatures. However, the results of the assessment indicate that no adverse impacts have been recorded for this reason. These centres are equipped with cooling systems based on fans and extractors, whose usability could be compromised only in the event of extreme temperatures directly affecting the equipment's performance. However, the radio activity's inherent versatility provides resilience to this risk, allowing programming to be adjusted and loads to be redistributed among different broadcasting points.



Risk of system failure or structural damage at broadcasting centres due to fires. Damage to electronic equipment caused by extreme heat and smoke can result in the partial or total loss of facilities. There are rarely outages or interruptions at these types of facilities due to evacuations or restrictions to access, with limited health and safety risks to workers, as they are unmanned. While Atresmedia would have to bear the operating costs of possible repairs if the risk materialises, the business enjoys a high level of versatility, as in the previous case. Moreover, the broadcasting centres have fire protection systems that further reinforce their resilience to this type of event.



Risk of system failure at broadcasting centres due to landslides. Landslides can cause serious structural damage to buildings and infrastructure, block access to facilities, lead to the temporary isolation of broadcasting centres and create the need to incur costs for land stabilisation and repair. As in the previous cases, the business shows strong resilience to this risk, enabling possible commercial content to be rescheduled and readjusted.



Structural damage from strong wind gusts (above 135 km/h). Strong wind gusts can result in structural damage to roofs and façades, knock down antennae, towers and other elevated elements, damage windows and glass curtains, which can interrupt broadcasting, as well as cause occupational health and safety hazards. This risk occurs in less than 8% of broadcasting centres and is only severe in one.



Structural damage at television studios and headquarters, including studios in the value chain, due to precipitation. Heavy precipitation can cause leaks and dampness in buildings and facilities, including waterlogging in entrances and basements, damage to electrical and electronic equipment because of exposure to moisture, and greater deterioration of pavements and construction materials, potentially impacting Atresmedia's daily programming. Measures are carried out at Atresmedia's headquarters to strengthen the infrastructure's resilience to this type of risk. These include waterproofing roofs, reinforcing the system of gutters, strengthening the insulation of critical areas, and signage of areas at risk of flooding.

While Atresmedia has identified the physical risks inherent to its assets, the Group considers that the measures implemented to prevent and mitigate their effects, as well as the business model itself, mean that its activity can hardly be critically interrupted due to this type of risk and that, accordingly, it enjoys a high level of resilience.

Assessment of transition climate risks - NGFS

In 2025, in line with the TCFD framework, Atresmedia carried out its first ever assessment of transition climate risks and opportunities based on climate scenarios. The assessment entailed making annual projections of the financial impact out to 2050 using three NGFS climate scenarios. As a result of this assessment, Atresmedia identified material transition risks and opportunities in relation to its business according to the size of the financial impact, the reputational impact and the likelihood of occurrence. The Group relied on the Company's key areas to do this, and used historical data and financial projections of the expected short-, medium- and long-term effects.

Atresmedia classified the risks identified that could impact its activity into four groups—policy and legal, technology, market and reputation—as follows:

Policy and legal



Increased pricing of GHG emissions. The climate scenarios indicate an upward trend in the price of greenhouse gas (GHG) emission offsets. For instance, the unit cost per tonne of CO2 is expected to be considerably higher in 2050 than at present. While Atresmedia could be affected by this price increase, the assessment determined that exposure to this risk is low, but could increase with the passage of time, becoming a moderate risk by 2050.



Mandates on and regulation of the refurbishment of diesel infrastructure. Mandates on and regulation of existing products and services require refurbishment of diesel infrastructure, resulting in increased investment and management expenses. Atresmedia can

be exposed to transition climate risk through implementation of Directive (EU) 2023/1791, which calls for abandoning the use of fossil fuels in heating by 2040. This could require capital expenditure (CapEx) to refurbish equipment and infrastructures and an increase in operating expenditure (OpEx) caused by higher diesel prices and maintenance costs during the transition period. This risk could impact the Company's financial performance, although its proactive approach, coupled with the implementation of renewable energy solutions, would mitigate the impact and help the Company advance towards its climate neutrality objectives for 2050.

 **Mandates on and regulation of the replacement of the diesel fleet.**

Mandates on and regulation of existing products and services require replacement of the fleet of diesel vehicles, resulting in increased investment and management expenses. The regulatory frameworks restricting or gradually prohibiting the operation of diesel vehicles, in line with Directive (EU) 2023/1791, and the low emission zones (LEZ) established in several cities in Spain, will have a direct impact on Atresmedia's vehicle fleet. The Company will be forced to replace its vehicles with electric or low-emission alternatives, in compliance with the decarbonisation targets set for 2040-2050. This transition will have a financial impact on both CapEx, due to the investment in acquiring new vehicles and the related charging infrastructure, and OpEx, due to the operating expenses of maintenance and training on the different technologies. Nevertheless, while the assessment conducted by Atresmedia shows that the likelihood of this risk materialising is high, the impact it could have on the Group is low and, therefore, its severity is also low.

 **Fines and sanctions for breach of refrigerants regulations.**

Over the coming years, Atresmedia could be exposed to sanctions arising from the use of prohibited refrigerant gases within the European Union. While this risk was considered in the assessment, Atresmedia is currently substituting its HVAC equipment and the financial impact caused by the volume of gases used is insignificant. Considering the quantity and type of gases used and recent changes in equipment, this risk is not expected to have an impact on Atresmedia Group, so its severity over time has been determined to be low.

Technology risks



Unsuccessful investment in energy efficiency. This risk refers to the required investments to substitute existing equipment and systems, including boilers and HVAC systems, and implement energy digitalisation and lighting solutions. The investments target reductions in the Company's emissions and compliance with environmental standards, generating a financial impact on CapEx that must be taken into account in budget planning and modernisation projects. The assessment of this risk determined that severity is low for Atresmedia.

Market risk



Increased cost of raw materials or inputs. Increased cost of essential inputs (e.g., diesel, petrol, natural gas, electricity, water) and waste management-related expenses pose significant risk to the Company's profitability. This scenario can give rise to higher operating expenses (OpEx), directly impacting production margins and budget efficiency. Moreover, the need to invest in energy efficiency and process optimisation to reduce electricity and fuel consumption could drive up CapEx, placing greater pressures on the financial structure. According to the results of the assessment, the severity of this risk for Atresmedia Group is high.































Loss of revenue due to power outages. During power disruptions or outages, Atresmedia can maintain its technical broadcasting capabilities using generators. However, viewers could lose access to content in a generalised blackout. As a consequence, there could be lost revenue from advertising campaigns, as well as extra operating expenses associated with the additional amount of diesel consumed in order to keep the generator sets running. From the assessment, the severity of this risk for Atresmedia Group has been determined to be high.

Reputational risk

↓ **Limited access to green financing.** This risk refers to the possibility of Atresmedia not meeting the sustainability objectives linked to the Group’s sustainable financing, which would imply a financial penalty on the agreed-upon interest rate. From the assessment, the severity of this risk for the Group has been determined to be low.

The following table presents the above-mentioned risks by type and position in the value chain where they materialise. Risks marked with ★, present high severity for Atresmedia.¹⁵

RISK CATEGORY	TCFD NAME	ATRESMEDIA-SPECIFIC RISK	VALUE CHAIN		
			Own operations	Up-stream	Down-stream
 POLICY AND LEGAL	Increased pricing of GHG emissions	• R.1 Increased costs of emissions offsets			
	Mandates on and regulation of existing products and services	• R.2 Mandates on and regulation of the refurbishment of diesel infrastructure			
		• Mandates on and regulation of the substitution of diesel fleet			
	Exposure to litigation	• R.4 Fines and sanctions for breach of refrigerants regulations			
 TECHNOLOGICAL	Substitution of existing products and services with lower emissions options	• R.5 Unsuccessful investment in energy efficiency			
 MARKET	Increased cost of raw materials or inputs	• Increased cost of raw materials - or inputs ★			
	Change in revenue mix and sources, resulting in decreased revenues	• R.7 Loss of revenue due to power outages ★			
 REPUTATIONAL	Reduction in capital availability	• R.8 Limited access to green financing			

The financial impact of these risks is evaluated through projections to 2030, 2035 and 2050, which include both the impact on financial performance and the cost of impact management. As mentioned above, both the likelihood of the risk materialising and the reputational impact of each risk were assessed to determine the severity of climate risks for Atresmedia in accordance with the Group’s risk model.

The assessment included the identification of a series of measures that make the Group more resilient to the consequences of these risks, such as:

- Constant monitoring of environmental regulations that may affect Atresmedia Group.
- Increasing use of renewable energies, resulting a reduction in GHG emissions.
- A system of power generator sets, allowing the signal to be maintained in emergency situations, such as power outages.
- A decarbonisation strategy with concrete emission reduction targets for the development of measures to reduce the use of fossil fuels.

¹⁵ Atresmedia ha considerado la totalidad de los riesgos recogidos en el marco de TCFD en una fase previa del análisis, posteriormente y tras un proceso de reflexión parte de esos riesgos se han excluido por no considerarse relevantes para el negocio.

The results of this assessment indicate that the main transition risks for Atresmedia Group taking into account likelihood occurrence and the impact are:

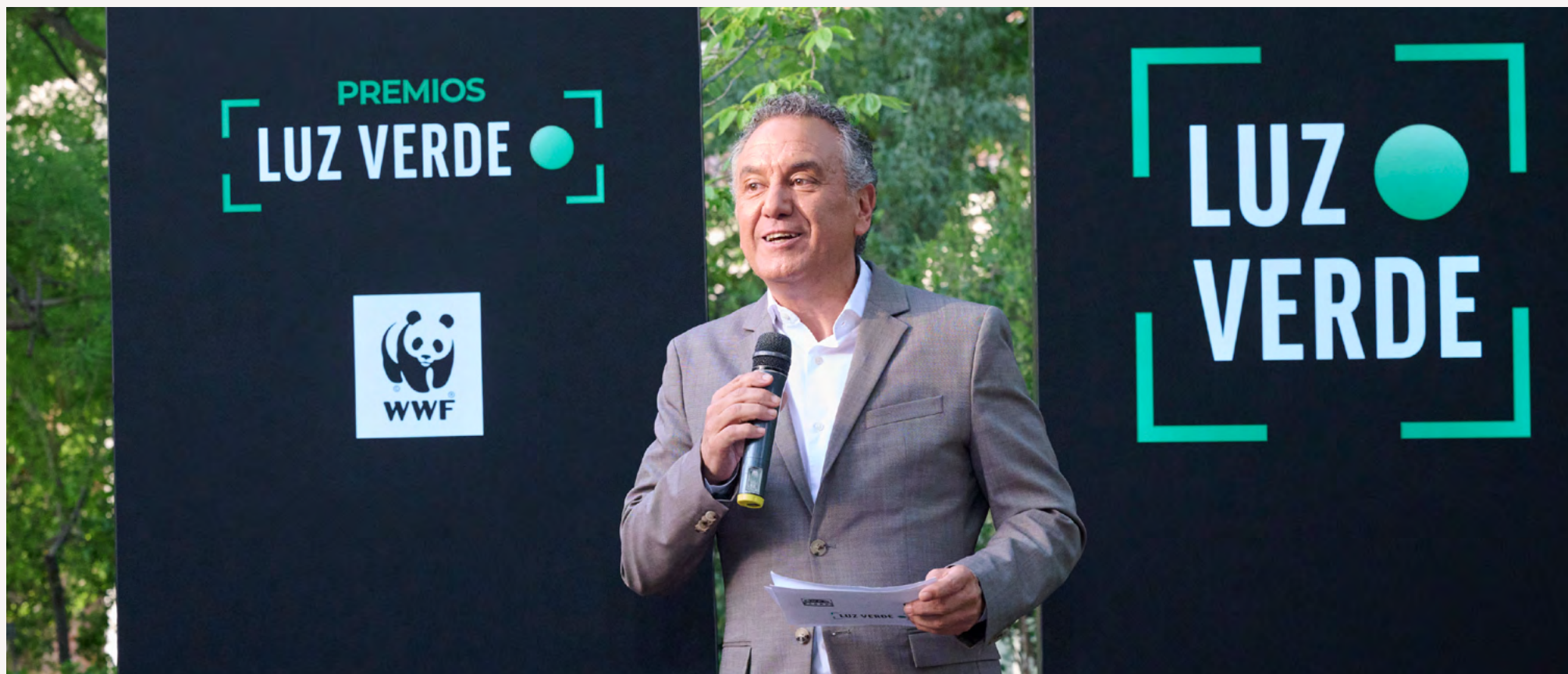
- ↑ **Increased cost of raw materials and inputs.** The increase in the costs of products such as diesel, petrol, natural gas or electricity, all basic fuels in Atresmedia's operations, can push up OpEx, with impacts on production margins. Moreover, investments in energy efficiency and process optimisation to reduce electricity and fuel consumption could have an impact on the Company's CapEx.

- ⚡* **Loss of revenue and increased costs due to power outages.** In the event of power failures, Atresmedia's technical capabilities remain intact thanks to the robust system of generator sets at its facilities.

However, a blackout can prevent the Group's audience from accessing content and cause advertising campaigns to be withdrawn or amended, not to mention additional fossil fuel costs to keep the generator sets running.

Furthermore, the increased costs of GHG emission offset could pose a moderate risk in 2050, but should remain low until then.

The findings of the assessment indicate that the Group has strong resilience to transition climate risks, as described in detail in the following section. The Group will review the results periodically to align the conclusions with the prevailing context, and to regulatory and market trends.



Impact, risk and opportunity management

ESRS 2 IRO-1

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Atresmedia uses a combination of methods to determine material impacts, risks and opportunities. The Group uses the conclusions of its physical risk assessment based on SSP scenarios and the conclusions of the transition risk and opportunity assessment with NGFS scenarios¹⁶.

These results are supplemented by those of the double materiality assessment carried out by the Group in 2025. The process carried out to determine impacts, risks and opportunities for Atresmedia Group is described below.

Positive and negative climate-related impacts:

As a result of the 2023 double materiality assessment, the Group identified the following climate-related impacts, which, basically, arise as a result of its activity.

IROs	DESCRIPTION	POLICIES	Location in the VALUE CHAIN			
			Own operations	Up-stream	Down-stream	
CLIMATE CHANGE MITIGATION						
POSITIVE IMPACT	Greenhouse gas emissions	Atresmedia emits greenhouse gases (GHG) throughout its value chain and in its own operations.	General Sustainability Policy Environment and Climate Change Policy			
POSITIVE IMPACT	Greenhouse gas emissions	Atresmedia has a Net Zero strategy with objectives for reducing its emissions and environmental impact.	General Sustainability Policy Environment and Climate Change Policy			
ENERGY						
POSITIVE IMPACT	Renewable energy consumption	Atresmedia has firm commitments to use renewable energy, reflected in the acquisition of more than 93% of renewable electricity, generating a positive impact.	General Sustainability Policy Environment and Climate Change Policy			
POSITIVE IMPACT	Investment in energy efficiency	Atresmedia continues to refurbish its equipment and invest in energy efficiency measures that help to reduce its environmental impact.	General Sustainability Policy Environment and Climate Change Policy			

¹⁶ The consolidated financial statements (CFS) indicate that no repair and maintenance costs were identified for the impairment of assets due to climate-related issues, both in Note 2 Basis of preparation and consolidation and Note 17 Risk management policies of the consolidated financial statements for the year ended 31 December 2025, as well as in the 2025 consolidated management report under the section titled Main risks associated with the activity (see Note 2, page 7, and Note 17, page 63 of the CFS).

Physical climate risks

As noted in the preceding section, Atresmedia Group prepared a new physical climate risk assessment in 2025 based on SSP scenarios. The process consisted of the following phases:

- 1. Selecting climate scenarios.** To understand how physical climate risks could affect the Group’s activity in different physical and policy situations, the Group prepared its assessment using the following scenarios:

 - **SSP 2-4.5 scenario:** represents a trend of moderate economic growth, in line with the current trend, and a moderate energy transition with limited climate policies and an increase in average temperature.
 - **SSP 5-8.5 scenario:** represents high economic growth and a strong reliance on coal, gas and oil, with high emissions, minimal climate policies and a limited energy transition.
- 2. Defining time horizons.** To understand how the effects of each climate variable evolve over time, each pathway has three time horizons (to 2040, from 2040 to 2070 and from 2070 to 2100).
- 3. Selecting the assets and climate variables to assess.** The impact of 11 acute and chronic physical climate variables were assessed for all Atresmedia Group assets (242). Another 3 assets belonging to the Group’s content providers were incorporated into the assessment to identify physical risks that could affect their day-to-day operations. Similarly, human health was included as an additional and independent asset in the assessment to gain insight into how each climate variable could impact people in each time horizon and scenario considered.
- 4. Evaluating the level of severity.** As noted, the severity of impacts for all the Group’s assets and some of its suppliers were evaluated in each scenario against 11 chronic and acute climate variables over three time horizons. Three parameters were evaluated to determine the severity for each asset against each climate variable:

Exposure

Determined in accordance with each asset’s geographical and functional characteristics (e.g., location, functionality, height) and how they could be impacted by each climate variable, according to the GIS tool.

Vulnerability

Assets were classified into 4 groups by type (i.e., broadcasting centre, logistics, administrative and “human health”). Vulnerability for each climate variable was determined in accordance with the asset’s technical characteristics.

Likelihood

Determined in accordance with statistics on climate projects for each variable analysed.



Combining the three parameters gives the level of severity of the risk on a scale of 1 to 4, with levels ranging from no risk to critical risk. The Group considered assets that present high or critical severity against some climate variable to be material.

Taking the results and bearing in mind the depth of the assessment, two types of results were obtained:

- The inherent severity of each asset to physical climate risks in general in each scenario and time horizon (1 result per asset in each time horizon and scenario).
- The inherent severity of each asset to each climate variable assessed in each scenario and time horizon (11 results per asset in each time horizon and scenario).

The conclusion was that part of Atresmedia's assets presented a high risk of being affected by the following climate variables:



RISK FROM HIGH TEMPERATURES



RISK FROM FIRE



RISK FROM LANDSLIDES



RISK FROM STRONG WIND GUSTS



RISK FROM PRECIPITATIONS

Just one Group asset presented critical risk to one of the climate variables analysed. While these assets' inherent risk is high, Atresmedia has a series of resilience measures in place that make the residual risk much lower (see section [ESRS 2 SBM-3 of this chapter](#)).

⚠ Transition risks:

As pointed out in the previous section, Atresmedia performed an assessment of transition climate risks and opportunities in 2025, enabling it to identify risks and opportunities throughout the value chain. This assessment was conducted using NGFS scenarios and projections to 2050. The process carried out was as described below.

1. Selecting climate scenarios. To understand how transition climate risks could affect the Group's activity under changes in the market, policies and their effect on the 1.5oC trajectory and the Paris Agreement, the Group prepared its assessment using the following scenarios:

- ➔ **Net Zero 2050**, an optimistic situation with zero net emissions around 2050, limiting global warming to 1.5oC through stringent climate policies and innovation.
- ➔ **Current Policies**, assumes that only currently implemented policies are preserved, leading to high physical risks. **Delayed Transition**, assumes global annual emissions do not decrease until 2030. Strong policies are then needed to limit warming to below 2°C.

2. Selecting time horizons. The time horizons selected for the assessment were the same as those established in Atresmedia's corporate risk model. Whether the materialisation of risk identified could occur in the short term (within one year), medium term (between 1 and 5 years), or long term (more than 5 years) was determined.

3. Selecting the risks and opportunities to assess. The assessment was initially developed considering all the risks and opportunities included in the TCFD. Ultimately, Atresmedia Group considered a total of 8 risks and 4 transition opportunities in its final assessment based on its business model.

4. Quantifying the financial impact with projections to 2030, 2035 and 2050. Although the severity of risks was assessed taking into account the three time horizons of Atresmedia's risk model, the Group also made projections of the financial effect of these risks for 2030, 2035 and 2050.

5. Evaluating severity. The assessment used by Atresmedia's risk management model was followed to determine the severity of each risk and the potential impact of each opportunity. This model considers 3 variables:

- **Likelihood** of the risk materialising.
- **Financial impact** of the risk/opportunity according to its effect on profit or loss.
- **Reputational impact of the risk/opportunity** according to its potential effect on stakeholder perception regarding the business model or one or more of its brands.

Atresmedia's risk model determines that severity depends on the relationship between likelihood and impact. The final impact is an equal proportion between financial impact and reputational impact.

The result of the assessment was that the most critical transition climate risks for Atresmedia, considering the current context and the projections assessed, as indicated in the previous section, are:

- Increased cost of raw materials and inputs, arising from an increase in required investment and operating expenditure.
- Loss of revenue and increased OpEx caused by power outage.

Moreover, the Group needs to pay attention to changes in the market and regulation to monitor trends in its exposure to the various risks identified as material.

For its part, the Group, as part of the assessment, identified and evaluated four climate-related opportunities that may give rise to new revenue sources and cost reduction.

Oportunidades relacionadas con el cambio climático

Access to green financing

By establishing climate criteria, Atresmedia has the chance to access better financing conditions. As described in detailed in Chapter G1, this opportunity arose in 2025 with the signing of a new syndicated loan.

Access to European incentives

The Group could benefit from savings on its investments in energy efficiency thanks to access to European incentives. While this opportunity was taken into account in the assessment, the results showed that access to European incentives in the short term does not present a significant opportunity in terms of financial impact and reputation for the Group.

Self-consumption

The Group could reduce costs of energy purchases by investing in self-consumption. This opportunity was included in the assessment, but in the light of the Group's electricity consumption and the capacity to install self-consumption sources, it is not expected to represent a significant financial impact for the Group in the periods studied.

Sustainable advertising

The Group assessed the possibility of working with its brands on sustainable products that could give rise to an additional revenue stream.

After quantifying the financial impact, likelihood of occurrence and reputational impact of these opportunities, the conclusion is that access to green financing, as of the date of preparation of this report and according to the materiality thresholds of Atresmedia's risk model, is the only action that may represent a significant opportunity for Atresmedia. The Group will review the results of the assessment regularly to determine whether any of the other three identified actions may represent a significant opportunity for Atresmedia.

E1-2

Policies related to climate change mitigation and adaptation

Atresmedia Environment and climate change policy (2024)

Atresmedia's **Environment and climate change policy** (2024) outlines the commitments, principles and lines of action governing Atresmedia's activity in relation to respect for the environment, and climate change mitigation and adaptation. Approved by the Corporate General Manager, this policy is in addition to the Group's General Sustainability Policy and is available for consultation on Atresmedia's website.

Therefore, enforcement of the policy is the responsibility of Corporate General Management and the Sustainability Department which, together with the support of other key areas, e.g., Infrastructures, General Services or Finance,

ensures that the actions carried out are aligned with the principles outlined in the policy. Companies incorporated into the Group are made aware of the policy so that they know and share the environmental principles that apply to them.

As stated in the document, Atresmedia's environmental commitment is reflected in its decarbonisation strategy and its climate transition plan, as well as by leveraging its power as a media to raise awareness in society, broadcasting across its communication channels environment-related news programs, reports, and awareness campaigns.

The policy addresses key issues, such as climate change mitigation and adaptation, as well as energy efficiency and promoting the use of renewable energy through specific lines of action and commitments. To this end, the Group is working on identifying the climate risks to which its activity is exposed, on implementing measures to mitigate their effects and on identifying the



mechanisms for adapting to its consequences and becoming more resilient. Moreover, efficient energy use—one of its environmental objectives—translates into continuous implementation of energy efficiency measures in its operations and facilities, resulting in decreases in fuel and energy consumption.

Specifically, the policy addresses the following issues in relation to climate change adaptation and mitigation, energy efficiency, renewable energy deployment and regulatory compliance:

- Compliance with environmental regulations.
- Identification of physical and transition climate risks that could affect its assets, as well as its business model and operations.
- Gradual fossil fuel consumption reduction.
- Removal of greenhouse gas emissions through offsetting and/or absorption.
- Efficient energy use and commitment to using renewable energy sources.

- Correct management and minimise of waste and polluting substances.
- Responsible and rational use of natural resources.
- Advocacy of a low-carbon audiovisual industry.
- Improvement in relationships with suppliers.
- Environmental training and information to employees.
- Broadcasting news, education, and awareness content about climate change and its efforts to generate resilience on Atresmedia's channels.
- Voluntary adherence to initiatives that promote best sustainability practices.
- Reporting of environmental performance.

The policy also pursues the following environmental objectives:



Sourcing 95% of our electricity from renewable sources by 2026.



Delivering the short- and long-term targets of Atresmedia's Net Zero strategy.



Enhancing our Scope 3 emissions calculations, minimising estimates and providing actual data on the carbon footprint of our value chain.



Promoting sustainable mobility.



Creating sustainable audiovisual productions.



Improving waste management and recycling through the Zero Waste project.

🔗 **Environmental principles for suppliers (2025)**



In 2025, Atresmedia Group worked on drafting three responsible environmental conduct documents for content providers and suppliers of goods and services with the aim of extending to them the Group's environmental principles and behaviours and promoting more sustainable business relationships. The three documents, publicly available on Atresmedia's website and approved by Atresmedia's Corporate General Management, will be incorporated into contracts with suppliers of goods and services and content providers, as appropriate, starting in 2026. These principles include:



Principles of responsible waste management for Atresmedia suppliers.



Principles of sustainable environmental management for suppliers of goods and services.



Atresmedia's principles of sustainable audiovisual production.

E1-3

Actions and resources in relation to climate change policies

As noted mentioned, Atresmedia continued to implement actions in 2025 which, on top of those undertaken in 2024, contributed to climate change mitigation and adaptation. The Group also kept working on enhancing the sustainability of its audiovisual productions and business relationships.

🔗 **Climate change mitigation actions**

The main mitigation actions carried out by Atresmedia, classified by decarbonisation lever, are presented below:

🔗 **Lever 1. Fossil fuel consumption reduction and fuel switching**

Atresmedia implements measures in both its own operations and throughout its value chain aimed at reducing fossil fuel consumption, primarily by promoting sustainable mobility and via the improvement and active maintenance of its fixed facilities.

• **Measures aimed at reducing fossil fuel use in commuting**



Electric vehicle charging stations. After the installation of charging stations in 2024, Atresmedia's headquarters now has an extensive charging system for electric vehicles available for employees and managers.



Carpooling system. Atresmedia has a carpooling system enabling employees to share a car when commuting to and from the workplace. Designed to reduce GHG emissions from employee commuting, this initiative started out as a pilot project in 2024 and remained available throughout 2025. Atresmedia subsidises employees commuting and users can certify the energy savings generated and obtain additional benefits. The Group avoided 5 tonnes of CO₂ with this measure. In 2025, it invested EUR 600 to continue this initiative.



Public transport cards for employees. In a bid to encourage the use of public transport, Atresmedia offers employees the option to apply for subsidised travel cards and obtain tax savings on commuting as part of its flexible remuneration scheme.



Upgrade of Atresmedia's and Uniprex's owned and leased fleets. As part of its sustainable mobility and emission reduction efforts, Atresmedia is taking advantage of the need to renew its fleet to prioritise the switch to hybrid and plug-in hybrid vehicles classified as ECO and ZERO. Specifically, five diesel vehicles were replaced by vehicles in these categories in 2025.



Leased vehicles. The vehicle leasing service for senior management and chauffeur-driven vehicles for programmes use ZERO label vehicles.



Travel policy. Whenever business conditions and the news agenda permit, Atresmedia prioritises rail over air transport.

• **Measures aimed at continuous improvement and proactive installation maintenance**



Maintenance on generator sets at radio broadcasting centres. Onda Cero performs annual maintenance on generator sets at its broadcasting centres to ensure their efficiency and avoid potential technical failures. Specifically, the Group maintained eight generator sets in 2025, with expenditure amounting to EUR 4,657.74.



Energy efficiency measures that result in energy savings. By implementing a range of energy efficiency measures (e.g., insulation of pipes and HVAC pumps), less energy was required to maintain the same temperature conditions and processes at facilities, thereby reducing consumption of fossil fuel.

Thanks in part to these measures, the Group achieved a reduction in its Scope 1 emissions in 2025 of approximately 10%. However, following the recent incorporation of Lastlap into the Group, Lastlap’s emissions offset the reduction in Scope 1 emissions, resulting in a final reduction of 0.5%.

Lever 2. Enhanced energy efficiency

Atresmedia Group continued to enhance the energy efficiency of radio equipment and technical installations at its headquarters and television studios in 2025 as part of its efforts to reduce organisation’s energy consumption.

- **Enhanced energy efficiency in radio.** As in previous years, Onda Cero’s broadcasting centres and offices replaced various items of equipment in 2025, thus helping to enhance energy efficiency and cut down on GHG emissions. Efforts are made to improve the day-to-day running of Uniprex,

affecting various broadcasting centres and studios of Onda Cero throughout the country. Key actions carried out in 2025:



Replacement of transmitters. The radio business continued replacing its transmitters with more efficient models in 2025, resulting in energy savings compared to previous equipment. In 2025, 14 transmitters were replaced, which comes on top of the 10 replaced in 2024. The total investment and expenditure associated with this action in 2025 came to EUR 133,966.



Substitution and preventive maintenance of HVAC systems. Preventive maintenance of HVAC systems at radio stations continued in 2025, optimising and adjusting them to current production needs. The systems at several stations were replaced with more efficient systems to reduce energy consumption and CO₂ emissions. The investment in this action in 2025 amounted to EUR 54,235.20.



Replacement of conventional lighting in most of Onda Cero’s studios and offices with LED technology. In 2025, a total of EUR 2,987.9 was invested to replace lighting at facilities in Barcelona, Granada, Gijón and Menorca. Together with the changes in 2024, LED lighting has been installed in 20 facilities over the past two years.

- **Measures implemented to enhance the energy efficiency of the headquarters.** These actions were carried out under the oversight of Atresmedia’s Infrastructure Department.



Project to renovate cooling piping insulation (2023–2027). Over the course of this five-year project, the existing insulation will be gradually replaced in order to reduce energy and heat loss by substituting the existing insulation with more efficient insulation. Begun in 2023, the project has reached its halfway point and is scheduled for completion in 2027. The investment carried out on this project in 2025 amounted to EUR 24,946.9.



Substitution of HVAC systems. The actions carried out as part of this project, which was approved in 2023 and has been implemented progressively, consist of substituting obsolete HVAC equipment with more efficient versions and reinforcing and providing HVAC redundancy in technical areas. Atresmedia Group invested EUR 116,917.30 to substitute systems in 2025.



Replacement of windows and skylights at buildings of the headquarters. This project kicked off in 2024 and continued during 2025, with the substitution of single-glazed windows in several Atresmedia buildings with new thermally broken windows. Moreover, the scope of the project was extended in 2025 to include the replacement of rooftop pyramidal glass skylights of the main headquarters building with new bi-valve skylights. With this project, the Group seeks to improve the insulation of its facilities. The action will continue at least throughout 2026. The investment carried out on this project in 2025 was EUR 97,170.



Installation of solar glass windows. The objective of this is to reflect part of the solar radiation affecting the facilities to the exterior, thus reducing the thermal load of the space. It is expected to reduce the energy consumption required for HVAC systems. The investment in this action in 2025 amounted to EUR 9,698.



Regulation of heating equipment. The existing burners of the boilers in Studio 7 were modified, from two-stage modulation to full modulation controlled by a temperature probe, while the existing calorifier to heat water in summer was substituted with an air heat pump system. This action resulted in an investment of EUR 39,958.19.

-Improvement of energy efficiency in television studios. The Engineering Department has been working to improve set installations, which sometimes results in extra energy savings.



Renovation of the lighting infrastructure of Atresmedia's sets specifically hoists and LEDs. This project generated energy savings by replacing the existing incandescent flood lights with LED lights and by making the lighting system more resilient, since uninterruptible power supply systems (UPSs) were incorporated to maintain the power supply in the event of power cuts or other outages. Lights were again replaced at one of the headquarters

studios in 2025. This project resulted in an investment of EUR 1,612,806.

Due to the size and dispersion of the facilities, it was not possible to estimate the individual CO₂ savings of each initiative. However, thanks to the energy efficiency measures put in place at its facilities, Atresmedia expects to reduce the consumption of diesel fuel used to heat rooms and run processes. The aim is to reduce Scope 1 and 2 emissions.

Lever 3. Use of renewable energy

With the aim of ensuring the rational use of natural resources and committing to renewable energy sources, Atresmedia has carried out the following actions:

- **Additional procurement of electricity from renewable sources.** Thanks to successful contract renegotiations, there was a further increase in the number of centres that consumed electricity from renewable sources 2025. Specifically, Smartclip's office switched to renewable energy in 2025. With this long-term initiative, Atresmedia aims to reduce its market-based Scope 2 emissions. Moreover, to drive forward this measure, as noted at the beginning of this chapter, the variable remuneration of executive directors has been linked to the percentage of electricity consumed from renewable sources.
- **Promotion of self-consumption at the headquarters.** The project to install solar panels at Atresmedia's headquarters started up in 2025, with an initial investment of EUR 58,371.67, with installation of the panels scheduled for 2026.
- **Promotion of self-consumption at Lastlap.** At present, Lastlap, which was added to Atresmedia Group in 2025, generates approximately 40% of the total energy consumed at its headquarters, thanks to the installation and use of photovoltaic (PV) power.


Atresmedia has been gradually increasing its consumption of renewable electricity since 2019. As a result, over 96% of the electricity consumed by Group companies hold GoO or comes from self-consumption. Following contract modifications during both 2025 and the year before, the Group reduced its market-based Scope 2 carbon footprint by 43.4% in 2025 compared to 2024.

Lever 4. Value chain decarbonisation

Atresmedia continued working in 2025 on reducing carbon emissions in its value chain, focusing primarily on waste management and minimisation, and measures to curb supply chain emissions.

- **Waste management and minimisation measures.** Under Atresmedia Group's Zero Waste programme, work continued in 2025 on proper management of the waste generated, with the aim of reducing the amount, with the priority on recycling where possible to help reduce GHG gas emissions related to its operations.

 **Responsible management and recycling of the waste generated.** Atresmedia worked with its waste manager in 2025 to come up with new containerisation alternatives at its headquarters facilities. The aim is to further improve waste separation and management, and reduce the amount of waste sent to landfill, treating each type of waste appropriately and, therefore, reducing emissions associated with disposal and treatment.

 **Donation of surplus food from the canteen service at the San Sebastián de los Reyes headquarters.** Since 2022, Atresmedia has been donating surplus food fit for consumption to the Cottolengo del Padre Alegre home and the APAMA (Alcobendas association for parents of children with disabilities). With this action, Atresmedia has reduced the emissions generated by surplus food waste. In partnership with the service provider, Atresmedia also makes sure the recipients are located close to Atresmedia's facilities, thus ensuring that the food arrives in optimal condition for consumption, while also doing away with the need for long journeys that would inevitably involve more fuel consumption and therefore more CO2 emissions. A total of 5,981 food rations were donated in 2025, avoiding 1,231 kilos of food waste and the emission of 6,401.3 kilos of CO2.



Collaboration with the catering service. Atresmedia works directly with its catering service provider on sustainability actions of the service provided that directly affect Atresmedia. These include reducing the purchase of processed and frozen products by focusing its strategy on the purchase of fresh and local produce, resulting in fewer trips made. Waste segregation was also strengthened in the clearing area of the Atresmedia employees' canteen by introducing separate recycling bins for the different types of waste generated.



Charity market. In 2025, Atresmedia once again held a charity market in which employees can purchase clothes from Atresmedia presenters and collaborators at an affordable price, thus helping to reduce textile waste and promote the circular economy. In this edition, the funds raised were donated to Fundación Atresmedia, while clothes were donated to Fundación Quiero Trabajo and the Santa María Josefa soup kitchen.



Prioritising the use of reusable and compostable materials in the catering and cafeteria service, thus helping to reduce emissions associated with the recycling and treatment of these products.

- **Measures aimed at reducing emissions arising from the purchase of goods and services**



Joint project with suppliers of goods and services, and content providers to improve the calculation of Category 1. In 2025, Atresmedia continued to work on improving the calculation of its Scope 3, Category 1 carbon footprint. To do so, it drew up a collaboration plan with suppliers and gradually added the carbon footprint of its significant suppliers to the calculation of its Scope 3 emissions, reducing the share of estimated data. The Group engaged an external climate expert for advice on addressing this matter. To implement this improvement, the Group invested EUR 17,500.

Contractual clauses and development of practical guidance for suppliers. As noted previously, Atresmedia drafted new sustainability clauses in 2025 that will be included in its contracts with suppliers of goods and services and with content providers as of 1 January 2026. In addition to these clauses, the principles that suppliers are expected to adopt in their relationship with the Group were shared, including:



Principles of sustainable environmental management for suppliers of goods and services.



Principles of responsible waste management for Atresmedia suppliers.



Atresmedia's principles of sustainable audiovisual production.

Atresmedia will continue to deploy measures to reduce the carbon footprint of its supply chain in order to meet its Scope 3 emission reduction targets.

Lever 5. Nature-based solutions. Emission offsets.

Since 2023, Atresmedia has been stepping up its Net Zero strategy by investing in reforestation projects to partially offset its emissions.

- **Offset of Scope 1 fugitive emissions.** Since 2023, Atresmedia has offset 100% of its fugitive emissions by investing in the Galicia reforestation project. The Group offset 223 tonnes of CO₂ corresponding to its 2024 carbon footprint in 2025 through the purchase of carbon credits from the Galicia Rexenera: Lapa Furada project. This comes in addition to the 160 tonnes offset in 2024. In 2025, this action resulted in a cost of EUR 4,683.
- **Offset of Scope 1 emissions, travel.** Atresmedia reached an agreement with its fuel supplier to offset 100% of the emissions generated by Atresmedia's own vehicle fleet. These offsets were primarily carried out through projects in the Brazilian Amazon rainforest. Since the project's launch in April 2025, 99.78 tonnes of CO₂ have been offset, representing an expenditure of EUR 3,480.




In all, Atresmedia has offset 322,784 tonnes of CO₂.





The actions carried out for each decarbonisation lever and the scopes impacted in each case are as follows:



CLIMATE CHANGE MITIGATION ACTIONS

LEVER	OBJECTIVES AND POLICIES	ACTION	SCOPE(S) AFFECTED	INVESTMENT AND EXPENDITURE
 FOSSIL FUEL CONSUMPTION REDUCTION	These actions are aligned with the objectives set out in Atresmedia Group's Environment and climate change policy, specifically with the promotion of sustainable mobility and the reduction of fossil fuel use in facilities and commuting.	• Substitution of Atresmedia's and Uniprex's fleets.	S1, mobile facilities	N/A
		• Atresmedia Travel Policy.	S3, Category 6	N/A
		• Carpooling tools to reduce commuting to work.	S3, Category 7	EUR 600
		• Transport cards for employees.	S3, Category 7	N/A
		• Electric vehicle charging stations.	S3, Category 7	N/A
		• Use of leasing vehicles with ZERO label.	S1, mobile facilities	N/A
		• Maintenance of power generators to reduce diesel consumption.	S1, fixed installations	EUR 4,657.74
 IMPROVED ENERGY EFFICIENCY	These actions are aligned with the objectives set out in Atresmedia Group's Environment and climate change policy, specifically the rational use of natural resources and the optimisation and reduction of consumption	• Sustitución de equipos de climatización por otros más eficientes.	S1, fugitive. S2	EUR 171,206.43
		• Cambios de luminaria LED en estudios de radio y platós.	S1 and S2	EUR 1,615,793.9
		• Sustitución de ventanas y claraboyas.	S1 and S2	EUR 91,170
		• Renovación aislamiento tuberías frigoríficas.	S1 and S2	EUR 24,946.9
		• Regulación equipos de calor.	S1 Fixed installations	EUR 39,958.19
		• Instalación de filtros solares.	S1 and S2	EUR 9,698
 USE OF RENEWABLE ENERGIES	These actions are aligned with the Group's commitment to using energy efficiently and to renewable energy sources.	• Increase in the number of broadcasting centres and radio studios with GoO certification.	S2	N/A
		• Contracting GoO in Smartclip.	S2	N/A
		• Self-consumption solar in Lastlap.	S2	N/A
		• Negotiations over the installation of photovoltaic (PV) panels at Atresmedia's S2 headquarters.	S2	EUR 191,498

CLIMATE CHANGE MITIGATION ACTIONS

LEVER	OBJECTIVES AND POLICIES	ACTION	SCOPE(S) AFFECTED	INVESTMENT AND EXPENDITURE
 SUPPLY CHAIN DECARBONISATION	These actions are aligned with the Group's Environment and Climate Change Policy and its advocacy for the development of a low- carbon audiovisual industry, enhancing its Scope 3 emissions calculation, and engaging with suppliers.	<ul style="list-style-type: none"> Agreement with the catering service provider to donate leftover food from the canteen at the San Sebastián de los Reyes headquarters. 	S3, Category 5	N/A
		<ul style="list-style-type: none"> Partnership with catering service providers to enhance responsible waste management. Prioritising the use of reusable and compostable materials in the catering service. 	S3, Category 5	N/A
		<ul style="list-style-type: none"> Improved calculation of Scope 3 emissions, to reduce the primary data and to be able to identify reduction measures along the supply chain. 	S3, Category 1	EUR 17,500
		<ul style="list-style-type: none"> Progressive request for the carbon footprint of Atresmedia's suppliers of goods and services to be included in its Scope 3 emissions and to be able to identify improvements. Introduction in new sustainability clauses in contracts with suppliers. 	S3, Category 1	N/A
		<ul style="list-style-type: none"> Drafting of environmental principles for suppliers of goods and services and content providers. 	S3, Category 1	N/A
 NATURE-BASED SOLUTIONS	These actions are aligned with the Group's Environment and climate change policy and the principle of investing in emissions offsetting projects.	<ul style="list-style-type: none"> Offsetting of fugitive CO₂ emissions through the purchase of emission allowances in a third-party reforestation project located in Galicia. 	S1, fugitive emissions	EUR 4,683
		<ul style="list-style-type: none"> Offsetting of CO₂ emissions from the trips made using Atresmedia's own vehicles. 	S1, mobile facilities	EUR 3,480

As part of its transition plan, Atresmedia is continuing to identify measures to further reduce its GHG emissions and deliver the decarbonisation targets of its Net Zero strategy.

Climate change adaptation actions

Actions carried out in relation to climate change adaptation are described below:

- **Waterproofing of coverings.** Atresmedia embarked on a project in 2024 to make its physical assets more resilient to possible storms and intense weather conditions by improving the waterproofing of the roofs of the buildings and the water evacuation routes, drainpipes and gutters of the headquarters, which it continued in 2025. CapEx for this action during the year amounted to EUR 17,840, which comes on top of the EUR 36,067 invested in 2024.
- **Raising social awareness.** With the aim of helping society adapt to climate change, Atresmedia, through its different channels, broadcasts content that raises awareness of climate change and the need to urgently address its consequences and about the value of nature. Key initiatives in 2025:
 - o **Onda Cero:** through its sustainability initiative, Luz Verde (Green Light), since 2024 Atresmedia's radio station has been targeting environmental protection as a theme spanning all of its programming. The aim is to raise the profile of the need to tackle climate change. In 2024, an Expert Committee was set up composed of leading figures in environmental conservation for the initiative, and in 2025 the first edition of the Luz Verde Awards was staged, recognising individuals or institutions whose initiatives contributed to improving sustainability and the natural environment and tackling climate change in 2024.
 - o **Antena 3 Noticias,** has a specific section on Climate, Society and Culture to strengthen its commitment to outstanding news coverage relating to the planet and society.
 - o **laSexta,** has continued to broadcast news and special interest content on climate change in shows such as *Al Rojo Vivo*, *El Objetivo*, *Zapeando*, *Más Vale Tarde*, *La Roca* and *El Intermedio*, and to include energy transition and sustainability as one of the key themes in its Metafuturo event.

Special coverage of climate and weather-related events, such as the anniversary of the DANA weather event and wildfires, storms and floods affecting the public.

- **Update of the Group's physical and transition climate risk assessment.** The Group updated its physical climate risk assessment in 2025 based on SSP scenarios, while it also carried out its first transition climate risk assessment using NGFS scenarios. This enabled it to identify the main risks and corresponding adaptation measures, as described in detail in section SBM-2 of this chapter.

Promoting sustainable audiovisual productions

Atresmedia continued working on the sustainability of its in-house and commissioned audiovisual productions in 2025 in order to help build a low-carbon audiovisual industry. Specifically, the pilot project initiated in 2024 to assess compliance with a series of sector-specific sustainability measures and calculate the carbon footprint of three Group productions: *Antena 3 Noticias*, *la Sexta Noticias* and *Zapeando* was completed.

The Group also kept up its partnerships with production companies to understand the sustainability measures being implemented in commissioned productions. In 2025, *La Voz*, *La Voz Kids* and *Una Fiesta de Muerte*, all programs produced by ITV for Atresmedia, were awarded Albert certification for sustainable productions.

⚠ Actions moving forward¹⁷

Atresmedia Group has identified the following actions for the future.

At radio stations, it intends to:

- Keep up preventive maintenance of all HVAC systems at radio stations, optimising and adjusting them to current production needs.
- Replace HVAC systems at several stations with more efficient ones with the aim of saving on energy consumption and reducing CO2 emissions.
- Continue to perform regular maintenance on the generator sets present at its broadcasting centres, thus increasing their performance and reducing diesel consumption.
- Substitute conventional lighting with LED technology on some studios and offices.
- Continue with the plan to substitute transmitters with more efficient models, saving on energy consumption compared to previous equipment.
- Replace part of the technical vehicle fleet with B and C environmental labels with ECO-labelled vehicles.

At the headquarters, it intends to:

- Press ahead with the photovoltaic energy project at Atresmedia Group's headquarters, starting with the installation of panels. This project, which was approved in 2023 and is being implemented in 2026, involves the installation of photovoltaic solar panels on the rooftops of the company's buildings. With a power output of 250 kWp, this measure is expected to have a positive impact by reducing the Group's need to purchase power. The CapEx associated with this action is expected to be EUR 191,498.
- Continue making improvements in the calculation of Scope 3 emissions in a bid to reduce these emissions.

- Maintain proactive maintenance across all facilities and further improve energy efficiency.
- Work alongside the waste manager to improve separate and treatment.

Available resources

For Atresmedia to be able to take action, it must have sufficient resources under the budget assigned to each area and department. However, continuous access to external financing is not required to proceed with all of the actions that the company has planned.

