

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%
	Nº 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	
Climate Content	Hours of climate content (h)	389	362	-6.9%	

		GOVERNANCE	2024	2025	Change (%)
IN RELATION TO ATRESMEDIA'S BUSINESS CONDUCT	Board of Directors	Compliance with recommendations of the Good Governance Code (Nº)	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 (Nº 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.