Atresmedia Group is fully aware of the importance of using resources responsibly so as to ensure the sustainability of the environment. It therefore strives to minimise consumption and encourages and promotes reuse and recycling.

The consolidated amounts of CapEx in 2025 can be found in Note 6 "Other intangible assets" and Note 7 "Property, plant and equipment", while those relating to OpEx are set out in Note 18 "Revenue and expenses", specifically section d) "Other operating expenses" of the consolidated financial statements.



¹⁷ As Atresmedia does not have a significant environmental impact, it does not run the risk of systematically inducing significant negative impacts on the environment. As a result, there is no need to take corrective action.

Metrics and targets

E1-4

Targets related to climate change mitigation and adaptation

Atresmedia, within the framework of its Net Zero strategy, has set four goals¹⁸ with the aim of helping to mitigate climate change, with two time horizons: 2030¹⁹ and 2050. As mentioned earlier, base year (2019) emissions are for Scopes 1 and 2: 10,843.0 tCO₂ and for Scope 3: 130,458.50 tCO₂.

The emission reduction targets set by Atresmedia have been reviewed and validated by the SBTi initiative, which has confirmed that they will help to achieve the goal of limiting global warming to 1.5° C. Notably, these targets also contribute to the effective management of certain material impacts, risks and opportunities:

Atresmedia also set two further targets to help deliver the decarbonisation objectives of its Net Zero strategy. Specifically, these included the commitment to consume a significant percentage of electricity from renewable sources and gradually add the carbon footprint of its significant suppliers to the calculation of its Scope 3 category 1 emissions.

Detailed information on each target set by the Group and progress achieved is provide below.

Target 1: 86.1% reduction in combined Scope 1 and 2 greenhouse gas emissions by 2030 (target year) compared to the base year (2019).

This goal is directly related to Atresmedia's Net Zero objective and to the Group's pledge to reduce the use of fossil fuels and use renewable energy sources instead. As explained earlier, this is an absolute emissions reduction target, based on science and validated by SBTi, which has determined that it is in line with a 1.5°C trajectory.

The target is expressed as a percentage reduction in CO₂ equivalent emissions compared to the base year and covers Scope 1 emissions from the use of fossil fuels in the Company's fixed installations, which mainly include gas, diesel and petrol, emissions from the use of refrigerant gases and emissions from the use



¹⁸ Stakeholders were not involved in defining targets and there have been no changes to the targets or the methodology to date.

¹⁹ In 2030 Atresmedia will consider the need to update the base year for its GHG emission reduction targets after each subsequent five-year period.

of fossil fuels by Onda Cero's own vehicles (petrol and diesel), as well as market-based Scope 2 emissions from the use of electricity. This target covers 100% of Atresmedia Group's Scope 1 and 2 emissions.

The greenhouse gases covered by this target are carbon dioxide (CO₂); methane (CH₄), nitrous oxide (N₂O) and various hydrocarbons.

Target 2: 28% reduction in Scope 3 greenhouse gas emissions expressed in tonnes of CO₂ equivalent to be achieved by 2030 (target year) compared to the base year (2019).

This target is related to Atresmedia's Net Zero objective, to the Group's pledge to reduce the use of fossil fuels, lower its Scope 3 emissions, improve its waste management processes, and to its commitment to sustainable mobility and to the reduction of emissions along its supply chain. As explained earlier, this is an absolute emissions reduction target, based on science and validated by SBTi, which has determined that it is in line with a 1.5 °C trajectory.

The target is expressed as a percentage reduction in CO₂ equivalent emissions with respect to the base year and covers emissions from Atresmedia's value chain, mainly emissions from purchased goods and services (category 1); energy use (category 3) and investments (category 15). This target covers 77.7% of Atresmedia Group's Scope 3 emissions, as Scope 3 category 11 emissions are excluded.

This target extends to the following greenhouse gases: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

Target 3: 90% reduction in combined Scope 1 and 2 greenhouse gas emissions by 2050 (target year) compared to the base year (2019).

This goal is directly related to Atresmedia's Net Zero objective and to the Group's pledge to reduce the use of fossil fuels and use renewable energy sources instead. As explained earlier, this is an absolute emissions reduction target, based on science and validated by SBTi, which has determined that it is in line with a 1.5°C trajectory.

The target is expressed as a percentage reduction in CO₂ equivalent emissions compared to the base year and covers Scope 1 emissions from the use of fossil fuels in the Company's fixed installations, which mainly include gas, diesel and petrol, emissions from the use of refrigerant gases and emissions from the use of fossil fuels by Onda Cero's own vehicles (petrol and diesel), as well as market-based Scope 2 emissions from the use of electricity. This target covers 100% of Atresmedia Group's Scope 1 and 2 emissions.

The greenhouse gases covered by this target are carbon dioxide (CO₂); methane (CH₄), nitrous oxide (N₂O) and various hydrocarbons.

Target 4. 90% reduction in Scope 3 greenhouse gas emissions by 2050 (target year) compared to the base year (2019).

This goal is directly related to Atresmedia's Net Zero objective, to the Group's pledge to reduce the use of fossil fuels, lower its Scope 3 emissions, improve its waste management processes, and to its commitment to sustainable mobility and to the reduction of emissions along its value chain. As explained earlier, this is an absolute emissions reduction target, based on science and validated by SBTi, which has determined that it is in line with a 1.5 °C trajectory.

The target is expressed as a percentage reduction in CO₂ equivalent emissions with respect to the base year and covers emissions from the Atresmedia value chain, including emissions from the purchase of goods and services (category 1); from capital goods (category 2) and from energy use (category 3); upstream transportation and distribution (category 4); waste generated in own operations (category 5); business travel (category 6); employee commuting (category 7); leased assets (category 8) and investments (category 15). This target covers 77.8% of Atresmedia Group's Scope 3 emissions, as Scope 3 category 11 emissions are excluded.

This target extends to the following greenhouse gases: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

Below we show Atresmedia's performance in fulfilling its objectives and targets under its Net Zero strategy since the base year.

Reference		Near-term objective (2030)			Net zero objective (2050)		
Scopes	Base year (2019)	Reduction %	Reduction (tonnes)	2030 emissions	Reduction %	Reduction (tonnes)	2050 emissions
Scopes 1 and 2	10,843.00	-86.1%	-9,335.82	1,507.18	-90%	-9,758.70	1,084.30
Scope 3	130,458.50	-28%	-36,528.38	93,930.12	-90%	-117,412.65	13,045.85

	Base year 2019	Objective by 2030	Performance (%)					
			2020	2021	2022	2023	2024	2025
Scopes 1 and 2	10,843.00	-86.1%	-70.9%	-99.94%	-72.32%	-79.6%	- 78.83% ²⁰	-80.96%
Scope 3	130,458.50	-28%	-3.34%	+12.67%	+12.67%	+13.66%	+22.9%	-26.21%

Target 5. To achieve 95% renewable electricity consumption by 2026 and above 93% each year until then (2025)

This target, expressed as a percentage, refers to the annual electricity consumption of Atresmedia Group in its own operations. It therefore takes the current year as the base year. This commitment relates directly to Atresmedia's pledge to use energy from renewable sources. Within this broad commitment, there are various interim goals. Specifically, Atresmedia has pledged to ensure that at least 93% of its electricity comes from renewable sources in 2024 and 2025.

Year	Objective	Total electricity consumption MWh	Renewable electricity (GdO ²¹) MW/h	% of renewable electricity
2024	+93%	27,962.19	26,144.79	93.5%
2025	+93%	27,523.64	26,485.69	96.23%
2026	95%	-	-	-

²⁰ Progress data for 2024 were updated following the recalculation of Scope 1 and 2 emissions at the date of publication of the updated emission factors.
²¹ Renewable Guarantee of Origin.

Target 6. Gradual incorporation of Scope 1 and 2 carbon footprint of Atresmedia’s suppliers in the calculation of its Scope 3 Category 1 emissions, of 49 suppliers in 2031 and adding those of at least 7 suppliers in 2025

The target, expressed in absolute values, aims to improve Atresmedia’s calculation of carbon emissions from purchased goods and services, reducing estimates and, accordingly, the level of uncertainty. To do so, it is committed to incorporating the Scope 1 and 2 carbon footprint of some of its significant suppliers in the calculation of its carbon footprint, which until now was calculated only by the expenditure.

The base year for this target was set as 2025 and the aim is to improve each year. The objective also forms part of the syndicated financing linked to the Group’s sustainability targets.

Year	Objective	Suppliers incorporated
2025	7	19
2031	49	-

All the targets²² have been set in-house and are reviewed annually at year-end. The Sustainability Department monitors the progress made towards achieving each target.

E1-5

Energy consumption and mix

Set out below is the Group’s total energy consumption of own operations, with a breakdown by origin: fossil, nuclear and renewable. This information is supplemented by the share each represents in the overall energy mix..

Energy consumption and mix

Atresmedia’s energy consumption in 2025 totalled 33,205.13 MWh (2024: 33,742), of which 81.5% (2024: 80.7%) came from renewable sources. This includes the electricity with renewable guarantee of origin that Atresmedia consumes,



²² Las metas de reducción establecidas por Atresmedia son metas brutas y no tienen en consideración el proyecto de mitigación financiado mediante la compra de créditos de carbono por parte del Grupo.

self-generated electricity and the share of renewable energy of the remaining electricity without GoO according to the Spanish energy mix in 2025 (55.5%), which amounts to 27,070.43.

ENERGY CONSUMPTION ²³	2024	2025	CHANGE
Total energy consumption from fossil sources (MWh)	6,141.61	5,941.43	-3.26%
Share (%) of total fossil energy consumption	18.2%	17.90%	0.00%
Total energy consumption from nuclear sources (MWh)	383.47	193.2633	0.00%
Share (%) of consumption from nuclear sources to total energy consumed	1.1%	0.60%	-45.45%
Total renewable energy consumption (MWh)	27,217	27,052.25	-0.61%
Fuel consumption for each renewable source, such as biomass, biofuel, biogas, renewable hydrogen (MWh)	N/A	N/A	N/A
Consumption of electricity, heat, steam and cooling from renewable sources (MWh)	27,217	27,052.25	-0.61%
The consumption of self-generated non-fuel renewable energy (MWh)	N/A	N/A	N/A
Share (%) of renewable sources (MWh)	80.7%	81.51%	1.01%
Total energy consumption (MWh)	33,742.1	33,186.95	-1.65%

E1-6

Gross Scopes 1, 2, 3 and Total GHG emissions

Set out below is information on total greenhouse gas (GHG) emissions, including emissions generated directly by the Company's own operations and its upstream and downstream value chain. Additional disclosures are provided for an easier understanding of the data.

The efforts undertaken by the Group in 2025 to improve its calculation methodology and to progressively incorporate carbon footprint data from its suppliers resulted in a sizeable reduction in its Scope 3 emissions. Notably, there were reductions in Category 1, where carbon footprint data from 19 significant Group suppliers was incorporated, and Category 15, where an improvement to the methodology was made. All this helped the Group make significant inroads towards the achievement of its objectives.²⁴



²³ Para determinar la proporción de tipo de energía del consumo eléctrico sin GdO, se ha utilizado la proporción del MIX energético español. Garantía de origen renovable.
²⁴ De no haberse realizado la mejora metodológica en la categoría 15, la reducción obtenida por el Grupo habría sido considerablemente inferior.

Gross GHG emissions in metric tonnes of CO₂eq²⁵:

GHG emissions (ktCO ₂ eq)	Base year (2019)	2024 ²⁶	2025	Objective		Annual % target / Base year
				2030	2050	
Gross Scope 1 GHG emissions (tCO ₂ eq)	2,581.85	1,781.20	1,772.04	1,507.18	1,084.30	-80.96%
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	8,261.17	513.98	292.82			
Total Scope 1 and 2	10,843.00	2,295.18	2,064.86			
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	7,100.12	7,913	7,789	N/A		
SCOPE 3 GHG EMISSIONS						
Total gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	130,458.50	160,424.14	96,264.65	93,930.12	13045.85	-26.21%
1. Purchased goods and services	78,313.90	92,246.86	71,094.43			
2. Capital goods	4,038.20	6,107.35	4,380.15			
3. Fuel and energy-related	1,893.80	342.72	462.62			
4. Upstream transportation and distribution	298	2,023.11	2.72			
5. Waste generated in operations	35.2	221.89	220.3			
6. Business travel	3,635.00	2,877.20	2,337.99			
7. Employee commuting	3,823.20	4,065.83	4,048.59			
8. Upstream leased assets	1458.8	2,853.78	1,679.81			
9. Downstream transportation	N/A	N/A	N/A			
10. Processing of sold products	N/A	N/A	N/A			
11. Use of sold products ²⁷	N/A	N/A	N/A			
12. End-of-life treatment of sold products	N/A	N/A	N/A			
13. Downstream leased assets	N/A	N/A	N/A			
14. Franchises	N/A	N/A	N/A			
15. Investments	36,963.10	49,685.40	12,038.04			
TOTAL GHG EMISSIONS						
Total GHG emissions (location- based) (tCO ₂ eq)	140,140.30	168,337.14	105,825.69	N/A	N/A	N/A
Total GHG emissions (market- based) (tCO ₂ eq)	141,301.50	162,719.32	98,329.51	N/A	N/A	N/A

²⁵ Atresmedia does not report GHG emissions from regulated Emissions Trading Schemes (ETS), as they do not apply to it.

²⁶ Data for 2024 have been updated following the recalculation of Scope 1 and 2 carbon footprint after publication by MITRED of the corresponding emission factors for that year.

²⁷ Atresmedia calculates carbon emissions from the use of products sold, but does not include them in its Net Zero strategy or related carbon footprint due to its inability to reduce them. These emissions amounted to 18,557.61 tCO₂eq in 2025 and are broken down in the appendix to this Statement.

Atresmedia's methodology for calculating GHG emissions

Atresmedia calculated its Scope 1 and Scope 2 carbon emissions using the most recent emission factors published by the Ministry for Ecological Transition and the Demographic Challenge as at the date of publication of this Statement. For its Scope 3 emissions, Atresmedia Group used a combination of CEDA and DEFRA emission factors.

Scope 1. Includes emissions associated with the use of fossil fuels at the Group's fixed installations, fuel consumption from Atresmedia's own vehicle fleet, and fugitive emissions from the use of refrigerant gases. These were calculated by multiplying consumption of natural gas, diesel and gasoline of heating systems, HVAC systems, generator sets and transportation by the corresponding emission factor, and recharges of refrigerant gases by the corresponding factor. As described in Chapter ESRS 2 BP-2, estimates were used in calculating part of these emissions.

Scope 2. Scope 2 emissions were calculated considering the organisation's total electricity consumption. Market-based emissions considered electricity consumed with Guarantee of Origin (GoO) and self-generated energy. The emission factor provided by MITECO was used for the rest of consumption and location-based emissions.

Scope 3. The methodology varied according to the source and quality of data used.

- Category 1 was calculated using a combined approach, incorporating the carbon footprint of some of Atresmedia's significant suppliers. For the rest of the expenditure on the purchase of goods and services, an estimate was made based on the supplier's expenditure and sector of activity.
- Categories 4, 2, 3, 8 and 15 were calculated based on financial data, such as spend or expenditure, multiplied by the available emissions depending on the type of activity, service or good.
- Category 3 was calculated based on energy consumption not included in the previous categories.
- Category 5 was calculated by weight of waste, the treatment received and the corresponding conversion factor according to the type of waste and destination. The share of water consumption was also considered.

- Category 6 was calculated taking into account kilometres of distance travelled, as well as stays at national and international hotels. Each figure was multiplied by the corresponding emission factor in accordance with the mode of transportation (rail, air, car, taxi).
- Category 7 was calculated based on employee mobility data, which considered commuting, the type of commute, vehicle and fuel, and the kilometres of distance travelled.
- Category 11 was calculated according to consumption of Atresmedia's content across the various digital, radio and television platforms.

The GHG emissions intensity related to these activities is as follows:

GHG emissions intensity (ktCO ₂ eq/EUR thousand)	2024	2025
GHG emissions intensity (location-based) (TnCO ₂ eq)	0.166	0.1038
GHG emissions intensity (market-based) (ktCO ₂ eq)	0.159	0.0981

Emissions intensity was calculated using total emissions generated as the numerator and total revenue for 2025 (see Note 18 (a) of the FS) as the denominator. The figure was stated in tonnes of CO₂ per EUR thousand invoiced.

E1-7

Absorciones de GEI y proyectos de mitigación de GEI financiados mediante créditos de carbono

As part of its decarbonisation strategy, Atresmedia is committed to reducing its Scope 1 and 2 and Scope 3 emissions by 90% and to neutralising the remaining 10% (i.e., its residual emissions) by investing in CO₂ removal projects.

In 2024, as explained in section E1-4, in line with its Net Zero strategy, Atresmedia began offsetting equivalent CO₂ emissions from fugitive emissions. These offsets are not used to achieve the GHG emission reduction targets.

In 2025, Atresmedia offset 223 tCO₂eq of 2024 fugitive carbon emissions. This offset was achieved via investment in the Galicia Rexenera: Lapa Furada reforestation project in the city of Vigo registered in the Carbon Footprint, and

the Carbon Dioxide Offset and Removal Projects Registry of the Ministry for Ecological Transition and the Demographic Challenge (MITERD). This gave Atresmedia 223 tCO₂eq worth of emission rights. By signing the agreement, the project owner committed to maintaining the offsets awarded to Atresmedia over a 30-year period. Thanks to the agreement with Moeve, Atresmedia offset part of the emissions from business travel of the Uniprex and Atresmedia fleet, namely 99.784 tonnes of CO₂.

In 2026, Atresmedia will offset the fugitive emissions of its 2025 carbon footprint. Carbon credits from that tCO₂eq removal project are from biogenic sinks. It will also keep the agreement with Moeve to offset 100% of emissions from travel of its own fleet.

Set out below are the total emissions offset through the mitigation project in which Atresmedia participated:

Carbon credits cancelled	2024	2025
Total (tCO₂eq)	165	322.784
Share from removal projects (%)	100%	100%
Share from reduction projects (%)	0%	0%
Recognised quality standard: MITERD (%)	100%	66,66%
Share from projects within the EU (%)	100%	66.66%
Share from carbon credits that qualify as corresponding adjustments	N/A	N/A

E1-8 Internal carbon pricing schemes

Atresmedia Group does not have an internal carbon pricing scheme. Therefore, the disclosure related to this requirement is not applicable.

E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

According to Annex C of ESRS 1 and the ‘quick fix’ Delegated Regulation of 11 July 2025, Atresmedia will not include the quantification of the anticipated financial effects from physical and transition risks this year. This exemption is supported by the transitional provisions reinforced by this delegated act, which expands the possibility for undertakings to not only omit the information prescribed for the first year of preparation of the Sustainability Statement, but also for 2025 and 2026. During this period, the Group can limit its reporting to qualitative disclosures on risks, without detailing the anticipated financial effects, assumptions, methodologies or variables used in quantitative disclosures.

Atresmedia expects to gradually progress in quantifying the financial effects of climate risks to include disclosures aligned with the requirements of the CSRD in future.



EU Taxonomy

Background

The European Taxonomy was approved in 2020 as a cornerstone of the European Green Deal²⁸ and the EU Action Plan on Financing Sustainable Growth²⁹, with the objective of financing sustainable growth, directing capital flows towards more sustainable activities.

This initiative is the main reference for **classifying economic activities according to their potential impact and contribution to sustainability**. With the list of activities and specific technical criteria for each activity, companies, investors and regulators alike can obtain more standard and reliable information on which activities contribute to the achievement environmental objectives and that, therefore, are making a greater contribution to the transition to a green economy.

Regulatory context

The **regulatory framework** of the EU Taxonomy was set out in **Regulation (EU) 2020/852**³⁰ (the Taxonomy Regulation), establishing a framework to facilitate sustainable investment. This regulation defines two climate objectives:

CLIMATE CHANGE
MITIGATION



CLIMATE CHANGE
ADAPTATION

And four environmental objectives:

TRANSITION
TO A CIRCULAR
ECONOMY



SUSTAINABLE USE AND
PROTECTION OF
WATER AND MARINE
RESOURCES

THE PROTECTION AND
RESTORATION OF
BIODIVERSITY AND
ECOSYSTEMS



POLLUTION
PREVENTION AND
CONTROL

This regulation was followed by two complementary Commission **Delegated Regulations, Delegated Regulation (EU) 2021/2139 of 4 June and Delegated Regulations (EU) 2021/2178 of 6 July**³¹. They first detailed economic activities that contributed substantially to climate change mitigation, establishing technical screening criteria by economic activity listed. The second specified the content and presentation of information to be disclosed by undertakings concerning environmentally sustainable economic activities and the methodology for calculating the indicators to be reported.

In 2023, the regulatory framework was expanded considerably. **Delegated Regulation (EU) 2023/2485** was updated and expanded activities related to climate objectives, while **Delegated Regulation (EU) 2023/2486** included lists of economic activities and technical screening criteria for activities contributing substantially to the four environmental objectives, and introduced adjustments to the related disclosure requirements.

Lastly, **Delegated Regulation (EU) 2026/73 of 25 July**, approved in January 2026, with voluntary application to disclosures on 2025, introduces technical adjustments and additional clarifications in the reporting framework to enhance consistency, applicability and proportionality in Taxonomy reporting requirements.

²⁸ European Green Deal

²⁹ EU Action Plan on Financing Sustainable Growth

³⁰ The Taxonomy Regulation outlines several reporting requirements for certain financial market participants that make available financial products and undertakings that are subject to the obligation to publish a non-financial statement pursuant to Article 19bis Directive 2013/34/EU of the European Parliament and of the Council or a consolidated non-financial statement pursuant to Article 29 bis of that Directive.

³¹ Amended to introduce economic activities in the nuclear and natural gas sector by Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards specific public disclosure for those economic activities.

Taxonomy analysis

Undertakings falling under the Taxonomy must perform annual assessments of compliance using two key criteria, eligibility and alignment, and report the results in their statement:

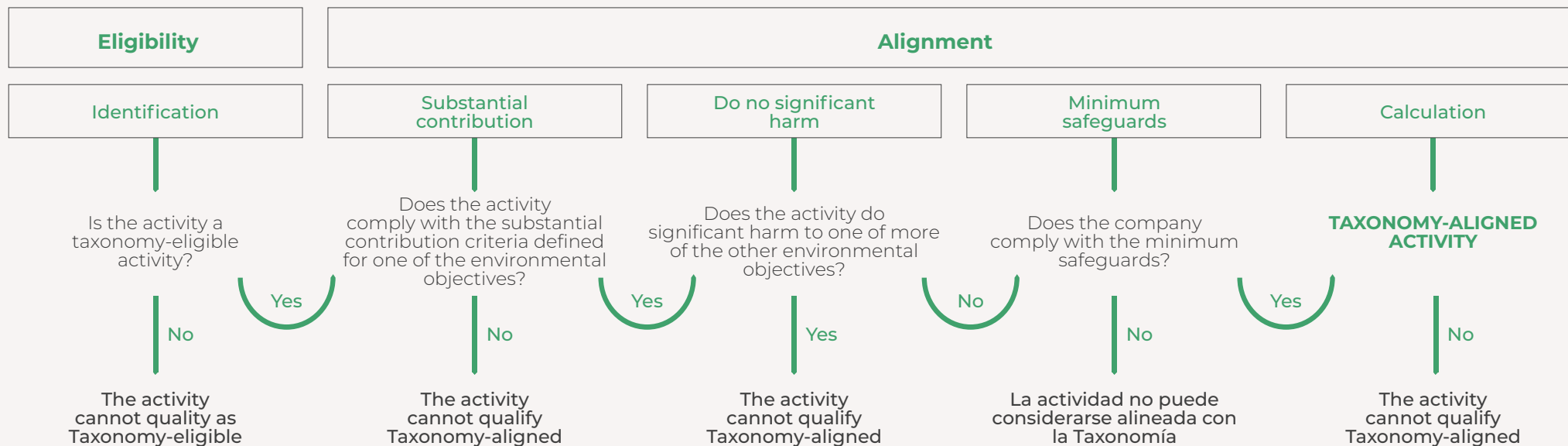
- **Eligible activities:** an economic activity is eligible if it matches the description of an activity listed in the annexes of those regulations.
- **Aligned activities:** alignment of an activity indicates compliance with the technical criteria guaranteeing its substantial contribution to one or more of the environmental objectives defined by the

European Commission and compliance with the principle of ‘do no significant harm’ (DNSH) and with minimum safeguards.

In addition, **Commission Delegated Regulation (EU) 2021/2178** determined the key performance indicators (KPIs) that must be reported, such as the proportion of taxonomy-eligible and taxonomy-aligned economic activities of the undertaking’s total **turnover, CapEx** and **OpEx**.

The process for implementing the Taxonomy is as follows:

Process for implementing the EU Taxonomy



Meanwhile, the requirements for applying the obligations of the Taxonomy have evolved. For instance, following approval of **Delegated Regulation (EU) 2026/73**, in 2025 Atresmedia opted not to assess compliance of economic activities with the technical screening criteria set out in Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 where those activities are not financially material for its business.

Lastly, application of the EU Taxonomy and calculation of KPIs considered, as for the rest of the Statement, the activity of **Atresmedia Corporación de Medios de Comunicación S.A. and subsidiaries** in accordance with the scope of consolidation in the consolidated financial statements.

Scope of the Taxonomy

As an audiovisual media group, Atresmedia does not have a high potential impact on climate change. However, given its activity and leadership position in Spain, it can raise awareness among and inform viewers about climate change-related issues. Therefore, the Group's activity is considered an enabling economic activity in the EU Taxonomy. However, the Group carries out a range of measures

that contribute to climate change mitigation, as outlined in Chapter E1 of this report. Although these activities may be eligible and aligned with one or more of the mitigation objectives in the Taxonomy, as reported in previous periods, following the publication in 2025 of **Delegated Regulation (EU) 2026/73 of 25 July**, Atresmedia opted for not reporting alignment when the cumulative amount of the eligible KPI (CapEx, OpEx or revenue) is below 10% of the denominator of the KPI.

The Group's core activity is based on the **production, distribution and broadcasting of audiovisual** content, distributed through its traditional free-to-air television channels, its radio stations and its digital video-on-demand platform, **atresplayer**. In the area of advertising, Atresmedia Group operates its distribution channels through **Atres Advertising** and its **SmartClip** subsidiaries, which sell various types of advertising on internet in third-party media or H2H, focusing on the influencer marketing business. Atresmedia is also involved in **other businesses** such as production of film content for screening in cinemas, monetisation of content on the Company's own subscription video-on-demand platform (Atresplayer Premium), the organisation of events, and the sale of content produced by the Group to other television networks or platforms.



According to the criteria of the Taxonomy Regulation, Atresmedia can only assess the Taxonomy of non- advertising-driven businesses, which include primarily content creation, production and distribution on the atresplayer platform (which replicates the broadcasting of its six free-to-air TV channels) and its Internacional channel.

Eligibility assessment

Atresmedia assessed all its potentially eligible activities, capital expenditure and operational expenditure in 2025, identifying whether they are related to the Taxonomy activities listed in any of the Regulation’s six environmental objectives.

As a result of this assessment, taking information provided by Atresmedia’s various areas, the following were identified as **eligible activities** that comply with **Delegated Regulation (EU) 2021/2139 of 4 June 2021**:

1. Activities that can make a substantial contribution to climate change adaptation:

- **8.3** Programming and broadcasting activities.
- **13.3** Motion picture, video and television programme production, sound recording and music publishing activities.

As determined in previous years, Atresmedia **core business** (news and entertainment content creation and broadcasting, and distribution through a range of audiovisual channels, including television, cinema or digital platforms, as well as radio) is related to the description of **activities 8.3 and 13.3** in the climate change adaptation objective and, therefore, considered eligible activities. These activities generate turnover for the Group, while it also makes significant investments (CapEx) and incurs maintenance (OpEx) expenses associated with them. Given the complexity discerning which specific activity is associated with the monetary amounts reported, Atresmedia reports the contribution to both activities on a combined basis.

2. Activities that can make a substantial contribution to climate change mitigation:

- **7.3** Installation, maintenance and repair of energy efficiency equipment.
- **7.4** Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)

In 2025, Atresmedia invested in equipment, such as lighting and HVAC systems, and acquired solar panels for self-supply of electricity to enhance its energy efficiency. It also performed maintenance operations at its electric vehicle charging stations and facilities. These are eligible according to the taxonomy criteria. However, considering the minimum thresholds defined in Article 1 of **Delegated Regulation (EU) 2026/73, of 4 July 2025**, the operational and capital expenditure associated with these activities in 2025 were not material for its business model and, therefore, were not assessed for their eligibility or their alignment. See the section on Taxonomy indicators for more detailed information about this exemption from reporting.

Alignment assessment

After assessing eligibility, Atresmedia assessed alignment, reviewing compliance with three contribution criteria of eligible activities, the criteria of no significant harm (“DNSH”) to the rest of the environmental objectives, and the minimum safeguards.

As noted previously, alignment was only assessed for eligible activities 8.3 and 13.3.

Compliance with the substantial contribution criteria

For the assessment of compliance of activities 8.3 and 13.3 with **substantial contribution to climate change adaptation**, the Company needed to identify the material climate risks relative to the activity listed in **Appendix A** of the Taxonomy³².

s described in Chapter E1 of this report, in 2025 Atresmedia assessed its physical climates risks based on SSP scenarios for all its assets (245 assets in all), evaluating severity for 11 acute and chronic physical climate risks. The evaluation of severity was conducted taking into account the level of exposure, the likelihood of occurrence and the vulnerability of each asset to each climate variable analysed. This analysis, considering the short-term (to 2040), medium-term (2040-2070) and long-term (2070-2100) horizons, was carried out analysing two physical climate risk scenarios: SSP2-4.5 and SSP5-8.3 (in which mitigation efforts lead to a very low level of forcing) and takes into account all the risk factors detailed in **Appendix A** of the Taxonomy.

The conclusion reached from the analysis is that the broadcasting centres were assets of the Group that could be affected more by the impacts of physical climate risks. Only one asset presented a critical risk to strong gusts of wind. The inherent resilience measures in the business and the specific measures for each asset type were studied, concluding that the business enjoyed strong resilience to these risks. This was done by:

1. analysing risk factors in the different scenarios and time horizons mentioned above;
2. transposing the implications of climate change physical risk factors into operational and financial risks to the Group; and
3. evaluating the severity of the risks.

This climate physical risk assessment confirmed **compliance with the substantial contribution criteria** to climate change adaptation of activities **8.3** and **13.3**.

Compliance with ‘do no significant harm’ (DNSH) criteria

The Taxonomy considers that activities **8.3** and **13.3** of the climate change adaptation objective are not likely to cause significant harm to the other objectives. Therefore, it was not necessary to performance further analysis of these criteria to determine those activities’ alignment.

Compliance with the minimum safeguards

To complete the assessment of Taxonomy alignment, Atresmedia assessed the Group’s compliance with the minimum safeguards. These safeguards were assessed at corporate level and are set out in **Article 18 of Regulation (EU) 2020/852³³**, divided into four large core topics.

- Human rights.
- Fair competition.
- Taxation.
- Corruption and bribery.

Atresmedia has a **Code of Conduct** that outlines its commitment to conducting its business and professional activities in accordance with applicable legislation and ensuring respect for, protection of and compliance with regulations regarding human rights, transparency in cooperation with suppliers, anti-corruption, anti-tax evasion and anti-competitive behaviour. The Group also has a Whistleblowing Channel available to all stakeholders to ensure correct compliance with relevant legislation. The Code and the Channel form part of the Group’s Regulatory Compliance Model, which also includes an Anti-corruption Protocol to guarantee that the business runs smoothly.

Atresmedia also has a series of internal policies reinforcing and supplementing the commitments outlined in the Code of Conduct, such as the Human Resources Policy, the General Sustainability Policy, the Responsible Advertising Policy and the Tax Policy. Moreover, since 2015, Atresmedia has been a signatory of the United Nations Global Compact, furthering its public commitment to the respect for human rights.

³² Delegated Regulation (EU) 2021/2139 establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives.

³³ “The minimum safeguards shall be procedures implemented by an undertaking that is carrying out an economic activity to ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights”.

The extend this commitment and the Group's best practices along its value chain, Atresmedia includes contractual clauses in this respect in its contracts with suppliers of goods and services, and content providers. For content providers, it also has an approval model (see Chapter G1).

Atresmedia also has an Internal Control over Financial Reporting system and a Protocol for Handling Tax- Significant Transactions to ensure a sound and proper financial performance.

As regards audience protection, the Group implements a series of measures and mechanisms geared to ensuring its spaces are safe and accessible for everyone (see section S4-4), including mechanisms for safeguarding minors, accessibility to content and the fight against disinformation.

Atresmedia also has a Human Rights Due Diligence process, developed in 2023, which identified salient issues where it should tighten its control mechanisms (see disclosure Requirement S2-4 of ESRS 2 Value chain workers for more information) and confirmed that Atresmedia Group does not have an adverse impact on human rights.

To this end, Atresmedia considers that its procedures are aligned with principles and good practices in human rights, fair competition, taxation, and bribery/corruption.

Taxonomy KPIs

General considerations

After the eligibility and alignment assessments, Atresmedia calculated the proportion of its **turnover, CapEx and OpEx** derived from Taxonomy-eligible and Taxonomy-aligned economic activities for the climate change mitigation and climate change adaptation objectives. This was done in accordance with **Delegated Regulation (EU) 2021/2178 of 6 July** and **Delegated Regulation (EU) 2026/73 of 4 July 2025**.

For the calculation, Atresmedia used the **Group's consolidated information**, including all companies that fall within the consolidation scope, without

considering intercompany transactions. The various items used for the three key indicators were identified on the basis of corporate management control criteria.

Notably, to ensure the reliability of the information reported, Atresmedia took proper care to **avoid double counting**:

- The main sources of information are accounting and management information used for the consolidated statement of profit or loss, based on the outward reporting form provided by the National Securities Market Commission.
- To analyse this accounting information, we checked subtotals to ensure that all data is included at all times.

Given that Atresmedia's normal activity includes both radio and television programming and broadcasting, as well as the production of audiovisual content for its different platforms, channels and broadcasters, from an accounting standpoint it is hard to discriminate the various items linked to economic activities 8.3 and 13.3. Similarly, according to the description of these activities, the technical screening criteria are identical for both activities. Therefore, the KPIs are calculated and reported jointly.

Meanwhile, in accordance with Article 1 of **Delegated Regulation (EU) 2026/73**, and as explained previously, Atresmedia did not calculate the financial indicators for the following taxonomy activities:

- **7.3 Installation, maintenance and repair of energy efficiency equipment:** ICapEx and OpEx related to those economic activities identified as eligible are below 10% of the denominator of the CapEx and OpEx KPIs, respectively. Therefore, Atresmedia **omitted assessing the percentage of eligibility and alignment** associated with the CapEx and OpEx of this activity.
- **7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings):** OpEx related to maintenance of the economic activities identified as eligible is below 10% of the denominator of its OpEx KPI. Therefore, Atresmedia **omitted assessing the percentage of eligibility and alignment** associated with the OpEx of this activity.

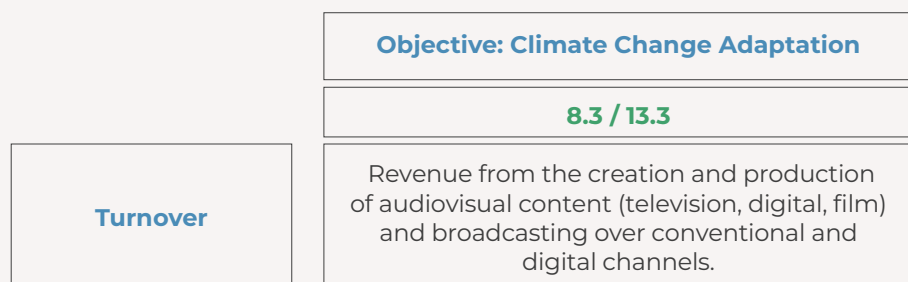
Proportion of taxonomy-eligible and taxonomy-aligned turnover

Eligibility

The turnover KPI, set out in section 1.1.1 of **Annex I of Commission Delegated Act 2021/2178 of 6 July 2021**, defines the numerator as part of the net turnover derived from products or services, including intangibles, associated with Taxonomy-aligned economic activities and that the denominator is net turnover as defined in IAS 1, paragraph 82(a). Considering these definitions, the calculation was made as follows:

- **Numerator:** For the assessment of **eligibility**, the most restrictive scenario was selected, so it did not consider the sale of advertising spaces; i.e., it only considered accounting items linked to content product and distribution.
- **Denominator:** Atresmedia considered the disclosures in Note 20 to the Group’s annual consolidated financial statements for both the assessment of eligibility and the assessment of alignment.

In 2025, Atresmedia Group turnover considered **eligible** relates exclusively to economic activities **8.3 and 13.3** as revenue generators:



To calculate the eligible numerator of these activities, considered enabling activities of climate change adaptation, the Group identified:

- The content broadcast that helps raise awareness within society by finding content that bears some connection with climate change, such as rising sea levels, rising temperatures, water stress, heat waves and floods, among others³⁴.
- The meteorological content broadcast by Atresmedia Group, including both the weather sections of the news programmes and weather-related programming (for example, *Mundo Brasero*).

The percentage of eligibility of 2025 was 9.35% (EUR 93,750 thousand). The year-on-year change in eligible revenue was 1.38%, due to the increase in revenue from content production and distribution.

Alignment

To calculate the **numerator for alignment**, an estimate was made of the number of hours of broadcasting of content related to the key concepts associated with climate change adaptation, focusing on own productions that generate revenue not associated with advertising (atresplayer and Canal Internacional). The time of the taxonomy-aligned content was multiplied by the turnover/hour of those platforms, thus giving the total turnover aligned with the taxonomy.

This analysis concluded that the proportion of turnover of environmentally sustainable and, therefore taxonomy-aligned, activities in 2025 was 0.02%, implying aligned revenue of EUR 243.37 thousand; i.e., 4.16% higher than in 2024.

Proportion of CapEx eligibility and alignment

Eligibility

This indicator shows the proportion of CapEx (capital expenditure) related to assets or processes associated with economic activities covered by the Taxonomy.

To calculate both eligibility and alignment, the denominator used includes all additions to property, plant and equipment (in accordance with IAS 16 *Property, Plant and Equipment*, paragraph 73), intangible assets (in accordance with IAS 38 *Intangible Assets*, paragraph 118), and right-of-use assets (in accordance

³⁴ The associated concepts are aligned with the risk factors identified in Appendix A of Commission Delegated Regulation (EU) 2021/2139.

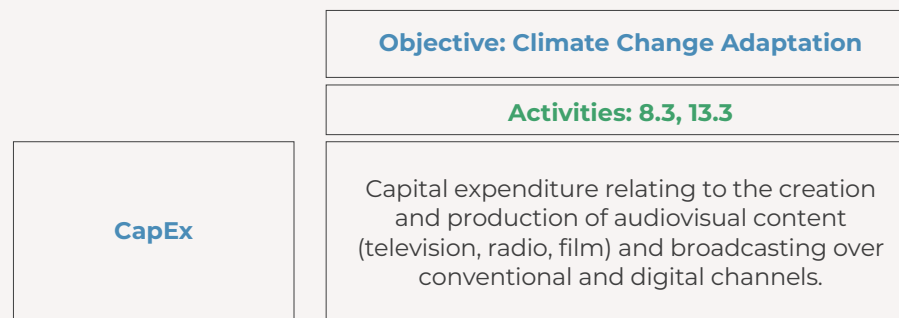
with IFRS 16 Leases paragraph 53(h)) before depreciation, amortisation and any remeasurements, and excluding fair value changes. The denominator shall also cover additions to tangible and intangible assets resulting from business combinations.

Additions to property, plant and equipment and intangible assets do not include investments in assets under construction. These are considered CapEx only when the asset is completed and ready for use, following the same criteria as in previous periods. In this regard, considerations on investment property, agriculture and leases under accounting standards IAS 40, IAS 41 and IFRS 16, respectively, do not apply. Considering these definitions, the calculation was made as follows:

• **Numerator of activities 8.3 and 13.3:**

- We considered expenditure on property, plant and equipment related to technical material, such as video and audio equipment for television and radio, and other expenditure on other facilities and tools, to be eligible. Also considered were additions to intangible assets related to computer software (directly related to the broadcasting activity), the *atresplayer* platform, digital systems, radio applications and website development, and audiovisual production.
- As in the previous year, investments in property, plant and equipment consisting of acquisition of land and buildings, furniture, information processing equipment, or other tangible and intangible fixed assets related to industrial property or other computer applications were considered Taxonomy-non-eligible activities.

In short, Atresmedia Group’s CapEx considered **eligible and the percentage of eligibility assessed** in 2025 related to activities 8.3 and 13.3 of the climate change adaptation annex:



The total percentage of CapEx eligibility of 2025 assessed was 54.70%. The year-on-year change was a decrease of 24.56% due to the significant increase in CapEx by the Group in audiovisual productions in 2024 (intangible CapEx) and the percentage of CapEx not assessed in the current period (8.32%).

Alignment

- **Alignment numerator of activities 8.3 and 13.3:** The calculation started from an estimate of eligible CapEx derived from Atresmedia’s own productions (% of own production costs). Own production CapEx was multiplied using an additional proxy to the one used to calculate turnover, estimating the hours of broadcasting of programming labelled under climate change adaptation over the total hours of broadcasting.

In 2025, after the assessment of alignment, the conclusion was that the proportion of CapEx of environmentally sustainable activities assessed (Taxonomy-aligned) was 0.44% (EUR 101,453). The year-on-year total change in taxonomy-aligned CapEx was -13.4%.

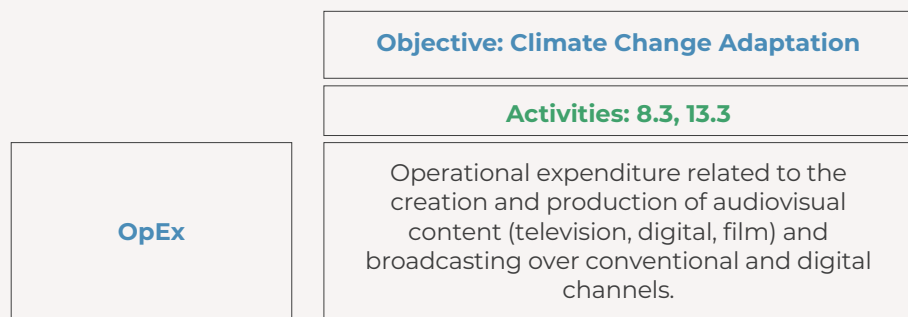
Proportion of OpEx eligibility and alignment

Eligibility

The percentage of OpEx is defined as the proportion of operating or maintenance expenditures derived from assets or processes associated with economic activities covered by the Taxonomy. Considering this definition, the calculation was made as follows:

- **Denominator:** The calculation for both the eligibility and alignment exercise includes accounting items 621 and 622 in Spain's General Accounting Plan, which cover direct non-capitalised costs that relate to OpEx and repairs and any other direct expenditures relating to the day-to-day servicing of property, plant and equipment that are necessary to ensure the continued and effective functioning of such assets.
- **Eligibility numerator of activities 8.3 and 13.3:** This included the repair and maintenance of plant for production systems, software and transport items, the latter mainly associated with radio, as was the case the year before. In addition, as in previous reporting, short-term leases of buildings, offices and production facilities and leases of plant such as video production equipment, sound production, lighting, image capture, mobile units, and scenery leases, were included as eligible. Lastly, the repair and maintenance of furniture and office equipment are not included as Taxonomy-eligible activities. We also excluded other leases, such as vehicle and computer equipment leases.

Atresmedia Group's OpEx considered eligible and the percentage of eligibility assessed in 2025 related to activities 8.3 and 13.3 of the climate change adaptation annex:



The proportion of OpEx eligibility of 2025 was 68.67%. The year-on-year change in the amount of eligible OpEx was 3.31% due to the slight increase in the Group's maintenance expenses related to content production and distribution.

Alignment

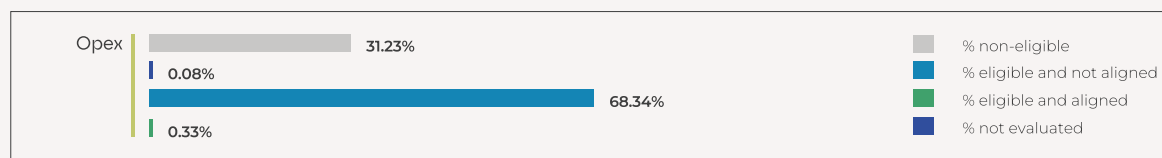
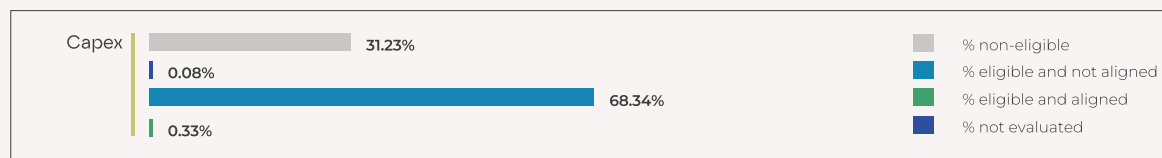
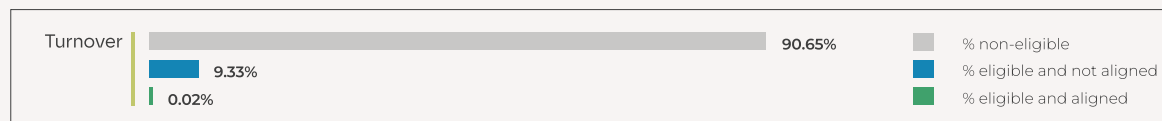
- **Alignment numerator of activities 8.3 and 13.3:** As with the calculation of the CapEx numerator, aligned OpEx of activities 8.3 and 13.3 was calculated by taking the estimated amount of eligible OpEx associated with own productions (% of own production costs) and multiplying it by the proxy associated with content that meets the technical screening criteria.

In 2025, after the assessment of alignment, the conclusion was that the proportion of OpEx of environmentally sustainable activities (taxonomy-aligned) was 0.33% (EUR 76,154.36). The total change in aligned OpEx was - 0.28%.



Result of KPIs 2025: Turnover, CapEx and OpEx

	Proportion of turnover/Total turnover		Proportion of CapEx/Total CapEx		Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective	Taxonomy-aligned per objective	Taxonomy- eligible per objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CCA	0.02%	9.35%	0.28%	54.70%	0.33%	68.67%
WTR	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PPC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BIO	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%



Summary of the proportion of turnover, CapEx and OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

FINANCIAL YEAR (2025)															
KPI	TOTAL	PROPORTION OF TAXONOMY- ELIGIBLE ACTIVITIES	TAXONOMY- ALIGNED ACTIVITIES	PROPORTION OF TAXONOMY- ALIGNED ACTIVITIES	Breakdown by environmental objectives of Taxonomy-aligned activities						PROPORTION OF ENABLING ACTIVITIES	PROPORTION OF TRANSITIONAL ACTIVITIES	NOT ASSESSED ACTIVITIES CONSIDERED NON-MATERIAL	TAXONOMY- ALIGNED ACTIVITIES IN PREVIOUS FINANCIAL YEAR (N-1)	PROPORTION OF TAXONOMY- ALIGNED ACTIVITIES IN PREVIOUS FINANCIAL YEAR (N-1)
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Text	EUR thousand	%	EUR thousand	%	%	%	%	%	%	%	%	%	%	EUR thousand	%
Turnover	1,002,231.52	9.35	243.38	0.02	0	0.02	0	0	0	0	0.02	0	0	233.66	0.02
Capex	23,294.98	54.70	65.04	0.28	0	0.28	0	0	0	0	0.28	0	8.32	182.89	0.51
Opex	22,936.94	68.67	76.15	0.33	0	0.33	0	0	0	0	0.33	0	0.08	76.36	0.34



Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

Turnover KPI		FINANCIAL YEAR (2025)											
ECONOMIC ACTIVITIES	CODE	TAXONOMY- ELIGIBLE KPI (PROPORTION OF TAXONOMY- ELIGIBLE TURNOVER)	TAXONOMY- ALIGNED KPI (MONETARY VALUE OF TURNOVER)	TAXONOMY- ALIGNED KPI (PROPORTION OF TAXONOMY- ALIGNED TURNOVER)	Breakdown by environmental objectives of Taxonomy- aligned activities						ENABLING ACTIVITY	TRANSITIONAL ACTIVITY	PROPORTION OF TAXONOMY- ALIGNED IN TAXONOMY- ELIGIBLE
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text		%	EUR thousand	%	%	%	%	%	%	%	("E", where applicable)	("T", where applicable)	%
Programming and broadcasting activities	CCA 8.3										E		
Motion picture, video and televisions programme production, sound recording and music publishing activities	CCA 13.3	9.35	243.38	0.02	0	0.02	0	0	0	0	E		0.26
Sum of alignment per objective					0								
Total KPI (Turnover)					0								0.26

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

CapEx KPI		FINANCIAL YEAR (2025)											
ECONOMIC ACTIVITIES	CODE	TAXONOMY- ELIGIBLE KPI (PROPORTION OF TAXONOMY- ELIGIBLE CAPEX)	TAXONOMY- ALIGNED KPI (MONETARY VALUE OF CAPEX)	TAXONOMY-ALIGNED KPI (PROPORTION OF TAXONOMY- ALIGNED CAPEX)	Breakdown by environmental objectives of Taxonomy- aligned activities						ENABLING ACTIVITY	TRANSITIONAL ACTIVITY	PROPORTION OF TAXONOMY- ALIGNED IN TAXONOMY- ELIGIBLE
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text		%	EUR thousand	%	%	%	%	%	%	%	("E", where applicable)	("T", where applicable)	%
Programming and broadcasting activities	CCA 8.3										E		
Motion picture, video and televisions programme production, sound recording and music publishing activities	CCA 13.3	54.70	65.04	0.28	0	0.28	0	0	0	0	E		0.55
Sum of alignment per objective					0	0.28	0	0	0	0			
Total KPI (CapEx)				0.28	0	0.28	0	0	0	0	0.28	0	0.55

Desglose de los OpEx procedentes de productos o servicios asociados a actividades económicas elegibles según la taxonomía o que se ajustan a ella

OpEx KPI		FINANCIAL YEAR (2025)											
ECONOMIC ACTIVITIES	CODE	TAXONOMY-ELIGIBLE KPI (PROPORTION OF TAXONOMY-ELIGIBLE OPEX)	TAXONOMY-ALIGNED KPI (MONETARY VALUE OF OPEX)	TAXONOMY-ALIGNED KPI (PROPORTION OF TAXONOMY-ALIGNED OPEX)	Desglose de las actividades que se ajustan a la taxonomía por objetivos medioambientales						ENABLING ACTIVITY	TRANSITIONAL ACTIVITY	PROPORTION OF TAXONOMY-ALIGNED IN TAXONOMY-ELIGIBLE
					Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Text		%	EUR thousand	%	%	%	%	%	%	%	("E", where applicable)	("T", where applicable)	%
Programming and broadcasting activities	CCA 8.3										E		
Motion picture, video and televisions programme production, sound recording and music publishing activities	CCA 13.3	68.87	76.15	0.33	0	0.33	0	0	0	0	E		0.48
Sum of alignment per objective					0	0.33	0	0	0	0			
Total KPI (CapEx)				0.33	0	0.33	0	0	0	0	0.33	0	0.48

03

Social information

ESRS S1

Own workforce

ESRS S2

Workers in the value chain

ESRS S4

Consumers and end-users



GENERAL

ENVIRONMENTAL

SOCIAL

GOVERNANCE

ESRS 2

ESRS E1 | EU TAXONOMY

ESRS S1

ESRS S2

ESRS S4

ESRS G1

ESRS S1

Own workforce

Since it began operating 35 years ago with the launch of Antena 3, Atresmedia Group has consolidated its growth, not only financially and in terms of audience, but also by the talent and professionalism of its own workforce. Throughout all these years, the commitment, experience and qualifications of the people who have formed, and continue to form, part of Atresmedia have been a cornerstone of its success and growth. Aware of this, the Group endeavours to respond to their concerns, reach agreements and promote police measures to improve their working conditions, ensure the health and safety of its professions, and train and retain talent. Since its creation, it has provided an environment that is especially conducive to innovation, creativity and diversity.

These commitments were extended to employees of companies that gradually joined Atresmedia Group, allowing them to benefit from the measures developed for its employees, taking into account at all times the nature of their business and relationship with the parent. These measures, as well as the mechanisms implemented to engage with its own workforce, are described in detail throughout this chapter.

Strategy

ESRS 2 SBM-2

Interests and views of stakeholders

In its opinion, Atresmedia believes that people management contributes greatly to a company's success. Atresmedia's Human Resources strategy focuses on people and on attracting and gaining the loyalty of talent, on the understanding that proper management is essential for a business to be sustainable and to be able to meet other strategic priorities. At Atresmedia, the executive team, based on their knowledge of the business and on the prevailing trend within the wider sector looking ahead, propose the lines of action that are closely considered when pursuing the business strategy.

The Group also listens to the interests and views of its employees and factors them in when dealing with certain issues related to the business, such as

collective bargaining agreements, or when making improvements to working conditions. To succeed, it implements different communication mechanisms, including:

- 1. Working and co-creation sessions.** Atresmedia's employees work on several of the Group's projects, contributing their opinions and views of certain aspects that affect their relationship with the company. For instance, in 2023 the Group held a working session to gather the main concerns of its employees, resulting in the IRIS (rapid implementation initiatives). The measures identified in this project are implemented gradually. Similarly, a representative portion of employees were directly involved in the Group's first double materiality assessment, the results of which were relied on when drawing up this Sustainability Statement.
- 2. Surveys.** Regular topical surveys are conducted to help understand what our employees think in relation to various matters. This includes psychosocial interviews about their jobs, mobility surveys about their travel habits, satisfaction surveys about the training provided, or volunteering surveys to learn more about their social concerns. The results of these surveys are used to make decisions on issues that directly affect Atresmedia's employees.

- 3. Smooth relations with workers' representatives.** To help Atresmedia genuinely understand the interests and views of its employees, it ensures a fluid, practical and close relationship with the workers' representatives, aligned with the collective bargaining agreement and seeking to offer a rapid and consensual solution that safeguards the interests of both parties. Lastly, Equality and LGTBI Harassment Prevention Plans have been drawn up in close collaboration with the various works councils. The plans are available on the Group's Intranet and are there to support the interests and views of specific stakeholder groups.

Although the Group does not currently have direct consultation mechanisms in place to ascertain the interests and opinions of non-employees, it ensures at all times that their human and labour rights are respected by signing contractual clauses with their direct employers. When it comes to occupational health and safety, the Group ensures that all work is suitably coordinated so that they can carry out their activities safely.



ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality assessment carried out by the Group identified the most important issues related to its own workforce, along with the material risks, impacts and opportunities in relation to each. The assessment took into account the different types of employees with whom the Group interacts, the different countries and regions in which it operates, and the different activities it carries out.³⁵

All the impacts, risks and opportunities flagged derive from Atresmedia's own business model and from recognising the importance of its own personnel as the Group's main asset. Through its human resources management and occupational health and safety strategy, Atresmedia, integrates into its business model aspects such as well-being, occupational health and safety, diversity, equity and inclusion (DEI), the protection of human and labour rights and the protection of personal data, among other matters.³⁶



















































































In relation to Atresmedia Group's own workforce, the following categories of workers could be broadly³⁷ affected by the material impacts identified in the assessment:































- EMPLOYEES** | Vade up of people hired directly by the different companies of Atresmedia Group and who are covered by one or other of the collective bargaining agreements in effect.
- NON-EMPLOYEE WORKERS** | WHICH CAN BE FURTHER BROKEN DOWN AS FOLLOWS:
 - Workers hired through a temporary employment agency** | Who provide a service to Atresmedia and whose working conditions are governed by law, being equal or referenced to the conditions of the Group company at which they provide their services.
 - Self-employed/freelance workers** | Who carry out work on an ad-hoc basis for Atresmedia's various companies. In this case, the conditions of each worker depend on their own business circumstances and on the terms of the contract they sign with the Group.



Eva & Nicole filming

³⁵ As described in section ESRS 2, the Group decided it did not need to update its double materiality assessment after acquiring Lastlap because of the similarity of its activity and the location of most of its operations.
³⁶ The above issues relate to the following sub-topics of ESRS S1: working conditions, equal treatment and opportunities for all and other labour rights inherent to the working environment. The relationship between Atresmedia's own topics and the sub-topics of the ESRS can be consulted in the section ESRS 2 SBM-3 of this Statement.
³⁷ All the negative impacts are considered to be Group-wide, as they have the potential to affect a large group of own staff and are not limited to specific individual cases. It has been identified that workers working at heights may be at greater risk of suffering an accident.

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
WELL-BEING, OCCUPATIONAL HEALTH AND SAFETY						
 POSITIVE IMPACT	Policies and measures targeting working conditions	Atresmedia has various policies and measures in place to create a safe working environment and to improve the well-being and work-life balance of its employees.	General Sustainability Policy Human Resources. Policy Collective bargaining agreements Equality plans Health and Safety Policy <table border="0" data-bbox="1731 339 1977 379"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 NEGATIVE IMPACT	Differences in the working conditions of employees.	The employees of the various companies that make up Atresmedia Group are subject to different collective bargaining agreements, which can lead to significant differences in the wage conditions among employees. However, Atresmedia Group endeavours to ensure that all employees are able to enjoy the work-life balance measures and employee benefits under similar conditions.	<table border="0"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 OPPORTUNITY	Improving upon the minimum conditions of collective agreements	Atresmedia strives to improve upon the minimum terms set out in the collective bargaining agreements of its employees, especially those subject to less beneficial conditions. It also continues to promote measures to improve the work-life balance of its employees.	<table border="0"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 POSITIVE IMPACT	Health and Safety Management System	Atresmedia has an Occupational Health and Safety Management System certified under the ISO 45001 standard which, together with its policies and procedures, ensures the sound management of occupational safety. This system also broadens the traditional focus on physical health to include issues such as mental health in order to further enhance the well-being of its employees.	Health and Safety Policy General Sustainability Policy <table border="0" data-bbox="1731 818 1977 858"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 POTENTIAL RISK	Occupational accidents	Atresmedia Group has identified certain occupational risks associated with the professional activities carried out by its employees, especially in those jobs exposed to specific risks, such as working at heights, and which are therefore inherently more dangerous.	<table border="0"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 POTENTIAL RISK	Non-compliance with OHS legislation or failure of safety measures	The Group has identified that, despite the controls and mechanisms in place, failure to comply with the law governing occupational health and safety or failure to implement health and safety measures and mechanisms could result in fines.	<table border="0"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
ENGAGEMENT WITH AND IMPACT ON THE COMMUNITY						
 POSITIVE IMPACT	Social initiatives for employees	Atresmedia's corporate volunteering programme and the implementation of other awareness-raising initiatives (talks and workshops) are beneficial for the Group's employees, enabling them to understand first-hand the difficulties faced by different segments of society and build values such as empathy.	General Sustainability Policy <table border="0" data-bbox="1731 1289 1977 1329"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						
 POTENTIAL RISK	Non-compliance with the general disability law	The Group has identified that there is a risk of non-compliance with the General Law on Disability (2% of profiles with some form of disability) due to the difficulty in finding suitable professional profiles to fill the openings on offer, especially at some of its companies.	<table border="0"> <tr> <td></td> <td></td> <td></td> </tr> </table>			
						

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream	
DIVERSITY, EQUITY AND INCLUSION				
POSITIVE IMPACT 	Creating a diverse and inclusive work environment	Through awareness-raising initiatives, diversity training and the commitment to hiring profiles with disabilities, and thanks to mechanisms such as harassment protocols, Atresmedia ensures that it generates a genuinely diverse and inclusive working environment.	General Sustainability Policy Human Resources Policy Diversity, Equity and Inclusion (DEI) Policy	  
OPPORTUNITY 	Increasing workforce diversity ratios	Atresmedia has the opportunity to further increase the diversity of its workforce, especially among its administrative and management teams.		  
POTENTIAL RISK 	Non-compliance with labour legislation	Failure to comply with current or future labour laws, such as those relating to diversity on management bodies or building accessibility, could result in financial penalties for the Group.		  
DATA PROTECTION				
POSITIVE IMPACT 	Ensuring the protection of personal data	Atresmedia has a Privacy Model to guarantee the protection of personal data. It also delivers awareness events and specific training to improve the management of the personal data of its employees and protect them from possible attacks or incidents.	Privacy Policy for employees	  
POTENTIAL RISK 	Failures in data protection mechanisms	Atresmedia is aware that any failure in its Privacy Model or in the control mechanisms in place could lead to data leaks and fines.		  
HUMAN AND LABOUR RIGHTS				
POSITIVE IMPACT 	Human and labour rights-oriented policies	Atresmedia has various policies that illustrate the Group's firm commitment to protecting the human and labour rights of its workers.	General Sustainability Policy Atresmedia Code of Conduct Human Resources Policy Diversity, Equity and Inclusion Policy Due Diligence Handbook	  
POTENTIAL RISK 	Non-compliance with employment law or failure in the protection measures	Any serious non-compliance with applicable labour regulations and frameworks, such as those of the ILO, could constitute a breach of the labour rights of the company's own staff, such as the right of association.		  

Despite being a non-material topic for Atresmedia, the Group discloses that there are risks associated with the relationship with the non-employee workers present among its workforce.

In order to increase the positive impacts, minimise the occurrence of risks and seize opportunities, the Group carries out numerous actions related to the management of its workforce, as described in section S1-4 of this Statement. Furthermore, despite having a transition plan with ambitious decarbonisation targets, given the nature of the business there is no risk that the measures implemented by the Group to comply with its Net Zero strategy will result in job losses or other relatively significant impacts on its own staff.

Broadly speaking, the material risks and opportunities³⁸ detected affect all Atresmedia employees, regardless of whether they belong to a specific group. However, certain job positions carry additional risks (e.g. different level falls, heat stress or night shift work), meaning that the workers who perform those jobs may be more exposed to occupational risk than other workers.

Lastly, it should be noted that as a result of the Human Rights Due Diligence process carried out in 2023, where the main risks associated with human and labour rights were identified and assessed, Atresmedia did not detect any operations that carry significant risks of forced, compulsory or child labour.

Impact, risk and opportunity management

S1-1

Policies related to own workforce

In line with its commitment to people, Atresmedia has various policies, a Corporate Code of Conduct and other documents governing relations with its own workforce, with the Human Resources Policy being the framework document when it comes to people management.

Human Resources Policy

The **Human Resources Policy** (2010), updated in 2024, sets out the principles and commitments guiding the management of Atresmedia’s human capital and enshrines the values on which the Group’s Human Resources strategy is based: focus on people, teamwork, communication and pride in belonging. The policy applies to all salaried employees of the Group, including those of its subsidiaries and of Fundación Atresmedia. The policy also considers and includes workers’

views. The document describes the lines of action and principles related to people management, orienting them to help achieve the corporate purpose: *We believe in the power of reflection and emotion, to generate a society of shared values:*

Principles and lines of action of the Human Resources Policy

1. Providing stable employment and a rewarding working environment
2. Fostering and promoting the professional development of our workforce.
3. Attracting and gaining the loyalty of talent.
4. Upholding human and labour rights, in accordance with prevailing legislation, the 10 principles of the Global Compact and the provisions of the ILO.
5. Promoting diversity, equity, inclusion and work-life balance, for which it also has a specific Diversity, Equity and Inclusion Policy.
5. Ensuring a safe and healthy work environment

The Human Resources Policy also explicitly states the Group’s refusal to tolerate any form of child, compulsory or forced labour, as well as human trafficking, with this commitment extending to all workers who provide services to Atresmedia, whether hired directly or through a third party. It likewise sets out the Group’s refusal to tolerate any type of discrimination on the grounds of gender, race, sexual orientation, religious beliefs, political opinions, nationality, social origin, disability or any other circumstance that could be a source of discrimination.

³⁸ Most of the risks and opportunities derive from previously identified impacts.

 **Diversity, Equity and Inclusion Policy**

The **Diversity, Equity and Inclusion (DEI) Policy, which applies to all Group employees (2024)**, lays the foundations for ensuring a diverse and inclusive working environment that guarantees equal opportunities and non-discrimination among all the people who form part of Atresmedia now or in the future. It ensures that all of them are able to unlock their full potential and recognises the value and richness that diversity brings to the Group. In terms of human capital, the policy includes commitments and principles aimed at:

- Building a diverse and inclusive working environment that guarantees diversity, equity and inclusion, and respect for everyone regardless of their condition, gender, race, sexual orientation, religious belief, political opinion, nationality, disability or any other characteristic.
- Ensuring a safe, free and non-judgemental working environment, striking the right balance between personal and professional life.

All these commitments and principles are aligned with prevailing legislation and with the United Nations Principles, as well as with the International Labour Organisation (ILO) mandate on gender equality and its recommendations on diversity, as well as the CNMV recommendations on gender equality and other key reference documents.

Both the **Human Resources Policy** and the **Diversity, Equity and Inclusion Policy** have been approved by the Corporate General Manager with the aim of developing and complementing Atresmedia's **General Sustainability Policy**, as approved by the Board of Directors. The Human Resources Department, which reports to Corporate General Management, is tasked with enforcing the Human Resources Policy and the Diversity, Equity and Inclusion Policy.

 **General Sustainability Policy**

The General Sustainability Policy (2010), approved and updated by the Board of Directors in to July 2025, formalises Atresmedia's sustainability strategy, along with all related commitments and principles of action, including:

- To support human capital as the Group's main asset.
- To contribute to the progress and development of society.
- To transmit our corporate policies and values throughout our value chain.
- To establish transparent relationships with our stakeholders

The policy also sets out Atresmedia's commitment to the uphold and promote the human rights enshrined in the Universal Declaration of Human Rights and the different national and international conventions and declarations signed by Spain, and its pledge to ensure compliance with the provisions of the International Labour Organization (ILO), especially those related to the privacy of its employees or the work of minors.

The three aforementioned policies are published on the corporate website of Atresmedia Group and are made available to employees through the Group's intranet.

 **Health and Safety Policy**

The Health and Safety Policy sets out the basic health and safety principles underpinning Atresmedia Group's Occupational Health and Safety System. This policy, drawn up for the first time in 2020, was updated and approved by Atresmedia Group's CEO in 2025 following consultation and participation of the OHS officers. It applies to all employees of Atresmedia Group companies, as well as all other components of own workforce, as appropriate. However, the health and safety obligations are different for each type of own personnel (salaried, self-employed and temporary staff), in accordance with the provisions of Law 31/1995 on the occupational health and safety. Atresmedia Group's Health and Safety Policy is widely disseminated so that it is known to all employees. It is also posted on the corporate intranet and is made available to other stakeholders as and when needed.

The Joint Occupational Health Service, which reports to Corporate General Management, is responsible for ensuring that the Health and Safety Policy is updated and made known across all levels of the organisation.

Privacy Policy for employees

When it comes to the privacy of its own employees, Atresmedia has a Privacy Policy for employees, thus fulfilling its duty to inform stakeholders about the processing of their personal data and the rights to which they are entitled. Atresmedia's Data Protection Officer (DPO) is responsible for enforcing the

policy and reporting to both the Data Protection Committee and the Regulatory Compliance Committee (RCC) on any relevant incidents occurring and the measures taken to prevent or otherwise remediate them. This policy is aligned with the General Data Protection Regulation (GDPR), Spain's Organic Law on the Protection of Personal Data and the Guarantee of Digital Rights, and Guidelines of the European Data Protection Board (EDPB) and posted on the intranet.





Main stakeholders affected by the policies:

Some of the above policies address specific groups of people, such as:

- Persons with disabilities, by promoting their recruitment and ensuring their integration into the labour market under similar conditions to other employees.
- Women favouring gender equality, not tolerating any form of harassment and protecting motherhood in particular.
- Minors, promoting their protection and rejecting any form of child labour.
- People belonging to the LGBTI community: refusing to tolerate discriminatory practices in the workplace and creating specific plans for their integration.

Aside from its raft of policies, the company has other mechanisms in place to achieve its objectives, especially in relation to the above-mentioned groups of people.

Several Group companies have approved and filed their equality plans, with the aim of achieving effective equality between women and men, eliminating gender discrimination and creating a healthier work-life balance. The Group's Equality plans also include a Maternity, Pregnancy and Breastfeeding Protection Guide and a Protocol against sexual and gender-based harassment, both of which are available on the corporate intranet.

Aside from the aforementioned plans, the Group has seven protocols against LGBTI harassment in place aimed at achieving equality for trans people and guaranteeing the rights of LGBTI persons, in accordance with Spanish Law 4/2023. Both the Equality Plans and the Protocols against sexual and gender-based harassment and LGBTI harassment have been negotiated with the workers' representatives and approved by the respective Negotiating Committees, with part representation from the company and part from the workers' representatives.

For new Group companies, Atresmedia works actively to make them aware of the Group's corporate policies applicable to them, although often they have their own policies specifically guiding their actions.

Code of Conduct



Atresmedia's **Code of Conduct** is the bedrock of its Compliance Model and sets out the basic principles regulating conduct within the Group, these being compliance with the law as the basis for ethical conduct and an absolute commitment to respect human rights when running the business. The provisions of the Code are applicable and must be complied with by all Group employees. Moreover, all other workers linked to Atresmedia's activities are expected to respect and act in accordance with the principles described therein. Meanwhile, Atresmedia also works actively on implementing the Compliance Model at new companies joining the Group. The Board of Directors is responsible for directing and supervising effective compliance with the Code and for adopting and implementing the necessary measures for its coordination with the other regulatory and procedural elements of corporate governance. It also makes sure that it is regularly updated and improved.

Among its basic principles of behaviour, the Code of Conduct includes the Group's express commitment to respect, protect and comply with the UN International Bill of Human Rights and Guiding Principles on Business and Human Rights and with the European Charter of Human Rights, which enshrines the protection of personal data as a fundamental right.

Furthermore, and as explicitly stated in the Code, Atresmedia brings its resources to bear in ensuring compliance with ILO provisions, especially those related to the elimination of discrimination and the promotion of freedom of association and the right to collective bargaining. Along these lines, it will not abide any practices that run contrary to Spanish labour legislation or to the principles championed by the ILO. It also refuses to tolerate any form of child or forced labour.

To be able to spot any conduct that runs contrary to the provisions of the Atresmedia Code of Conduct, as well as any breaches of human or labour rights, the Group has a Whistleblowing Channel in place, which can be contacted by any Atresmedia employee. In addition, the Code of Conduct describes the measures in place to provide redress for incidents arising from breaches, as described below.

S1-2

Processes for engaging with own workers and workers' representatives about impacts

Atresmedia has various communication channels in place to build and maintain a close and collaborative relationship with staff. The way these channels are designed afford a comprehensive and in-depth view of the needs and interests of its employees. This cooperation forms the basis of decision-making and the implementation of actions designed to management impacts on the workforce.

Atresmedia has four main channels of collaboration with employees: leadership-based collaboration from manager to employee; collaboration with works councils; collaboration with Health and Safety Committees and OHS Officers; and collaboration through different tools.

1. Leadership-based collaboration: from managers to employees.

Atresmedia Group promotes a close leadership style, predicated on trust, and agile and responsible resolution of problems identified to achieve effective resolution. To make this happen, there is a continuous and direct relationship between employees and the Company's senior and middle management teams, who are tasked with managing and channelling information bi-directionally between the Group and its workers. These managers transmit the needs and suggestions that arise on a day-to-day basis, resolving them directly or relaying them to the relevant areas of the Group. Actions were carried out in 2025 to raise awareness among and enhancing training of managers on maintaining ongoing dialogue with their teams to address their questions, aspirations, concerns, etc. The Human Resources area continuously monitors the Company's activity and is in direct contact with area managers to gain first-hand knowledge of the situation of teams and identify potential concerns or areas for improvement.

2. Collaboration with works councils.

One of the most important processes of collaboration between the Group and its employees takes place with their representatives. Works councils are up and running at various Atresmedia Group companies to look after the interests of their respective employees. Atresmedia collaborates with all of them on an ongoing basis, focusing the dialogue on efficiency and closeness when resolving problems. Atresmedia Group has signed agreements with the works councils of

all Group companies that, given their size and type, warrant the existence of a council.

The agreements provide for meetings between the two parties on a quarterly or half-yearly basis. Nevertheless, to guarantee close, agile and effective dialogue, the Group proactively calls meetings with the workers' representatives whenever any relevant issue arises and as often as necessary to resolve incidents and achieve agreements. Agreements entered into are subsequently communicated to staff indirectly through representatives or directly by the corresponding company.

To ensure also that the interests and opinions of all its employees are listened to, and in accordance with current legislation, Atresmedia negotiates the terms of its collective bargaining agreements with the works councils, as well as the terms of its equality and LGBTIQ plans and, further down the line, those of its mobility plans. It is also quick to engage and liaise with them to resolve any differences that may arise between its own interests and those of its employees, including any material impacts that may affect them. These agreements are the result of active engagement between the Group and workers' representatives and are aligned with the principles and commitments set out in the Group's corporate policies described in section S1-1. Agreements are entered into between each Group company and their workers, respecting Spanish law, which guarantees adequate wages for everyone, limited hours worked and additional pay for overtime, and minimum periods of notice for leaving the company.

The Corporate General Manager, with the support of the Human Resources Department, is ultimately responsible for guaranteeing collaboration between employee representatives and the Group.

3. Collaboration with Health and Safety Committees and OHS Officers.

Atresmedia continued to hold quarterly meetings with the various Health and Safety Committees and half-yearly meetings with companies that do not have OHS officers in 2025. Under the terms of the agreements signed with the workers' representatives, and as mentioned earlier, Atresmedia conducts regular psychosocial studies of its employees in order to gauge their psychosocial situation. The results of these studies are used to design new action plans. The Group addresses all points of concern raised by employees through Health and Safety Committees and psychosocial risk assessments, similar to organisational climate studies, by drawing up action plans that are shared with those committees.

4. Collaboration through different tools

Atresmedia has various internal communication channels in place to facilitate interaction with its employees. These channels are used to communicate matters that affect them directly, news regarding the business model and the Company's business, employee perks, and their rights and obligations. Designed to ensure continuous collaboration with employees, these tools include:



Newsletters Newsletters such as the **Sustainability or the Human Resources newsletter**, where information is shared on the Group's main social and environmental actions, including the corporate volunteering programme, donation campaigns and sustainable mobility measures, as well as perks and benefits for employees and other corporate news. These communications take place constantly throughout the year.



Corporate intranet and a3mia platform, where employees can find information of interest, including corporate policies, promotions, premières and Group success cases, and can react to and interact with information shared on the intranet.



MASDIII internal magazine, published monthly, offering information on various topics of interest related to the Group's activity, along with curiosities and other news of interest.



Specific communications from different departments, such as Privacy or Compliance with key information for employees on these topics.



Physical signage, in common areas of facilities, in addition to the Group's digital formats, to announce initiatives, driven their dissemination, and reach all job positions.

S1-3

Processes to remediate negative impacts and channels for own workers to raise concerns

As mentioned earlier, Atresmedia's Whistleblowing Channel is the main and priority channel for reporting breaches of the internal regulations of the Group's Compliance Model and any unlawful acts or omissions that might directly affect, or undermine, the public interest or involve a human rights abuse. More precisely, the channel may be used to report instances of harassment at work, sexual harassment, discrimination, matters relating to worker health and safety and other rights, among other matters.

For work-related issues that do not involve breaches of regulations and do not constitute harassment in the workplace, the Group has other channels of

communication which its employees may use, including the human resources mailbox, the OHS mailbox and the sustainability mailbox.

To improve the management of incidents handled, since 2023 Atresmedia has an Internal Reporting System that covers the entire Atresmedia Group and Fundación Atresmedia, including the management of the Whistleblowing Channel. The Internal Reporting Officer, appointed by the Board of Directors, and who is also the Group's Compliance Officer, is tasked with handling reports and communications received via this channel. This is carried out through a new tool provided by an external supplier, which features all the required functionalities and security safeguards.

Management of communications

Once a communication or report is received, it is then sorted accordingly. The Compliance Officer evaluates the merits, rejecting communications that are unfounded or have been made in bad faith, possibly resulting in sanctions. When the information is not strictly relevant for the channel but is useful for the Group, the reporting person is notified of the decision and the matter is passed on to the competent area. If the communication or report is admitted, an acknowledgement of receipt is sent within seven days and an investigation team is deployed and given 60 days to gather evidence, while guaranteeing due levels of confidentiality.

Following the investigation, an action plan is drawn up to correct, mitigate and prevent any irregularities that may have been identified. The Compliance Officer assesses and draws up a report containing their conclusions and proposals for action, and decides whether the case should be continued or closed. Once the relevant steps have been taken, the case is closed and all actions and decisions duly documented. The reporting person is notified of the resolution, while ensuring confidentiality and respect for the rights of between the parties involved.

Formación en el Modelo de Cumplimiento

All Atresmedia Group employees are required to undergo training on the Group's Compliance and Crime Prevention Model so they are capable of identifying and correctly reporting these or any other practices that run contrary to the model. The course is available to all employees at the Atresmedia training campus, A3mia Campus, along with other content of interest, e.g., the Code of Conduct,

the Anti-corruption Protocol and the Protocol on the acceptance and giving of gifts.

This training also includes specific content on the Whistleblowing Channel, thus ensuring that all Atresmedia employees are aware of the Group's internal regulations and the main channel for reporting breaches. All Atresmedia's own workforce can use this channel confidentially or anonymously through a tool available on the Group's corporate website, along with the related user manual and Privacy Policy.

While Atresmedia does not formally assess the extent to which its own workforce trusts these mechanisms, it has found that the number of concerns raised through the channel has increased, which could well be interpreted as an increase in trust in it.

Lastly, Atresmedia does not tolerate any form of retaliation against users of the Whistleblowing Channel. Furthermore, the protocols in place against gender-based harassment approved by the Group include whistleblower protection mechanisms and expressly prohibit any reprisal against whistleblowers, or against any person who participates or collaborates in the investigation into the circumstances reported. For more information, see disclosure requirement G1-1 of ESRS G1.

S1-4
 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

In 2025, Atresmedia Group carried out various actions to prevent negative impacts³⁹ and risks, to promote positive impacts on its workforce, and to pursue opportunities in this regard.

Through these actions, Atresmedia strives to comply with current legislation, generating positive impacts on members of the organisation and ensuring decent working conditions, fair and equitable pay, and non-discrimination. Similarly, to foster the physical and mental health of staff, the Group focuses on the following aspects: employee well-being, training, health and safety, data protection and privacy, and personal development and inclusive talent.

DEI policy measures

The Group continued to strengthen its commitment to DEI among its employees in 2025. To this end, it incorporated new measures to supplement the initiatives implemented in previous years.

Diversity and equality plans. In 2025, the Group signed and recorded Atresmedia Smart Tools' Equality Plan and LGTBI Plan, and Uniprex SAU's LGTBI Plan, adding them to the rest of the plans drawn up by Atresmedia in prior years for other Group companies.

Inclusive selection processes. The Sustainability Department and the Human Resources Department work in tandem to integrate criteria of inclusion and diversity into selection processes, thus reinforcing the Group's corporate culture.

Adaptation of job positions. Atresmedia encourages the adaptation of job positions for persons that require this, ensuring an inclusive and accessible working environment. As part of these efforts, 17 job positions were adapted in 2025.

Renewal of collective bargaining agreements. Atresmedia Group reviews its collective bargaining agreements with the required frequency to adapt them to the reality at any given time. In 2025, it signed Atresmedia Smart Tools' first collective bargaining agreements. All Atresmedia Group companies operate in accordance with the collective bargaining agreement that applies to them, whether it is Group- or sector-specific, respecting at all times the rights of employees established in either.

DEI training. Atresmedia imparted courses on DEI and LGTBI equality throughout the organisation in 2025 to employees of the various Group companies. The training addressed a range of topics, including discrimination and harassment.

Corporate volunteering programme. During the year, Atresmedia Group continued to strengthen its corporate volunteering programme, an initiative that enables employees to engage directly with the realities of different social groups and contribute, through their personal and professional experience, to improving their environment. Actions carried out included support and assistance projects for people at risk of social exclusion (e.g., female victims of gender-based violence, persons with disabilities, children and young people, and the homelessness) and


³⁹ Possible negative impacts in relation to differences in agreements have not required any mitigation measures since each employee has ad-hoc terms and conditions and efforts are always made to ensure the job matches the required conditions.


collaborations with soup kitchens, organisations working on environmental conservation, and the international volunteering initiative in Cuba aimed at older people in situations of extreme poverty and social inequality.

These actions not only benefit the various groups supported by the participating social organisations, but the volunteering programme also aims to instil values among employees such as empathy, teamwork and social awareness, fostering learning and connection through social action. Employees' family members were also invited to participate in these activities, thereby reinforcing collective commitment to solidarity.

In 2025, a total of 524 Atresmedia volunteers (2024: 444) took part in 24 activities (2024: 28), partnering with 20 social organisations, such as Fundación PROCLADE, Fundación Manantial, Fundación Hogar Sí, Fundación Pequeño Deseo and Fundación Senara, and contributing more than 2,451 hours of volunteering. Atresmedia invested a total of EUR 16,994 in 2025 on its volunteering programme (2024: EUR 16,989).

 **Capaz Scholarships Project.** Atresmedia has been offering these training scholarships since 2020 so persons with disabilities can enrol in Atresmedia Formación courses. The Group helps raise their employability through this initiative by offering training in communication, digital and audiovisual skills. A new edition of Becas Capaz was held in 2025, with 54 new scholarships awarded in collaboration with organisations including Fundación Universia, Fundación Randstad, the Eurofirms Foundation and Fundación Capacis. A total of 264 scholarships have now been awarded to persons with disabilities since the project was launched. This initiative also helps identify qualified talent for potential hiring by the Group's various companies.


 **Diversity outreach.** Atresmedia uses its a3mia tool to offers employees the opportunity to voluntarily disclose whether they have a disability. The aim is to have updated information that facilitates appropriate diversity management and makes it easier for employees to obtain any tax benefits to which they may be entitled.

 **Renewal of the Diversity Charter.** For yet another year, Atresmedia renewed its commitment to the Diversity Charter, pledging to comply with its ten principles on diversity, equity and equality, as a further show of its desire to continue implementing policies that promote an inclusive, respectful and discrimination-free working environment.

 **Agreements with organisations on social inclusion.** In 2025, under the agreement signed in 2024 with Spain's Mental Health Confederation (Confederación Salud Mental España), 40 journalists from various Atresmedia newsrooms (Antena 3, laSexta and Onda Cero) received specific training on appropriate media coverage of mental health issues. The training focused on raising awareness about the realities facing people with mental health problems and providing Atresmedia professionals with guidance on reporting and communicating news related to this topic. Atresmedia also worked alongside Fundación Integra again in the year on supporting the employment of women who are victims of gender-based violence, offering them the opportunity to pursue professional internships at various Group companies. In 2025, three people benefited from this project.

 **Employee well-being initiatives**

For years now, Atresmedia has been committed to enhancing the well-being of its employees, spearheading initiatives aimed at optimising people management, raising employee satisfaction, facilitating work-life balance, and promoting physical and mental wellness.

 **a3mia platform and campus.** Atresmedia launched the a3mia Campus in 2025 with the objective of fostering professional development and enhancing the employee training experience. The Campus offers a training catalogue that undergoes continuous updating, automation and process digitalisation, including enrolment and digital signature, centralising all information in one place. The a3mia platform, where the Campus is located, was developed in 2024 to enable better management of employees, optimise team management by unifying processes among Group companies and provide easy access to data for talent management, among other benefits.




 **Launch of the talent portal.** Atresmedia launched a new talent portal in 2025, aimed at improving the experience of persons wishing to apply for a job in a Group company. This project has resulted in digitalisation of the recruitment process, increased transparency and a stronger employer brand for Atresmedia.

As part of its employee value proposition, Atresmedia also offers a range of social benefits, including:



SOCIAL BENEFITS FOR EMPLOYEES	
Flexible remuneration plan	This includes health insurance, transport card and childcare voucher
Canteen service	Subsidised for Group employees
“Atresmedia te cuida” (Atresmedia takes care of your) Well-being Programme	Well-being section within the a3mia Campus offering webinars on physical and mental well-being (e.g., mental health, mindfulness, nutrition)
Wellhub service	Co-financed by Atresmedia to promote healthy habits
A3Mil Benefits	A catalogue of different kinds of benefits and discounts
atresplayer subscription	Free for employees
Volunteering programme	For employees, families and friends
Electric vehicle charging stations	Reserved spaces for employees at Atresmedia’s headquarters
Carpooling app	Atresmedia co-finances shared travel via this app
Exclusive access to premiers and events	Atresmedia raffles off tickets to premiers of its content and events among employees via the intranet.

In addition to the employee benefits included in 2025, Atresmedia Group employees⁴⁰ continued to enjoy improvements in their working conditions under various corporate collective bargaining agreements, notably including:

Working conditions		REMOTE WORKING
ENHANCED MATERNITY AND PATERNITY LEAVE		SOCIAL FUND FOR SCHOOL GRANTS AND DENTAL INSURANCE FOR UNIPREX EMPLOYEES.
FLEXIBLE ENTRY AND DEPARTURE TIMES		BREASTFEEDING LEAVE
REDUCED WORKING HOURS IN THE SUMMER MONTHS		ADDITIONAL DAYS OFF WORK AT CHRISTMAS AND EASTER
LIFE INSURANCE		ALLOWANCE FOR TEMPORARY INCAPACITY

- It monitors the pay gap annually across the Group's companies, preparing annual reports..

Training initiatives

Atresmedia has a lifelong training plan in place to promote the professional development of its employees. The model is characterised by its flexibility, cross-cutting nature and specialisation, targeting both common and specific topics of professional activities. The overarching objective is to make sure all training actions are integrated in order to support the professional development of the Group's employees and strengthen its internal capabilities.

All staff profiles and levels are eligible to receive training, with content tailored to the needs of each group, including executives and critical roles.

The main initiatives carried out in 2025 were as follows:

Launch of the Atresmedia Campus, a digital space centralising the Group's entire training offering. With the Campus, employees have direct access to a catalogue of internal and external content, including mandatory training, optional courses, development programmes, certifications and bespoke learning opportunities. To make it user-friendly, the Campus also offers different kinds of training:

IN-PERSON	ONLINE	HYBRID MODEL
With the possibility of choosing sessions	24/7 on-demand access	In-person option with live streaming

Employees can also use the platform to monitor their progress in each course in which they are enrolled or assigned by their managers or HR. A diploma or certification is awarded at the end of the courses to those participants who complete more than 75% of the course hours.

The launch of Atresmedia Campus centralised all training and made it within a single, updated space, facilitating quick and easy enrolment for all Group employees.

Other labour practices. To foster an appropriate working environment that guarantees well-being, Atresmedia implements the following labour practices on an ongoing basis:

- It ensures that all employees receive adequate pay, as set out in each collective agreement and, in some cases, negotiates better terms and conditions than in the sector agreements applicable to each company.
- It has a time-recording system to track, where necessary, employees' working hours.

⁴⁰ The implementation of these measures sometimes depends on the needs of the job and the terms of the relevant collective agreement.



Development of strategic training lines. In 2025, enterprise-wide training programmes were given for the entire Group, helping build useful skills for all profiles and strategic value. Leading content of these training programmes in 2025:

- Regulatory compliance: GDPR, Compliance Model
- Sustainability: Zero Waste
- Diversity and Inclusion: LGTBI, sign language
- Digital security: Cybersecurity
- Innovation: AI training for all profiles
- Soft skills: Communication, Time management, Leadership, Innovation
- Business Upskilling: Executive and Master’s programmes for managers and technical profiles
- Executive programmes: Practical leadership and team management

- Well-being: Mental health, nutrition, financial planning, first aid
- Foreign languages: Group and one-to-one English
- Specialised and certified platforms for IT profiles
- Corporate webinars to disseminate internal know-how



“Te escuchamos” programme. Through this programme, in 2025 Atresmedia provided access to the specialised training requested by areas, including courses, seminars, conferences and Master’s programmes in all formats (in-person, online and streaming).

Atresmedia Group invested a total of EUR 575,872 on training in 2025, for licences, and in-person and online training. In the area of infrastructure, a new digital classroom was added, bringing the total to nine, in addition to studios and auditoriums to hold training events. The Group invested a total of EUR 229 per employee called to take training in the Group.



Principal results of training initiatives in 2025:

- Over 2,600 employees asked to complete training at 14 Group companies.
- 59,439.6 training hours.
- A completion rate of over 35%.
- Average score of 9.3/10 in terms of quality of courses according to results from Fundae questionnaires.
- More than 250 subsidised groups presented to Fundae managed, with an ROI of EUR 150,729.

Measures to promote and guarantee health and safety

Atresmedia considers occupational health and safety (OHS) linked to its business to be a core pillar of people management and that, for this reason, it must endeavour to guarantee a safe and healthy working environment for all the people who provide it with services, paying particular attention to reducing risks.

Atresmedia's Occupational Health and Safety Management System is based on the requirements of the ISO 45001 standard.

Each year, the Occupational Health and Safety Service draws up a preventive activity plan setting out all OHS actions scheduled for the year. This planning is agreed upon with the employees' representatives and approved by Corporate General Management. On a quarterly basis, the Health Service and Corporate General Management monitor the actions and report to the various Health and Safety Committees.

In 2025, Atresmedia Group's Occupational Health and Safety and Medical Services Department continued to pursue projects to improve OHS management. The project time horizons vary in accordance with needs, although the projects are carried out regularly at quarterly or annual intervals, or at specified times depending on the characteristics, thus ensuring compliance. The main projects planned and implemented in 2025 were as follows:

Annual audit of the Occupational Health and Safety System. The Group's Management System, which includes various OHS commitments, underwent a voluntary external audit conducted by Audelco, enabling Atresmedia to successfully maintain its ISO 45001 certification. In addition,

mandatory statutory audits were performed at Atresmedia Corporación de Medios de Comunicación, Antena 3 Noticias, Uniprex, Atres Advertising and Antena 3 Multimedia, with a total cost for the Group of EUR 5,680.



Occupational hazard assessment. Atresmedia updated the workplace risk assessments of three Group companies after carrying out major works at two and relocating the workplace at the third. A technician from the Joint Occupational Health Service carried out these assessments. In theory, this assessment is valid for five years, unless exceptional circumstances occur warranting an earlier update.



Assessment of psychosocial factors. In 2025 the assessment of psychosocial factors was carried out for a total of 499 employees at two Group companies: Antena 3 Multimedia and 6&M Producciones y Contenidos Audiovisuales using the FPSICO 4.1 approach of Spain's National Institute for Safety and Hygiene at Work (Instituto Nacional de Seguridad e Higiene en el Trabajo). The assessment included a voluntary and confidential questionnaire, followed by a series of personal interviews. The findings were used to draw up the Action Plan, which sets out the corresponding preventive measures and will have a positive impact for the salaried employees of these companies. The cost of this assessment came to EUR 6,000. Like the risk assessment, the assessment of psychosocial factors is conducted every five years.



Training in OHS. As in prior years, training in occupational health and safety was given to all new employees of the Group's companies belonging to the Joint Service, and an entry-level course on OHS to new OHS Officers. In 2025, training was also given on basic first aid and semi-automatic defibrillation.



Monitoring of environmental conditions. Each year, Atresmedia monitors environmental conditions at the San Sebastián de los Reyes headquarters, where most Group companies carry out their activity, and the rest of the Group's workplaces.



Annual health surveillance campaign. The annual health surveillance campaign for employees was carried out again in the year's last quarter. This campaign, which has a clearly positive impact on employees, cost a total of EUR 69,800.



Specific health campaign. Atresmedia held Nutrition and Wellness Week in 2025, which featured a variety of activities, including individual measurement of composition using bioimpedance and muscle strength

by a team of endocrinology and nutrition experts. Several talks were also held during the week on nutrition, focusing on issues such as cholesterol, emotional eating, anti-inflammatory diet and gut microbionics, and obesity. This activity entailed a total cost of EUR 9,160.



Meetings with Health and Safety Committees. Each year, quarterly meetings were held with the various Health and Safety Committees of the eight Group companies that have such a committee. As for those companies without an OHS officer, in 2025 the Joint Occupational Health Service met with all of them every six months to keep them informed of any relevant issues related to the health and safety of their employees.



Defibrillator maintenance. Atresmedia carries out regular preventive maintenance of its defibrillation equipment each year to ensure its proper functioning in the event of an emergency. This activity entailed a total cost of EUR 4,680 in 2025.



Checks of metering equipment. Atresmedia conducts annual checks of the Health Service's lux meters and the two thermo-anemometers, which measure lighting levels, temperature, relative humidity and CO₂, to check the reliability of the results. The cost associated with this action came to EUR 685.



OHS consultancy. Atresmedia arranged the services of companies specialising in OHS in 2025, to receive advice on various matters related to health and safety, at a total cost of EUR 8,100.



Medical Care Service. Atresmedia offers its employees, on a continuous basis, a permanent medical care service, located at its headquarters in San Sebastián de los Reyes. This measure has a clearly positive impact on the Group's employees. This service is outsourced at a total cost of EUR 254,556.

Also in 2025, Atresmedia's Occupational Health and Safety and Medical Services Department planned and carried out various projects with the aim of complying with the actions set out annually in the Preventive Activity Plan and honouring its commitments under the Occupational Health and Safety Policy.

To monitor all actions and set goals, the OHS Service relies on a control panel featuring measurable and quantifiable indicators. It is used to control the proper functioning of all health and safety processes. In addition, any incidents recorded in the Occupational Health and Safety Management System trigger analysis of the effectiveness of the preventive measures implemented.

Also, when there are deviations in indicators in the dashboard, continuous improvement objectives are set. The targets established to deliver these are monitored and their effectiveness is analysed.

Lastly, the Occupational Health and Safety Management System has a specific incident management procedure outlining the approach for logging and investigating any injury or health concerns affecting the employees of the companies that are adhered to the Joint Occupational Health Service. Self-employed workers are asked to report any accidents/incidents sustained when performing any contracted work, within the framework of coordination of activities. In the case of temporary employment agencies, the subcontracted company is responsible for managing any incidents that occur.

Looking ahead to 2026, the Occupational Health and Safety and Medical Services Department plans to carry out the following actions:

- Update the occupational risk hazard assessments of all broadcasting centres and broadcasters in Barcelona, Mérida, Monforte de Lemos, Motril, the two broadcasters in Las Palmas de Gran Canaria and the one in Santa Cruz de Tenerife.
- Evaluate psychosocial risk factors at Atresmedia Tech, Smartclip, Atresmedia SmartTools and Human to Human.
- Refurbish personal protective equipment of Uniprex technicians.
- Review and update Occupational Health and Safety System documentation.
- Conduct audit for renewal of ISO 45001 certification and the statutory audit of 6&M Producciones y Contenidos Audiovisuales, Atresmedia Tech and Smartclip.
- Update the Madrid Regional Government Medical Services permit.

For its part, Lastlap, which joined the Group in July 2025, has its own OHS system, with specific actions for employees.

⚠ **Actions related to data protection and employee privacy**

Atresmedia continued to implement measures for data protection awareness and enhancement in 2025. Key initiatives included:

- **Regular practical circulars.** The Data Protection Officer prepared and sent out new periodic circulars in 2025 with practical tips on personal data protection and communications on penalties imposed by Spain's Data Protection Agency (AEPD) for bad practices.
- **Annual reminder about the Data Protection Model.** Atresmedia sends out annual reminders to employees about the existence of the Company's Data Protection Model, including a specific mention of the Privacy Policy for employees and the contact details of the Data Protection Officer.
- **Training in processing of personal data.** In 2025, a total of 45 employees of Antena 3's news services and 116 of laSexta's new services received specialised training on preparing and broadcasting news content. The objective of the courses, given by the Data Protection Officer (DPO) in conjunction with Legal Affairs, was to guarantee proper use of information and minimise potential incidents. Participants in this training action surveyed gave it high marks.

The main results pursued in 2025 consisted of increasing the participation rate in data protection training actions. The results will be evaluated in the first quarter of 2026. The DPO, with the help of Human Resources, will monitor the training completed, reporting the results to the Privacy Committee and the Regulatory Compliance Committee. Specific funds will be earmarked in the annual budget to carry out these training actions.

⚠ **Monitoring and evaluating the effectiveness of the actions taken**

The Group continuously monitors the actions it undertakes to ensure the achievement of its objectives. Each area is responsible for monitoring its own initiatives:

- Human Resources oversees collective bargaining and training plans.
- The Occupational Health and Safety and Medical Services Department controls the key health and safety indicators to assess the effectiveness of its actions, has a specific control panel to monitor objectives and incidents, and analyses the effectiveness of preventive measures taken.
- For its part, the Sustainability Department manages the volunteering programme, conducting satisfaction surveys after each activity and, approximately every two years, an internal survey to evaluate the programme's impact among employees.
- The Data Protection Officer monitors actions with the assistance of Human Resources, reporting the results to the pertinent committees.
- Follow-up of training actions is up to Human Resources, which focuses on sending out personalised communications and making calls to resolve queries and encourage completion and registration in the employee and Fundaes databases, in line with regulatory requirements. Quality assessment surveys are carried out to measure the effectiveness of these actions.





Resources available for managing impacts, risks and opportunities.

Atresmedia has specialised staff assigned to various areas, such as Sustainability, Medical Services and Occupational Health and Safety, Internal Audit, Legal Services and Human Resources, all of whom manage those aspects associated with their department's activities. These teams include specialists in occupational health and safety, business ethics, privacy, disability and other issues. Acting on the instructions of the corresponding department, these areas determine the technical, human and economic resources they wish to allocate to the management of each matter that falls within their remit.






Atresmedia also has several specialised committees (Health and Safety Committee, Sustainability Committee, Compliance Committee) comprising representatives from various corporate areas, thus ensuring that the most pressing issues can be dealt with from a Group-wide perspective.

Moreover, the different corporate divisions responsible for impacts, risks and opportunities in their areas work hard to minimise the occurrence of any negative impacts.

The following table presents a summary of the actions carried out by the Group in 2025 on its own workforce and the objectives pursued to which Atresmedia Group's policies contribute.



ACTIONS FOR OWN WORKFORCE CARRIED OUT IN 2025

DOMAIN	POLICIES AND OBJECTIVES	ACTIONS	TARGETS
 <p>DIVERSITY, EQUITY AND INCLUSION</p>	<p>These actions are aligned with the objective of promoting diversity, equity and work-life balance outlined in the General Sustainability Policy, the DEI Policy and the HR Policy</p>	Diversity and equality, and LGTBI plans	See section S1-5
		Adaptation of job positions and inclusive selection processes	
		Renewal of collective bargaining agreements	
		Training on diversity, equity and inclusion	
		Reinforcement of corporate volunteering programme	
		Training scholarships for persons with disabilities	
		Work on diversity outreach and continuity of the diversity commitment	
		Labour practices for victims of gender-based violence	
		Journalist training on appropriate coverage of mental health issues	
 <p>WORKER WELL-BEING</p>	<p>These actions are aligned with the objective of promoting stable employment and a rewarding working environment in the Group's General Sustainability Policy and HR Policy</p>	Launch of the a3mia platform to optimise employee management	See section S1-5
		Launch of the Talento portal to add new jobs	
		Social benefits and improvement in working conditions	
 <p>TRAINING</p>	<p>These actions are aligned with the objective of supporting human capital in the Group's General Sustainability Policy and HR Policy</p>	Launch of Atresmedia Campus to centralise the training offering	See section S1-5
		Employee training in different formats: in- person, online, hybrid	
		Programmes to receive specialised training at the request of employees	
 <p>HEALTH AND SAFETY</p>	<p>These actions are aligned with the objective of guaranteeing a safe and healthy working environment for everyone outlined in the General Sustainability Policy, the HR Policy and the Health and Safety Policy</p>	Annual OHS audits and assessments. Engagement of OHS consultancy	See section S1-5
		Psychosocial assessments	
		OHS training courses	
		Controls of environmental conditions at work centres and maintenance of defibrillators and metering equipment	
		Health campaigns, meetings with Health and Safety Committees, and availability of the medical care service	
 <p>DATA PROTECTION AND EMPLOYEE PRIVACY</p>	<p>These actions are aligned with the objective of protecting data</p>	Circulars and communications to employees on data protection and reminders on the Data Protection Model	General objective with no specific targets
		Specific training on data protection to Antena 3 and laSexta journalists	
		Training on the processing of personal data to employees	

The consolidated amounts of CapEx during 2025 are disclosed in Note 6 "Other intangible assets" and Note 7 "Property, plant and equipment", while relating to OpEx are discussed in Note 18 "Income and expenses", specifically section d) Other operating expenses, of the consolidated financial statements.

🎯 Metrics and targets

S1-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Atresmedia has a set of targets associated with the broader objectives of its policies and action plans. However, these targets have not been defined in relation to a specific base year, and nor do they have quantitative parameters for compliance, nor a fixed time frame for their achievement. Moreover, no deadline has been set for achieving them, although Atresmedia fully intends to do so in due course.

The actions undertaken by Atresmedia are aimed at:

- Multiplying the positive impact on its employees.
- Managing actual and potential negative impacts on its own employees.
- Managing risks and opportunities related to its own employees.

The main targets related to the different objectives are described below:

Improving work-life balance. Making steady progress in implementing remote working arrangements, while complying with the provisions of each collective bargaining agreement. Atresmedia considers this target to have been met in 2025, with remote employees working remotely as many as 8 days a month at some Group companies.

Employment and inclusion of persons with disabilities. Increasing the number of people with disabilities within Atresmedia’s workforce, to at least 2% of the Group’s total headcount. Atresmedia met this target in 2024 and 2025.

Diversity, Equity and Inclusion. Having equality plans and harassment protocols for all Group companies to which they apply. The objective of ensuring the equality plans and harassment protocols are in place at all Group companies to which they apply was addressed through a variety of actions and work is still ongoing.

Training and development: 2026 training and talent strategy. Growing together in Atresmedia The main purpose is to drive professional development and internal collaboration as cornerstones of the Group’s corporate culture. To achieve this, Atresmedia has set an objective of maintaining quality scores at around 9 out of 10 and achieving maximum commitment of the various teams, promoting active listening channels to include content of interest, communications, and a culture of collaboration and innovation.

Occupational health and safety and planning of OHS activities. Every year, as part of continuous improvement, the Joint Occupational Health Service sets OHS objectives and targets, which undergo quarterly monitoring. More precisely, two annual OHS objectives with associated targets have been set for 2026:

Objective 1. Coordinate business activities. Three principal targets were set to monitor this objective.

Target 1. Monitor business activity coordination indicators on a monthly basis. The deadline for delivering this target is December 2026, with monitoring on a Boolean basis (complete/not complete).

Target 2. Reinforce follow-up of processing with both suppliers and contracting area. The deadline for delivering this target is December 2026, with monitoring on a Boolean basis (complete/not complete).

Target 3. Hold meetings with departments affected by work not certified. The deadline for delivering this target is December 2026, with monitoring on a Boolean basis (complete/not complete).

Objective 2. Improve the OHL training offering. Two targets were set for this objective in 2026.

Target 1. Deliver the in-person First Aid course at the San Sebastián de los Reyes work centre, with streaming access for broadcasters, offices and other work centres. The deadline for delivering this target is June 2026, with monitoring on a Boolean basis (complete/not complete).

Target 2. Deliver a Safe Driving course for Uniprex technicians. The deadline for delivering this target is June 2026, with monitoring on a Boolean basis (complete/not complete).

S1-6

Characteristics of the undertaking's employees

The following information shows the key characteristics of Atresmedia Group's employees in Spain and Portugal by gender, and comparison with 2024:

Gender	2024	2025			Annual change (%)
	Spain	España	Portugal	Total	
Men	1,266	1,247	13	1,260	-0.47%
Women	1,400	1,366	17	1,383	-1.21%
Other	-	-	-	-	
Not disclosed ⁴¹	-	-	-	-	
Total employees	2,666	2,613	30	2,643	-0.86%

The following table presents the number of Atresmedia Group employees by contract type and gender:

	2024			2025				Annual change (%)	
	SPAIN			SPAIN		PORTUGAL			Total
	Men	Women	Total	Men	Women	Men	Women		
Number of employees (head count)	1,266	1,400	2,666	1,247	1,366	13	17	2,643	-0.86%
Number of permanent employees (head count)	1,164	1,261	2,425	1,160	1,235	13	16	2,424	-0.04%
Number of temporary employees (head count)	102	139	241	87	131	0	1	219	-9.13%
Number of employees on non-guaranteed hours (head count)	0	0	0	0	0	0	0	0	0
Number of full-time employees (head count)	1,250	1,376	2,626	1,234	1,343	13	17	2,607	-0.72%
Number of part-time employees (head count)	16	24	40	13	23	0	0	36	-10.00%

⁴¹ Hereinafter, the breakdown by gender will only be made between men and women as Atresmedia does not have any employees falling under the categories of "Other" or "Not disclosed".

Set out below is information on the number of employees leaving the Company in 2025, including voluntary departure, dismissal, retirement or death, and the related turnover rate.

	2024	2025	Annual change (%)
N° of employees who have left the company ⁴²	186	329	76.88%
Employee turnover rate (%)	6.98%	12.37%	77.26%
N° of employees who have left the company voluntarily	-	269	-
Voluntary turnover rate	-	10.11%	

As for the methodology used, the numerator is the total number of employees who have left the company while the denominator is the total number of employees in 2025. The average number of employees in 2025 is disclosed in Note 18 of the consolidated financial statements.⁴³

S1-7

Characteristics of non-employee workers in the undertaking's own workforce

In accordance with Appendix C of ESRS 1 (list of information requirements introduced gradually), Atresmedia will not disclose information on non-employees in the current financial year, given that the Company may choose not to disclose such information for the first year in which it prepares its Sustainability Statement.

S1-8

Collective bargaining coverage and social dialogue

In 2025, 90.13% of employees in Spain were covered by collective bargaining agreements, either company- specific or sectoral, with the remaining employees being management personnel. In Portugal, Lastlap's employees are covered by Portugal's general regime. Meanwhile, eight Atresmedia Group companies have Works Councils, representing a total 69% of these companies' employees in Spain.⁴⁴

2024	Collective bargaining coverage		Social dialogue
Coverage Rate	Employees – EEA	Employees -Non-EEA	Employees (EEA)
0 - 19%	-	-	-
20 - 39%	-	-	-
40 - 59%	-	-	-
60 - 79%	-	-	Spain
80 - 100%	Spain	-	-

2025	Collective bargaining coverage		Social dialogue
Coverage Rate	Employees – EEA	Employees -Non-EEA	Employees (EEA)
0 - 19%	Portugal	-	Portugal
20 - 39%	-	-	-
40 - 59%	-	-	-
60 - 79%	-	-	Spain
80 - 100%	Spain	-	-

⁴² The increase in the number of employees leaving the company is mostly the result of the Group's early retirement plan.

⁴³The number of employees in 2025 presented in this Statement does not match the figure provided in the consolidated financial statements. This is because the latter count the executive directors as employees but not the employees of Fundación Atresmedia, while this Statement does the opposite.

⁴⁴ Lastlap in Portugal has only 30 employees and does not have union representation since employees have not created one. It also does not have its own collective agreement since it is covered by the "Lei Geral do Trabalho".

S1-9

Diversity metrics

Information on the gender distribution of the Group's senior management and the distribution of its own employees by age group is presented below:

	2024		2025		Annual change (%)
	N°	%	N°	%	
Women in senior management	3	21.4%	3	21.4%	0.00%
Men in senior management	11	78.6%	11	78.6%	0.00%
Total	14	100%	14	100%	0.00%

	2024	2025			Annual change (%)
	Total	Men	Women	Total	
<30	496	183	312	495	-0.20%
30-50	1,374	668	720	1,388	1.02%
>50	796	409	351	760	-4.52%

S1-10

Adequate wages

All Atresmedia employees receive adequate wages in accordance with prevailing national legislation.

S1-11

Social protection

In line with Spanish law, all Atresmedia Group employees are covered by social protection against loss of income due to major life events; sickness, unemployment, employment injury and acquired disability, parental leave, and retirement. This coverage is offered from public programmes and benefits provided by the Company from the time the employee starts working at the Group.

S1-12

Persons with disabilities

The following tables present information relating employees with some form of disability within Atresmedia's own workforce by gender, and comparison with 2024.

	2024		2025		Change	
	N° of employees	%	N° of employees	%	N°	%
Men	36	1.35%	32	1.21%	-11.11%	-10.37%
Women	22	0.83%	24	0.91%	9.09%	9.64%
Total	58	2.18%	56	2.12%	-3.45	-2.75%

S1-13

Training and skills development metrics

In line with its commitment to its own workforce, the Group provides training to its employees to help them develop and hone their skills. Set out below is information on the average number of training hours and professional performance initiatives that Atresmedia provides to its own employees and comparison with 2024:

	2024		2025		Change	
	Hombre	Mujer	Hombre	Mujer	Hombre	Mujer
Executives	36	1.35%	32	1.21%	-11.11%	-10.7%
Technical staff	22	0.3%	24	0.91%	9.09%	9.64%
Administrative staff	22	0.83%	24	0.91%	9.09%	9.64%
Other	22	0.83%	24	0.91%	9.09%	9.64%
Total	58	2.18%	56	2.12%	-3.45	-2.75%

S1-14

Health and safety metrics

The following table shows how Atresmedia’s employees are covered by its health and safety management system. Included are incidents of absenteeism, illnesses and accidents, and days lost among the Group’s employees.

The following table provides data on Group companies comprising the Joint Occupational Health Service. It includes all companies except Lastlap, which joined the Group in July 2025 and has its own scheme. Therefore, data for this company are disclosed separately.

	2024	2025	Change
Percentage of workers covered by the health and safety management system (%)	100	100	0
Percentage of workers covered by the audited health and safety management system (%)	100	100	0
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0
Number of work-related accidents for the reporting period	41	35	-14.63
Rate of work-related accidents ⁴⁵	8.82%	8.02%	-9.07%
Cases of work-related injury or ill health (employees)	859	881	2.56%
Number of days lost to work-related accidents	29,504	31,785	7.73%
Hours worked	4,654,736	4,361,744	-6.29%

In 2025, 100% of Lastlap’s employees were covered by the Health and Safety Management System. The rate of accidents was 23.5%, with no fatalities recorded from work-related accidents and only two work-related accidents in the last six months of the year. A total of 29 days lost were recorded in the same period. Meanwhile, the number of hours worked was 850.

S1-15

Work-life balance metrics

Atresmedia provides information below on the extent to which its employees are entitled to and make use of family-related leave, including information on the Group’s work-life balance metrics for 2024.

	Percentage of employees entitled to take leave		Percentage that took leave		Change	
	2024	2025	2024	2025	Entitled to take leave	Took leave
Men	100	100	4.70%	3.17%	0	-32.46%
Women	100	100	3.90%	3.47%	0	-11.01%
Total	100	100	4.28%	3.33%	0	-22.21%



⁴⁵ En 2025 se incluyen como accidente laboral registrable todos los comunicados a la Mutua, incluyendo accidentes con y sin baja, in itinere y no in itinere.

S1-16

Remuneration metrics (pay gap and total remuneration)

Below we disclose information on Atresmedia’s remuneration metrics, including aspects such as the gap in pay between male and female employees and the trend in respect of the previous year.

Percentage pay gap by employee category			
Employee category	2024	2025	Change
Senior management	36.92%	29.58%	-19.88%
Executives	21.12%	28.25%	33.75%
Middle managers	8.02%	13.36%	66.59%
Technical staff	7.88%	8.41%	6.70%
Administrative staff	0.47%	3.05%	548.06%
Other	-2.53%	2.24%	-188.44%
Total	24.04%	30.33%	-26.18%⁴⁶

The following table shows the ratio between the remuneration of the highest paid individual and the median remuneration for employees, and comparison with 2024.

Ratio between the remuneration of the highest paid individual and the median remuneration of all other employees		
2024	2025	Variación
42	5.44	32%

The sizeable pay ratio between the highest paid individual and the median of all other employees is due to the fact that the remuneration of several people at the Group has a dual component: as a worker and as a personality with an artistic role.

⁴⁶ The sharp change in pay gap in virtually all categories was caused by the Group’s early retirement plan launched in 2025.

S1-17

Incidents, complaints and severe human rights impacts

The following tables disclose information on work-related incidents and/or complaints, as well as severe human rights impacts with regard to Atresmedia’s workforce. This includes aspects such as cases of discrimination and human rights incidents.

In 2025, six complaints of discrimination were received, including workplace harassment and sexual harassment, three through the Whistleblowing Channel and the other three through other established channels. All were handled following proper procedure and protocol, and the appropriate investigations were conducted.

- Total number of incidents of discrimination, including harassment: 0
- Number of complaints filed through the channel by staff members: 3
- Number of complaints filed through other channels: 3
- Total number of severe human rights incidents: 0

In 2025, Atresmedia Group did not receive any sanctions for incidents of harassment in the workplace.



ESRS S2

Workers in the value chain

Atresmedia’s value chain encompasses all activities, resources and relationships linked to its business model and the context in which it operates. The Group identifies workers in its value chain as those individuals involved in the upstream and downstream stages of its business, as well as those who work at the Group’s facilities without actually forming part of its own workforce (employees and non-employees).

Atresmedia Group is firmly committed to respecting and protecting the human and labour rights of all workers along its value chain, fostering fair conditions across all its operations.

Strategy

ESRS 2 SBM-2

Interests and views of stakeholders

Atresmedia is aware of the role that its business model may play in generating, mitigating or amplifying significant material impacts on the human and labour rights of workers present along its value chain.

In its double materiality assessment, Atresmedia identified impacts, risks and opportunities (IROs) that may affect these workers and that are primarily related to matters such as working conditions, equal opportunities, and human and labour rights. The analysis also looked at how the Group’s suppliers of goods and services, content providers (production and distribution companies), and key clients (agencies and advertisers) perceive the Group’s business model and the various IROs identified, including those affecting their workers.

While the Group does not have dedicated communication channels for workers in the value chain to raise their concerns, it does maintain a collaborative and communicative approach with them, particularly with those working at its facilities. This two-way communication takes place predominantly through the area that has a direct relationship with workers providing outsourced services. Likewise, as with any other stakeholder group, workers in the value chain may use

Atresmedia’s Whistleblowing Channel to report any potential non-compliance within the Group.

Notably, Atresmedia’s human rights due diligence analysis includes mechanisms aimed at ensuring respect for the human and labour rights of its workers and those present along its value chain. These mechanisms help minimise the occurrence of negative impacts or potential risks affecting workers employed by subcontracted companies. They entail, among others, the inclusion of contractual clauses demanding respect for human and labour rights, including the provisions of the ILO, in all contracts with suppliers, as well as the coordination of business activities in relation to occupational health and safety, as and when applicable.

However, the Group recognises that it can only do so much to oversee and control the conduct of its suppliers and it expects the employer to ensure the protection of worker rights and listen to their interests and views.



















ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The potential impacts and risks⁴⁷ affecting workers in the value chain identified in the double materiality assessment carried out by the Group in 2023 relate to the following material topics: “Engagement with and impact on the community” and “Human and labour rights”:



⁴⁷ Note that no material opportunities were identified

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
ENGAGEMENT WITH AND IMPACT ON THE COMMUNITY						
POSITIVE IMPACT 	Social and occupational inclusion initiatives	Collaborating with foundations and associations that provide professional services to third parties has a positive impact on certain workers, as it contributes to the social and occupational inclusion of various vulnerable groups, such as people with disabilities, while simultaneously promoting diversity along the value chain.	General Sustainability Policy			
HUMAN AND LABOUR RIGHTS						
POSITIVE IMPACT 	Generating employment in the value chain	The Group, with its strategy of diversification and investing in start-ups, supports small businesses, helps them to generate wealth and contributes to the creation of quality employment, thus generating a positive impact on the employees of these companies.				
POTENTIAL RISK 	Non-compliance with human rights and labour legislation	Non-compliance by any Atresmedia employee (such as a production company) with prevailing legislation on human and labour rights, whether due to a failure of the Group's control mechanisms or some other issue beyond Atresmedia's control, could trigger reputational repercussions for Atresmedia.				
POTENTIAL RISK 	Failure to implement health and safety measures	If the health and safety measures are not implemented correctly, there is a risk of potential accidents affecting subcontractor personnel, such as during filming activities at the Group's facilities. This could have both financial and reputational repercussions for Atresmedia.				

All of the risks described above are potential and none derive directly from an actual negative impact on value chain workers. Notably, none of the risks reported exceed the materiality threshold defined by Atresmedia in its analysis. However, as Atresmedia reports by topic and because it has flagged “Human and labour rights” as a material topic, the report addresses any impacts and risks that could affect these workers.

Moreover, the human rights due diligence process carried out in 2023 included an assessment to determine whether the Group’s activities could give rise to human rights abuses. This process involved the following phases:

1. **Setting up of a human rights working group.** A dedicated Human Rights working group was set up during the period, with representatives from all relevant Group business areas and incorporating the views of everyone whose rights could be affected, including workers in the value chain. The objective was to gain an in-depth understanding of how Atresmedia’s activities could influence the human and labour rights of its stakeholders.

2. **Identification and assessment of material human rights.** The most material human rights for Atresmedia Group along its value chain were identified and assessed, including the perspective by country⁴⁸, by sector and of the company itself. At country level, all the countries in which Atresmedia has a presence







⁴⁸ The countries analysed in the Human Rights Due Diligence process were Spain, Austria, Colombia, France, Germany, Ireland, Mexico, the Netherlands, Turkey, the United Kingdom and the United States.

through its own operations were considered, as were those with which it maintains commercial ties (both upstream and downstream). At sector level, numerous sources from the press and media sector were consulted. Lastly, at Company level, it was analysed whether the Group had been involved in any adverse impacts reported through the Whistleblowing Channel or the following contact points: OECD National Contact Point (NCP) and The Business & Human Rights Resource Centre (BHRRRC).

The following rights were considered, among others, in the due diligence assessment process: freedom of expression; the right to honour, privacy and one's own image; forced and child labour; health and safety; non-discrimination; and intellectual property.

The analysis revealed the following material human rights for the Group:

-  Personal data protection
-  Intellectual property
-  Privacy, honour and one's own image
-  Freedom of opinion and expression

The analysis also looked at potential impacts that could affect vulnerable segments along the value chain, primarily minors, migrant workers, women and workers employed by subcontracted companies.

Crucially, the analysis did not reveal significant risks of child, forced or compulsory labour among value chain workers, nor were specific groups of particularly vulnerable workers identified along the value chain.

3. Identification of protection mechanisms and measures. The mechanisms put in place by the Group and the steps taken to prevent breaches and ensure the protection of all rights identified as material were properly identified.

4. Drafting of a Due Diligence Handbook. With the analysis complete, the Group documented the process, the material rights identified, and the mechanisms put in place to protect them and mitigate potential negative impacts. It was

concluded that these mechanisms were sufficient to ensure their protection and that, therefore, no additional measures were required. Among the steps taken by Atresmedia to ensure respect for human rights were the inclusion of contractual clauses demanding respect for human and labour rights and the provisions of the ILO in its contracts with suppliers; the protocol on risks related to the potential use of products subject to intellectual property legislation without the necessary rights; and training on personal data protection, among other measures.

 **Type of workers present in the Atresmedia value chain**

To help people understand Atresmedia's relationship with its value chain, the Company has identified and segmented the main workers in the value chain who could be significantly and broadly⁴⁹ affected by its activities:

1. Employees of subcontracted companies who work at Group sites, or sites managed by Atresmedia, including:

- **Workers who carry out Group-related activities on the Group's premises,** such as production companies involved in airing programmes for laSexta and Antena 3 on Atresmedia premises.
- **Workers of subcontractor companies who carry out Group-related activities at sites managed by Atresmedia.** For example, employees of a subcontractor production company who help to shoot an Atresmedia programme at sites that do not belong to the Group.
- **Workers of subcontractor companies who carry out activities not related to those of Atresmedia Group on its sites,** such as workers who provide catering services or cleaning services.
- **Workers of construction subcontractors on Group premises,** such as those who carry out maintenance work.

2. Workers in the upstream value chain, which mainly includes employees of companies that provide the Group with goods, services and content on other sites, such as the workers of the production companies that Atresmedia subcontracts to produce audiovisual content off the Group's facilities.

⁴⁹ Se ha determinado que la totalidad de los impactos negativos se consideran generalizados, dado que tienen la potencialidad de afectar a un amplio grupo de trabajadores de la cadena de valor y no se limitan a casos individuales específicos.

3. Workers in the downstream value chain, which mainly includes employees of the agencies and advertisers that buy advertising space from Atresmedia.

4. Workers of companies in which Atresmedia holds a stake, mainly Buendía Estudios and Hola TV, among others.

CAs explained above when describing the IROs, Atresmedia has identified certain risks associated with the outsourcing of services. As part of its Occupational Health and Safety Management System, the Group ensures that its business activities comply with the Spanish Occupational Health and Safety Act. In doing so, it adjusts its actions, procedures and requests for information to the specific needs and circumstances of each relationship.⁵⁰

Activities with a positive impact on value chain workers

Aside from the measures in place to prevent negative impacts and respect the rights of value chain workers, the Group takes part in various initiatives that generate positive impacts, including the following:

- 1 By developing new businesses and investing in startups, Atresmedia helps to generate quality employment and wealth.
- 2 Atresmedia helps to create a diverse value chain by partnering up with foundations and associations devoted to the labour market inclusion and employability of vulnerable groups by having them provide professional services to third parties.

Impact, risk and opportunity management

S2-1

Policies related to value chain workers

Atresmedia relies on various reference frameworks, including its own policies and the provisions of the ILO, to ensure compliance with labour rights and the well-being of workers in its value chain, including:



ATRESMEDIA GROUP'S HUMAN RIGHTS DUE DILIGENCE HANDBOOK



THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM AND THE HEALTH, SAFETY AND WELL-BEING POLICY



ATRESMEDIA'S CODE OF CONDUCT

The Occupational Health and Safety Management System and the Health, Safety and Well-being Policy

As mentioned in section S1-1, Atresmedia has an **Occupational Health and Safety Management System, certified under ISO 45001**, which sets out the guidelines for action, the organisational structure, the resources and the processes needed to help prevent occupational hazards. This system coordinates business activities for the subcontracting of work by Group companies adhered to the Joint Occupational Health Service. It also describes the procedures to be followed to ensure that the workers of these companies carry out their work safely.

As part of this system, Atresmedia's Health, Safety and Well-being Policy, updated and approved in 2025 by the Group's Chief Executive Officer, sets out the key health and safety principles that the Group undertakes to uphold when carrying on its activities and recognises these as a key element of corporate management across the entire Atresmedia Group.

Atresmedia Group's Human Rights Due Diligence Handbook

Atresmedia's Due Diligence Handbook, which, as explained above, was prepared by the Human Rights working group, identifies those human rights considered most relevant to the Group, as well as the measures and mechanisms put in place to prevent potential abuses or adverse impacts on those rights. The Handbook also embodies the Group's commitment to minimise the effects of such impacts and to provide redress to affected persons should they materialise. This process considers the rights enshrined in the International Bill of Human Rights and the fundamental rights set out in the ILO Declaration and the European Charter of Human Rights.

⁵⁰ Atresmedia has not detected any negative impacts on the workers in the value chain and, therefore, on any workers who are particularly vulnerable to the risks.

Atresmedia's commitment to human rights, as described in the Due Diligence Handbook, is also formally set forth in the Group's Code of Conduct.

⚠ Atresmedia's Code of Conduct

To guarantee a positive relationship with all the members of its value chain, Atresmedia endeavours to disseminate and ensure compliance with its Code of Conduct among its suppliers and other business partners. This code, approved by the Board of Directors, sets forth the principles that should steer all the Group's business relationships. These include collaboration to achieve common objectives and ensure compliance with Atresmedia's social responsibility standards, the protection of and compliance with the UN International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights and the European Charter of Human Rights.

The Code of Conduct reflects Atresmedia's firm commitment to foster the adoption of advanced health and safety practices among its suppliers and collaborators ensuring that their workers carry out their work with the utmost safety assurances. The Code, which all suppliers must sign together with the Compliance Model, explicitly includes the rejection of forced, compulsory and child labour, in accordance with the provisions of the ILO.

While Atresmedia does not have a specific Code of Conduct for suppliers, the Group has pledged, as part of the procedure governing the approval and awarding of contracts to suppliers of goods and services, to act in accordance with the Compliance Model, including all matters relating to human and labour rights.

Moreover, contracts for the provision of services, including content production contracts, feature a dedicated clause on regulatory compliance and crime prevention in which the contractor declares that it is aware of and understands the Group's Crime Prevention Model and all the documents included therein. The contracts signed by suppliers also include a sustainability clause and, by signing the contract, the supplier company declares that, within the framework of Atresmedia's General Sustainability Policy, it promotes, among other principles, equality among its workers and guarantees human and labour rights, ensuring compliance with the provisions of the International Labour Organization (ILO) and not allowing any form of discrimination on the grounds of gender, race, sexual orientation, religious beliefs, political opinions, nationality, social origin, disability or any other circumstance that may give rise to discrimination.

They likewise feature a clause on the company's responsibility regarding the prevention of occupational hazards, whereby the company concerned undertakes, inter alia, to minimise possible risks arising from the work or service in accordance with prevailing occupational health and safety law and regulations.

S2-2

⚠ Processes for engaging with value chain workers about impacts

Atresmedia maintains a willingness to engage in dialogue with workers in its value chain to address any labour-related matters that may arise in the course of its business activities (particularly with those workers who work on its premises). Atresmedia does not have any formal processes in place to collaborate directly with them or their representatives, although the Group believes it to be the responsibility of the workers' own employers to have the appropriate mechanisms and safeguards in place.

As mentioned earlier, Atresmedia Group does not have any specific and exclusive communication channels for value chain workers. However, those individuals who work on Atresmedia's sites on a permanent basis are considered to be an integral part of the Atresmedia team. Therefore, each department or area responsible for arranging and managing the service acts as the main liaison and point of contact between them and the Group, with communication taking place naturally between the parties whenever necessary. For example, the General Services division oversees the relationship with the company that provides catering services, while the Infrastructure division handles relations with the company providing maintenance services. In addition, the Occupational Health and Safety and Medical Services Department meets periodically with these companies to address health and safety matters, carries out inspections of the working conditions of their employees and, where necessary, delivers assistance via the Medical Service.

S2-3

⚠ Processes to remediate negative impacts and channels for value chain workers to raise concerns

Atresmedia believes that it should have mechanisms in place so that workers in its value chain can exercise their right to redress in the event that its own activities were to entail any breach or abuse of their human and labour rights. Atresmedia is also of the view that, as in the case of communicating with suppliers, it is

primarily the employer who should have mechanisms in place to protect its workers and ensure that such incidents do not occur and, if they do occur, that they are duly remedied. The double materiality assessment did not reveal any material incidents within the Group affecting workers in the value chain that would have called for specific remediation mechanisms.

However, to help **detect and prevent possible negative impacts** on value chain workers, Atresmedia endeavours to raise awareness of its Compliance Model, including the Group’s Code of Conduct, among its suppliers of goods and services, production companies, distributors and clients, including advertisers and advertising agencies. It also provides both its own workforce and the workers in its value chain with the Whistleblowing Channel, as a public and confidential mechanism accessible via the Group’s corporate website or Intranet which can be used to submit communications confidentially or anonymously, while ensuring the confidentiality of the information and the protection of personal data in accordance with prevailing law and regulations.

This channel is aligned with some of the most stringent standards, including Spanish Law 2/2023, of 20 February, on the protection of whistleblowers and on combating corruption. Furthermore, Atresmedia’s Whistleblowing Channel has been set up as the preferred and integrated communication channel within the Group. It allows the Group to receive communications and reports relating to:

- Infringements of European Union law falling within the scope of the matters listed in the Annex to Directive (EU) 2019/1937. In 2025, the channel was also enabled as a means of reporting potential breaches of Regulation (EU) 2024/900 on the transparency and targeting of political advertising disseminated through the media and platforms of Atresmedia Group.
- Breaches of Spanish criminal, administrative and labour laws;
- Breaches of internal rules and regulations of Atresmedia Group’s Compliance Model; and
- Any other unlawful act or omission that affects or undermines the general interest, or that constitutes a human rights abuse and, including any conduct that constitutes harassment in the workplace, sexual harassment, or discrimination, and involves health and safety, workers’ rights, market and consumer rights, intellectual and industrial property, financial and non-

financial information, data protection, fraud and corruption, money laundering, social security, public finances, or queries regarding the application of the Compliance Model.

All communications received are reviewed and managed following proper procedure for this channel. Suitable safeguards are in place to ensure due levels of confidentiality and protection for the whistleblower, including measures to prevent any form of retaliation against them, while also safeguarding the rights of the person being reported.

Management and follow-up are carried out by the Compliance Officer and the team designated for this purpose, following four main stages: receipt, investigation, decision and closure. During the decision phase, an action plan is drawn up and measures put forward to correct, mitigate and prevent the reported irregularity.

The Compliance Officer assesses the scope and severity of the circumstances being investigated and draws up a report of findings containing the proposed decision and the relevant steps to be taken. In exercising their duties, the Compliance Officer has full autonomy on how best to proceed, reporting exclusively to the Regulatory Compliance Committee and the Audit and Control Committee.

S2-4

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

For Atresmedia, respect for and protection of human and labour rights is a key concern. Within its sphere of influence and operational footprint, it takes action with the primary aim of ensuring that these rights are respected across all its activities and in its relationships with third parties. Those measures aimed at preventing and mitigating potential adverse impacts on the rights flagged as material by Atresmedia Group are set out in its Human Rights Due Diligence Handbook. Regardless of the segment that may be affected, each competent area monitors and oversees those measures that fall within its remit to ensure the protection of human rights.

Moreover, in order to ensure respect for the human and labour rights of its value chain workers, Atresmedia has the following measures in place, which are grouped into three main blocks:

1. Measures relating to workers employed by suppliers of goods and services: the supplier approval procedure and contractual clauses applicable to suppliers of goods and services.

The Group has a digital supplier approval procedure enabling it to control the suppliers of goods and services with which it has dealings. Before entering into any agreement, the relevant documentation is requested on such matters as human resources and occupational health and safety, among others, in order to reduce the risk of engaging with third parties that could breach or abuse such rights.

During the approval process, suppliers are also asked to sign a declaration confirming their acceptance of Atresmedia Group's Compliance and Privacy Model and agreeing to take all necessary steps to ensure that their own actions, and those of their workers, are carried out in strict accordance with Atresmedia Group's own principles and values. They must likewise state their refusal to tolerate any criminal conduct or any other situation that runs contrary to Atresmedia's model. If they happen to spot any such conduct, they must report it directly to the Group through the Whistleblowing Channel. By signing the declaration, suppliers of approved goods and services undertake to promote equal opportunities and treatment among their workers and to respect the principle of non-discrimination. Notably, the declaration includes a commitment to comply with European and national regulations on the protection of personal data and the assurance of digital rights.

Along with the declaration, during the approval process suppliers of goods and services must accept the General Terms of Contract, Article 24 of which sets out the supplier's commitment with regard to workers and any third party.

2. Measures affecting the workers of content providers: contractual clauses. When it comes to commercial relations with content providers, and as mentioned earlier, Atresmedia includes, in all its contracts with production companies, a clause in which they state that, among other principles, they foster equality among their

employees and ensure respect for human and labour rights, without tolerating any kind of discrimination on the grounds of gender, race, sexual orientation, religious belief, political opinion, nationality, social origin, disability or any other circumstance that may give rise to discrimination.

Atresmedia promotes and disseminates the contents of its Code of Conduct among suppliers of goods and services, production companies, distributors and clients such as advertisers and advertising agencies.

3. Health and safety measures for all workers employed by subcontractor companies: coordination of business activities.

As regards the relationship with subcontractors and the health and safety of value chain workers, Atresmedia looks to build a dynamic and flexible system of continuous improvement for the proper management of occupational health and safety. Atresmedia Group's Occupational Health and Safety and Medical Services Department has mechanisms in place to ensure due respect for the health and safety of workers of Atresmedia's subcontractor companies, thus minimising the risks to which they are exposed when carrying on their activities.

As the main measure and to comply with the requirements set out in the Occupational Health and Safety Act, Atresmedia coordinates the business activities of those Group companies adhered to the Joint Occupational Health Service, covering employees of subcontractor companies and workers of temporary employment agencies. Information on the management of health and safety matters relating to temporary employment agencies is set out in [Chapter S1](#), on the Group's own workforce.

Health and safety risks affecting workers in the value chain relate mainly to the occupational health and safety of employees of subcontractor companies who work at the Group's facilities or under its coordination, such as catering staff working at the Group's headquarters. In these cases, as part of its duty to coordinate business activities, Atresmedia provides the subcontractor company with information on the existing risks inherent to its work centres, the prevention and protection measures that must be taken, and the emergency protocols in place to ensure that employees of these companies are able to perform their activities safely.

Atresmedia Group also asks every contractor, in accordance with the provisions of the Law on the Occupational Health and Safety, to provide information on the occupational health and safety measures it implements to protect its employees assigned to the services. Atresmedia's Occupational Health and Safety and Medical Services Department **requests the pertinent information** to ensure that the work carried out is performed in accordance with the health and safety measures in place. The documentation that Atresmedia requests from these companies includes: a certificate of regulatory compliance on matters of OHS, a roster of workers, an assessment of occupational hazards and the planning of the preventive activity, as well as certificates showing that health and safety training has been given in respect of the activities that the workers are to carry out.

Atresmedia may also **appoint a Health and Safety Coordinator**, where legally required to do so, to oversee the activity and ensure that it is carried out safely.

If the services of content production companies are arranged, and where the activity is not carried out on Atresmedia's premises or by its own employees, these companies are asked to **prove that have duly implemented the necessary measures** so that their employees can carry out their activities safely and that they comply with prevailing law and regulations in this regard.



La nueva generación filming

Management of material impacts

The management of the impacts and risks described falls to different areas of Atresmedia, depending on their nature. For instance, Occupational Health and Safety and Medical Services coordinates business activities; Procurement approves suppliers of goods and services; and the Sustainability Department was tasked with drawing up the due diligence handbook, with the involvement of various areas including Legal Services, Internal Audit, Institutional Relations and Regulatory Affairs.

Notably, no serious human rights issues or incidents related to the upstream and downstream segments of the value chain were reported in 2025.

In this regard, and as mentioned above, the due diligence process includes a periodic review of the mechanisms implemented to ensure their effectiveness in minimising the likelihood of occurrence of those matters identified as ‘salient issues’ (including personal data protection, intellectual property, privacy, honour and one’s own image) and, should they materialise, in minimising their impact. These reviews are carried out by each of the areas responsible for the controls established, as part of their regular functions.

The Group regularly reviews its internal policies and procedures to ensure that they are capable of identifying and responding to new risks in its operations, supply chain and other business relationships.

Metrics and targets

S2-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Atresmedia does not currently have quantifiable targets associated with the material impacts and risks relating to workers in the value chain identified in the double materiality assessment. Nor does the Group expect to set any such targets in the short term, as it considers that it has a sufficiently robust control framework in place to prevent and mitigate the materialisation of potential impacts and risks relating to human and labour rights. Nevertheless, Atresmedia regularly monitors the measures in place to address these impacts and risks relating to workers in its value chain.



ESRS S4

Consumers and end-users

Atresmedia Group is acutely aware of the importance that social aspects have for its business model, not only because of the impact these aspects may have on its clients and audiences, but also due to the need to understand and adapt to the social environment in which it operates.

The Group’s mission is “to deliver a diverse, innovative and high-quality range of news and entertainment content that meets the needs of its stakeholders”, addressing the concerns and interests of audiences and advertisers alike. To succeed in this task, it works continuously to provide responsible, accurate and high-quality news coverage and current affairs content, combat fake news and disinformation, promote ethical and responsible advertising, ensure the accessibility of its content, and foster media and information literacy. It also seeks to offer an attractive and innovative entertainment offering that genuinely captures the attention of its audience and advertisers, and it endeavours to ensure that advertisers understand the true value of choosing Atresmedia Group as a platform for promoting their brands, where innovation, coverage, outreach and safety are assured.

This commitment has led the Group to be recognised once again as a benchmark for news and trust in Spain, according to the prestigious Reuters Institute and University of Oxford Digital News Report 2025. Antena 3 achieved the highest level of trust (50%), while laSexta ranked as the second most trusted private television channel (42%).

Strategy



ESRS 2 SBM-2

Interests and views of stakeholders

Given the influence of its business model on society, Atresmedia carries out a range of initiatives aimed at generating positive impacts in the environment in which it operates. Through these actions, it seeks to respond to the interests and views of its consumers and users, while always ensuring respect for their rights. It is also aware that, in some cases, its activities may influence the creation or aggravation

of negative impacts and, for this reason, it has protection mechanisms in place and implements additional measures to minimise their occurrence, mitigate their effects and, where necessary, remedy them.

Atresmedia distinguishes between three main types of consumers and users of its products and services, with the first two being the most relevant to its business:



ITS AUDIENCE

The main users of Atresmedia’s product offering (news and entertainment content across linear television, radio, digital channels, cinema and the atresplayer OTT platform, as well as subscribers to atresplayer Premium).



AGENCIES AND ADVERTISERS

Atresmedia’s main client and consumer of its advertising space.



OTHER USERS AND CLIENTS:

Atresmedia also has various secondary business lines that are not focused on the audiovisual sector and whose clients and users are different to those mentioned above. These include professionals who undergo training through Atresmedia Formación courses, as well as companies and professionals that arrange the services of other Group companies, such as H2H (focused on influencer marketing) or Lastlap (which works with numerous brands in organising events).

The bedrock of the Group’s commitment to society is to offer informative and entertainment content that is both engaging and rigorous, produced in accordance with the highest quality standards, and that reflects the diversity of the society in which the Group operates so that all audiences feel genuinely represented. In parallel, Atresmedia endeavours to protect the most vulnerable segments of society, especially minors, while offering its advertisers safe and attractive spaces for their brands.

Lastly, in order to respond to the needs and concerns of its consumers and end-users, and to understand their perception of the Group, Atresmedia has various active listening processes in place, which are described throughout this chapter.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

As mentioned earlier in this report, in 2023 Atresmedia conducted a double materiality assessment aimed, among others, at identifying the social aspects that have the greatest influence on its stakeholders, including its audience and advertisers.

A significant proportion of the impacts, risks and opportunities identified in this assessment related directly to Atresmedia’s business model itself and to its firm commitment to people, particularly its audience. The results of the assessment revealed that issues such as **“Responsible, truthful and quality content”**; **“Responsible advertising”** and **“Fight against fake news and disinformation”** are among the five most material topics for Atresmedia Group, thus confirming their importance for the Atresmedia business model.

The Group also ensures that it adequately manages the impacts, risks and opportunities associated with these and other material topics that may influence its relationship with audiences and advertisers, such as **“Content accessibility”**, **“Media and information literacy”** and “Engagement with and impact on the community”.

According to its corporate purpose of “We believe in the power of reflection and emotion” to generate a society of shared values, and in line with its vision of “Being the reference independent multimedia communication group with a valuable and positive contribution to the society in which we operate”, Atresmedia generates and broadcasts content that showcases its commitment to all these agents, catering to their interests and opinions in a differentiated manner and ensuring that their rights are respected.

In this way, the production of rigorous and accurate news and current affairs content that encourages critical thinking, together with diverse, innovative and high-quality entertainment offerings, enables the Group to respond to the needs and interests of a broad and heterogeneous audience, generating positive impacts across all its stakeholders. This approach, coupled with its ethical commitment, the quality and innovation of its commercial offering and the safety of the advertising environments it provides, makes its channels, radio stations



























and platforms particularly attractive options for brands. In this context, the sound management of the impacts, risks and opportunities associated with audiences and advertisers constitutes an essential and strategic part of Atresmedia’s business model, with audiences being the group most significantly and widely affected⁵¹ by the material impacts identified. To ensure their protection, Atresmedia has established behavioural guidelines and specific mechanisms in place, which are reinforced for particularly vulnerable audiences, such as minors. Through these mechanisms, the Group protects its audience from potential incidents arising from its activities, ensuring respect for rights such as privacy, honour and one’s own image, the protection of personal data, freedom of expression and non-discrimination.



























Atresmedia also leverages the strength of its television channels, radio stations and digital platforms to help create a more critical and better-informed society, while also fostering greater awareness and engagement with pressing social and environmental issues. Along these lines, it pursues initiatives (see section S4-4) aimed at generating positive impacts in society, reducing potential risks and taking advantage of opportunities linked to its business and its relationship with audiences and advertisers.



























The main material impacts, risks and opportunities identified in the double materiality assessment, relating both to Atresmedia’s audience and to its main clients, advertisers, are set out below:























































⁵¹ Se ha concluido que el impacto negativo identificado es generalizado, ya que puede afectar a la totalidad de los consumidores, usuarios finales y, en última instancia, a la sociedad en su conjunto, sin limitarse a casos individuales concretos.

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
RESPONSIBLE, TRUTHFUL AND QUALITY CONTENT						
<p>POSITIVE IMPACT </p>	<p>Helping to build a well-informed society</p>	<p>Atresmedia, when carrying on its activities and by disseminating and broadcasting responsible, truthful and high-quality content, helps to build a well-informed, critical and reflective society. Moreover, thanks to the news it broadcasts under the paramount criteria of objectivity, viewpoint diversity, truth and fact-checking, it helps people gain a better understanding of the context in which they live, so that they can form their own opinion and make informed decisions.</p>	<p>Política General de Sostenibilidad. Códigos deontológicos de laSexta Noticias y Antena 3 Noticias</p>			
<p>POSITIVE IMPACT </p>	<p>Investing in technology to further enhance its ability to communicate</p>	<p>Atresmedia invests in state-of-the-art equipment such as high-definition cameras, transmitters, antennas, satellites and other cutting-edge equipment to improve and expand its broadcasting outreach and generate outstanding content for its audiences.</p>	<p>Codes of ethics of Antena 3 Noticias and la Sexta Noticias</p>			
<p>POSITIVE IMPACT </p>	<p>Commitment to truthful news coverage</p>	<p>Atresmedia helps to build a truthful and responsible news environment through its newsrooms and experienced professionals, partnerships with prestigious news agencies, and by investing in cutting-edge technology to increase its fact-checking prowess.</p>	<p>General Sustainability Policy. Codes of ethics of laSexta Noticias and Antena 3 Noticias</p>			
<p>POTENTIAL RISK </p>	<p>Non-compliance with codes of ethics and failures in fact-checking mechanisms</p>	<p>Were the Group's professionals to repeatedly fail to abide by the Codes of Ethics or were the fact-checking mechanisms to fail, the Group could be implicit in spreading inaccurate information, which in turn could erode the trust that audiences place in Atresmedia.</p>				
<p>POTENTIAL RISK </p>	<p>Broadcasting of sensitive content, including violent images</p>	<p>Atresmedia recognises that it must take special care when broadcasting content that is particularly sensitive due to its nature (violent images) or could affect specific groups or individuals. It knows full well that disseminating this content carries a risk if it is used for any purpose other than to provide the context needed to properly understand the information also being conveyed.</p>				
<p>OPPORTUNITY </p>	<p>Commitment to truthful news coverage</p>	<p>Atresmedia can remain a leader and benchmark in the media segment and continue to attract audiences to trustworthy media in a scenario where there is an increase in fake news and disinformation. It also has the capacity to set itself apart from other sources of content and its competitors.</p>				

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
FIGHTING FAKE NEWS AND DISINFORMATION						
POSITIVE IMPACT 	Helping to build a well-informed society	Atresmedia's journalistic efforts to combat hoaxes, fake news and disinformation help to create a well-informed society in which people can make conscious and responsible decisions.	General Sustainability Policy Codes of conduct of Antena 3 and laSexta			
POTENTIAL RISK 	Consumption of information that has not been reliably fact-checked	The mass consumption of information on social media and other platforms, where disinformation is rampant, can lead to a loss of trust among audiences in traditional media.				
OPPORTUNITY 	Commitment to truthful news coverage	Atresmedia, by bringing its experience to bear in combating fake news on social media, has an immense opportunity to redirect audiences towards the traditional media by pursuing a rigorous approach to news coverage.				
RESPONSIBLE ADVERTISING						
POSITIVE IMPACT 	Brand Safe: a safe space for brands	Atresmedia Publicidad is an active member of Autocontrol, offers a safe space for brands and has audience protection mechanisms in place to ensure that its commercial activity is carried out ethically and responsibly.	General Sustainability Policy Responsible Advertising Policy			
POTENTIAL RISK 	Non-compliance with advertising regulations	Non-compliance with prevailing legislation or voluntarily accepted codes regulating the broadcasting of commercial communication due to the failure of control mechanisms could expose the Group to the risk of fines.				
OPPORTUNITY 	Catering to the needs of conscious consumers	Growing demand for sustainable products among consumers and for sustainable solutions among agencies could represent an opportunity for Atresmedia Publicidad in terms of both reputation and revenue.				

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
CONTENT ACCESSIBILITY						
<p>POSITIVE IMPACT </p>	<p>Exceeding minimum legal requirements on content accessibility</p>	<p>Atresmedia goes beyond the minimum requirements prescribed by the General Audiovisual Communication Law in terms of sign language, audio description, subtitles and closed captioning on its linear television channels, helping to ensure that everyone can access its content.</p>	<p>General Sustainability Policy</p>			
<p>POTENTIAL RISK </p>	<p>Non-compliance with accessibility regulations</p>	<p>Atresmedia keeps close control of its accessibility mechanisms to minimise the risk of non-compliance with legal requirements, which could result in requirements and sanctions.</p>				
<p>OPPORTUNITY </p>	<p>Research and development to improve accessibility</p>	<p>Research and development of measures to improve accessibility, including web and cognitive accessibility, as well as use of artificial intelligence tools, give an opportunity to improve existing signing, audio description, subtitles and closed captioning systems, which could lead to time and cost savings.</p>				
PERSONAL DATA PROTECTION						
<p>POSITIVE IMPACT </p>	<p>Ensuring the protection of personal data</p>	<p>Atresmedia has a Data Protection Compliance Model featuring a series of policies, procedures and tools that define the Group's objectives in this area and specify the principles governing its actions as a company and those of its employees and collaborators. Atresmedia also informs its users and customers about the processing of their personal data by publishing the corresponding privacy policies.</p>	<p>General Data Protection Policy</p>			
<p>POSITIVE IMPACT </p>	<p>Raising awareness of data protection</p>	<p>Atresmedia carries out communication campaigns alongside entities such as the Spanish Data Protection Agency (AEDP) to promote responsible behaviour with regard to personal data among its audiences.</p>	<p>General Data Protection Policy</p>			
<p>POTENTIAL RISK </p>	<p>Failures in data protection mechanisms</p>	<p>Atresmedia is aware that any failure in its Privacy Model or in the control mechanisms in place could lead to data leaks and fines.</p>				

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
MEDIA AND INFORMATION LITERACY						
 POSITIVE IMPACT	Developing media and information literacy skills	Fundación Atresmedia, through its various projects (Mentes AMI, Efecto Mil, Amibox, Amibox-Aula and Amiflash) and outreach campaigns, promotes media, information and digital literacy among children and young people and their educational community, working so they can grow up and mature safely within the current media and digital environment.	General Sustainability Policy			
 POTENTIAL RISK	Non-compliance with the General Law on Audiovisual Communication	Were the activity of Fundación Atresmedia to cease for one reason or another, the Group could find itself in breach of the General Law on Audiovisual Media, seeing as though Atresmedia, as an audiovisual media operator, must work to promote the media literacy skills of society.				
ENGAGEMENT WITH AND IMPACT ON THE COMMUNITY						
 POSITIVE IMPACT	Creating and broadcasting content that reflects the rich diversity of society	As part of its commitment to the audience, Atresmedia broadcasts genuinely informative and entertaining content that reflects the diversity of society with the aim of making everyone feel represented, including especially vulnerable groups such as people with disabilities, the elderly and the LGBTIQ community.	General Sustainability Policy			
 POSITIVE IMPACT	Development of social responsibility campaigns	Atresmedia, through various corporate initiatives such as <i>Ponle Freno</i> , <i>Constantes y Vitales</i> , <i>Contra el Maltrato Tolerancia Cero</i> , <i>Hablando en Plata</i> , <i>Levanta la Cabeza</i> and <i>Luz Verde</i> , raises awareness among its audiences and brings them closer to a variety of social concerns, including road safety and the fight against gender-based violence.	General Sustainability Policy			
 OPPORTUNITY	Development of social responsibility campaigns	Continuing to promote social responsibility campaigns is an opportunity to attract brands that want to be linked to the causes promoted by such campaigns, as well as to generate awareness, position itself as a responsible media outlet and attract more audience.				
 IMPACTO POSITIVO	Mechanisms for the protection of children and broadcasting of children's programming	With the aim of protecting its most vulnerable audience, Atresmedia has various protection mechanisms in place, including mechanisms to control advertisements and the content rating system and parental control features available in atresplayer. It also has specific programming for children with Neox Kidz.	General Sustainability Policy Responsible Advertising Policy			
 POTENTIAL RISK	Failings in control mechanisms and regulatory breaches	Were the control mechanisms or the rating system for minors to fail, this could result in a breach of regulations, leading to sanctions for the Group.				

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
MOUTHPIECE FOR SOCIAL CAUSES AND THE CLIMATE						
<p>POSITIVE IMPACT </p>	<p>Broadcasting of social and environmental content</p>	<p>Thanks to initiatives such as the free advertising space for NGOs, support for the Emergency Committee or the broadcasting of climate-related content, Atresmedia raises awareness among its audiences and brings them closer to various social realities, thus calling them to action and championing values such as tolerance, empathy and adaptation to climate change.</p>	<p>General Sustainability Policy Environment and Climate Change Policy</p>			
<p>POTENTIAL RISK </p>	<p>Broadcasting of social and environmental content</p>	<p>Ceasing to broadcast content that reflects diversity and calls society to action for the benefit of specific social and climate causes could impact the social value and worth of the Atresmedia brand.</p>				
DIVERSITY, EQUITY AND INCLUSION						
<p>POSITIVE IMPACT </p>	<p>Creating and broadcasting content that reflects the rich diversity of society</p>	<p>Atresmedia is firmly committed to disseminating the values of diversity, fairness and equality and doubles down on this commitment by adhering to initiatives such as the Diversity Charter or the agreement 'Empresas Libres por una sociedad libre de violencia de género' (Free Companies for a society free of gender- based violence).</p>	<p>Política General de Sostenibilidad Política de Diversidad, Equidad e Inclusión</p>			
GOOD GOVERNANCE AND BUSINESS ETHICS						
<p>POSITIVE IMPACT </p>	<p>Policies on business conduct</p>	<p>Atresmedia has various policies and measures in place to ensure that its activities are carried out responsibly, while protecting its audience and catering to the interests of its stakeholders.</p>	<p>General Sustainability Policy Responsible Advertising Policy</p>			
<p>POTENTIAL RISK </p>	<p>Conflicts of interest in journalism</p>	<p>Atresmedia is aware that its professionals, when going about their work, may encounter conflicts of interest, which could affect the audience's perception of Atresmedia.</p>				

Commitment to the most vulnerable audiences: children and the elderly

When carrying out its activities, Atresmedia pays close attention to two groups of people to whom it is especially committed: minors and the elderly. It is therefore particularly mindful of them when airing its audiovisual programmes.

In the case of minors, and especially child audiences, Atresmedia has specific mechanisms in place to ensure their protection, including the content rating system and monitoring and control of advertising content. Meanwhile, to help generate positive impacts on them, it broadcasts specific content for children through the Kidz and amibox channels, both available on atresplayer.

Atresmedia is also firmly committed to senior audiences and therefore promotes content targeting this segment, with the aim of showcasing their role within society and generating positive impacts for them, primarily through the initiative Hablando en Plata, which seeks to combat ageism.

All actions and initiatives carried out by the Group in relation to minors and the elderly are described in section [S4-4](#).



Impact, risk and opportunity management

S4-1

Policies related to consumers and end-users

Atresmedia has various policies and codes that enshrine the commitments and guidelines governing its relationship with its audience and advertisers:

General Sustainability Policy

The General Sustainability Policy, last updated and approved by the Board of Directors in 2025 and first adopted in 2010, sets out the Group's sustainability strategy and includes, among others, the following commitments relating to the running of its business and its relationship with audiences and advertisers:

- **To produce and broadcast quality and diverse news coverage and entertainment content that is accessible to society as a whole**, including the Group's pledge to create truthful, high-quality content, to uphold and promote human rights, freedom of expression, diversity, viewpoint diversity and non-discrimination across all news and entertainment content, and to promote content accessibility, as well as its support for the various national and international conventions and declarations signed in Spain.
- **To promote and produce honest, ethical and outstanding advertising across all its media**, complying with the principles of the Self-Regulation Codes to which it has voluntarily adhered, ensuring that advertising content rigorously respects human rights, rejecting any content that incites violence or discrimination, fostering sustainability and social commitment, and being especially wary with advertising products placed next to content aimed at child audiences.
- **To contribute to the progress and development of society**, through social awareness actions via its media outlets; active collaboration with NGOs and the activity of Fundación Atresmedia; and support for the Sustainable Development Goals, among other initiatives.
- **To minimise the environmental impact and raise awareness among society about caring for the environment**, thus making it more resilient to the effects of climate change.

- **To build transparent relations with stakeholders**, by establishing fluid and active channels of dialogue with all of them.

Responsible Advertising Policy

The **Responsible Advertising Policy**, last updated in 2024 and approved by the General Manager of Atresmedia Publicidad, complements and extends the commitments related to the Group's advertising activity set out in the General Sustainability Policy. This document, drawn up for the first time in 2010, can be found on the Atresmedia Corporación and Atresmedia Publicidad websites. Its main objective is to provide clear and transparent information on the approach of Atresmedia Publicidad when it comes to the values guiding its strategy, the aim being to generate trust and provide value to its stakeholders. The main lines of action set out in the policy are as follows:

- **Promoting quality, efficiency and innovation in all advertising content**, offering advertisers and agencies alike an excellent and highly versatile commercial offering, guaranteeing a safe environment for its brands (**Brand Safe**) and fostering a relationship based on the principles of honesty and transparency with them.
- **Championing self-regulation within the industry in order to build an ethical and truthful framework** thus complying with current legislation and with the **Self-Regulatory Codes** to which Atresmedia is voluntarily adhered, specifically:
 - ➔ Code of Conduct on Data Processing in Advertising (2021)
 - ➔ Code on the Use of Influencers in Advertising (2021)
 - ➔ Code of Conduct on Commercial Communications relating to Gambling Activities (2012), and Self-Regulatory Code on Advertising of Food Products Aimed at Minors, Obesity Prevention and Health (PAOS) (2010).
 - ➔ Self-Regulatory Code on Advertising Toys to Children (modified in 2010)
 - ➔ Self-Regulatory Code on Advertising for Spanish Brewers (2009)
 - ➔ Self-Regulatory Code on Wine Products (2009)
 - ➔ Self-Regulatory Code on SMS Marketing (2009)

➔ Self-Regulatory Code of the Spanish Federation of Alcoholic Beverages (FEBE) (2006)

- **Ensuring respect for human rights, with special protection afforded to minors**, paying close attention to ensure that there is no incitement to violence, discrimination in any of its manifestations, or the promotion of conduct that violates human dignity; providing special protection for children and promoting accessible advertising.
- **Promoting a firm social commitment by itself and among its advertisers** by championing a responsible, low-carbon industry that shows the environmental commitment of advertisers in a responsible way, making the work of NGOs more visible by offering them free advertising space for their campaigns and supporting communications that strengthen the values of diversity, equity and inclusion.

⚠ **Diversity, Equity and Inclusion Policy (2024)** 

Atresmedia's Diversity, Equity and Inclusion Policy once again reflects the Group's commitment to promote a content model that reflects social diversity, gives visibility to minorities and ensures respect for all segments of society. This policy complements the General Sustainability Policy and has been approved by the Group's Corporate General Manager.

⚠ **Environment and climate change policy** 

In line with the General Sustainability Policy, the **Environment and Climate Action Policy**, last updated and approved by the General Corporate Manager in 2024, establishes that, as a media company, Atresmedia's main contribution to environmental protection lies in raising social awareness and encouraging each citizen to recognise the importance of doing their bit to help. Accordingly, it places the reach of its communication channels at the service of environmental protection by broadcasting news programmes, reports and awareness campaigns on the subject, while also working to promote a low-carbon audiovisual industry.

⚠ **Codes of ethics of Antena 3 Noticias and la Sexta Noticias** 

Both Antena 3 Noticias and la Sexta Noticias have their own Codes of Ethics, which have been approved by the respective news departments. These codes set out the principles, rules and framework of action for news coverage and current affairs programmes and embrace a commitment to ensuring a truthful, diverse and committed news offer. These codes were updated in 2024 and are publicly available on the Atresmedia Corporación website for consultation by stakeholders. The main issues addressed by these codes include:

- **Code of Ethics of la Sexta Noticias.** The code is based on the Universal Declaration of Human Rights, as reflected in the Spanish Constitution, and sets out the commitment of Sexta Noticias to: offering fact-checked information that shows the real situation and respects people's private lives; combating fake news and disinformation; ensuring respect for the rights of freedom of opinion and expression and intellectual property; as well as the protection of minors in broadcasting and disseminating content; using appropriate language and showing violent images sparingly and only when genuinely necessary.
- **Code of Ethics of Antena 3 Noticias.** The code is predicated on respect for the Spanish Constitution and the legal framework emanating from it. Antena 3's news services operate under the premise of offering audiences outstanding and reliable information, committed to the principles of social responsibility associated with good journalism. The code sets out the commitment of Antena 3 Noticias to fight against disinformation and fake news; to fact check information so as to ensure the rigour and truthfulness of its news coverage, as well as respect for human dignity, freedom of expression, intellectual property, the presumption of innocence, appropriate use of language and the protection of minors when carrying out its activities.

General Data Protection Policy

The Atresmedia General Data Protection Policy, applicable to all Group companies, has been approved by the Regulatory Compliance Committee. Its implementation and development are supported by a data protection governance model with the oversight and advice of the Group's Data Protection Officer, who is also responsible for reporting to Group management and the Compliance Committee of any significant incidents and of the steps taken to ensure their prevention and remediation. The policy, which is available to all Atresmedia employees, explains the principles of action and objectives when it comes to the processing of personal data and related rights, which include:

- Protecting the confidentiality of personal data entrusted to it by data subjects;
- Providing data subjects with all necessary information on how their personal data are processed;
- Informing data subjects on how to exercise their rights in relation to data protection; and
- Protecting personal data available to it with appropriate security safeguards.

The policy also complies with the European Charter of Human Rights, which enshrines the protection of personal data as a fundamental right, and with the provisions of prevailing Spanish and European legislation governing the protection of personal data.

Atresmedia also informs its users and clients about the processing of their personal data by publishing the corresponding privacy policies, which are available through the relevant service, such as atresplayer or the various corporate websites. The various privacy policies governing the Group's services were updated in 2025, although no significant changes were made to their content. Lastly, Atresmedia adheres to the Code of Conduct on Data Processing in Advertising Activities approved by the Spanish Data Protection Agency (AEPD). The code establishes an out-of-court procedure for resolving disputes between member institutions and stakeholders. Atresmedia is also part of the AEPD's Digital Pact for the Protection of People. This initiative seeks to foster a commitment to privacy in the sustainability policies and business models of organisations. It aims to harmonise the fundamental right to data protection

with innovation, ethics and business competitiveness. The pact also includes the ten golden rules on good privacy practices for media and organisations with their own broadcasting channels.

Code of Conduct

As mentioned at various points throughout this Statement, Atresmedia's Code of Conduct, approved by the Board of Directors, sets out the principles, objectives and values governing the Group's conduct and the guidelines that should steer its relationship with third parties and society. It enshrines Atresmedia's express commitment to respect, protect and comply with the UN International Bill of Human Rights and Guiding Principles on Business and Human Rights and with the European Charter of Human Rights, which enshrines the protection of personal data as a fundamental right.

Atresmedia has also been a member of the Spanish Network of the UN Global Compact since 2008, as a further show of its commitment to its principles.

S4-2

Processes for engaging with consumers and end-users about impacts

Atresmedia's relationship with its stakeholders is based on mutual trust. To build even stronger relations, the Group makes a range of channels available to them that promote collaboration, dialogue and effective communication, enabling it to gain an in-depth understanding of their concerns and needs, while also addressing any significant impacts that could affect them, whether positive or negative.

This active listening serves as a basis for decision-making regarding its business model, allowing the Group both to meet the information and entertainment needs of its audience and to understand the commercial expectations of brands, tailoring its offering accordingly and providing them with an attractive and safe environment with which to associate themselves.

The Group has specific channels and mechanisms in place to interact and engage with audiences and advertisers.

	WITH AUDIENCES	WITH ADVERTISERS
DIRECT INVOLVEMENT	Audience studies and focus groups Double materiality assessments Social media Guided tours	UPFRONT event Monthly meetings with AUTOCONTROL IAB working group Double materiality assessments
REPORTING AND SPEAK- UP CHANNELS	Sustainability mailbox and atresplayer mailbox Corporate websites Telephone support Press room, press releases and newsletters	Advertiser office Atresmedia Publicidad website

1. Engagement with audiences:

In order to gain first-hand insight into the audience’s perception of the Group and to address its concerns and needs, Atresmedia carries out ongoing active listening processes through various channels. These include direct audience participation in studies, focus groups or tours of its facilities, along with reporting and speak- up channels so that specific information can be gathered on their needs and interests.

Direct involvement processes: Atresmedia has various mechanisms in place enabling direct interaction and active listening with its audience and its representatives, with the aim of gaining an in-depth understanding of their

interests and concerns and making them part of its business model. Highlights include:

- **Audience studies and focus groups:** the Marketing and Audience departments carry out research through qualitative and quantitative studies, providing first-hand knowledge of the tastes and preferences of society, in order to create content tailored to these tastes and preferences. In 2025, the Group carried out a total of 45 focus groups and one mini group aimed at gaining a deeper understanding of the audience’s interests and preferences. Moreover, and as in previous years, two annual image studies were conducted so as to ensure continuous monitoring of the audiovisual ecosystem, covering consumption habits across different media, platforms, channels, genres and types of content. These activities are carried out under the close coordination of Atresmedia Audiovisual. The results once again place the Group in a strong leadership position and go to show the outstanding diversity and quality of its content, its distinctive and trusted model, its well-honed corporate identity, and its ability to adapt to new audiovisual environments.
- **Double materiality assessment:** Atresmedia conducts regular materiality assessments in order to identify those issues (“topics”) of its business model that are most relevant (“material”) for its stakeholders. In 2023, the Group carried out its first double materiality assessment, which addressed the views of its audience and which was used as the main input in drawing up this report. This type of collaboration is the responsibility of the Sustainability Department.
- **ocial media:** due to the nature of its business and its guiding philosophy, Atresmedia Group always strives to be at the forefront of new trends. It therefore works hard to adapt its content to different platforms and to adapt its content and language to the consumption needs of users. Social media also happens to be useful in assessing consumer tastes and trends when it comes to content. In 2025, Atresmedia Group had more than 540 social media accounts (Facebook, Instagram, TikTok and Twitter) and upwards of 64 million followers.
- **Guided tours:** cin a bid to bring the Group’s activity closer to its stakeholders, Atresmedia has for years been giving guided tours of its facilities to schools, universities and other sectors. Through this initiative, a total of 185 visits were received in 2025 (123 in 2024), including those by members of the public, institutional visits and visits from educational centres, among others. This initiative is carried out by the Communication and Public Relations Department.

Reporting and speak-up channels: In addition to its active involvement mechanisms, Atresmedia makes various communication channels available to its audience (such as mailboxes, customer service telephone lines and WhatsApp channels), through which any person may share their opinions, concerns or interests. Furthermore, the Group actively shares relevant information with its stakeholders through its websites, press releases and newsletters. Notable examples of these communication efforts include:

- **Sustainability Mailbox** the Sustainability Department provides stakeholders with an email address for communicating on matters such as advertising, feedback on content, technical incidents and requests for information, or to make suggestions on other matters. This department then relays the enquiries and communications received through the mailbox to the corresponding area or department. A total of 132 enquiries were addressed in 2025 (92 in 2024).
- **Customer service and the atresplayer mailbox:** platform users can access this service to resolve issues relating to atresplayer, including possible incidents, suggestions or other enquiries. In 2025, various measures were implemented to improve the user experience, foster a closer and more satisfactory relationship with users and build loyalty through more agile, personalised and responsive customer service. These measures include continuous improvements to the platform's usability based on suggestions and complaints received; the optimisation of multi-channel customer service by integrating email, web forms and social media; and the ongoing updating of the "Frequently Asked Questions (FAQ)" section. In order to assess the quality of atresplayer's customer service, users are sent a satisfaction survey. In 2025, a total of 4,533 quality evaluations were received. Of the total responses, 70% awarded a score above 7 out of 10.
- **Corporate websites:** all Atresmedia brands have a website containing information on the numerous actions carried out by the Group, as well as the latest news on content, programming, and so forth.
- **Atresmedia helpline:** Atresmedia Group has set up a direct helpline that can be contacted by anyone who wishes to make an enquiry or request information. This telephone service is handled by a central switchboard, which then forwards the call to the relevant department. A total of 21,285 calls were received in 2025 (2024: 23,069).
- **Atresmedia Group press room and newsletters:** Atresmedia offers its audience the opportunity to subscribe to various regular newsletters containing the latest information on the programmes and achievements of Atresmedia Group.



- **Advertising enquiries window:** Atresmedia Publicidad provides an ‘enquiries window’, including a web form and telephone line, through which the audience can submit suggestions or comments relating to the commercial content broadcast on Atresmedia’s various platforms. These enquiries are handled individually by the Group’s commercial team.

2. Engagement with advertisers:

With the aim of understanding the needs and concerns of its clients and keeping them informed about commercial developments, content and strategic matters, Atresmedia takes part in various collaboration processes with its advertisers and media agencies, with Atresmedia Publicidad being largely responsible for coordinating these initiatives. As in the case of engagement with its audience, engagement with advertisers includes active involvement processes along with communication and enquiry channels.

Direct involvement processes:

- **UPFRONT event.** Annual event organised by Atresmedia Publicidad in which the Group showcases its wares and presents its latest products and services to media agencies, advertisers and other industry professionals.
- **Monthly meetings with AUTOCONTROL.** Atresmedia Publicidad attends monthly meetings and working groups convened by AUTOCONTROL, which are held together with other external operators to address issues related to the regulation and self-regulation of the advertising market.
- **Working committee with the IAB (Interactive Advertising Bureau).** Atresmedia Publicidad holds regular working meetings with the IAB, where it contributes ideas and proposals on various issues affecting the advertising market.
- **Double materiality assessment.** as it does with its other stakeholders, Atresmedia involves advertisers and agencies in its materiality assessment to gauge their views of the business model.

Reporting and speak-up channels

- **Advertiser office.** A dedicated channel for submitting communications relating to commercial content, publicly available on the Atresmedia Publicidad website.

- **Atresmedia Publicidad website.** The site provides relevant and up-to-date information on the business of Atresmedia Publicidad.

These mechanisms give Atresmedia a broad overview of the interests and opinions of its audiences and its clients and to take this into account when making decisions that may affect its business model.

S4-3

⚠ **Processes to remediate negative impacts and channels for consumers and end-users to raise concerns**

As part of its commitment to advertisers and audiences alike, Atresmedia strives to run its business in an ethical and responsible manner. To succeed in this task, it maintains a preventive approach and relies on various robust monitoring and control mechanisms to help prevent unfortunate incidents affecting its audiences and to offer a safe space for its advertisers.

Should these mechanisms fail, the Group has specific communication channels and procedures in place to remediate any incidents that may arise. The various mechanisms for managing incidents by type of incident and the corresponding remediation mechanisms are set out below.

⚠ **Incident management at Atresmedia Publicidad**

With the aim of maintaining a smooth relationship with its advertisers and ensuring the prompt handling of incidents relating to commercial content that has been broadcast or is due to be broadcast, as well as matters relating to its commercial offering, Atresmedia Publicidad has an Advertiser Office, which functions as a dedicated channel for handling and resolving incidents or complaints received from Atresmedia Publicidad clients.

This channel is available on the Atresmedia Publicidad website and via the email address oficinadelanunciante@atresmedia.com. Requests received are handled as promptly as possible. Moreover, as a key part of its commitment to providing outstanding levels of service, Atresmedia Publicidad relies on the support of professionals from different areas of the Group (Legal Affairs, Sustainability, Internal Audit and Communication) in resolving incidents, ensuring full independence from the day-to-day commercial running of the business.

Moreover, whenever Atresmedia Group receives any request or complaint concerning potential incidents or non-compliances with prevailing regulations governing commercial communications, Atresmedia Publicidad sees to it that the matter is addressed immediately and properly handled and resolved. When notice of formal proceedings is received, Atresmedia Publicidad and the Legal Affairs Department work jointly in preparing and presenting the relevant submissions and analysing the root causes that gave rise to the incident in order to prevent it from recurring. Whenever an advertising-related incident is received, the content of the campaign is reviewed and, where necessary, the affected material is taken down or modified as promptly as possible.

Furthermore, an alert is added to the internal management system to ensure that the advertisement in question is not broadcast again, as a further show of the Group's tireless commitment to responsible, ethical communications in compliance with the applicable law and regulations.

⚠ Management of incidents relating to content broadcast on television and radio

Upon receiving any communication of a content-related incident, through any of the channels in place (whether the Whistleblowing Channel or one of the Group's mailboxes for engaging with society), the matter is promptly relayed to the relevant department for handling.

In some cases, for example, the sustainability mailbox serves as a channel through which the audience can report incidents. In such cases, the Sustainability Department, which reviews the mailbox regularly, refers the matter to the relevant area so that it can be handled and resolved as swiftly as possible.

Atresmedia Group also has an email mailbox managed by the Public Relations Department, through which users are free to report incidents relating to content accessibility.

Furthermore, whenever any notification is received from the National Commission on Markets and Competition (CNMC) regarding content broadcast on television, it is handled by the Legal Affairs Department in close collaboration with the relevant area or department so that appropriate action can be taken.

⚠ Management of atresplayer incidents

As mentioned earlier, atresplayer has a customer service department through which any user can submit communications relating to the use of the platform. Through this service, all incidents received via the Group's various channels (email, contact form, social media, etc.) are closely monitored. Each case is logged and classified according to its type and level of urgency, allowing response times to be monitored and ensuring that users receive a satisfactory solution in due course. Moreover, aggregated data are regularly analysed in order to identify patterns, potential recurring technical issues and areas for improvement, both in the platform and in customer service processes.

Once the incident has been resolved, users are invited to rate the service received by completing a brief satisfaction survey. These surveys help measure service quality, identify opportunities for improvement and reinforce the aspects most valued by users, such as the speed and clarity of responses received. In 2025, a total of 103,930 cases were handled through the various atresplayer customer service channels (telephone, form and WhatsApp).

⚠ Handling of incidents relating to the protection of personal data

Atresmedia has an email address for addressing claims and complaints relating to the protection of personal data, including the exercise of rights. More precisely, it is the email address of the Group's Data Protection Officer. In 2025, a total of 1,731 requests relating to the protection of personal data were logged and handled accordingly. Most of these requests concern requests to unsubscribe from services or communications, including requests for the erasure of personal data, and are therefore counted as part of the exercise of data protection rights.

Management of incidents relating to breaches of the Compliance Model

The Group’s Whistleblowing Channel, accessible via the Atresmedia Corporación website, is the main channel through which consumers can report suspected breaches of the Group’s Prevention Model. For further information on the Whistleblowing Channel and the procedure to be followed in the event of serious reports submitted via this channel, see disclosure requirement **G1-1 in ESRS G1**. With regard to responsibilities, only the Compliance Officer—or, in the event of a conflict of interest, the Head of Corporate Affairs—has the authority to process and close cases submitted through the channel. Therefore, all responses are recorded within the system with full traceability assured.

Remediation mechanisms

With regard to remedy procedures, Atresmedia acts in accordance with the protocols in place and, when it identifies that a piece of content or a commercial communication has generated a negative incident affecting its audience, it analyses the matter and responds accordingly, which may include:

REPAIR PROCEDURES



REMOVAL OR BLOCKING OF CONTENT

If the incidents relate to cases of non-compliance with advertising rules or content rating, among other matters, the remediation process may involve taking down the advertising or reliably rating the content in question.



REMEDICATION

If the incidents relate to issues associated with atresplayer (technical issues or matters relating to subscriptions), the cases are handled by the relevant department.



TROUBLESHOOTING MATTERS RELATING TO THE PLATFORM ATRESPLAYER

If the incident concerns a problem with atresplayer (technical issues or matters relating to subscriptions), the cases are handled by the relevant department.

S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Social aspects are a key concern for Atresmedia, not only due to the impact that Atresmedia can have on society through its content as a media outlet, but also because of the need to adapt to the social context in which it operates and to address the concerns of its stakeholders and maintain a sustainable business model.

As mentioned throughout this report, the double materiality assessment showed that the most material topics for Atresmedia relate to **providing responsible, fact-checked and high-quality content; ensuring responsible advertising; combating fake news and disinformation; ensuring the accessibility of content; and promoting media and information literacy**. Accordingly, the Group works to respond to the needs and expectations of its stakeholders by taking specific action targeted at each of them.

Actions related to its advertisers and audiences fall into two main blocks:

- **Audience and advertiser protection:** actions aimed at providing a safe space for brands, viewers, listeners and digital users, through control and surveillance mechanisms and by ensuring the protection of the most vulnerable audiences. These initiatives include those carried out within the framework of the following practices:
 - o Brand Safe and responsible advertising
 - o Child protection
 - o Content accessibility
 - o Personal data protection

- **Commitment to pressing social concerns:** initiatives aimed at fulfilling the Group’s role in informing and raising awareness, seeking to contribute to the development and progress of the society in which it operates, while driving positive change among its audiences through the content it creates, broadcasts and disseminates. These include a commitment to truthful and fact-checked content, the fight against fake news, being a social mouthpiece and whistleblower, promoting media and information literacy, and pursuing social responsibility initiatives in support of numerous worthy social causes. These initiatives include those carried out within the framework of:

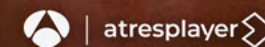
- o The problem of disinformation: combating fake news
- o Corporate social responsibility initiatives
- o The broadcasting of social and environmental content: a mouthpiece for social awareness and climate action
- o Media, information and digital literacy

PROTECTING AUDIENCES AND ADVERTISERS

To ensure that its activities are carried out responsibly, Atresmedia has mechanisms in place aimed at protecting both its audience and its advertisers and designed to promote safe and inclusive environments. The Group’s General Sustainability Policy and Responsible Advertising Policy describe the key mechanisms in place to ensure audience protection, as well as the Group’s commitment to fostering ethical and responsible relationships with its advertisers.

Brand Safe and responsible advertising

Atresmedia Publicidad ensures the proper development of the advertising activity across all of the Group’s channels and formats, including its digital platforms. In doing so, it ensures that the advertising broadcast is suitable for all audiences and aligned with the Company’s values and mission, while guaranteeing a safe environment for brands (**Brand Safe**). In addition, strict compliance with applicable law and regulations on the identification of advertising activity and its differentiation from editorial activity under the General Law on Audiovisual Media is another of the core principles steering the Group forward. Notably, no commercial content is broadcast as part of the Group’s news programmes. Atresmedia adheres rigorously to the advertising restrictions prescribed by the General Audiovisual Communication Law (LGCA), which limit the inclusion



of commercial content within news programming in order to safeguard its independence. Similarly, content is appropriately labelled as advertising when branded content or other types of advertising formats are broadcast within television programming, such as entertainment or current affairs programmes.

In 2025, revenue from institutional advertising did not exceed 10% of the Group's total revenue. Likewise, no single advertiser accounted for more than 5% of Atresmedia's revenue in 2025.

Ad-content control mechanisms

Atresmedia Publicidad operates a model of advertising communication based on quality and responsibility towards advertisers and audiences alike, focusing on two lines of action:

- Making quality controls more effective.
- Lobbying for industry self-regulation to protect the rights of consumers and customers.

The Group ensures that all television advertising content undergoes strict quality control—both in-house and through third parties—prior to broadcasting.

- **In-house control:** ethe advertising and continuity department, through a rigorous quality control procedure and numerous screening processes, reviews ad campaigns before they are aired to detect possible incompatibilities with the main programme being broadcast and to ensure the quality of the communications. Meanwhile, Legal Services appraises any actions or advertising campaigns that could prove troublesome or have legal repercussions, with the aim of preventing possible risks of sanctions.
- **Third party control:** the Group bolsters its in-house control process by requesting COPY ADVICE from industry watchdog AUTOCONTROL, which issues reports vouching for the legal and ethical propriety of the ad campaigns, while also clarifying any doubts that Atresmedia Publicidad may have raised. In 2025, Atresmedia made a total of 1,834 copy advice requests from AUTOCONTROL and carried out 107 ethical queries regarding advertising content.

Thanks to this process, Atresmedia is able to make the right decision when it comes to airing ad campaigns, minimising the emergence of the risks identified and ensuring the protection of audiences and advertisers. If these mechanisms happen to fail and the content has a negative impact on the audience, Atresmedia Publicidad looks into the reasons why and, if necessary, cancels the campaign being broadcast. In addition, the control process is thoroughly checked in order to spot possible shortcomings and, if any are detected, to correct them. Lastly, in the event of sanctions arising from breaches of prevailing regulations or self-regulatory codes, Atresmedia Publicidad decides whether to accept or appeal the sanctions. In 2025, Atresmedia received just one fine related to commercial content, for a total of €525,468.80.

Child protection

Atresmedia Group is firmly committed to the protection of minors and therefore has voluntary and regulatory mechanisms in place to ensure that its spaces are safe environments for them. This commitment is enshrined in the Group's General Sustainability Policy, as an institutional reinforcement of the protection mechanisms that the Company has in place to protect children in two key areas: television content and commercial communications (advertising).

In 2025, Atresmedia continued to improve upon the child protection mechanisms it has in place.

Measures and mechanisms targeting television content:

- **Content rating system.** In 2025, Atresmedia Group continued to apply the corresponding age rating to all its content, which distinguishes the following categories: suitable for all audiences.



- **Parental control.** The atresplayer platform has a special parental control and subscription system for family users, allowing different profiles to be created with different ranges for accessing content.

- **Entertainment content aimed at children.** Atresmedia Group offers a wide range of entertainment through the Neox Kidz channel on atresplayer, focused mainly on children. In 2025, the Group broadcast a total of 1,915 hours of children’s programming (1,226 hours in 2024). Meanwhile, through the AMIBOX channel of Fundación Atresmedia (available on atresplayer), children between the ages of six and 15 can learn about media, information and digital literacy, among other concepts.

Measures and mechanisms aimed at commercial communications (advertising):

- **Implementation of the Codes of Ethics relating to children.** In 2025, Atresmedia Publicidad continued to ensure that all advertising was subject to the codes of conduct to which it is adhered. The company also complies with the provisions of the General Law on Audiovisual Media governing the positioning of advertising, which must not be placed next to children’s programming.

No incidents relating to broadcast content that resulted in violations of children’s human rights were recorded in 2025. However, one sanctioning proceeding was initiated due to the inappropriate classification of a programme as suitable for audiences aged 16 and over (+16), which resulted in a fine of €176,924, and two proceedings were initiated for minor infringements relating to the broadcast of violent images during weekday midday news programmes without a prior acoustic warning.

Content accessibility

Atresmedia endeavours to offer news and entertainment content that is accessible to all people, regardless of their visual and hearing capabilities. Through signage, closed captioning and audio description, the Group ensures that all audiences are able to fully enjoy the news and entertainment content it offers across its six linear television channels and on its atresplayer platform, not only complying with but going beyond the requirements of the General Audiovisual Communication Law. Moreover, the Group promotes improvements in the accessibility of the content produced by its advertisers and suppliers and broadcast on its channels and platform.

Accessibility of television content

In line with its commitment to ensuring accessible, high-quality content, Atresmedia Group works tirelessly to make its six linear television channels more accessible. In doing so, it goes beyond the requirements set out in the General Audiovisual Communication Law, which insists on a minimum of 80% closed captioned content and five hours per week of sign language interpretation and audio description. Moreover, the Group strives to provide outstanding accessibility services covering a broad news offering and a wide diversity of formats. To succeed in this task, an internal monitoring and control system is applied to broadcast content.

Atresmedia’s broadcasting department oversees the sign language interpretation, audio description and closed captioning provided by the Group’s various suppliers. This review is carried out in three key stages: before broadcast, during the live broadcast, and after the content has been broadcast on television. This comprehensive process, which includes the review of subtitles, audio descriptions and sign language windows, as well as direct monitoring of broadcasts, enables any technical or scheduling incidents to be swiftly addressed with the utmost efficiency. The primary aim is to minimise any potential impact on the audience and to ensure, at all times, an accessible and high-quality viewing experience for all viewers.

To monitor compliance with the requirements of the General Law on Audiovisual Media and UNE standards, Atresmedia also draws up weekly, monthly and annual monitoring reports based on the broadcasting register and the external controls of the service provider. The Group likewise responds to the monthly, quarterly and annual requirements of the CNMC, Spain’s markets and competition commission, regarding compliance with the General Law on Audiovisual Media.

Key actions undertaken in 2025 in relation to the accessibility of linear content included:

- **Audio description, sign language interpretation (Spanish Sign Language – LSE) and closed captioning of television content above and beyond the minimum requirements of the General Audiovisual Communication Law.** In 2025, Atresmedia subtitled 93.1% of its television content (93.9% in 2024) and provided audio description for a total of 5,309 hours (3,263

hours in 2024) and sign language interpretation for a total of 4,850 hours of programming (2,820 hours in 2024). In this way, the Group once again went beyond the minimum requirements for complying with Article 102(1) of the Law, which sets accessible broadcasting requirements by genre: audio description for films, series and soap operas, and Spanish sign language (LSE) for news and current affairs programmes.

- **Subtitling of 100% of news and current affairs programmes.** In 2025, Atresmedia once again subtitled the entirety of its news and current affairs programming.
- **Use of artificial intelligence (AI) to make content more accessible.** In 2023, Atresmedia Group embarked on a project whereby it made internal resources available to its accessibility providers to develop new accessible broadcasting tools based on AI. In 2025, Atresmedia maintained this collaboration to continue researching and developing AI-based tools applied to closed captioning, sign language interpretation and audio

description. Moreover, both the volume and the range of programmes closed captioned using automatic speech recognition (ASR) technology increased. Audio description using synthetic voices was also implemented during the year in some programmes, achieving satisfactory results in line with the high quality standards that the Group insists on.

- **Involvement in the CTN-UNE 153/SC 5 “Communication Aids” Committee** set up to review the UNE standard on ‘Subtitling for the Deaf and Hard of Hearing’, with the aim of adapting and making the current regulatory framework more flexible so as to allow for the incorporation of new technologies that reduce time lag while ensuring a quality service. This group is composed of representatives from the CNMC (National Commission on Markets and Competition), CESyA (Spanish Centre for Subtitling and Audio Description), CERMI (Spanish Committee of Representatives of Persons with Disabilities), television operators, platforms, accessibility service providers and universities, among others.



- **Creation of a file repository.** This project involved the creation of a repository in which all live captioned files broadcast since 2017 will be stored, with the aim of making them available to other areas of the Group as and when needed.

Effectiveness of the initiatives

Atresmedia has various mechanisms in place to gauge and measure the effectiveness of initiatives aimed at making television content more accessible. These notable include the preparation of external reports by the CNMC. This authority periodically submits reports on the Group’s accessible broadcasts in order to verify the information reported and, where necessary, request further information on any potential discrepancies.

These reports assess both compliance with the minimum quotas for content accessibility and the quality criteria set out in the General Audiovisual

Communication Law. In most cases, the Group has complied with all the requirements established and, where an isolated incident has occasionally been identified, the necessary corrective action has been taken immediately to remedy the situation and ensure that it does not recur. Likewise, if any incident is detected in the subtitling, sign language interpretation or audio description of broadcast content, the relevant protocols are triggered to address the matter.

Accessibility on atresplayer and in the digital environment

In 2025, Atresmedia made further progress in making its atresplayer platform and digital environments more accessible. Notable initiatives in 2025 included the following:

- **Expanding the catalogue of accessible content available on the atresplayer platform.** atresplayer continues to update the range of content available on its platform and ensures that it is accessible to all audiences.



Content broadcast on television and subsequently made available on the platform retains its sign language interpretation, subtitling and audio description, thus ensuring that a high percentage of the platform's content is accessible. Exclusive platform content is also subtitled insofar as possible. More precisely, the atresplayer catalogue included the following at year-end 2025: 33,330 hours of subtitled or closed captioned content, 1,115 hours of audio-described content and 18 hours of sign language interpreted content.

- **Accessibility audit of the digital environment.** In a bid to further improve the accessibility of the Group's digital environment and comply with accessibility regulations, a comprehensive digital accessibility audit was carried out in 2025 to assess the level of compliance with accessibility requirements across all digital assets. This audit covered 18 websites, 16 applications and five Smart TV platforms.

Accessibility of commercial content

While the accessibility of commercial content remains the responsibility of the brands themselves, Atresmedia encourages the agencies and advertisers with which it works to improve the accessibility of the commercial content they broadcast across Atresmedia's various channels. In 2025, the following initiatives are noteworthy:

- **Expansion of the accessibility service for institutional and medicine-related advertising campaigns and brand support,** including subtitling and closed captioning, signing language interpretation and audio-description. In its contractual terms and conditions, Atresmedia calls on advertisers to make their commercial content accessible. In 2025, a total of 1,294 hours of subtitled commercial content were broadcast (909 hours in 2024), 636 hours of sign language interpreted content (259 hours in 2024) and 337 hours of audio-described content (163 hours in 2024).
- **Subtitling of commercial communications in special advertising formats ('telepromotion' format)** In 2025, the Atresmedia Publicidad Department implemented a new service aimed at advertisers and agencies allowing for the subtitling of commercial communications across special advertising formats (telepromotion format) during advertising breaks. The aim of this service is to enable the broadcast of subtitled advertising campaigns for advertisers and agencies, thus fostering accessibility and encouraging the broadcasting of inclusive commercial communications.

⚠ Personal data protection

Data protection is a key concern for Atresmedia, as indeed confirmed during its double materiality assessment. Various Group companies, owing to their activities, process personal data that require proper management and protection. The Group therefore considers it necessary to continuously adapt and update its procedures in order to ensure compliance with privacy regulations and to minimise potential risks to the business and impacts on its stakeholders.

Within the framework of this broad commitment, Atresmedia has a Personal Data Protection Compliance Model that aims to ensure effective governance, guarantee the traceability of actions and promote a culture of privacy and security across the entire organisation. In this context, the Group has specific policies, procedures and protocols in place to ensure that employees process data in accordance with the General Data Protection Regulation (GDPR). These include specific protocols for the protection of personal data in news and entertainment programmes, radio content and other formats, as well as a control management system under which data controllers—in coordination with the DPO and the business areas—oversee the updating and adequacy of processing inventories and ensure compliance with the relevant technical and organisational measures.

The Group also has a set of formally approved processes and protocols that define the actions to be taken in the event of any incident relating to personal data. These include a procedure for handling requests from data subjects wishing to exercise their rights, the protocol on the duty to inform and the lawful bases for processing, and the security breach response protocol. The latter sets out the phases of detection, assessment, notification and closure of incidents and requires the cross-functional collaboration of different areas, which act in a coordinated manner to mitigate risks and ensure a swift and effective response.

In 2025, the main actions taken to manage data privacy issues that could affect customers and audiences were as follows:

- **Regular meetings of the Privacy Committee.** The Privacy Committee, convened by the DPO, met regularly throughout 2025 to monitor compliance with data protection requirements, analyse emerging risks and review the adequacy of the measures put in place. During these meetings, the Committee addressed, among other matters, changes and developments in the regulatory framework, the findings of internal audits, incident management and recommendations for improvement.

- Specific training on personal data protection in news content.** In 2025, a total of 45 employees of Antena 3's news services and 116 from laSexta received specialised training on how to prepare and broadcast news content. The aim of the courses, delivered by the DPO alongside Legal Affairs, was to help ensure the proper use of information and minimise potential incidents. Participants in this training action surveyed gave it high marks.
- Ongoing training for the Data Protection Officer.** In 2025, the DPO took part in various webinars, workshops and specialised training events on legislative developments, risk management and trends in privacy and cybersecurity, thus ensuring the continuous updating of knowledge and best practices in this regard.
- Updating of cookie notices and privacy texts in digital environments.** Atresmedia has updated cookie consent notices and privacy texts across various Group websites, aligning them with the latest guidance issued by the AEPD and ensuring greater transparency and control for users. These improvements have strengthened Atresmedia's digital privacy policy and provide users with a clearer experience aligned with the principles of informed consent and data minimisation.
- Audits and monitoring of processing activities.** Atresmedia conducts annual data protection audits across its business areas, supported by an internal control system managed by the controllers responsible for each processing activity. These controls support regulatory compliance, ensure records of processing activities remain up to date, and assess the effectiveness of the technical and organisational measures in place. The DPO directly oversees these processes, working alongside the relevant business areas.
- New obligations relating to political advertising affecting personal data.** Regulation (EU) 2024/900 on the transparency and targeting of political advertising, in force since 2025, ushers in new requirements regarding transparency, traceability and limitations on the use of personal data for targeting content or advertising for political purposes. Along these lines, the DPO and Legal Affairs will work together to review the alignment of campaigns with the new European requirements on transparency and political targeting.

To implement and monitor all these actions, the DPO relies on cross-functional Group resources and the collaboration of the relevant areas to ensure the

consistency, effectiveness and continuous improvement of the Data Protection Compliance Model.

During 2025, Atresmedia was subject to two sanctioning decisions issued by the AEPD, both related to the principle of data minimisation in the broadcasting of news content. One involved a fine of 30,000 euros and the other 6,000 euros; both were settled through an acknowledgement of liability and voluntary payment. These decisions led to a review of the protocols and preventive controls governing news content, reinforcing the practical application of the data minimisation principle and coordination between the Legal Affairs, News and DPO teams.

⚠️ COMMITMENT TO ISSUES OF MAJOR SOCIAL CONCERN

In a context of rapid information flows and growing social polarisation—where disinformation has been flagged as one of the most significant global threats in the short and medium term in the World Economic Forum's Global Risks Report 2025—Atresmedia believes that media organisations have an immense responsibility to address the issues that most concern society through rigorous reporting and awareness-raising, thus contributing to social progress.

Additionally, Atresmedia Group, as set out in its General Sustainability Policy, strives to produce and broadcast responsible news and entertainment content that reflects the true diversity of society, contributes to its progress and growth, and helps to raise awareness of the need to combat climate change.

Atresmedia is convinced that media outlets not only have a responsibility to reflect society as it is, but also the capacity to bring about positive change within society, mainly through the content they produce and broadcast.

The Group is also firmly committed to delivering fact-checked information and high-quality entertainment across its social media channels. These efforts have not gone unnoticed, as the Group was crowned 'Media Group of the Year' at the TikTok Publisher Awards 2025, in recognition of its creation of news and entertainment content adapted to the digital ecosystem and its ability to build an active community around fact-checked news and entertainment content delivered in formats aligned with current consumption habits.

⚠ The problem with fake news: Fighting fake news

Atresmedia Group, as a communicator and benchmark for news coverage through the *Antena 3 Noticias* and *laSexta Noticias* news programmes and the news aired on Onda Cero, is firmly committed to truthful, fact-checked information. For instance, it has robust mechanisms in place to ensure the truthfulness of the information and images it broadcasts and to provide the appropriate context to ensure that audiences properly understand what they are viewing or listening to. In 2025, Antena 3, laSexta and Onda Cero continued to develop their news strategies to combat fake news and disinformation.



Antena 3 Noticias maintains a firm strategy of combating fake news and disinformation based on its commitment to rigorous and fact-checked journalism. Journalists in the newsroom and in current affairs programmes work day in, day out to counter fake news and disinformation by ensuring that all information is rigorously fact-checked and cross-checked. This oversight is carried out continuously through the use of various fact-checking tools that ensure the accuracy and reliability of the information broadcast.

The commitment to accurate, fact-checked and viewpoint-pluralistic reporting is even stronger when covering events that attract heavy interest and scrutiny, such as electoral processes, armed conflicts or natural disasters.

In 2025, these efforts to combat fake news were stepped up on social media under the “Verifica A3N” brand. Through dynamic, interactive and value-driven content, the Group encourages critical thinking among younger audiences, helping them spot hoaxes and fake news, particularly on Instagram and TikTok, as environments highly exposed to this issue. This initiative complements the work being carried out on the social media accounts of Antena 3 Noticias, Espejo Público, Antena 3 Internacional and on the Facebook and Twitter profiles of A3N Verifica.

When it comes to the use of artificial intelligence (AI) tools, the Antena 3 News division is committed to the responsible, ethical and accurate use of AI, ensuring respect for intellectual property and the rights of content creators.



laSexta

In 2025, the laSexta Noticias newsroom continued to work under the premise that all information broadcast must be fact-checked and provide full context, without omitting relevant versions or sections, striving to verify the information, videos and images shown and to detect and debunk hoaxes, while also ensuring the right to truthful, viewpoint diverse, independent and responsible information.

On this basis, laSexta continued to focus its strategy against disinformation by targeting hoaxes and fake news. Through Newtral, a company specialising in content fact-checking, laSexta has a team of journalists specialised in fact-checking, who analyse and debunk hoaxes circulating on social media, apps or traditional media.

In 2025, laSexta’s news programmes and other shows devoted to current affairs, such as *Conspiranoicos*—which focuses on providing accurate information and debunking hoaxes related to current affairs content circulating on social media—spearheaded laSexta’s strategy in combating fake news.

laSexta is also cognisant of the risks and challenges that AI poses for journalism and the spread of fake news, while acknowledging that, when used responsibly, these tools can support communication activities. As set out in its editorial code of ethics, laSexta Noticias has pledged to use new AI tools in an ethical, transparent and responsible manner, ensuring that AI applications are used to genuinely improve the quality of information without ever replacing the human and journalistic side.



The main asset of Onda Cero's news services is its professionals: a human team that combines experience with a wealth of expertise. It is they who ensure that fake news and hoaxes do not make their way onto the air. Onda Cero's journalists work with highly reliable and reputable sources, steering clear of the noise and false information that rapidly spread through social media.

The radio programme *Julia en la onda* broadcasts the weekly segment *Maldita hemeroteca/Maldito bulo*, a fact-checking feature reviewing the week's current affairs that seeks to correct fake news in the media and/or on social networks and debunk hoaxes.

Onda Cero's various programmes and news bulletins have also aired a significant amount of content that aims to combat the spread of fake news and the risks posed by social media and screen use for the development of children and adolescents.

Notably, on both the *Antena 3 Noticias* and *laSexta Noticias* news programmes, violent images are broadcast sparingly and only where the image is genuinely needed to depict the situation. These images are displayed at the discretion of the management team, which assesses at all times whether or not it adds genuine meaning to the news. Equally, images showing unjust situations or the cruelties of war will not be hidden. In any event, whenever the broadcasting of violent content is considered necessary, the viewer will be informed that they may find the images distressing prior to the broadcast.

Despite all the mechanisms put in place to fact-check the content broadcast, if it is detected that the Group has mistakenly disseminated false or erroneous news, the content is corrected and taken down as soon as possible, thus minimising any possible negative impact on the audience, as explained earlier in this report.



Corporate social responsibility initiatives: Ponle Freno, Constantes y Vitales, Levanta la Cabeza, Tolerancia Cero, Crea Cultura, Hablando en Plata and Luz Verde

Atresmedia has been promoting various initiatives since 2008 with the aim of making a positive contribution to society through the outreach and influence of television and radio. Many of these initiatives are carried out alongside Atresmedia’s various partners, including Fundación Axa and Fundación Mutua Madrileña.



Ponle Freno: the biggest social responsibility action undertaken by Atresmedia Group alongside Fundación AXA

Ponle Freno is the largest ever social action to have been championed by Atresmedia Group and indeed the biggest initiative undertaken by any company on the subject of road safety. It was launched in 2008 with the aim of saving lives on the road and reducing traffic accidents and, 17 years later, it continues to work tirelessly in a bid to reduce the number of road victims down to zero. It is a Group-wide initiative, in the sense that it is visible across all the Company’s media and platforms and involves professionals and teams from across the organisation.

Ponle Freno was conceived as a call for social action, not only to raise awareness, but also to achieve tangible and meaningful change and as a call to action for citizens, government bodies and society at large. The initiative is coordinated by the Marketing Department, which has all the resources it needs to carry out the actions and content plan. It also relies on the support of a commercial team to handle relations with the main partner, Fundación AXA. By investing heavily in advertising, this organisation helps fund the implementation of the different initiatives.

Key actions carried out in 2025 under this initiative include:

- **Ponle Freno race.** With the aim of spreading the message of road safety awareness throughout Spain and supporting the victims of road accidents, the Ponle Freno race circuit was held in 10 different cities during the period, breaking all-time participation records with almost 40,000 registered participants and raising upwards of EUR 440,000, all of which was donated to various projects to support victims of road accidents. Atresmedia measures the success of this initiative through the use of digital platforms.



- **Ponle Freno-AXA Centre for Studies and Opinion.** To further promote road safety awareness through the Ponle Freno-AXA Centre for Studies and Opinion, the seventh report on accidents involving animals was published in April 2025, presenting updated data and recommendations on how to deal with these situations on the road. In addition, a new edition of *Jornadas 3.0* was held to analyse road accidents in urban areas, focusing on pedestrians as a vulnerable group.
- **17th edition of the Ponle Freno Awards for road safety.** Atresmedia stages the Ponle Freno awards ceremony every year to recognise the hard work of all people, institutions and initiatives that have helped to promote road safety.
- **Road safety awareness campaigns.** Four different campaigns on the subject were broadcast on Atresmedia’s television, radio and digital channels in 2025: “*Un clic que salva cientos de vidas al año*”, aimed at raising awareness of the importance of wearing seat belts on the 50th anniversary of their introduction in Spain; “*Operación Salida en Semana Santa y Verano*”; and the campaign to report defective road signs and roads in poor condition. This particular campaign, now in its eighth edition, concluded with more than 300 reports received and processed through the Ponle Freno platform.
- **Operación Salida podcast.** The fourth edition of the podcast *Operación Salida*, hosted by Sandra Golpe, was aired in 2025. It recorded 16,900 plays across the Group’s main platforms and reached 27,000 unique users.

In addition, Ponle Freno has a committee of road safety experts that meets regularly to decide on the topics to be addressed during the campaigns broadcast on radio and television. This ensures that the messages conveyed are rigorous, fact-checked and delivered with sensitivity, given the subject matter involved, always respecting the rights of the victims.

In 2025, the coverage given by the Group to Ponle Freno across its six television channels covered a total of 5,056 promotional broadcasts, helping to raise awareness of the initiative and promote road safety.



Constantes y Vitales: la Sexta’s flagship corporate responsibility initiative alongside Fundación AXA to promote research, science and preventive healthcare

Since Constantes y Vitales was launched 11 years ago, Atresmedia Group and Fundación AXA have worked tirelessly to promote research and science, to showcase the work of researchers, and to bring science closer to society through dissemination, thus helping to provide the community with additional resources and funding and raising awareness of the importance of OHS prevention to combat disease.

This initiative is managed by Atresmedia’s Corporate Marketing Department, which has the resources and expertise needed to implement the action plan and related content. It is also supported by the commercial team, which oversees relations with the main partner, Fundación AXA, whose advertising investment ultimately helps finance the various initiatives.

The main actions undertaken by *Constantes y Vitales* in 2025 were as follows:

- **Campaign and event *Chicas, la ciencia nos necesita*** to promote scientific and technological careers among girls and young women. The campaign spot was broadcast on radio, television and digital channels, reaching out to 18 million viewers. The campaign also featured a meeting with molecular biologist and astronaut candidate Sara García Alonso. More than 50 students attended in person, and the event was streamed so that schools across Spain could follow it.
- **Communication campaign titled *Menos cuento, más ciencia*,** aimed at raising awareness of the dangers of pseudotherapies and defending the essential role of evidence-based medicine. The campaign, hosted by Mamen Mendizábal, was shared across television, radio and digital media and reached a total of 14 million people.
- **Interviews with renowned experts in the section *Conversaciones Constantes y Vitales* on *La Brújula* radio show aired on Onda Cero** addressing topics such as the prevention of different diseases and showcasing major scientific breakthroughs in various fields. This programme has an average audience of 528,000 listeners.

- **Event titled *De esto hay que hablar* to promote mental health.** Health Day, featured a panel discussion, presentations and inspiring testimonies from leading figures such as psychiatrist **Marian Rojas Estapé**, the President of the Observatory of Unwanted Loneliness (SoledadES) and former Minister of Social Affairs **Matilde Fernández**, mountaineer and engineer **Edurne Pasaban**, and the Vice-President of the General Council of Psychology of Spain **José Antonio Luengo**. The event, which was open to the public, was closed by the Minister of Health, **Mónica García**.
- **11th edition of the *Constantes y Vitales* Awards for biomedical research and preventive healthcare**, aimed at recognising, showcasing, supporting

and strengthening the invaluable research and preventive healthcare work carried out by Spanish scientists in the last year.

The team behind the actions of *Constantes y Vitales* is advised by a committee of experts, made up of Spanish scientists who pick the topics to be addressed and the approach to be taken to ensure that the information is treated with all the rigour it deserves.

The promotion of the *Constantes y Vitales* initiative on *laSexta* included a total of 547 promotional broadcasts, helping to raise social awareness of the importance of promoting research, science and health prevention.





LEVANTALACABEZA

Levanta la Cabeza, for the sustainable digitalisation of society

Since its inception back in 2018, *Levanta la Cabeza* has been championing sustainable digitalisation within Spanish society by encouraging the rational, responsible, constructive and positive use of technology, focusing on three main pillars: security, responsibility and universality. To succeed in this task, Atresmedia publishes daily content through its dedicated platform, *levantalacabeza.info*, and its social media channels, aimed at providing fact-checked and accessible information on various issues related to the digital world, such as cybersecurity, the use of AI and the digital divide, including recommendations to help ensure the safe and sustainable use of technology.

In 2025, *Levanta la Cabeza* continued its awareness-raising work through its website and various social media profiles. What's more, a weekly newsletter featuring an innovative and accessible design was launched, with the aim of making the platform a leading online resource to help users understand the new challenges and opportunities posed by digitalisation.

Levanta la Cabeza also has a committee of experts who share their different viewpoints and advise the platform on the latest technological trends, in order to identify the most relevant issues to be addressed by the initiative.



Tolerancia Cero, taking the fight to gender-based violence

Contra el Maltrato Tolerancia Cero was launched in 2015 as a partnership between Fundación Mutua Madrileña and Antena 3 Noticias with the primary aim of raising awareness of, and supporting the fight against, gender-based violence. The initiative features a roster of leading presenters from the news services and aims to create greater social awareness and reduce the number of victims of gender-based violence. Another key objective is to maximise the reach of the messages looking to raise awareness and denounce gender-based violence among audiences of all ages. This initiative mainly takes place on the set of Antena 3 Noticias, one of Atresmedia Group's most emblematic sites. There, the news team and its presenters keep the fight against gender-based violence alive by denouncing this social blight and showcasing the resources and channels that victims can use to report it.



Aside from the efforts made on set to raise awareness and condemn this scourge, *Antena 3 Noticias* and *Fundación Mutua Madrileña* have launched several other actions under the umbrella of *Tolerancia Cero* to gain the upper hand in the fight against gender-based violence. Key actions in 2025 included:

- **To mark the tenth anniversary of *Tolerancia Cero***, a new visual identity and a new creative outro were developed for the campaigns referring to the ten years of efforts to combat gender-based violence. **Continuation of *Municipios contra el Maltrato***, which more than 400 municipalities took part in to promote victim protection schemes, training for citizens, on-the-street information and events against gender-based violence. In 2025, the Group recognised 35 municipalities across Spain for their actions against gender-based violence during the celebrations of their local festivals.
- **Holding of the 2nd *Tolerancia Cero* Round Table of Experts**, to discuss the underlying causes of the abuse and to tackle them through the various *Tolerancia Cero* initiatives that are carried out throughout the year.
- **Holding of the 3rd webinar titled ‘Gender-based violence social media’**, aimed at students from 13 to 16 years old and which can be viewed for free at jovenescontracontraelmaltrato.com.
- **Alliance with the National Police** to launch specific campaigns featuring messages from these expert opinion leaders, who appeared on screen alongside the Group’s own presenters.
- **Fifth *Jornadas contra el Maltrato* conference**: under the slogan “*What’s happening to us?*”, featuring several big names from the social, political and legal communities, along with representatives of Atresmedia and the *Fundación Mutua Madrileña*. The participants called for a social pact to stop sexual violence against minors on the Internet.
- **Sixth Macro-study on the perception of gender-based violence**, conducted among 6,000 respondents aged between 16 and over 55. In 2025, 70% of the 6,000 or so respondents had already heard of the *Tolerancia Cero* initiative.



Hablando en Plata: committed to older people and to combating ageism

Hablando en Plata came about in 2022 as a cross-cutting initiative of *Antena 3* and *laSexta* to fight against ageism, showcase the value and worth that the elderly bring to society and raise awareness of the problems they face. Atresmedia aims to achieve three main objectives in a bid to improve the lives of senior citizens aged over 55:

- Leading a social movement to raise awareness which will ultimately help to combat the ageism that is taking root in our society.
- Increasing the perceived value of this segment of society.
- Supporting older people by placing their concerns at the centre of the debate.



Since then, *Hablando en Plata* has become an integral part of the Group's own content, appearing regularly in news and current affairs programmes and in three prime time specials aired on Antena 3, and featuring the Group's main faces and opinion leaders. It also has own website and profiles on social media, offering genuinely useful information for senior citizens. The initiative has continued to garner recognition within the sector and, in 2025, it was awarded the Premio Compromiso Mayor at the 3rd Silver Economy Congress in the category of 'Consumption and New Adapted Markets'. It also scooped the BELSILVER Media Award from the BELSILVER Chair (Nebrija–L'Oréal Groupe) in Communication, Image and Well-being of the Silver Generation.

The following actions were carried out in 2025:

- **Successful renewal of AENOR certification**, as television committed to the elderly, with Atresmedia Audiovisual, for the second year running, being the only television division in Europe to have earned this accolade.
- **Launch of the first *Hablando en Plata* Ageism Barometer.** Atresmedia conducted an extensive review of documentary and statistical sources that had previously tackled the issue of ageism, revealing that there is no regularly updated benchmark study that examines this form of discrimination from a longitudinal perspective. In response, the *Hablando en Plata* initiative launched a comprehensive, ambitious and pioneering research project which, in its first edition, focused on gathering information to understand how people aged over 55 perceive and experience ageism. The research followed a hybrid methodology, combining a survey of 1,000 interviews with two focus groups and a panel of experts on the subject who helped to flesh out and shape the study and interpret the results. The study provides a comprehensive tool for gaining a better understanding of the phenomenon and addressing it effectively. Its main conclusions and findings were presented at an event held at the Ateneo de Madrid, hosted by Sonsoles Ónega and attended by the Secretary of State for Social Rights.
- **Awareness campaigns.** As part of the initiative, Atresmedia Group launched several awareness campaigns in 2025. More precisely, two television spots featuring Sonsoles Ónega and Alberto Chicote showcased various scientific, medical, artistic and sporting achievements accomplished by individuals over the age of 55, inviting viewers to reflect on what society would have missed if those people had been excluded or considered "too old". Short promotional segments were also broadcast featuring data from the WHO

Global Report on Ageism, highlighting the significance and consequences of this form of discrimination. Towards the end of the year, a campaign was launched to present the main findings of the first *Hablando en Plata* Ageism Barometer, showing that it is hugely important to understand this form of discrimination in order to address it.

- **Broadcast of the fourth *Hablando en Plata* special titled *Volver a empezar*.** This special programme, presented by Sonsoles Ónega, addressed unwanted loneliness affecting older people when significant life changes occur (retirement, widowhood or divorce), featuring inspiring testimonies from individuals who have experienced and overcome such situations.
- **Continuous broadcasting of content relating to topics or issues of special interest to the elderly** on news and current affairs programmes.
- **Training sessions on ageism for professionals and journalists**, aimed at gaining a deeper understanding of the issue and its consequences and ensuring that it receives sufficient coverage and scrutiny in the media.
- **Partnership agreement with digital newspaper *65y más***, which is aimed at senior readers. Both entities, which joined forces in 2024, levelled up their partnership in 2025, jointly reinforcing their commitment to recognising the value of older people and showcasing the challenges they face.
- **Signing of a commercial agreement with CaixaBank** running for nine months, including content across television, digital platforms and radio focused on topics of interest among senior audiences.

To give the initiative more visibility, Antena 3 broadcast no fewer than 2,342 *Hablando en Plata* promotional spots in 2025.



Crea Cultura: with Crea Lectura and AhoraQueLeo

Crea Cultura is an initiative that came about in 2018 to promote and arouse an interest in culture among the population, while also supporting all the professionals who belong to this sector by defending authors' rights.

Crea Lectura

Within the broader *Crea Cultura* initiative, *Crea Lectura* carries out valuable work within the publishing market to awaken and nurture a love for reading among the public. Through its website, the Group offers valuable information and literary recommendations, along with first readings, new additions, prizes, and news and curiosities from the publishing world. *Crea Lectura* property and supporting creators and their works. Each broadcast becomes part of the permanent atresplayer catalogue, allowing it to be viewed on demand.

In 2025, *Crea Lectura* broadcast a total of 24 programmes promoting more than 70 titles by different authors. Together, they achieved more than 600 million impressions among the Spanish population. Moreover, all content is broadcast on Antena 3 Internacional, thus further promoting reading in the 29 countries where its signal is received.

Ahora que Leo

In 2019, under the umbrella of *Crea Cultura*, *AhoraQueLeo* was launched by laSexta as an initiative to promote reading and support the world of literature. *AhoraQueLeo* is an independent initiative of laSexta and, as such, recommends books from all Spanish publishers, both large and small, giving a voice to a wide range of authors, genres and styles. Furthermore, with the aim of bringing reading closer to audiences of all ages, the initiative has a footprint across all social media platforms, with more than 3.7 million followers.

Since its launch, the initiative has fulfilled its mission of recommending one book a day to encourage reading, reaching a total of 2,275 books recommended across its different formats. What's more, one of these recommendations is mentioned each day in one of laSexta's flagship programmes (*laSexta Noticias*, *Al Rojo Vivo*, *Más Vale Tarde* or *laSexta Explica*), thus ensuring visibility at least six days a week.



Radio station Onda Cero turns on the Luz Verde (Green Light) for sustainability and to combat climate change

In March 2024, Onda Cero launched its new corporate social responsibility initiative *Luz Verde*. Through campaigns, messages, reports and interviews across all its programmes, *Luz Verde* aims to get listeners involved in combating the degradation of our planet, fighting climate change, becoming more resilient to its effects and making the defence of the environment a cross-cutting issue that permeates all of its programming.

The team behind this initiative relies on the advice of the WWF and is supported by all the channel's communicators. Under the slogan "*Onda Cero listens to the climate*", they lobby for environmental respect from their respective programmes and shows, focusing on actions that improve the health of the planet and condemning those that damage the natural environment.

The main actions carried out in 2025 under this initiative were as follows:

- **First edition of the Luz Verde Awards**, recognising those individuals and institutions whose initiatives helped to make the world a more sustainable place and combat climate change in 2024.
- **On-air promotional segments** broadcast throughout the programming schedule to share practical household tips on sustainability and environmental protection.
- **Weekly environmental segment in the programmes *Julia en la onda*, *Por fin* and *Una tarde más***, the latter including interviews.
- **Weekly programme titled *Onda agraria***, with information on agriculture, fisheries and livestock farming to promote the consumption of locally produced and kilometre-zero products and champion sustainable agricultural practices.

Broadcasting on social and environmental concerns: social and climate mouthpiece

Atresmedia is not content with providing reliable, fact-checked information that reflects reality; it also plays an active role in raising social awareness and integrates this approach across its programming through both its content and its advertising spaces.

- **Broadcasting of free campaigns for NGOs:** Atresmedia Group has been offering NGOs free advertising space for more than fifteen years. Thanks to this initiative, the Group achieves a dual purpose: first, it allows NGOs to showcase their causes and benefit from Atresmedia's media outreach; and second, it helps to raise awareness among audiences about these worthy social causes by offering them the opportunity to get involved. In 2025, the Group broadcast a total of 33 social campaigns, worth a total of EUR 22.2 million. All the campaigns broadcast are aligned with the Sustainable Development Goals so as to measure Atresmedia's contribution to the 2030 Agenda. Notable campaigns in 2025:
 - Campaign by Fundación Hogar Sí (SDG 1 — No Poverty) to highlight the plight faced by homeless people through real testimonies.
 - Campaign by the Spanish Breast Cancer Research Group Foundation (SDG 3 — Good Health and Well-being), focusing on the need to invest in research as breast cancer is being diagnosed at increasingly younger ages.
 - Campaign by Fundación PROCLADE (SDG 10 — Reduced Inequalities) to highlight the loneliness and challenges faced by older people in vulnerable contexts across different parts of the world.
 - Campaign by Fundación Ecomar (SDG 14 – Life Below Water), focused on raising awareness and care for our seas and oceans.
- **Support for the Emergency Committee.** Since day one, Atresmedia Group has supported the Emergency Committee, made up of seven international NGOs specialising in humanitarian aid—Acción contra el Hambre, Aldeas Infantiles SOS, Educo, Médicos del Mundo, Oxfam Intermón, Plan International and World Vision—by broadcasting the Committee's appeals for public support in response to crises across all its communication channels (television, radio and digital platforms). Atresmedia provides the

public with all the information they need to know about how they can send their support in each case. In 2025, the Committee was activated on two occasions, with Atresmedia's support in both instances: following the earthquake in Myanmar and after the ceasefire agreement in the Gaza region, with EUR 114 thousand raised.

- **Broadcasting entertainment and campaigns that reflect the diversity of society.** Atresmedia, by broadcasting content and entertainment, aims to serve as a mouthpiece for minority groups and show its audiences the true richness of diversity. Along these lines, it produces and broadcasts content such as *Mariliendre*, *Luimelia*, *Una novia por Navidad*, *Física o Química: la nueva generación*, *Reinas al Rescate*, *Las Noches de Tefía* and *Drag Race*, among others. What's more, in 2025 Atresmedia launched the campaign *Sirviendo orgullo*, with the aim of highlighting the importance of continuing to tell LGBTIQ+ stories in the audiovisual sector.
- **Actions and campaigns broadcast alongside advertisers.** Atresmedia Publicidad has worked alongside partner brands to promote commercial campaigns and strategic initiatives aimed at raising social and environmental awareness. Key campaigns and initiatives launched in 2025 include:
 - **Conduce el Cambio, with Renault Group**, an initiative focused on promoting more sustainable, fair and connected mobility. The initiative was structured around a digital hub and an audiovisual and digital content strategy across television, social media and Atresmedia platforms.
 - **Tu Tiempo Solar, with ISDIN**, an awareness campaign aimed at preventing skin cancer and underscoring the importance of protecting the skin from the sun all year long. These initiatives were featured in **El Tiempo de Brasero** on Antena 3, where host Roberto Brasero delivered messages on **photoprotection and skin health**, combining weather information with preventive advice.
 - **Amazon busca pueblo:** Atresmedia teamed up with Amazon on this campaign to celebrate local festivals and closely-nit rural communities in Spain, giving it visibility through *El Tiempo de Brasero*, in the Group's flagship programmes and local radio stations, and across the Group's social media channels.

Media, information and digital literacy

Atresmedia Group, through the work of its foundation, Fundación Atresmedia, undertakes projects to promote the **media, information and digital literacy of children and young people**. In doing so, it involves families, educators and society as a whole in this task and covers one of the most pressing concerns at present: the exposure of children and young people to the risks of the media and digital environment and their need to acquire essential skills to manage it critically, safely and responsibly.

Moreover, the Foundation’s activities help to ensure that the Group is compliant with its obligations under the General Audiovisual Communication Law regarding the development of media and information literacy skills across all sectors of society.

In 2025, Fundación Atresmedia pressed ahead with its media, information and digital literacy projects for children, young people and their families, while also carrying out awareness campaigns to promote the protection of children’s digital rights and support their media and digital literacy. The main actions carried out during the period are as follows:



FOR YOUNG PEOPLE

Efecto MIL (4th edition)

A competition for young people aged 16 to 25 to promote the positive use of social media and get young people involved in raising awareness of the digital risks that exist around them. A total of 818 young people took part with 378 videos, garnering 688,077 views on social media sites and which is carried out in collaboration with Fundación Telefónica.

AMIFLASH

A social media channel that provides young audiences with short updates on media-related issues and digital risks, aimed at encouraging reflective and critical analysis of the digital environment. Content is published weekly with the collaboration and input of young journalists from Atresmedia. In 2025, a total of 120 new pieces of content were posted, garnering 1.21 million views.

FOR CHILDREN AND FAMILIES

AMIBOX

Audiovisual media, information and digital literacy content aimed at children aged 6 to 15 and their families, available on atresplayer, YouTube and its own app. In 2025, the 162 episodes released amassed a total of 3 million views.

DIGITAL EDUCATION FOR THE FAMILY

Training initiatives specifically aimed at families to support them in guiding and steering their children's digital education.

- In 2025, an alliance was forged with the newspaper *La Razón*, through which Fundación Atresmedia delivers media literacy content to Amibox so that it can be posted in a weekly section aimed at its readers. The articles posted amassed more than 117,000 views during the period.
- During the summer period, Fundación Atresmedia collaborated weekly with the programme *JELO en verano* on radio station Onda Cero to conduct 12 interviews with leading experts in household digital literacy. Aside from the programme's direct audience, these interviews reached more than 51,000 listeners through social media.

SOCIAL AWARENESS CAMPAIGNS AIMED AT FAMILIES

The campaign *Saca el móvil de la cena* was produced and broadcast across Atresmedia Group media in partnership with UNICEF Spain, with the aim of promoting parental guidance for minors and fostering healthy digital habits.

FOR TEACHERS

MENTES AMI

A project with two components: annual awards to recognise efforts to promote media, information and digital literacy in the classroom (339 schools with 251 projects took part in 2025), and an annual meeting for teachers on media and information literacy. The 4th Mentas AMI event was attended by 950 people in person and streamed by a further 8,376. Of these, 91.6% believe they have acquired knowledge that can be applied in the classroom and that they will put into practice. Mentas AMI is supported by UNIE Universidad, Platino Educa, and "la Caixa" Foundation.

AMIBOX-AULA

An online guide for teachers, aligned with the LOMLOE education law, enabling teachers to target media, information and digital skills in the classroom. It attracted more than 3,500 new users in 2025, bringing the total to more than 11,500 registered teachers, and was used by more than 53% of primary and secondary schools in Spain.

Fundación Atresmedia is a member of the Digital Rights Observatory, an initiative promoted by Red.es and coordinated by Fundación Hermes, which brings together around twenty public and private organisations to promote and defend citizens' rights in the digital environment.

The following section explains how the initiatives described above are aligned with the objectives set out in the policies, the stakeholders affected in each case, and the targets set to achieve them.

In 2025, Atresmedia made a direct financial contribution of EUR 500,000 to fund the activities carried out by the Foundation, along with an additional EUR 27,373 from extraordinary fundraising allocated to the Foundation.

INITIATIVES RELATING TO CONSUMERS AND END-USERS IN 2025				
DOMAIN	POLICIES AND OBJECTIVES	ACTIONS	AFFECTED STAKEHOLDERS	TARGETS
Actions to protect audiences and advertisers				
Brand Safe and responsible advertising	This action mirrors the objective of providing a safe space for brands and protecting audiences, as set out in the Responsible Advertising Policy and the General Sustainability Policy.	Internal and external advertising content control mechanisms.	Advertisers and audiences	General objective with no specific targets
Protection of minors	These actions are consistent with the broad objective of the General Sustainability Policy to protect minors.	Content rating system	The audience, more precisely minors	General objective with no specific targets
		Parental control		
		Specialised content aimed at children		
		Implementation of Codes of Ethics relating to children		
Content accessibility	These actions are aligned with the objective of the General Sustainability Policy of offering accessible content for everyone.	Audio description, sign language interpretation and subtitling of television content, expansion of the accessible catalogue on atresplayer and across the digital environment, and the creation of a repository of subtitled files.	The audience, more precisely people with visual and hearing impairments	See section S4-5
		Using AI to improve accessibility		General objective with no specific targets
		Participation in the Communication Accessibility Committee		
		Expansion of accessibility services in institutional advertising campaigns		
Personal data protection	These actions are aligned with the objectives of the General Data Protection Policy.	Regular committee meetings, review of new legal obligations, and audits	Audiences (including website users)	General objective with no specific targets
		Broadcasting awareness campaigns	Audiences	
		Training in data protection	Audiences (including website users)	
		Updating of privacy notices and cookie policies across digital environments.		

INITIATIVES RELATING TO CONSUMERS AND END-USERS IN 2025

DOMAIN	POLICIES AND OBJECTIVES	ACTIONS	AFFECTED STAKEHOLDERS	TARGETS
Actions related to Atresmedia's commitment to the issues of greatest social concern				
The problem with fake news: Fighting fake news	These initiatives are aligned with the principles set out in the editorial codes of conduct and with the objective of providing accurate and verified information, as well as with the General Sustainability Policy.	Daily actions by the television and radio newsrooms to combat fake news.	Audiences	General objective with no specific targets
Corporate social responsibility initiatives	These actions are in line with the objective set out in the General Sustainability Policy to contribute to the progress and development of society.	<i>Ponle Freno</i>	Audience and advertisers through joint campaigns	Annual objectives with no associated quantitative targets
		<i>Constantes y Vitales</i>		
		<i>Levanta la Cabeza</i>		
		<i>Tolerancia Cero</i>		
		<i>Hablando en Plata</i>		
		<i>Crea Cultura</i>		
Broadcasting on social and environmental concerns: social and climate mouthpiece	These actions are in line with the objective set out in the General Sustainability Policy to contribute to the progress and development of society.	Broadcasting of free campaigns for NGOs	Audiences and social entities	Objetivo general sin metas específicas
		Support for the Emergency Committee		
		Broadcasting of entertainment content and campaigns reflecting diversity	Audiences and social entities	
		Acciones y emisión de campañas en colaboración con anunciantes	Anunciantes y audiencia	
Media and information literacy	Estas actuaciones se alinean con el objetivo de la Política General de Sostenibilidad de contribuir al progreso y desarrollo de la sociedad.	Fundación Atresmedia projects (<i>Mentes AMI, Efecto MIL, Amibox, Amiflash and Amibox-Aula</i>)	Children, young people and the educational community	See section S4-5
		Creation and dissemination of awareness campaigns on media and information literacy (MIL) and digital rights.	Audiences and young people	

The consolidated amounts of CapEx during 2025 are disclosed in Note 6 “Other intangible assets” and Note 7 “Property, plant and equipment”, while relating to OpEx are discussed in Note 18 “Income and expenses”, specifically section d) Other operating expenses, of the consolidated financial statements.⁵²

⁵² At the date of publication of this report, Atresmedia had not yet finalised the funds to be allocated to future initiatives.

Metrics and targets

S4-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To monitor its objectives, Atresmedia sets quantifiable and measurable goals and indicators for issues such as:

Targets related to the Group's accessibility objectives

As part of its commitment to accessibility, Atresmedia regularly measures data on sign language, closed captioning and audio description of its content for the deaf. Ever since the entry into force in 2023 of the accessibility requirements in the General Audiovisual Media Law, the Group has gone beyond the minimum requirements regarding closed captioning, audio description and sign language. Described below are Atresmedia's commitments and monitoring of content accessibility.

Target 1. Close caption at least 92% of the content broadcast on television.

This target exceeds the 80% required under the General Audiovisual Media Law. Atresmedia Group monitors this indicator on a monthly, quarterly and annual basis, which also happens to form part of the variable remuneration plan for the Group's executive directors. With this target, the group aims to ensure that its content is inclusive and accessible to people with hearing difficulties. Atresmedia comfortably meets this goal each and every year and has exceeded 90% of close captioned television content since 2018.

Closed captioning on television	N° of hours – 2024	N° of hours – 2025	Annual change
Antena 3	6,913.07	6,618.6	-4.26%
laSexta	7,000.55	7,112.49	1.60%
MEGA	6,896.35	6,948.38	0.76%
Neox	7,035.21	6,862.26	-1.04%
Nova	6,786.44	6,701.6	-1.25%
Atreseries	7,034.42	7,070.6	0.51%
Total	41,666.04	41,313.85	-0.84%
% of 24 hours	93.90	93.1	-0.85%

Target 2. Raise accessibility by increasing the hours of closed captioned content to 13h/week on average by 2031, above the 5h/week stipulated in the Audiovisual Media Law, reaching 10h/week in 2025. Atresmedia monitors progress on this target on a quarterly basis.

Set out below are total and weekly hours closecaptioned by Atresmedia in 2024 and 2025 by television channel, total and weekly average, and year-on-year change.

Close-captioned on TV	2024		2025		Annual change
	N° total hours	N° weekly hours	N° total hours	N° weekly hours	
Antena 3	403.74	7.76	631.32	12.4	56.37%
laSexta	521.60	10.03	831.78	16.0	59.47%
MEGA	513.41	9.87	861.57	16.57	67.81%
Neox	405.26	7.79	750.64	14.44	85.22%
Nova	427.29	8.22	912.43	17.55	113.54%
Atreseries	548.36	10.55	862.29	16.58	57.25%
Total	2,819.67	54.22	4,850.03	93.27	72.01%
Weekly average (h)	9.02		15.54		72.4%

Target 3. Raise accessibility to over the 5h/week of closed-caption and auto-described content prescribed in the General Audiovisual Media Law (5h/week). This target is monitored annually.

Audio description on TV	2024		2025		Annual change
	N° total hours	N° weekly hours	N° total hours	N° weekly hours	
Antena 3	384.43	7.39	651.17	12.52	69.4%
laSexta	395.33	7.60	594.24	11.43	50.3%
MEGA	503.67	9.69	963.64	18.53	91.3%
Neox	1,003.47	19.30	1,303.84	25.07	29.9%
Nova	426.27	8.20	909.02	17.48	113.2%
Atreseries	549.56	10.57	886.99	17.06	61.4%
Tota	3,262.73	62.74	5,308.90	102.09	62.7%
Weekly average (h)	10.45		17.01		62.69%

Target 4: Increase broadcasts closed-captioned with automatic speech recognition (ARC) to reduce costs further without sacrificing quality of live subtitling or closed-captioning.

This target is related to the increase in automated closed-captioned content through use of artificial intelligence (AI), allowing for more content to be closed-captioned without compromising quality.

Target 5: Increase broadcasts with audio description for the blind using synthetic voices to reduce work time and costs without sacrificing quality of accessible content.

The stated targets are tracked weekly through internal consultations using in-house tools (broadcast logs and Televisión Broadcasting System reports). Data are backed up and reviewed alongside the monthly, quarterly and annual reports required by the CNMC for verification of compliance with the 2023 General Audiovisual Media Law regarding accessibility (92% closed-captioned and 5h audio description and signed per week).

The target of broadcasting more hours with closed-captioned, audio description and signed content is being achieved thanks to leaner internal workflows and

the improvement in and implementation of AI-driven technologies. This enables the Group to comfortably cover the legally required volumes without comprising content quality, while also creating an extensive catalogue of accessible programmes.

🕒 Targets related to Atresmedia's impact on the community.

Atresmedia has been airing campaigns free of charge for NGOs to raise the profile of their work. Since this initiative was launched, the Group has strengthened its commitment to broadcasting free campaigns, benefiting several NGOs and lending a voice to their causes, so society is aware of and can contribute to them.

Target 1. Increase advertising campaigns aired free for NGOs on television, to 36/year in 2031. The Group broadcast 33 campaigns in 2025 and is committed to increasing the number to 2031. In 2025, a total of 33 campaigns were broadcast for the benefit of 30 NGOs, worth a total of EUR 22.2 million.

This indicator is one of the ESG indicators in the Group's sustainable financing, as described in section G1-1.

Target 2. For 100% of the campaigns broadcast to be accessible to people with hearing and visual disabilities Since 2020, all the free campaigns for NGOs broadcast on Atresmedia Group's channels have been subtitled, as an essential requirement for their broadcasting. Certain spots may also need to be audio-described. In 2025, 100% of the free-to-air campaigns broadcast on Atresmedia Group's channels were subtitled, thus meeting the target. Atresmedia continuously monitors this target.

INVESTMENT (EUR)	2024	2025
TV investment	9,924,245	10,811,532
Radio investment	12,904,235	11,305,300
Digital investment	153,147.36	73,260.46
Total investment	EUR 22,981,627.36	EUR 22,190,092.46

CAMPAIGNS	2024	2025
N° of campaigns broadcast ⁵³	40	33
N° of beneficiary NGOs	30	30
Campaigns subtitled	100%	100%

⁵³ El elevado número de campañas en 2024 es resultado de una mayor cobertura debido a fenómenos extraordinarios como la DANA o las activaciones del Comité de Emergencia.

🔄 Targets related to media, information and digital literacy and the work of Fundación Atresmedia.

Fundación Atresmedia, through its Action Plan, sets targets for measuring the impact of its actions to promote media, information and digital literacy. Since shifting its mission toward this work in 2021, Fundación Atresmedia has increased its impact, consistently delivering healthy data on projects entered for the Mentos AMI awards and attendance to the conferences, gradually increasing the number of participants in the Efecto MIL project for young people and constantly improving data on viewing of educational content.

Target 1. Increase the outreach of the *Mentos AMI* event and awards. To succeed, the Atresmedia Foundation relies on various indicators, notably: increasing the number of projects entered into the Mentos AMI Awards in 2026 and the number of teachers signed up to attend the event as a show of interest in the project; and achieving full attendance at the event.

Target 2. Provide teachers with tools to improve their MIL skills. To make this happen, Fundación Atresmedia tracks various indicators, including: achieving a significant percentage of teachers taking part in the Mentos AMI event who claim to have obtained useful MIL tools they can use in the classroom and a significant percentage of participating teachers who say they will incorporate new MIL concepts into their teaching practices.

Target 3. Increase the outreach and impact of the *EFECTO MIL* project to champion the good use of social media among young people. To succeed, Fundación Atresmedia tracks various indicators, including: exceeding the number of videos submitted in 2025 by young people aged between 16 and 25, increasing the number of registered participants and reaching 750,000 views.

Target 4. Providing classrooms with useful tools to pass on the MIL skills to learners. For this to happen, Fundación Atresmedia tracks various indicators, including: achieving a significant number of educational centres registered as users of the Amibox-Aula educational guide and increase the frequency of use of the tool by registered teachers.



Business conduct

Atresmedia has a firm commitment to upholding high standards of business conduct and corporate culture, adopting practices such as anti-corruption and anti-bribery, responsible supplier management, and transparency in its activities and commitments in relation to political influence.

Governance

The role of the administrative, management and supervisory bodies

Atresmedia Group is firmly committed to good governance, transparency and efficiency in carrying out its operations, following the ethical principles it has defined and that guide the behaviour of all members of the organisation, including the administrative, management and supervisory bodies.

The role of the Board of Directors and the Audit Committee

Atresmedia's Board of Directors ensures that the Company's relationships with its stakeholders respect prevailing legislation and the principles of social responsibility it has voluntarily embraced, endeavouring to reconcile its own corporate interest with the legitimate interests of its employees, suppliers, customers and other relevant stakeholders that could be affected.

For its part, the Audit and Control Committee plays a key role in overseeing compliance with corporate governance rules, internal codes of conduct and the General Sustainability Policy, which provides guidelines for social and environmental conduct. This committee conveys to the Board of Directors the concerns of stakeholders that come to its attention while exercising its powers, which can cover material topics from the Whistleblowing Channel or notified through other communication mechanisms provided by the Group to stakeholders as set out in the various corporate policies. The committee oversees the Whistleblowing Channel, which it does through the activity reports of the Compliance Committee, as well as compliance with internal rules and regulations, including the Policy on the Disclosure of Financial, Non-Financial and Corporate Information, the General Sustainability Policy, and the Corporate Governance Policy.



Expertise of the Board of Directors in business conduct

The Appointments and Remuneration Committee approves and keeps an internal document updated on the Board of Directors and Board committees, which is used as an important tool for detecting needs regarding the composition and profiles of the administrative bodies. This document integrates the directors' skills matrix and information on diversity from different viewpoints, including age, type, geographical diversity and other relevant parameters.

In 2025, the Secretary of the Board reviewed this document again in order to adapt it to changes occurring during the year from the increase in the number of directors, the resignation of a proprietary director and appointment of another on the recommendation of the same shareholder, and the appointment of two new female independent directors. This update reflected the skills of current directors and provide the latest information on age, type, diversity, geographic diversity and other diversity-related parameters.

Based on the new review, as at 31 December 2025, eight of the 14 members of the Board of Directors had competencies in corporate governance and regulatory compliance, among others, and four had competencies in cybersecurity, all crucial aspects of Atresmedia's business conduct.

The Compliance Committee attended through Audit and Control Meetings in 2025 to discuss the activity of the Regulatory Compliance Committee (RCC) and material topics related to business conduct, e.g., the activity of the Whistleblowing Channel. The Committee is also briefed on the material cybersecurity and data protection matters reported to the RCC by the Chief Information Security Officer (CISO) and the Data Protection Officer (DPO).

To ensure that everyone on the Board of Directors has updated information on these matters, all directors, even those not on the Audit and Control Meeting, receive a copy of the presentation with the content discussed, strengthening the involvement of the highest governing body in overseeing business conduct.

The Board of Directors does not just perform an oversight function, but it also effectively exercises its responsibility in relation to business conduct. It is the competent authority for approving and updating the core elements of the Group's Compliance and crime prevention model; e.g., the Code of Conduct, the Anti- corruption Protocol and the Internal Reporting System (Whistleblowing Channel), and for appointing the system and channel officer.

Impact, risk and opportunity management

ESRS 2-IRO-1































Description of the processes to identify and assess material impacts, risks and opportunities

Regarding the process used by Atresmedia to identify material impacts, risks, and opportunities in relation to business conduct, see disclosure requirement related to ESRS 2 IRO-1, which lists the four phases of the double materiality assessment: understanding, identification, assessment, and determination.

Set out below is a summary of the material impacts, risks and opportunities identified in that process by material topic:



IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream			
GOOD GOVERNANCE AND BUSINESS ETHICS						
 POSITIVE IMPACT	Environmental, social and governance policies and commitments	The updating and improvement of good corporate governance by applying the principles set out in Atresmedia's General Sustainability Policy, applying best market practices, and acting on the recommendations of regulatory bodies, such as ESMA or the CNMV, have a positive impact for the Group, enhancing its reputation and building more confidence among stakeholders.	General Corporate Governance Policy General Sustainability Policy			
 POTENTIAL RISK	Non-compliance with commitments or failed evaluation and oversight system	Non-compliance with voluntary commitments undertaken or a failed evaluation and oversight system implemented by the Group could expose the Group to reputational risks and a loss of confidence among its stakeholders.				
 POTENTIAL RISK	Competitive landscape with increasing regulation	Failure by Atresmedia to adapt its internal processes to its new competitive landscape, which features regulation to a greater extent, could pose risks of non-compliance, with financial implications for the Group.				
 OPPORTUNITY	Investment in social entrepreneurship	Atresmedia identified a business opportunity in investments in social startups (e.g., Cuideo, Saldados) and media partnerships that embed social and environmental concerns in their business models.				
 POTENTIAL RISK	Failed due diligence processes	Investments in startups can pose financial risks derived from the businesses' greater instability and potential failures in the due diligence process.				

IROs	DESCRIPTION 	POLICIES 	Location in the VALUE CHAIN Own operations Up-stream Down-stream		
CYBERSECURITY					
<p>POSITIVE IMPACT </p>	<p>Information Security Model (ISM)</p> <p>Thanks to Atresmedia's robust Information Security Model (ISM), as well as its commitment to security, information, and early warning systems and detection, the Company's stakeholders operate in a secure digital environment, with minimal likelihood of cyber risks materialising.</p>	<p>Information Security Policy</p>			
<p>POTENTIAL RISK </p>	<p>Non-compliance with emerging regulation</p> <p>Non-compliance with current or future cybersecurity laws and regulations could result in economic sanctions for the Group.</p>				
REGULATORY COMPLIANCE					
<p>POSITIVE IMPACT </p>	<p>Regulatory Compliance and Crime Prevention Model</p> <p>Atresmedia's Regulatory Compliance and Crime Prevention Model is a flexible, comprehensive and effective instrument for extending a culture of compliance and a preventive approach to all areas of the Group's companies, helping to reduce the appearance of risks related to regulatory non-compliance and the commission of offences.</p>	<p>Regulatory Compliance and Crime Prevention Model Code of Conduct Anti-corruption Protocol</p>			
<p>POTENTIAL RISK </p>	<p>Regulatory changes</p> <p>Significant changes in regulation or in interpretations of existing accounting, tax, criminal, labour, competition and data protection regulations, not to mention the audiovisual and advertising industry's regulations, coupled with the need to adapt to the new environment could pose strategic risks for the Group that affect its business performance.</p>				
<p>POTENTIAL RISK </p>	<p>Failed control mechanisms</p> <p>Failure in content broadcasting control mechanisms could result in risk of non-compliance with audiovisual regulation.</p>				
SUSTAINABLE INVESTMENT					
<p>OPPORTUNITY </p>	<p>Access to sustainable finance</p> <p>Atresmedia understands access to sustainable finance as a financial opportunity, which also contributes to generating positive impact on society. A case in point is the syndicated loan taken out, which the Group negotiated to obtain better financing terms linked to compliance with three ESG indicators.</p>				
<p>OPPORTUNITY </p>	<p>Response to sustainability indices</p> <p>The Group's response to different sustainability indices (MSCI, S&P, CDP) can provide an opportunity for enhancing the Group's reputation and attracting new investor interest, as well as identifying actions that help improve its performance.</p>				

G1-1

Business conduct policies and corporate culture


Atresmedia's system of corporate governance helps the Group's activities to be performed within a framework of legal compliance and rigorous responsibility. This system is aligned with values, e.g., commitment, quality and accountability, all pillars underpinning Atresmedia's good governance and corporate culture. It includes the procedure for decision-making in the Group and is based on Atresmedia's General Corporate Governance Policy, comprising governance and administrative bodies, as well as a series of rules and legal provisions

to ensure its proper functioning and control. This system also strengthens stakeholder engagement, ensuring that their expectations and needs are managed appropriately.

Policies in relation to business conduct

Our internal rules on internal corporate governance policies and rules (by-laws, regulations and policies), along with access to the Whistleblowing Channel and its rules of procedure, are available on the Atresmedia website.


1 RULES AND REGULATIONS GOVERNING THE CORPORATE AND COMPLIANCE BODIES:



These govern composition, remit, and rules of operation, among other aspects.


- Corporate Bylaws.
- Regulations of the General Meeting of Shareholders.
- Regulations of the Board of Directors.
- Regulations of the Regulatory Compliance Committee.

2 CORPORATE POLICIES:




- General Corporate Governance Policy.
- General Sustainability Policy and supplementary policies (Human Resources, Environment and Climate Change, DEI (diversity, equity and inclusion) and Responsible Advertising.
- Director Remuneration Policy.
- Policy on the disclosure of financial, non-financial and corporate information and Shareholder and Investor Contact information.
- Corporate Tax Policy.
- Risk Policy.
- General Policy of the Internal Reporting System.
- Policy on the responsible use of artificial intelligence and related technologies.
- General Data Protection Policy.
- Privacy Channel Policy.

3 CODE OF CONDUCT



4 COMPLIANCE AND CONTROL PROTOCOLS AND PROCEDURES INCLUDED IN THE REGULATORY COMPLIANCE MODEL:



<ul style="list-style-type: none"> - Anti-corruption Protocol. - Disciplinary system of the Regulatory Compliance and Crime Prevention Model. - Protocol for handling situations involving criminal risk. - Protocol for handling breaches of the Compliance Model. - Procedure on handling reports of breaches 	<ul style="list-style-type: none"> - Protocol on the acceptance and giving of gifts. - Internal rules of conduct on stock market-related issues. - Protocol on occupational health and safety. - Protocol on notification management. - Protocol on scrutiny and approval of related party transactions. 	<ul style="list-style-type: none"> - Protocol on managing powers of attorney and use of electronic certificates. - Protocol on recruitment of executives, sales staff, and employees. - Corporate information security policy and drafts policies comprising the ISM structure, as well as associated technical and control procedures. - Protocol on use of ICT resources and cybersecurity. 	<ul style="list-style-type: none"> - Protocol on risks on the possible use of audiovisual material without rights. - Protocol for handling tax-significant transactions. - Protocol on brand management. - Protocol on domain management. - Procedure for handling reports of breaches of the Whistleblowing Channel
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Within Atresmedia’s framework of internal rules and regulations, the Code of Conduct provides a general description of the policies, principles, objectives and values considered necessary and crucial by the Group for its overall success, as well as for strengthening its presence in society.

As noted, ultimate responsible with regard to the interpretation and application of the Code of Conduct rests with the Compliance Committee, composed of representatives from Corporate General Management, Finance, Regulatory Affairs and Institutional Relations, Internal Audit and Process Control, and Legal Affairs.

This illustrates the cross-cutting nature of compliance and business conduct issues and the importance Atresmedia Group attaches to matters related to good governance and business ethics.

In line with the results of the double materiality assessment and in the light of market trends, the Group is increasingly focusing on governance of

cybersecurity, digital transformation, and artificial intelligence (AI), the business opportunities they present as well as the associated risks (e.g., legislation, competition, violations of digital rights, etc.). The aim is to ensure that managing these areas contributes to a secure, ethical operating environment that is aligned with prevailing regulations. Therefore, the corporate risk map takes into account threats related to cybersecurity and misuse of artificial intelligence.

⚠ **Cybersecurity**

The Corporate Information Security Policy lays the foundations underpinning the Group’s Information Security Model (ISM). The policy formalises Atresmedia’s commitment to ensuring a secure digital environment and outlines the objectives and guiding principles on the Company’s operations. Strategically, cybersecurity aims to add value at all levels of the organisation (users, employees, and shareholders) by fostering a secure environment and enhancing brand reputation.



Atresmedia's main cybersecurity objectives are:

- To demonstrate its commitment to protecting the organisation's information assets.
- To establish the information security governance framework.
- To formalise the principles and standards that must be upheld to ensure that this commitment is reflected in all operational, commercial, and business processes, as well as to support the Group's IT strategy.

The objective of the **ISM** is to manage information security across the Group by coordinating actions led by the Cybersecurity and Technical areas to ensure a secure environment for information and critical systems. This model is predicated on early incident detection and a cycle of continuous improvement comprising four stages (planning, doing, checking, and acting), allowing for ongoing evaluation and the introduction of new improvements.

The ISM includes a security incident management procedure designed to establish a comprehensive framework defining the technical, organisational and operational actions required to ensure an effective response to any event compromising the confidentiality, integrity or availability of the Group's information systems. This procedure governs the security incident identification, analysis, containment, eradication and recovery phases, minimising the impact on technology assets, sensitive data and business continuity. It also aims to safeguard corporate reputation, intellectual property and the trust of employees, customers and partners through coordinated deployment of specialist resources and the implementation of preventive and reactive measures in line with best practices and internal security policies.

In 2025, Atresmedia's managed cybersecurity services transitioned towards a more mature, integrated and predictive model, consolidating its role as a core pillar of protection of the Group's digital assets. After shoring up the service in 2024, activities in 2025 focused on expanding its scope by increasing the number of monitored assets, improving the incident management procedure, and performing an in-depth analysis of the security technologies implemented. This transition led to adoption of a centralised management console, which

provides a unified view of the security posture and optimises the response to vulnerabilities and incidents, incorporating risk-based and asset-weighted prioritisation mechanisms, along with AI models and machine learning for predictive threat analysis.

Moreover, it enhanced real-time vulnerability analysis, replacing scheduled scans with continuous and non-intrusive models, and introducing automation processes in remediation tasks. This advanced approach bolsters Atresmedia's capacity for anticipation and resilience in the face of cyber threats, guaranteeing operational continuity, data integrity and brand protection.

During the year, Atresmedia continued to promote various training and awareness initiatives aimed at reinforcing secure behaviour in the digital environment in a bid to strengthen the cybersecurity culture and raise awareness across the entire workforce.

Firstly, an experiential learning programme based on phishing attack simulations was consolidated, driven by an automated engine that uses AI algorithms. These simulations enabled employees to develop greater resilience to impersonation attempts, learning from both errors and the successful identification of attacks. The campaigns fared extremely well, resulting in a sharp drop in the number of clicks per campaign, even while the level of difficulty increased. In 2025, 12 phishing campaigns were carried each month and 40,600 attacks were launched. A total of 2,275 users received awareness campaigns sent out by the Group in 2025.

At the same time, the Group kept its Cybersecurity Training Plan, based on a cognitive and continuous learning approach that applies advanced multimedia and training principles. It promotes active participation and regular assessments to measure knowledge assimilation and the adoption of good practices.

Lastly, onboarding training based on narrative schemes inspired by TV series was added, designed to encourage learners to identify with real-life risk situations. Through this approach, learning was built through storytelling, helping employees to recognise that cyber threats are a close and tangible reality and to overcome the false perception of invulnerability expressed in the belief: "It couldn't happen to me".

△ Security Committee

The Security Committee is tasked with overseeing cybersecurity matters within Atresmedia Group. Management of cybersecurity breaches is articulated through an end-to-end approach based on early detection, continuous analysis and coordinated incident response, under the framework of the Group's managed cybersecurity service.

The process starts with vulnerability analysis and management, an ongoing service that proactively assesses potential points of exposure in systems, applications and configurations. This analysis covers published vulnerabilities, internal and external reviews, system hardening, code analysis and the evaluation of the security technologies rolled out. Ultimately, its purpose is to identify potential risks early and ensure that Atresmedia's IT infrastructure remains up to date and protected against the growing volume of threats.

The Security Operations Centre (SOC) is in charge of monitoring and incident response, organised across three levels of specialisation (monitoring, management and expert response). Using advanced correlation and detection platforms, it performs continuous monitoring of traffic, advanced attack detection and forensic analysis, where necessary.

When an incident is detected, a structured procedure is triggered, which includes: event logging and categorisation, risk assessment, technical contextualisation, definition of the immediate action plan, assignment and prioritisation of tasks, follow-up and closure with self-verification. This workflow ensures that the response is agile, documented and effective so as to minimise the impact on information systems and safeguard business continuity.

Lastly, the SOC provides real-time alerts, periodic executive reports and performance metrics. This way, Atresmedia can maintain an accurate and up-to-date view of its vulnerabilities and the overall performance of its cyber defence system, which assists in decision-making and the continuous improvement of its security posture.

Within the framework of the Group's technological supply chain, one of its service providers suffered a cybersecurity incident in 2025 that affected one of Atresmedia's platforms. The breach did not require notification to data subjects, as it did not entail a significant risk to their rights and freedoms. Communication was coordinated with the processor, which immediately took corrective and

preventive measures, reinforcing existing technical and organisational controls. Although the service provider acted as data processor, Atresmedia, in its capacity as data controller, immediately implemented the following measures:

- It logged the incident in the Internal Security Incident Register.
- It reviewed and analysed the information provided by the processor.
- It reported the incident to the Spanish Data Protection Agency (AEPD).
- It maintained ongoing coordination with the provider to monitor the incident and verify the effectiveness of the corrective measures implemented.
- It notified the entire workforce to reinforce awareness of phishing campaigns and remind employees of the guidelines and resources available to prevent security incidents.

These actions helped strengthen third-party control and oversight mechanisms, while providing lessons learned aimed at further strengthening the Group's resilience to cyber threats.

△ Digital transformation and artificial intelligence

Advances in the field of technology and the expansion of artificial intelligence (AI) tools are driving rapid, constant, and significant changes that affect companies' reality. Atresmedia worked, and continues to work, on speeding up its adaptation to these new contexts, as well as preparing itself to seize opportunities that arise and being capable of handling the risks associated with the use of AI.

As part of its business strategy, the Company implemented transformation plans and projects enabling it to leverage technology, becoming more flexible and efficient while continuously enhancing its business processes in terms of content generation and effectiveness in managing corporate processes. Given AI's evolution and potential, Atresmedia has integrated different tools into its day-to-day operations, ensuring at all times that they are used ethically and responsibly.

In this context, the Group drew up its first **Policy on the Responsible Use of Artificial Intelligence and Related Technologies** in 2023. This policy outlines commitments and principles to ensure the secure, responsible, and transparent use of AI tools, particularly large language models (LLMs). The Group also has an **Artificial Intelligence Committee** comprising heads of the business, technology, legal, human resources and IT security divisions to address key aspects of AI. In turn, this Committee has an operational and supplementary working group, that meets at least once a month and whenever required by the needs of the business.

Moreover, since 2024, the Group has supported the **Forética Manifesto for a Responsible and Sustainable Artificial Intelligence** and subscribes to its five principles and specifications, which guide companies in their journey towards responsible and sustainable AI. Similarly, it takes part in AI-related events and seminars held by Forética to share responsible practices in AI application with other companies making up Spain's business fabric.

In 2025, Atresmedia continued to carry out projects for a range of AI tool use cases across several Company areas with the objective of creating competitive



advantages and obtaining tangible results to help optimise the business and business processes. A case in point is the use by *Antena 3 Noticias* and *laSexta Noticias* of AI tools to reinforce its war on misinformation and fake news.

In the same vein, the Group continued to use AI-based solutions in 2025 to enhance the accessibility of its content, primarily through automatic speech recognition applied to closed-captioning. In parallel with these projects, it continued to weigh up new opportunities arising from this technology.

Looking ahead to 2026, Atresmedia continues with its R&D of applications in areas such as content cataloguing, audio description and signing to further improve accessibility to content. In a bid to stay at the technology forefront and use AI tools safely and effectively at work, the Group also provides employees with AI training to help them understand its advantages and risks.

Lastly, as an active member of the Responsible Media Forum, Atresmedia Group will participate in 2026, alongside other international media groups, in the various workshops on AI held by the forum. This topic was selected by the sustainability working group as the key topic for discussion in 2026 given its relevance and its impacts on media and on the future of information.

Corporate culture

Atresmedia Group's corporate culture is underpinned by two essential pillars reflecting its commitment to society and to the responsible running of its business as a media group. These pillars guide its modus operandi and decision-making, and ensure that business is carried out upholding ethical principles, integrity and good governance, and guaranteeing that its content is genuinely diverse, fact-checked, varied and accessible.

On the one hand, Atresmedia bases its actions on strict compliance with prevailing laws and regulations applicable to its activity. This commitment extends to the entire Group, its subsidiaries, governing bodies, the management team and all employees, and is articulated in policies, procedures and internal control mechanisms designed to prevent, detect and manage potential legal, regulatory and ethical risks, aligned with principles of good corporate governance and responsible business conduct.

On the other hand, the Group's corporate culture is underpinned by coherence with its corporate purpose, "We believe in the power of reflection and emotion"

so as to contribute to creating a society founded on shared values, as well as by its mission, values and its voluntary commitments. These commitments are geared towards encouraging ethical, transparent and responsible business conduct, and to helping create a society based on shared values. To this end, Atresmedia champions respect for human rights, information integrity, editorial independence, the war on disinformation, transparency in commercial activities and responsible engagement with all its stakeholders.



PRÓPOSITO | “WE BELIEVE IN THE POWER OF REFLECTION AND EMOTION TO GENERATE A SOCIETY OF SHARED VALUES”

MISIÓN | Broadcast of varied, innovative and high quality news and entertainment offerings that respond to our stakeholders' needs in order to win their trust and thereby ensure the leadership position and sustainability of the Group.

VISIÓN | To be the reference independent multimedia communication group with a valuable and positive contribution to the society in which we operate.

VALORES | **COMMITMENT:** We strive to make a valuable contribution to society creating corporate sensitivity campaigns which resolve problems and generate a positive change.

QUALITY: We continuously improve our business by developing products that are exceptional in both design and content and tailored to the needs and expectations of our audiences.

CREATIVITY: We boost the creative development of employees, promoting artistic freedom and freedom of thought, respecting the Company's democratic and cultural values.

LONG-TERM VISION: We work to make our company a leader within the audiovisual sector by embracing and creating the future.

INNOVATION: We work towards new ideas, products, services and practices that provide value for the Company and society.

DIVERSITY: We strive to provide a working environment that respects and promotes equality, diversity and inclusion, so that all our employees and partners can work in an environment that is safe, free and non-judgemental, ensuring an appropriate work-life balance. We also endeavour to ensure our content lends visibility to and reflects the diversity that defines the Company.

LEADERSHIP: We motivate and address our collaborators to encourage their development and that of the organisation, transmitting energy and inspiring confidence to help the organisation to achieve its business objectives.

INDIVIDUAL AND COLLECTIVE RESPONSIBILITY: We perform our duties with rigour and responsibility, complying with applicable laws and the principles and rules set out in the Code of Conduct, helping in good faith to identify and address possible weaknesses or deficiencies at Atresmedia.

TEAMWORK: We encourage a culture based on the establishment of relationships of trust and respect between employees and the Company. We develop their autonomy and participation in decision-making, based on the principles of delegation and responsibility.

Both pillars make up the foundation of the Group's governance framework and guides the definition and enforcement of its internal policies, ethical codes and oversight mechanisms, thus mainstreaming a culture of compliance, ethics and accountability throughout the organisation.

To reinforce awareness about its corporate culture and ensure that all employees in the organisation understand the guidelines of conduct and social, environmental, and governance commitments, Atresmedia maintains constant communication with its key stakeholders, particularly its administrative, management, and supervisory bodies, and its employees.

Mechanisms in place to achieve this objective include:

- Regular communications from the Compliance Officer, the Privacy Officer, or the Corporate General Manager.
- Annual questionnaires on conflicts of interest sent to executives and

middle managers (approximately 289 in 2025 across the Group on 2024 conflicts).

- Training on the Compliance and Crime Prevention Model.
- Continuous availability and accessibility of internal rules and regulations, Compliance Model, and other corporate policies aimed at generating a model of ethical and responsible conduct.
- The Group's Whistleblowing Channel.
- Various corporate communication channels and mailboxes available to all employees, e.g., the suggestion box, newsletters, and the corporate intranet.

Members of Atresmedia's administrative, management and supervisory bodies promote the Group's corporate culture through approval and enforcement of



rules and regulations, acting both collegially and individually in discharging their duties.

In 2025, the corporate culture became even more prominent in the administrative, management and supervisory bodies' agendas. The Compliance Officer attended three Audit and Control Committee meetings to discuss the activity of the Regulatory Compliance Committee (RCC) and the Privacy Committee. The chairs of these committees submitted their respective activity reports to the Board of Directors. Additionally, the RCC routinely addresses issues of cybersecurity and data protection, with regular attendance by the Data Protection Officer and the Group's Chief Information Security Officer. In 2025, the Corporate General Manager briefed the Audit and Control Committee on the ESG strategy and on advances and challenges in sustainability.

⚠ Sustainable investment

As part of reporting to stakeholders on its social, environmental, and governance (ESG) performance and commitments, and in an exercise of transparency, Atresmedia fills out the sustainability questionnaires designed by different rating agencies. These questionnaires serve as a self-evaluation tool, as well as a tool for communicating the corporate culture.

The Group's scores from these questionnaires have steadily improved over the past few years, which is a testament to the success of its ESG efforts.

Meanwhile, Atresmedia identified growing interest among shareholders and the investment community in ESG issues, recognising sustainable finance as an opportunity to access investment. In December 2025, Atresmedia took out a new syndicated loan facility for EUR 175 million linked to compliance with three ESG indicators: increased use of primary data to enhance the calculation of Atresmedia's Scope 3, Category 1 carbon footprint, including the Scope 1 and 2 carbon footprint of its most significant suppliers; the allocation of free advertising space to non-profit associations; and accessibility of free-to-air TV content through subtitling and closed captioning.

It also arranged another EUR 75 million bilateral loan linked to those same indicators.

Lastly, in compliance with the EU Taxonomy Regulation, each year Atresmedia reports the proportion of its revenue, CapEx and OpEx aligned with the activities and criteria defined in the Taxonomy as sustainable finance.

Investor relations

The purpose of the Investor Relations Department is to disclose financial matters and any other information that could be of interest to the financial community for informed decision-making using the most complete information available.

For several years now, in the light of the growing interest in sustainability-related matters, the Investor Relations area has seen how the financial community is increasingly factoring environmental, social and governance (ESG) aspects into investment decisions. Therefore, Atresmedia highlights the ESG-related actions carried out in the publication of its quarterly earnings and in its corporate presentations during the reporting period. IR also receives calls and enquiries relating to sustainability matters affecting the Company. To this end, it works hand-in-hand with the Sustainability area in preparing reports, questionnaires and other information that is subsequently disclosed to the financial community.

⚠ Mechanisms for identifying, reporting and investigation unlawful behaviour and for the protection of whistleblowers

Atresmedia has a number of mechanisms in place to detect, report, and investigate potential incidents of breaches of its internal rules and regulations, including the Whistleblowing Channel. As noted above, this is a confidential and priority channel for reporting violations of the Compliance Model; e.g., criminal offences, financial or accounting irregularities, discrimination, harassment, human rights violations, as well as legal breaches that could affect the Group's general interest and reputation. Accessible to third parties via the corporate website and internally through the corporate intranet, this channel allows queries or reports of breaches to be submitted anonymously, and requests, where they deem appropriate, for personal interviews with the Compliance Officer.

Additionally, Atresmedia may receive reports of unlawful conduct related to Group companies or employees through other means, e.g., the corporate

responsibility mailbox or the accounts of the Group’s Compliance Officer, Sustainability Officer, or other executives.

When a report of a breach is received, it is analysed to determine if it qualifies for admission and processing or whether it should be dismissed. Once admitted for processing, it is communicated to the whistleblower and the accused, always respecting the accused person’s right to the presumption of innocence, honour, defence, access to the case file, and to be heard.

All reports are handled with strict confidentiality and in accordance with applicable regulations, ensuring protection of the whistleblower, safeguarding their identity (except for legal exceptions), and guaranteeing confidentiality of the facts and their source. The Group ensures that no retaliation is taken against whistleblowers and respects their right to be informed of the procedure until the case is resolved or closed, as provided for in the Whistleblowing Channel procedure. Corruption-related queries and reports must also be handled by the Whistleblowing Channel in accordance with Atresmedia’s Anti-Corruption Protocol, which was approved by the Board of Directors and applies to the entire Group.

The Compliance Office is responsible for handling queries and has the required independence, training, and professional and managerial competencies to manage this channel.

⚠ Training on business conduct

To ensure the entire Group understands and adheres to its guidelines of conduct and internal rules and regulations, the Regulatory Compliance Committee approved a mandatory training plan (2022-2023) for all employees, including executives and middle managers. Subjects covered include the Compliance Model and the Code of Conduct, along with information about the Whistleblowing Channel as a priority and confidential channel for reporting breaches of the model or code. This mandatory training has been part of Atresmedia’s onboarding programme since 2024 to ensure that new recruits are familiar with the Compliance Model and how they are expected to behave. Meanwhile, since 2021, executives and middle managers provide an annual statement confirming their knowledge of the model and the absence of conflicts of interest.

Lastly, the Compliance Officer sends an annual communication to all employees reminding them about their obligation to comply with the Group’s internal rules and regulations and informing them about the most important updates. All Group employees also receive specific notifications when issues of particular interest arise.

⚠ Functions at risk of corruption and bribery

The Group’s functions-at-risk (i.e., those with the greatest exposure to corruption and bribery risk) are those with executive responsibilities, given their decision-making authority. They include the CEO, Corporate General Managers, the Deputy General Manager of Procurement, and the Directors of Radio Stations (UNIPREX).

G1-2

⚠ Management of relationships with suppliers

Atresmedia is guided by principles of fairness, transparency, objectivity, and independence in its relationships with suppliers. Given its activity, the Group differentiates between two types of suppliers, with which it interacts differently and based on their specific needs. However, it requires all of them act in accordance with the principles outlined in its Code of Conduct and with applicable legislation. These are:

- Suppliers of goods and services.
- Content providers, which include both producers and distributors of content.

In order to strengthen the sustainability of its supply chain, in 2025 Atresmedia updated the sustainability (previously corporate responsibility) clauses contained in its contracts with suppliers. By signing, suppliers state that, among other things, they foster principles of equality among their workers and guarantee respect for human and labour rights, do not tolerate discrimination of any kind, and pay special attention to their environmental impact. The updated clauses will be included in all contracts starting in 2026.

Moreover, the clauses are accompanied by environmental guidelines, available on the Atresmedia website and referenced in all contracts, drawn up to share the Group's principles of conduct with suppliers so that they are aware of them and can act in accordance with the recommendations outlined in them. Atresmedia Group has three such guidelines:

Principles of responsible waste management for Atresmedia suppliers, whose objective is to share with suppliers working at the Group's facilities the waste management principles applied by Atresmedia so that they also carry out proper waste separation and recycling.

Atresmedia's principles of sustainable audiovisual production, whose objective is to share Atresmedia's 15 sustainable production principles with the production and distribution companies with which it works and to provide guidance on the measures to be implemented to promote a more sustainable audiovisual industry.

Principles of sustainable environmental management for suppliers of goods and services, whose objective is to share and promote Atresmedia's 12 sustainable management principles among all its suppliers of goods and services, with whom it wishes to progress jointly towards a more sustainable economy, inviting them, where possible, to integrate these principles into their own activity.

Further details on Atresmedia's engagement with its two types of suppliers are provided below. Regarding payment practices, as described in section G1-6 Payment practices of this chapter, the Group acts in accordance with prevailing legislation

⚠ Suppliers of goods and services

The Procurement Department is ultimately responsible for negotiations and relationships with Atresmedia's suppliers of goods and services. Three key phases are identified:

1. Negotiation and agreement

Payment and service engagement terms and conditions are agreed in the negotiation process. As noted previously, a sustainability clauses is included in contracts with suppliers of goods and services setting out their commitment to

act in accordance with the principles of the Group's General Sustainability Policy. For suppliers of goods and services, this clause is accompanied by two of the environmental guidelines mentioned above: principles of responsible waste management for Atresmedia suppliers and principles of sustainable environmental management for suppliers of goods and services. The second is based on Atresmedia Group's environmental policy and includes 12 sustainable environmental management principles that the Group seeks to promote among its suppliers. These range from legal compliance to the commitment to reduce fossil fuel use, and include, among others, identification of climate-related risks and the promotion of renewable energy use.

2. Supplier approval

In addition, the Group has a digital supplier approval procedure in place to manage these relationships properly and efficiently. Depending on their type, suppliers are required to provide certain documentation (e.g., tax, data protection, occupational health and safety) before the Group enters into any agreement to ensure that they operate within the legal framework and in line with Atresmedia's principles of business conduct. This information is necessary for the supplier to be awarded a project.

Through this procedure, suppliers also sign a statement regarding Atresmedia Group's Compliance and Privacy Model, in which they commit to adopting the necessary measures to align both their actions and those of their people with the Group's principles and values. Specifically, they commit to zero tolerance of unlawful conduct or situations that are contrary to Atresmedia's Model and, where any are uncovered, to report them directly to the Group through the Whistleblowing Channel. They also pledge to promote equal opportunities and respect the principle of non-discrimination, and to comply with European and national regulations on personal data protection and guarantee of digital rights.

3. Development of the collaboration

Una vez cerrado el acuerdo de colaboración, es el área gestora que recibe el bien. Once the collaboration agreement is closed, the area receiving the goods or services is responsible for verifying that the relationship is carried out as agreed and for reporting any significant incidents to the Procurement Department where its involvement is required.

Moreover, to ensure transparent, ethical, and competitive procurement processes, Atresmedia Group has a Procurement Committee, which meets weekly to evaluate and approve transactions considered especially significant due to their amount and/or impact on the business in relation to suppliers of goods and services.

⚠ **Suppliers of content: producers and distributors**

Content producers and distributors are an essential part of Atresmedia’s business. The relationship between them depends, respectively, on the General Audiovisual Business Department, through the Production Department, in the case of production companies, and the External Production Department, in the case of distributors.

As with suppliers of goods and services, the Group includes a specific sustainability clause in its contracts with content providers. In addition to the above-mentioned values, this clause states that, where the storyline allows, the inclusion of plots and content related to social and environmental impact topics will be considered in the productions contracted.

The clause comes with the Group’s responsible waste management principles with the aim of ensuring proper waste management by production companies operating at Atresmedia’s facilities, and with Atresmedia’s sustainable audiovisual production principles, which focus on driving a low-carbon audiovisual industry. The guidelines on sustainable audiovisual production outline 15 sustainable production principles on which the Group is making progress and that cover four areas of action (decarbonisation, waste management, use of materials and



awareness-raising). Atresmedia expects these principles to serve as guidance for production companies to gradually integrate sustainability criteria into the contracted productions.

Relationship with producers

Contracts entered into with production companies and the relationship with them are managed by the General Audiovisual Business Department, which is responsible for negotiating contract awards, and by the Content Department. As noted previously, with the objective of ensuring they understand and respect Atresmedia Group's values, contracts include a commitment clause whereby they state that, among other principles, they foster equality among their workers and uphold human and labour rights, without tolerating any kind of discrimination on the grounds of gender, race, sexual orientation, religious belief, political opinion, nationality, social origin, disability or any other circumstance that could be a source of discrimination. Producers are also asked to confirm that they scrupulously manage the environmental impact of their activity.

Relationship with distributors

Contracts with distributors are managed by the External Production Department, which ensures transparency throughout the contracting process through its internal approval processes, while also safeguarding intellectual property rights. Along these lines, Atresmedia Group's external production content is curated based on the programming needs of the Group's channels, ensuring through the procurement process the assignment of the intellectual property exploitation rights needed for the commercial exploitation of the audiovisual content.

Procurement processes involving foreign companies are carried out within those territories covered by the Financial Action Task Force (FATF). This ensures the absence of dealings with companies resident in tax havens or any ties with money laundering, the financing of terrorist activities or any other type of unlawful activity, thereby minimising potential adverse impacts.

G1-3

Prevention and detection of corruption and bribery

Committed to strengthening and enhancing the transparency of its corporate governance, Atresmedia Group undertakes—as one of its management objectives—to adopt and implement measures and controls that effectively

prevent criminal conduct in the organisation, and to ensure the legality of actions taken by employees, collaborators, and executives, in performing their professional activities. To this end, it has a Compliance and Crime Prevention Model, which helps to prevent, detect and address cases of corruption or bribery. Key elements of this model are the Anti-Corruption Protocol and the Code of Conduct.

⚠ Procedure for detecting incidents of corruption and bribery

Any incidents of corruption or bribery detected are addressed within the framework of the Group's Compliance and Crime Prevention Model, following the procedures outlined in the Protocol for handling breaches of the Model, the Protocol for handling situations involving criminal risk or the Procedure for handling reports of breaches, as appropriate.

Atresmedia's Compliance Officer is responsible for overseeing the Internal Reporting System and managing the Whistleblowing Channel, as well as for appointing the team of investigators for potential irregularities in accordance with the Procedure for handling reports of breaches. Depending on the relevance of the incident reported, when sufficient evidence is found the Compliance Officer appoints individuals to investigate the potential unlawful conduct or irregularities, ensuring they are not personally involved in the matter being analysed.

If the whistleblower believes the Compliance Officer has a conflict of interest, an alternative recipient may be chosen to handle the report independently, assume the responsibilities of the Channel Manager in that case.

In addition, the Channel Manager has the authority to act independently in managing and investigating reports received, reporting exclusively to the Regulatory Compliance Committee (RCC) and the Audit and Control Committee on reports admitted for processing, overseeing their resolution and the corrective measures applied, and always ensuring confidentiality and the rights of those involved.

⚠ Communication and stakeholder training on corruption and bribery

Atresmedia makes sure to communicate its compliance policies to the relevant individuals, guaranteeing that the policies are accessible and that the individuals understand the implications, through publication on the A3Mil intranet and the Atresmedia Corporación corporate website. There are also three recurring communications—sent annually via email to all affected parties—on the

Compliance and Crime Prevention Model, Data Protection, and the Protocol on the acceptance and giving of gifts. This also helps raise awareness within the organisation of these issues and policies.

To ensure understanding of the rules, all executives and middle managers at Atresmedia must provide of statement regarding their knowledge and acceptance. Employees receive mandatory training on the Compliance Model, which includes specific topics on fraud prevention and detection, and on conflicts of interest. They must state that they understand the model to complete the training. Specifically, the course covers: the main actions by the Group that could lead to criminal liability or non-compliance with the Model, the supervisory and control bodies, and the prevention and control measures in place.

All functions identified deemed to be at risk of corruption and bribery—namely, the CEO, Corporate General Managers, the Deputy General Manager of Procurement, and the Directors of Radio Stations (UNIPREX), as well as other executive directors and employees—have been included in the Compliance and Crime Prevention Model training plan, which explicitly addresses corruption and bribery.

Lastly, in a bid to promote good practices throughout its value chain, Atresmedia requires its suppliers to sign a procurement statement and conditions, stating that they acknowledge and accept the Group’s Code of Conduct, the Anti-Corruption Protocol, and the Protocol on the acceptance and giving of gifts. By doing so, suppliers undertake to adopt the necessary measures to ensure that their behaviour and that of their representatives align with the principles and values outlined in these documents, including anti-corruption and bribery.

Metrics and targets

G1-5

Political influence and lobbying activities

Atresmedia Group maintains its editorial stance and defends its interests either directly or through membership of various associations, platforms, and self-regulation and co-regulation groups at regional, national, and European levels. In these spaces, they address issues related to developments in regulations and public policies in sectors where Atresmedia operates: audiovisual media, audiovisual production, media, intellectual property, and advertising.

Atresmedia knows that it needs to maintain an ethical stance in its activities, balancing the defence of freedom of expression and the free development of its communication activities and the guarantee of citizens’ rights.

In defending its editorial stance and business interests, Atresmedia is an active member in groups that consult and review European regulations applicable to the audiovisual industry. This way, it can ensure that regulators take its concerns, expertise, and opinions into account. Likewise, through its involvement in these processes, Atresmedia can take actions to minimise the risks associated with potential non-compliance with sector- specific regulations.

Regulatory Affairs and Institutional Relations manage lobbying and institutional relations activities, reporting any related material issues to executive directors and executives. The Group’s primary representatives in this activity are the Chairman of the Board of Directors, the Executive Vice Chairman, and the CEO⁵⁴.

Atresmedia Group’s lobbying activities

Associations and platforms in which Atresmedia actively participates to defend its interests as a media company include: the Spanish Union of Commercial Open Television Broadcasters (UTECA); Spain’s Open Television Platform; AUTOCONTROL for Advertising; the Catalan Radio Association (ACR); the Spanish Commercial Radio Association (AERC); IAB Spain; the Monitoring Committee of the Code of Conduct for Commercial Communications related to Gambling; the Code of Conduct for the Classification of Audiovisual Programmes and Visual Description Systems; the Association of Commercial Television and Video on Demand Services in Europe (ACT); and EGTA.

Through its lobbying activities, Atresmedia advocates for the application of the same rules for all operators competing in the same market, avoiding and correcting discriminatory regulatory asymmetries. It also wants to have clear rules that allow for market development, provide legal certainty, protect citizens—particularly minors—and uphold constitutional principles.

Since 2024, Atresmedia belongs to the Media, Governance, and Informational Transparency Observatory, created by Ethosfera and Fundación HAZ, which seeks to promote and strengthen a culture of governance and transparency in media in Spain and Latin America. The Observatory created a system of

⁵⁴ No current member of Atresmedia Group’s administrative, management and supervisory bodies has held a comparable position in the current public administration in the two years preceding their appointment.

indicators to assess media companies' transparency, covering issues related to ownership and independence, governance, institutional advertising, economic ties with advertisers, and the creation and dissemination of editorial content. As an active member of the Observatory, Atresmedia Group contributed its industry expertise in the creation and approval of these indicators. In 2026, the Group will undergo its first assessment of compliance with the defined standards conducted by the Observatory based on the Group's public information sources, including this report.

In addition, Atresmedia Corporación de Medios de Comunicación S.A. has been registered with the EU Transparency Register since 2023⁵⁵. Lastly, in 2025 it did not make any economic or in-kind contributions to political parties.

Associations and platforms in which Atresmedia actively participates to defend its interests as a media company include: the Spanish Union of Commercial Open Television Broadcasters (UTECA); Spain's Open Television Platform; AUTOCONTROL for Advertising; the Catalan Radio Association (ACR); the Spanish Commercial Radio Association (AERC); IAB Spain; the Monitoring Committee of the Code of Conduct for Commercial Communications related to Gambling; the Code of Conduct for the Classification of Audiovisual Programmes and Visual Description Systems; the Association of Commercial Television and Video on Demand Services in Europe (ACT); and EGTA.

Through its lobbying activities, Atresmedia advocates for the application of the same rules for all operators competing in the same market, avoiding and correcting discriminatory regulatory asymmetries. It also wants to have clear rules that allow for market development, provide legal certainty, protect citizens—particularly minors—and uphold constitutional principles.

In addition, since 2024 Atresmedia belongs to the Media, Governance, and Informational Transparency Observatory, created by Ethosfera and Fundación HAZ, which seeks to promote and strengthen a culture of information governance in media and promote responsible risk management in companies to create a transparent, ethical and trustworthy information ecosystem. The Observatory prepared a set of governance and transparency standards for media in Spain and Latin America, which includes indicators related to ownership and independence, governance, institutional advertising, economic ties with advertisers, and the creation and dissemination of editorial content. As a member of the Observatory, Atresmedia Group was part of the working

group composed of media companies and other key industry stakeholders to create and agree on standards that, in turn, were based on national and international best practices. In 2026, the Group will undergo its first assessment of compliance with the defined standards conducted by the Observatory based on the Group's public information sources, including this report.

G1-6

Payment practices

Atresmedia maintains fluid communication with suppliers regarding its supplier payment practices, thereby guaranteeing the correct management and timely payment of invoices.⁵⁶

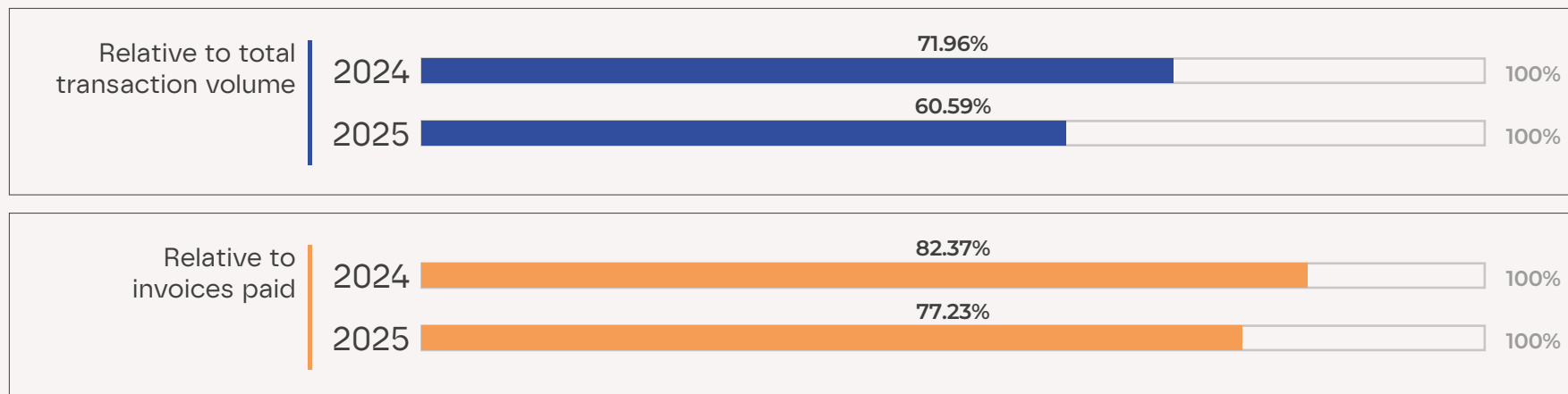
In its relationships with suppliers, Atresmedia Group abides by Law 3/2004, of 29 December 2004, establishing measures to combat late payment in commercial transactions, and the transitional provisions set out in Law 15/2010, under which the maximum supplier payment period is 60 days.

Atresmedia Group acknowledges that it may have to tailor its relationships with suppliers and payment management to their specific needs. In relationships with content suppliers, payment periods—if agreed upon by both parties and depending on the individual characteristics of the service—may be longer. There is no documented procedure for reducing the deadline for payment with SMEs, although Atresmedia tries, where possible, to speed up payment for these suppliers.

In 2025, the average supplier payment period—understood at the time elapsed between the delivery of the goods or the rendering of the services by the supplier and the actual payment of the transaction—was 46 days. Set out below is the monetary volume and number of invoices paid before the statutory deadline.

⁵⁵ Atresmedia Corporación de Medios de Comunicación SA is registered in the EU Transparency Register with REG number: 680073051473-25.

% of payments aligned with standard terms



As at year-end 2025, no legal proceedings were recorded for late payments to suppliers.



⁵⁶ Atresmedia differentiates between suppliers of content and suppliers of goods and services at business level, while the Group does not make these distinctions in its accounting.

05

1. Information on social and employee matters

Annex I
Content of Law
11/2018BREAKDOWN OF
EMPLOYEES BY EMPLOYEE
CATEGORY AND GENDER

Set out below is additional information on headcount at Atresmedia at the end of 2025 and comparison with 2024:

	2024			2025			Annual change 2024- 2025 (%)	
	Men	Women	Total	Men	Women	Total	Men	Women
Senior Management	11	3	14	11	3	14	0.00%	0.00%
Executives	152	91	243	154	92	246	1.32%	1.10%
Technical staff	940	993	1,933	950	992	1942	1.06%	-0.10%
Administrative staff	21	119	140	18	121	139	-14.29%	1.68%
Other	142	194	336	127	175	302	-10.56%	-9.79%
Total	1,266	1,400	2,666	1,260	1,383	2,643	-0.47%	-1.21%

AVERAGE NUMBER
OF EMPLOYEES BY
CONTRACT TYPE

The following tables present information on the average number of employees by contract type, gender, age and employee category for 2025 and comparison with 2024.

1. Average by contract type and gender

	GENDER	2024	2025	Annual change (%)
PERMANENT CONTRACT	Men	1,154	1,185.8	2.76%
	Women	1,245	1,278.7	2.71%
TEMPORARY CONTRACT	Men	78	78.6	0.77%
	Women	112	107.8	-3.75%
PART-TIME CONTRACT	Men	16	13	-18.75%
	Women	22	22	0.00%



2. Average by contract type and age

	AGE	2024	2025	Annual change (%)
PERMANENT CONTRACT	Under 30	304	300.8	-1.05%
	30-50	1,327	1,348	1.58%
	Over 50	768	815.7	6.21%
TEMPORARY CONTRACT	Under 30	135	133.4	-1.19%
	30-50	44	44.5	1.14%
	Over 50	11	8.5	-22.73%
PART-TIME CONTRACT	Under 30	10	9	-10.00%
	30-50	20	19	-5.00%
	Over 50	8	7	-12.50%

3. Average by contract type and employee category

	Category	2024	2025	Annual change (%)
PERMANENT CONTRACT	Executives	256	268.2	4.77%
	Technical staff	1,764	1,817	3.00%
	Administrative staff	135	142.8	5.78%
	Other	243	236.5	-2.67%
TEMPORARY CONTRACT	Executives	0	0	N/A
	Technical staff	115	119.8	4.17%
	Administrativos	4	1.7	-57.50%
	Otras cat.	71	64.9	-8.59%
PART-TIME CONTRACT	Executives	1	1	0.00%
	Technical staff	22	21	-4.55%
	Administrative staff	12	9	-25.00%
	Other	4	3	-25.00%



AVERAGE PAY OF EMPLOYEES BY CONTRACT TYPE AND AGE (EUR)

The following tables show average pay and trend by gender, age and employee category or equivalent position.

1. Pay by gender (EUR)

	2024	2025	Annual change (%)
Men	61,584	67,798	10.9%
Women	46,777	47,232	0.97%

2. Average pay by gender and employee category (EUR)

	2024			2025			Annual change (%)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	173,435	124,530	155,548	218,954	135,367	188,413	26.25%	8.70%	21.13%
Technical staff	47,159	43,444	45,250	46,610	42,691	44,608	-1.16%	-1.73%	-1.42%
Administrative staff	35,105	34,942	34,966	36,016	34,919	35,061	2.60%	-0.07%	0.27%
Other	32,600	33,423	33,075	34,411	33,641	33,965	5.56%	0.65%	2.69%

3. Average pay by age and gender (EUR)

	2024			2025			Annual change (%)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30	27,612	26,873	27,156	29,239	28,734	28,920	5.89%	6.93%	6.50%
30-50	50,917	46,559	48,611	54,132	45,380	49,592	6.31%	-2.53%	2.02%
Over 50	92,718	63,804	79,387	107,371	67,474	88,945	15.80%	5.75%	12.04%



AVERAGE PAY OF SENIOR MANAGEMENT AND DIRECTORS (EUR)

Set out below is additional information on average remuneration of directors and managers, including variable remuneration, per diem allowances, severance pay, long-term retirement plans and any other amounts received, broken down by gender.⁵⁷

Senior Management	2024	2025	Annual change (%)
Men	552,290	984,786	78.31%
Women	348,385	693,495	99.06%
Average	508,596	922,366	81.36%

Non-executive directors	2024	2025	Annual change (%)
Men	228,763	230,167	0.61%
Women	93,125	72,917	-22%
Average	168,478	144,394	-14.30%

Consejeros Ejecutivos	2024	2025	Annual change (%)
Men	1,406,814	4,990,072	255%
Women	-	-	-
Average	1,406,814	4,990,072	255%



⁵⁷ The change in remuneration from 2024 was due primarily to the payment of variable remuneration in 2025.

WORK-RELATED ACCIDENTS⁵⁸

Below is information on work-related injuries, in particular their frequency and severity, and work-related ill health, broken down by gender.

		2024	2025	Annual change (%)
Absenteeism rate due to non-worked- related illness	Men	3.73	6.95	86%
	Women	5.91	4.28	-27.41%
	TOTAL	4.8	5.69	18.54%
Accident frequency rate	Men	1.36	0.98	-28%
	Women	0.41	0.00	-100%
	TOTAL	0.86	0.46	-46.64%
Serious accident frequency rate	Men	0.25	0.02	-92.10%
	Women	0.00	0.00	0
	TOTAL	0.12	0.01	-92.60%

Respecto los datos de Lastlap, el índice de frecuencia de accidentes se sitúa en 23,53 y el índice de gravedad en 0,46.

Por su parte, la siguiente tabla muestra el número de accidentes con baja, el índice de absentismo laboral, las horas de absentismo y enfermedades laborales por sexo.

		2024	2025	Variación anual
Nº de accidentes con baja (no incluidos <i>in itinere</i>)	Men	3	2	-33,33%
	Women	1	0	-100%
	TOTAL	4	2	-50%
Índice de absentismo laboral (voluntario)	Men	3,73	4,37	17,16%
	Women	6,03	7,10	17,74%
	TOTAL	5,07	5,82	14,79%
Horas de absentismo	Men	88.736	89.608	0,98%
	Women	147.296	164.120	11,42%
	TOTAL	236.032	253.728	7,50%

Data for Lastlap show an accident frequency rate of 23.53 and a serious accident rate of 0.46.

The following table shows the number of lost-time accidents, absentee rate, hours lost and work-related ill health by gender.



⁵⁸ The tables include information on the Group except Lastlap, which joined in July 2025 and has its own OHS system.

DISMISSALS

1. Dismissals by gender (N°)

	2024	2025	Annual change (%)
Men	18	25	39%
Women	25	32	28%
TOTAL	43	57	33%

2. Dismissals by age (N°)

	2024	2025	Annual change (%)
Under 30	9	8	-11%
30-50	23	39	70%
Over 50	11	10	-9%
TOTAL	43	57	33%

3. Dismissals by employee category (N°)

	2024	2025	Annual change (%)
Executives	1	2	100%
Technical staff	34	50	47%
Administrative staff	4	2	-50%
Other	4	3	-25%
TOTAL	43	57	33%

TRAINING HOURS

Below is additional information on number of training hours attended by Atresmedia Group employees by employee category and comparison with 2024.⁵⁹

	2024	2025			Annual change (%)
	Total	Hombre	Mujer	Total	Total (%)
Executives	4.299	2.571	2.229	4.800	11,7%
Technical staff	21.255	4.791	7.985	12.776	-39,9%
Administrative staff	1.786	804	1.862	2.666	49,3%
Other	3.915	260	573	832	-78,7%
TOTAL	31.253	8.425	12.648	21.073	-32,6%

⁵⁹ The change in training hours was due to the increase in absenteeism by employees to training sessions held.



2. Information on anti-corruption and bribery

As described at length in Chapter G1 Corporate Culture, the Group is staunchly committed to complying with the law and has specific policies, measures and mechanisms in place to prevent corruption and bribery (see Chapter G1).

The following table shows Atresmedia Group's contributions in 2025 to both Fundación Atresmedia and to other non-profit associations.

	2024	2025	Annual change (%)
To Fundación Atresmedia	500 thousand	500 thousand	0%
Other types of contributions	331 thousand	35 thousand	-90%
TOTAL⁶⁰	831 thousand	535 thousand	-36%

3. Tax information and financial performance

Tax information

Atresmedia Group has a tax strategy in place that is based on compliance with applicable tax law and regulations in all the territories in which it operates. The aim is to ensure that common tax criteria are applied to all transactions—not only those involving the parent but all other companies that make up the Group. This strategy reflects the Company's commitment to the principle of responsible taxation and good tax practices, maintaining open and collaborative relationships with tax authorities to address any discrepancy and ensure fulfilment of tax obligations, as well as sustainable development, and the responsible and transparent running of its business, nurturing a culture of compliance and accountability across the organisation.

Notably, the tax strategy and the Corporate Tax Policy help to improve the mechanisms in place for the control of tax risks, generating positive impacts on society and promoting tax equity and fairness.

Responsibility for tax compliance lies with the Board of Directors of Atresmedia Corporación de Medios S.A., the Company's most senior representative, steering, management and control body, in accordance with the provisions of the Spanish Corporate Enterprises Act and the Board's own regulations. The Board defines the Company's tax strategy and approves the corporate tax policy following a favourable report from the Audit and Control



⁶⁰ The change was primarily because the Group kept its contribution to Fundación Atresmedia, but contributed less to other entities.

Committee. Atresmedia's Tax Policy is available on the corporate website and sets out the principles underpinning the management of the tax strategy at all Group companies.

The Group also has a Tax Management and Control Model, which has been defined on the basis of the Corporate Risk Management Model. It includes special controls and a Protocol for Tax-Significant Transactions. The model describes the types of transactions which, due to their importance or specific nature, must be analysed before they are carried out.

Profit before tax

	2024	2025	Annual change (%)
Profit/(loss) before tax	160,329,038	81,325,972	-49%

Further to its tax obligations, in 2025 Atresmedia's tax contribution was **EUR 23,115 thousand in income tax**. As for aid received from the government, in 2025 Atresmedia received grants amounting to EUR 454 thousand, in addition to the corresponding tax relief to which the Group is entitled for film and audiovisual productions.

The new Audiovisual Media Law imposes certain legal obligations on commercial television networks, which Atresmedia must honour due to its status as an audiovisual group. As a result, Atresmedia allocates part of its revenue to the production of Spanish films. Thanks to its talented team of professionals, Atresmedia has turned this into a great opportunity and indeed one of the Company's hallmarks.

In line with this obligation, the main aspect mitigating the tax payable on Atresmedia's earnings is the **tax credits for cinema and audiovisual production**. In 2025, the Group applied **tax credits** for audiovisual and film production of EUR 10,393 thousand (2024: EUR 3,690 thousand).

Annual changes in **corporate income tax** paid, **grants** received, RTVE (State television) royalties and tax credits applied in the year are shown below:

Tax indicators (EUR thousand)

	2024	2025	Annual change (%)
Income tax expense	11,204	23,115	106%
Grants received	474	454	-4%
RTVE royalty	22,569	22,768	1%
Deductions applied	3,690	10,393	182%



2. Environmental information

CARBON FOOTPRINT

As described in detail in section E1-1, the Group takes measures throughout its value chain aimed at reducing its greenhouse gas (GHG) emissions and improving its impact on the environments in which it operates, helping to drive a more sustainable audiovisual industry.

The following tables set out the main direct and indirect GHG emissions of Atresmedia's own operations and throughout its value chain, including Scope 1 and 2 emissions and all categories of Scope 3 emissions that are relevant for the Group.

GHG emissions (en tCO₂ eq)

GHG emissions (tCO ₂ eq)	2024	2025	Annual change (%)
Scope 1 emissions	1,781.15	1,772.04	-0.51%
Scope 2 GHG emissions (market-based)	513.98	292.825	-43.03%
Scope 1 and 2 emissions⁶¹	2,295.13	2,064.87	-10.03%
Scope 3 emissions	179,754.31	114,822.03	-36.12%
1. Purchased goods and services	92,246.86	71,094.43	-22.93%
2. Capital goods	6,107.35	4,380.15	-28.28%
3. Fuel- and energy-related activities	342.72	462.62	34.98%
4. Upstream transportation and distribution	2,023.11	2.72	-99.87%
5. Waste generated in operations	221.89	220.3	-0.72%
6. Business travel	2,877.20	2,337.99	-18.75%
7. Employee commuting	4,065.83	4,048.59	-0.42%
8. Upstream leased assets	2,853.78	1,679.81	-41.14%
11. Use of sold products	19,330.16	18,557.61	-4.00%
15. Investments	49,685.40	12,038.04	-75.77%

Supplier engagement measures carried out 2025, coupled with Atresmedia Group's efforts in recent years to improve the calculation of its Scope 3 emissions, led to a considerable reduction in emissions in some categories (e.g., Category 15) and also enabled the Group to identify GHG emissions from its value chain more accurately in 2025. The difference between Scope 3 emissions data reported in section E-1 of this chapter is that the numbers include Scope 3, Category 11 emissions, which were not reported in the gross emissions table in E1, since they are not covered by the decarbonisation strategy.



⁶¹ Scope 1 and 2 carbon footprint data differ from the data published in the 2024 report due to the recalculation after the publication of the updated emission factors for 2025. The Scope 1 and 2 carbon footprint figures for 2025 were calculated taking the most updated emission factors published as at the reporting date (2024)

5. Information related to society

COMMUNICATION CHANNELS

As highlighted several times throughout this report, the Group has several channels in place to address the issues and views of society. Following is additional information on the volume and type of communications handled through some of the channels.

1. Atresplayer (incidents handled)

As noted and detailed in this report, Atresplayer has a customer service area that received and handled the following enquiries in 2025 by type:

Type of incidents	2024	2025	Annual change (%)
N° of enquiries handled	101,856	100,013	-2%
Information, suggestions	18%	15%	-17%
Complaints	6%	8%	33%
Technical incidents	9%	8%	-11%
Payment incidents	3%	5%	67%
Direct incidents	1%	1%	0%
Cancellation of subscription	14%	15%	7%
Technical, payment and access assistance	41%	39%	-5%
Discount code	3%	4%	33%
Other and not applicable	5%	5%	0%

2. Whistleblowing channel

The following table presents the number of reports received through the Group's Whistleblowing Channel by type of report:

	2024	2025	Annual change (%)
Enquiries	0	0	N/A
Reports of breaches	9	15	66,6%



3. Sustainability email address

The Sustainability area oversees management of this email address and sends communications received to the pertinent areas for processing. The number of communications received through this email account in 2025 by type is set out below:

	2024	2025	Annual change (%)
Communications ⁶²	92	132	43%
Sustainability matters	41.3%	18.2%	-56%
Queries regarding HR	19.6%	12.9%	-34%
Requests for information	17.4%	15.2%	-13%
Complaints about content	12.0%	39.4%	229%
Impacts	8.7%	11.4%	31%
Suggestions	1.1%	1.5%	39%
Complaints about advertising	0.0%	1.5%	-

ASSOCIATION AND SPONSORSHIP ACTIONS

As described in Chapter S4, Atresmedia, in line with its commitment to society and sustainable development, partners with other companies and entities on initiatives to improve their positive impact on society and raise awareness about the importance of addressing different social and environmental issues. These actions are described in detail throughout this report and include:

- Corporate social responsibility initiatives (*Ponle Freno, Constantes y Vitales, Luz Verde, Crea Cultura, Hablando en Plata* and *Tolerancia Cero*), described in section S4-4 of this report.
- Broadcasting of free campaigns for NGOs and the Emergency Committee, also described in Chapter S4.
- Corporate volunteering actions listed in section S1.
- Collaboration with and participation activities of the Global Compact, Forética, the Responsible Media Forum and Spain's Media Observatory (Observatorio de Medios de Comunicación), detailed mostly in Chapter G1.



⁶² The figure for 2024 was corrected due to an error.

RELATIONSHIPS WITH SUPPLIERS

As described in detail in the section G1-2 Management of the relationship with suppliers in this report, Atresmedia Group considers having good relationships with suppliers a key part of its corporate culture. To this end, it has policies and guidelines in place for managing relationships with its suppliers. It also includes sustainability and corporate social responsibility clauses in contracts with its suppliers or goods and services, and its content providers. The Group also has an approval process for suppliers of goods and services that facilitates oversight and project awards, using it to supervise matters related to the protection of personal data, and health and safety. It also asks suppliers to furnish additional information on their CSR policies.

Moreover, these measures help ensure respect of workers in Atresmedia Group's value chain, as described in section S2-4 of this report.



06 Annex II Key figures

		SOCIAL	2024	2025	Change (%)
IN RELATION TO ATRESMEDIA'S OWN WORKFORCE	Characteristics of employees	Total number of employees (N°)	2,666	2,643	2,643
		Percentage of employees with disabilities (%)	2.2%	2.12%	-2.6%
		Percentage of female employees (%)	52.5%	52.3%	-0.3%
		Percentage of women in senior management (%)	21.4%	21.43%	0
		Gender pay gap (%)	24%	30.33%	26.18%
		Ratio between the remuneration of the highest paid individual and the median remuneration of employees (N° of times)	42	55.43	24%
		Number of female employees (N°)	189	219	15.87%
		Number of employees (N°)	429	376	-12.4%
	Diversity, equity and inclusion programmes	N° Capaz grants for persons with disabilities(N°)	50	54	8%
		Hours of volunteering donated to the community (h)	2,497	2,451	-1.84%
		Number of volunteers (N°)	444	524	18.02%
	Working conditions, protection and social dialogue	Percentage of employees covered by social protection (%)	80-100%	80-100%	N/A
		Percentage of employees covered by social dialogue (%)	60-79%	60-79%	N/A
		Percentage of employees with permanent contract (%)	90.9%	91.7%	0.9%
		Voluntary turnover rate (%)	-	9.85%	N/A
		Employee turnover rate (%)	6.98%	12.37%	77.2%
	Training	Training hours (h)	31,253	21,073	-32.6%
		Investment in training (EUR)	504,580	575,872	14.1%
		Training hours scheduled per year and employee (h)	24	23.6	-1.7%
		Average investment in employee training (EUR)	189	229	21.2%
	Health and safety	Rate of absenteeism	5.07	5.82	14.8%
		Percentage of employees covered by the health and safety management system (%)	100%	100%	0%
	Human and labour rights	Number of incidents of discrimination, including harassment	0	0	0%
Number of complaints filed by own workers		5	3	-40%	
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 (N°)	1,978	1,834	-7%
		Economic sanctions for breaches of regulations or self- regulatory codes (€)	450,973€	525,469€	16.5%
	Accessibility	Percentage of subtitled or closed captioned television conten	93.9%	93.1%	-0.9%
		Average hours of audio-described content on television per week (hours)	10.45	17.02	62.9%
		Average hours of closed captioned content on television per week (hours)	9.03	15.55	72.2%
		Hours of subtitled and closed captioned content on atresplayer	28,269	33,330	17.9%
		Hours of audio-described content on atresplayer	444.00	1,115.00	151.1%
		Hours of closed captioned content on atresplayer	18.00	18.00	0.0%
		Hours of subtitled and closed captioned advertising content	909	1,294	42.4%
		Hours of audio-described advertising content	163	337	106.7%
	Hours of closed captioned advertising content	259	636	145.6%	
	Free campaigns for NGOs	Number of free campaigns broadcast for NGOs (N°)	40	33	-17.5%
		Economic value of campaigns broadcast for NGOs (EUR m)	22.9	22.2	-3.1%
		N°. of beneficiary NGOs	30	30	0.0%

		ENVIRONMENTAL	2024	2025	Change (%)
IN RELATION TO ATRESMEDIA'S ENVIRONMENTAL PERFORMANCE	Carbon footprint	Scope 1 emissions (t.CO ₂ -eq)	1,781.2	1,772.04	-0.51%
		Scope 2 emissions (market) (t.CO ₂ -eq)	513.98	292.82	-43.03%
		Combined Scope 1 and 2 emissions (t.CO ₂ -eq)	2,295.1	2,064.86	-10.0%
		Scope 3 emissions (t. CO ₂ -eq) ⁶³	160,424.1	96,264.65	-40.0%
		Scope 3, Category 11 emissions	19,330.16	18,557.61	-4%
		Scope 2 emissions (location) (t. CO ₂ -eq)	7,270.2	7,789.2	7.1%
		Emissions intensity (market-based)	0.159	0.0981	-38.3%
		Emissions intensity (location-based)	0.166	0.103	-38.0%
		N° of suppliers provided carbon footprint	N/A	19	N/A
	Net Zero strategy	Level of compliance with the Net Zero target Scope 1 and 2 (%) from base year 2019	-78.8%	-81.0%	2.7%
		Level of compliance with the Net Zero target Scope 3 (%) from base year 2019	22.3%	-26.2%	-217.5%
		Offset of CO ₂ emissions (t. CO ₂ -eq)	165	322.78	95.6%
	Energy	Total electricity consumption (MWh)	27,962.2	27,523.6	-1.6%
		Percentage of electricity from renewable sources (%)	93.5%	96.21%	2.89%
		Total energy consumption (MWh)	33,742.1	33,187.0	-1.6%
		Percentage of energy from fossil sources (%)	18.2%	18.6%	2.1%
		Percentage of energy from renewable sources (%)	80.7%	80.8%	0.1%
	Waste and materials	Hazardous waste directed to disposal (t)	0	0.08	0.08
		Hazardous waste not directed to disposal (t)	7.9	14.27	80.6%
		Non-hazardous waste directed to disposal (t)	195.3	320.48	64.1%
Non-hazardous waste not directed to disposal (t)		209.1	170.2	-18.6%	
Total water consumption (m ³)		43,467.7	43,371.0	-0.2%	
Score under the CDP	Calificación en CDP	B	A-	N/A	

		GOVERNANCE	2024	2025	Change (%)
IN RELATION TO ATRESMEDIA'S BUSINESS CONDUCT	Board of Directors	Compliance with recommendations of the Good Governance Code (N°)	58	59	1.7%
		Percentage of women on the board (%)	33.3%	42.8%	28.5%
		Percentage of independent directors (%)	33.3%	42.8%	28.5%
	Political influence	Value of financial or in-kind political contributions (EUR)	0	0	0.0%
	Relations with and payments to suppliers	Average supplier payment period (N° days)	40	46	15%
		Percentage of invoices paid on time (%)	82.4%	77.23%	-6.09%
		Legal proceedings for late payments to suppliers	0	0	-
	Business conduct	Percentage of positions exposed to corruption invited to participate in training on the Compliance Model and signing the Declaration of Compliance and Conflict of Interest (%)	100%	100%	0,0%
		Percentage of employee invited to participate in training on the Compliance Model (%) ⁶⁴	100%	94.82%	-5.8%
	Financial data	Total revenue (EUR million)	1,018	1,002	-1.6%

⁶³ Scope 3, Category 11 emissions are reported separately since they are not part of the Group's Net Zero strategy.

⁶⁴ Employees of companies acquired in 2025 will receive the pertinent training on the Compliance Model in 2025.

07 Annex III Content Index of Law 11/2018 and ESRS

TOPIC	CONTENT	RELATED REPORTING FRAMEWORK	SECTION WITH THE DISCLOSURE	PAGE
BUSINESS MODEL	Brief description of the Group's business model, including: 1.) its business environment, 2.) its organisation and structure, 3.) the markets where it operates, 4.) its objectives and strategies, 5.) the main trends and factors that may affect its future development.	ESRS 2 ESRS E1-2 E1-4 ESRS S1-1 S1-5 ESRS S2-1 S2-5 ESRS S4-1 S4-5 ESRS G1-1	ESRS 2 General information ESRS E1 Climate change ESRS S1 Own workforce ESRS S2 Workers in the value chain ESRS S4 Consumers and end-users ESRS G1 Business conduct	4 – 58 72 – 7 83 – 86 110 – 113 126 136 – 137 141 150 – 152 179 – 181 186 – 195
POLICIES	A description of the policies pursued by the Group, including: 1.) the due diligence procedures undertaken to identify, measure, prevent and mitigate significant risks and impacts 2.) assurance and control procedures, including the actions taken.	ESRS 2 ESRS E1-2 ESRS S1-1 ESRS S2-1 ESRS S4-1 ESRS G1-1	ESRS 2 General information ESRS E1 Climate change ESRS S1 Own workforce ESRS S2 Workers in the value chain ESRS S4 Consumers and end-users ESRS G1 Business conduct	4 – 58 72 – 74 110 – 113 136 – 137 150 – 152 186 – 195
POLICY RESULTS – KPIS	The results of these policies, including relevant non-financial key performance indicators that enable: 1) monitoring and assessment of progress and 2) comparability across companies and sectors, in accordance with the national, European or international reference frameworks used for each topic.	ESRS 2 ESRS E1-2 ESRS S1-1 ESRS S2-1 ESRS S4-1 ESRS G1-1	ESRS 2 General information ESRS E1 Climate change ESRS S1 Own workforce ESRS S2 Workers in the value chain ESRS S4 Consumers and end-users ESRS G1 Business conduct	4 – 58 72 – 74 110 – 113 136 – 137 150 – 152 186 – 195
SHORT-, MEDIUM- AND LONG-TERM RISKS	The principal risks related to those matters linked to the group's operations including, where relevant and proportionate, its business relationships, products or services which are likely to cause adverse impacts in those areas, and * how the Group manages those risks, * explaining the processes undertaken to detect and assess them in accordance with national, EU-based or international frameworks for each. * Breakdown of impacts detected, in particular of the short-, medium- and long-term principal risks.	ESRS 2 GOV 5 ESRS 2 SBM-3 ESRS 2 IRO-1	ESRS 2 General information	18 33 – 37 38 - 44
KPIS	Relevant, comparable and reliable non- financial KPIs for the activity aligned with internal risk management, applied to all sections of the report and prepared in accordance with leading standards, ensuring the disclosure of accurate, verifiable and comparable information over time.	-	Disclosed throughout the Statement	Disclosed throughout the Statement

TOPIC	CONTENT	RELATED REPORTING FRAMEWORK	SECTION WITH THE DISCLOSURE	PAGE
ENVIRONMENTAL MATTERS	OVERALL ENVIRONMENT			
	1.) Detailed information on the current and foreseeable impacts of the company's operations on the environment including, where appropriate, on health and safety, environmental assessment or certification processes; 2.) Resources allocated to preventing environmental risks; 3.) Application of the precautionary principle or approach, amount of provisions and guarantees for environmental risks. (e.g. arising from the environmental responsibility law)	ESRS 2 GOV-5 ESRS 2 IRO-1 ESRS 2 SBM-3 ESRS E1-1 ESRS E1-2 ESRS E1-3	ESRS 2 General information ESRS E1 Climate change	18 38 – 44 33 – 37 60 – 63 72 – 74 74 – 82
	POLLUTION			
	Measures to prevent, reduce or repair carbon emissions that seriously affect the environment.	ESRS E2-2	Not material	-
	Measures to prevent, reduce or remedy other forms of activity-specific air pollution, including noise and light pollution.	ESRS E2-2	Not material	-
	CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT			
	Circular economy	ESRS E5-2	Not material	-
	Waste: Waste prevention, recycling and reuse measures, and other forms of ESRS E5-2 Not material - waste recovery and removal;	ESRS E5-2	Not material	-
	Actions to combat food waste	GRI 3-3	Not material	-
	SUSTAINABLE USE OF RESOURCES			
	Water consumption and water supply in accordance with local limits	ESRS E3-4	Not material	-
	Consumption of raw materials and measures taken to make more efficient use of them	ESRS E5-4	Not material	-
	Direct and indirect consumption of energy, measures taken to improve energy efficiency and use of renewable energies	ESRS E1-3 ESRS E1-5	ESRS E1 Climate change	74 – 82 86 – 87
	CLIMATE CHANGE			
	Key aspects of the greenhouse gas emission caused by the Company's activities, including the use of the goods and services it produces	ESRS E1-4 ESRS E1-6	ESRS E1 Climate change	83 – 86 87 – 89
	Measures taken to adapt to the consequences of climate change	ESRS E1-3	ESRS E1 Climate change	74 – 82
	The voluntary medium- and long-term greenhouse gas emission-reduction targets and the measures implemented to achieve them	ESRS E1-4	ESRS E1 Climate change	83 – 86
	PROTECTION OF BIODIVERSITY			
	Measures taken to preserve or restore biodiversity	ESRS E4-3	Not material	-
	Impacts caused by activities or operations in protected areas	ESRS 2 - SBM-3	Not material	-

TOPIC	CONTENT	RELATED REPORTING FRAMEWORK	SECTION WITH THE DISCLOSURE	PAGE
SOCIAL AND EMPLOYEE-RELATED MATTERS	EMPLOYMENT			
	Total number and breakdown of employees by gender, age, country and employee category	ESRS S1-6	ESRS S1 Own workforce	127 -128
	Total number and breakdown of types of employment contracts	ESRS S1-6	ESRS S1 Own workforce	127 -128
	Average annual number of permanent, temporary and part-time contracts by gender, age and employee category	ESRS S1-6	ESRS S1 Own workforce	127 -128
	Number and breakdown of dismissals by gender, age, and employee category	ESRS S1-6	ESRS S1 Own workforce	127 -128
	Average remuneration and trends by gender, age and employee category or equivalent amount; gender pay gap, remuneration for equal positions or average remuneration within the company	ESRS S1-6	ESRS S1 Own workforce	131
	Average remuneration of directors and managers, including variable remuneration, per diem allowances, severance pay, long-term retirement plans and any other amounts received, broken down by gender	ESRS S1-6	ESRS S1 Own workforce	131
	Implementation of right to disconnect policies	ESRS S1-1	ESRS S1 Own workforce	110 – 113
	Employees with disabilities	ESRS S1-12	ESRS S1 Own workforce	129
	ORGANISATION OF WORK			
	Organisation of working hours	ESRS S1-1	ESRS S1 Own workforce	110 – 113
	Number of hours of absenteeism	GRI 403-9	Annex I Content of Law 11/2018	206
	Measures aimed at facilitating work-like balance and encouraging the equal enjoyment by both parents	ESRS S1-15	ESRS S1 Own workforce	130
	HEALTH AND SAFETY			
	Health and safety conditions in the workplace	ESRS S1-11	ESRS S1 Own workforce	129
	Work-related injuries, in particular their frequency and severity, and work-related ill health, broken down by gender	ESRS S1-14	ESRS S1 Own workforce	130
	SOCIAL RELATIONS			
	Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them	ESRS S1-2	ESRS S1 Own workforce	114 – 115
	Percentage of employees covered by a collective bargaining agreement, by country	ESRS S1-8	ESRS S1 Own workforce	128
	Status of collective bargaining agreements, particularly in relation to occupational health and safety	ESRS S1-1	ESRS S1 Own workforce	110 – 113
Mechanisms and procedures that the company has in place to promote the engagement of workers in the management of the company, in terms of information, consultation and participation	ESRS S1-2	ESRS S1 Own workforce	114 – 115	

TOPIC	CONTENT	RELATED REPORTING F FRAMEWORK	SECTION WITH THE DISCLOSURE	PAGE
SOCIAL AND EMPLOYEE- RELATED MATTERS	TRAINING			
	Policies implemented in relation to training	ESRS S1-2	ESRS S1 Own workforce	114 – 115
	Total hours of training by employee category	ESRS S1-13	ESRS S1 Own workforce	129
	UNIVERSAL ACCESSIBILITY FOR PEOPLE WITH DISABILITIES			
	Universal accessibility for people with disabilities	ESRS S1-12	ESRS S1 Own workforce	129
	EQUALITY			
	Measures adopted to promote equal treatment and opportunities between men and women	ESRS S1-4 ESRS S1-9	ESRS S1 Own workforce	116 – 125 129
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, on effective equality between men and women), measures adopted to promote employment, protocols against sexual abuse and sexual harassment, integration and university accessibility for people with disabilities	ESRS S1-1 ESRS S1-4 ESRS S1-9 ESRS S1-12	ESRS S1 Own workforce	110 – 113 116 – 125 129 129
Policy against all forms of discrimination and, where applicable, diversity management	ESRS S1-1	ESRS S1 Own workforce	110 – 113	
HUMAN RIGHTS	Implementation of due diligence processes in relation to human rights Prevention of risks of human rights violations and, where applicable, measures to mitigate, manage and redress any such violations	ESRS 2 GOV 4 ESRS S1-4 ESRS S2-4 ESRS S4-4	ESRS 2 General information ESRS S1 Own workforce ESRS S2 Workers in the value chain ESRS S4 Consumers and end-users	17 116 – 125 139 – 141 157 – 178
	Reported human rights violations;	ESRS S1-17	ESRS S1 Own workforce	131
	Advocacy and compliance with the provisions of fundamental conventions of the International Labour Organization related to safeguarding the freedom of association and the right to collective bargaining	ESRS S1-1 ESRS S2-1	ESRS S1 Own workforce ESRS S2 Workers in the value chain	110 – 113 136 – 137
	The elimination of workplace discrimination and job discrimination			
	Elimination of forced or compulsory labour			
	Effective abolition of child labour			
CORRUPTION AND BRIBERY	Measures adopted to prevent corruption and bribery	ESRS G1-3	ESRS G1 Business conduct	198 – 199 199 – 201
	Anti-money laundering measures			
	Contributions to foundations and non- profit organisations	ESRS G1-5		

TOPIC	CONTENT	RELATED REPORTING FRAMEWORK	SECTION WITH THE DISCLOSURE	PAGE
SOCIETY	COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT			
	The impact of the company's operations on local employment and development	ESRS 2 SBM 3	ESRS 2 General information	33 – 37
	The impact of the company's operations on local communities and in the area			
	The relationships with key members of local communities and the various forms of engaging them	Criteria of the Company	ESRS S4 Consumers and end-users	142 – 181
	Association and sponsorship activities	Criteria of the Company	Annex I Content of Law 11/2018	202 – 213
	OUTSOURCING AND PROVIDERS			
	Inclusion in the procurement policy of social, gender equality and environmental matters; Consideration in relationships with suppliers and subcontractors of their social and environmental responsibilities;	ESRS S2-1 ESRS S2-2 ESRS S2-3 ESRS S2-4 ESRS G1-2	ESRS S2 Workers in the value chain ESRS G1 Business conduct	136 – 137
	Supervision and audit systems and their findings			137 – 138 138 -139 139 – 141 195 – 198
	CONSUMERS			
	Consumer health and safety measures	ESRS S4-1 ESRS S4-4	ESRS S4 Consumers and end-users	150 – 152 157 – 178
	Whistle-blowing systems, complaints received and their resolution	ESRS S4-3 ESRS S4-5	ESRS S4 Consumers and end-users	155 – 157 179 – 181
	TAX INFORMATION			
	Country-by-country earnings obtained Income taxes paid	GRI 207	Annex I Content of Law 11/2018	202 – 213
	Public subsidies received	GRI 207	Annex I Content of Law 11/2018	202 – 213
OTHER CONTENT	Eligibility and alignment of business activities with the European Taxonomy	Own methodology based on compliance with Regulation (EU) 2020/852 ESRS E1	EU Taxonomy	91 – 104





Atresmedia Corporación de Medios de Comunicación, S.A. and subsidiaries

Limited Assurance Report issued by an assurance provider on the Consolidated Non-Financial Information Statement (NFIS) and the Sustainability Reporting

31 December 2025

(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)



KPMG Auditores, S.L.
Paseo de la Castellana, 259C
28046 Madrid

Limited Assurance Report on the Consolidated Non-Financial Information Statement and the Sustainability Reporting of Atresmedia Corporación de Medios de Comunicación, S.A. and subsidiaries for 2025

(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the Shareholders of Atresmedia Corporación de Medios de Comunicación, S.A.:

Limited Assurance Conclusion

Pursuant to article 49 of the Spanish Code of Commerce, we have performed a limited assurance review of the accompanying Consolidated Non-Financial Information Statement (hereinafter, NFIS) of Atresmedia Corporación de Medios de Comunicación, S.A. (hereinafter, the Entity) and its subsidiaries (hereinafter, the Group) for the year ended 31 December 2025, which forms part of the consolidated directors' report of the Group.

The NFIS includes additional information to that required by prevailing mercantile legislation concerning non-financial information, namely the sustainability reporting prepared by the Group for the year ended 31 December 2025 (hereinafter, the Sustainability Reporting) in accordance with the provisions of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 on Corporate Sustainability Reporting (CSRD). This Sustainability Reporting has also been subject to a limited assurance review.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that:

- a) the Group's Non-Financial Information Statement for the year ended 31 December 2025 has not been prepared, in all material respects, in accordance with prevailing mercantile legislation and selected criteria of the European Sustainability Reporting Standards (ESRS), as well as the other criteria described based on each subject area in the "Annex III Content Index of law 11/2018 and ESRS" table of the aforementioned Statement;
- b) the Sustainability Reporting as a whole has not been prepared, in all material respects, in accordance with the sustainability reporting framework applied by the Group and identified in the accompanying note "1. ESRS2 General information", including:
 - That the description of the process for identifying the sustainability reporting information included in note "IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities" is consistent with the process carried out and that it identifies the material information to be disclosed in accordance with the requirements of the ESRS.
 - Compliance with ESRS.
 - Compliance of the disclosure requirements, included in subsection "2.2. EU Taxonomy" of the environment section of the Sustainability Reporting, with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.



2

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Basis for Conclusion

We have performed our limited assurance engagement in accordance with generally accepted professional standards applicable in Spain and specifically with the guidelines contained in the Revised Guidelines 47 and 56 for assurance engagements on non-financial information issued by the Spanish Institute of Registered Auditors (ICJCE) and considering the contents of the note published by the Spanish Accounting and Audit Institute (ICAC) on 18 December 2024 (hereinafter, Generally Accepted Professional Standards).

The scope of the procedures applied in a limited assurance engagement is less than those required in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the level of assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the Assurance Provider Responsibilities section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) of the International Ethics Standards Board for Accountants (IESBA Code of Ethics), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies the International Standard on Quality Management 1 (ISQM 1), which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Emphasis of Matter

We draw attention to the accompanying section "BP-2: Disclosures in relation to specific circumstances", which states that the Non-Financial Information Statement and Sustainability Reporting is presented as a separate document from the consolidated directors' report, of which it forms part, as this is one of the options considered in Law 11/2018 on non-financial information. Our conclusion is not modified in respect of this matter.

Directors' Responsibility

The preparation of the NFIS included in the consolidated directors' report of the Group, and the content thereof, is the responsibility of the Directors of Atresmedia Corporación de Medios de Comunicación, S.A. The NFIS has been prepared in accordance with prevailing mercantile legislation and selected criteria of the ESRS, as well as the other criteria described based on each subject area in the "Annex III Content Index of law 11/2018 and ESRS" table of the aforementioned Statement.

This responsibility also encompasses the design, implementation and maintenance of internal control deemed necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.



3

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The Directors of Atresmedia Corporación de Medios de Comunicación, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFIS was obtained.

In relation to the Sustainability Reporting, the entity's Directors are responsible for developing and implementing a process for identifying the information to be included in the Sustainability Reporting in accordance with the contents of the CSRD, the ESRS and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 and for disclosing information about this process in the Sustainability Reporting in note "IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities". This responsibility includes:

- understanding the context in which the Group's business activities and relationships are conducted, and its stakeholders, in relation to the Group's impact on people and the environment.
- identifying actual and potential impacts (both negative and positive), and any risks and opportunities that might affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to financing and the cost of capital in the short, medium or long term.
- evaluating the materiality of the impacts, risks and opportunities identified; and
- making assumptions and estimates that are reasonable in the circumstances.

The Directors are also responsible for the preparation of the Sustainability Reporting, including the information identified by the process, in accordance with the sustainability reporting framework applied, including compliance of the CSRD, the ESRS and the disclosure requirements included in subsection "2.2. EU Taxonomy" of the environmental section of the Sustainability Reporting with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment.

This responsibility includes:

- Designing, implementing and maintaining such internal control as the Directors consider necessary to enable the preparation of sustainability reporting that is free from material misstatement, whether due to fraud or error.
- Selecting and applying appropriate methods for sustainability reporting and making assumptions and estimates that are reasonable in the circumstances for specific disclosures.

Inherent Limitations in the Preparation of the Information

In accordance with the ESRS, the Entity's Directors are required to prepare prospective information based on assumptions and hypotheses, which are to be included in the Sustainability Reporting, regarding events that may occur in the future, as well as any possible future actions that the Group may take. The actual outcome may differ significantly from the estimates, as future events often do not occur as expected.

In determining sustainability disclosures, the Entity's Directors interpret legal and other terms that are not clearly defined and may be interpreted differently by others, including the legal conformity of such interpretations, and are therefore subject to uncertainty.



4

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Responsibility of the Assurance Provider

Our objectives are to plan and perform the assurance engagement in order to obtain limited assurance about whether the NFIS and Sustainability Reporting are free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusions thereon. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this information.

As part of a limited assurance engagement, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Design and implement procedures to assess whether the process for identifying the information to be included in both the NFIS and Sustainability Reporting is consistent with the description of the process followed by the Group and allows, where appropriate, for the identification of material information to be disclosed in accordance with the requirements of the ESRS.
- Apply risk-based procedures, including obtaining an understanding of internal controls relevant to the engagement in order to identify the disclosures where material misstatements are more likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion about the effectiveness of the Group's internal control.
- Design and implement procedures that respond to disclosures in both the NFIS and the Sustainability Reporting that are likely to contain material misstatements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of Work Performed

A limited assurance engagement includes performing procedures to obtain evidence to support our conclusions. The nature, timing and scope of the procedures selected depend on professional judgement, including the identification of the disclosures in which material misstatements, whether due to fraud or error, are likely to arise in the NFIS and the Sustainability Reporting.

Our work consisted of making inquiries of management, as well as of the different units and components of the Group that participated in the preparation of the NFIS and the Sustainability Reporting, reviewing the processes for compiling and validating the information presented in the NFIS and the Sustainability Reporting and applying certain analytical procedures and sample review tests, which are described below:

In relation to the NFIS assurance process:

- Meetings with the Group's personnel to gain an understanding of the business model, policies and management approaches applied, the principal risks related to these matters and to obtain the information necessary for the external review.
- Analysis of the scope, relevance and completeness of the content of the NFIS for 2025 based on the materiality analysis performed by the Group and described in note "IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities", considering the content required by prevailing mercantile legislation.
- Analysis of the processes for compiling and validating the data presented in the NFIS for 2025.



5

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- Review of the information relative to the risks, policies and management approaches applied in relation to the material aspects presented in the NFIS for 2025.
- Corroboration, through sample testing, of the information relative to the content of the NFIS for 2025 and whether it has been adequately compiled based on data provided by the information sources.

In relation to the assurance work on the Sustainability Reporting:

- Making inquiries of Group personnel:
 - to gain an understanding of the business model, policies and management approaches applied, the principal risks related to these matters and to obtain information necessary for the external review.
 - to understand the source of information used by management (e.g. stakeholder interaction, business plans and strategy documents) and review the Group's internal documentation on its process.
- Through inquiries of Group personnel, gaining an understanding of the Group's processes for collecting, validating and reporting information relevant to the preparation of its sustainability reporting.
- Assessment of how consistent the evidence obtained from our procedures on the Group's process for determining the information to be included in the Sustainability Reporting is with the description of the process included in the Sustainability Reporting, and assessment of whether the Group's process duly identifies the material information to be disclosed in accordance with the requirements of the ESRS.
- Assessment of whether all the information identified in the Group's process for determining the information to be included in the Sustainability Reporting is effectively included.
- Assessment of how consistent the structure and presentation of the Sustainability Reporting is with the provisions of the ESRS and the rest of the sustainability reporting framework applied by the Group.
- Inquiries of relevant personnel and performance of analytical procedures on the information disclosed in the Sustainability Reporting considering where material misstatements are likely to arise, whether due to fraud or error.
- Performance of sample substantive procedures on information disclosed in the Sustainability Reporting considering where material misstatements are likely to arise, whether due to fraud or error.
- Procurement of any reports issued by accredited independent third parties included as an appendix to the consolidated directors' report in response to the requirements of European regulations and, in relation to the information to which they refer and in accordance with Generally Accepted Professional Standards, confirmation solely that the accreditation of the assurance provider and the scope of the report issued is in line with European regulations.
- Procurement of any documents containing the information included by reference, the reports issued by auditors or assurance providers on those documents and, in accordance with Generally Accepted Professional Standards, confirmation solely that the document referred to by such information included by reference meets the conditions described in the ESRS for incorporating information by reference in the Sustainability Reporting.
- Procurement of a representation letter from the Directors and management regarding the NFIS and the Sustainability Reporting.



6

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Other Information

The Directors of Atresmedia Corporación de Medios de Comunicación, S.A. are responsible for the other information. Other information comprises the consolidated annual accounts and other information included in the consolidated directors' report, but does not include either the auditor's report on the consolidated annual accounts or assurance reports issued by accredited independent third parties required by European Union law on specific disclosures contained in the Sustainability Reporting included as an appendix to the consolidated directors' report.

Our assurance report does not cover other information, and we do not express any assurance conclusions on said information.

In connection with our engagement to provide assurance on the Sustainability Reporting, our responsibility is to read the other information identified above and, in so doing, consider whether the other information is materially inconsistent with the Sustainability Reporting or with the knowledge we have acquired during the assurance engagement that could be indicative of material misstatements in the Sustainability Reporting.

KPMG Auditores, S.L.

(Signed on original in Spanish)

Marta Contreras Hernández

26 February 2026

CONSOLIDATED NON-FINANCIAL INFORMATION AND SUSTAINABILITY STATEMENT

Atresmedia Corporación de Medios de Comunicación,
S.A. and subsidiaries

This report was approved by the Board of Directors of Atresmedia Corporación de Medios de Comunicación, S.A. on 25th February 2025.

Contact point for further information on Atresmedia's non-Financial Statement:
Atresmedia, Sustainability Department, Av. Isla Graciosa, nº 13, San Sebastián de los Reyes CP 28703 (Madrid)

