

MatHolding

Non-Financial Information Statement 2025



Contents

01. President's Letter	6
02. 2025 in Figures	7
03. MatHolding Group	9
04. Trends	23
05. Sustainable Development	29
06. Responsible Management	49
07. Environmental Management	61
08. Talent Management	75
09. Signatories	89
10. Appendices	91

Letter from the President



Pau Relat

President, MatHolding

Few companies have the privilege of celebrating 90 years, and to do so at their very best. That's why 2025 has been an important year for MatHolding: the year of the **90th anniversary of the founding of Industrias Químicas del Vallès**, the origin of our group, and also of STF, the company we incorporated to MatHolding's water division in 2017. Celebrating 90 years is without a doubt a source of pride: for the work well done that has brought us this far and for everything we still want to achieve.

Agriculture and water, the two pillars of MatHolding's activity, are two sectors that are strategic for the future of the population and the planet; they are, and will continue to be, affected by **strong technological disruption**, with a clear focus on **sustainability: environmental, but also economic and social**. At MatHolding, we are committed to taking part in this transformation, with technological solutions designed to help build more efficient and resilient agricultural systems and to optimize water resource management. **Sustainability is intrinsic to our business**.

For the group, 2025 has also been an important year because **we created Cerestia**: the brand that brings together our agricultural businesses. From plant health and precision irrigation, with our two flagship companies, **IQV** and **Regaber**, to the new companies created over the last five years, **VEGGA** and **TerraNostra**, which this year brought in its first harvest of almonds and olives. We have strengthened our expertise with the addition of **Altinco**: an investment that complements our team and capabilities and that expands our plant health catalog with biosolutions and zero-residue products, a key category for growth in response to new market needs.

Above all, **Cerestia is a commitment to building the agriculture of the future**. From the Iberian Peninsula, we understand and support farmers and the agricultural value chain as they face the challenges that will continue to transform the primary sector.

In the **water division, Aquestia, STF and Hidroglobal** continue to strengthen their operations and deepen synergies across the business. The optimization of the group's global industrial footprint, particularly through the start-up of the plant in India, is enhancing profitability and reinforcing our growth prospects.

In terms of results, **2025 has been the best year in our history**: for the group and for each of its divisions. The context was mixed: weather conditions worked in our favor this year, but currency exchange rates worked against us. Even so, we achieved these results thanks to our approach to the market as a group capable of **delivering top-quality products and excellent service** in strategic growth sectors. This was also made possible by **the ongoing trust of our shareholders** and by a reinvestment policy that has consistently enabled us to seize opportunities and emerge stronger as we continue to grow.

We often say that at MatHolding **we build the future with a long-term outlook and global ambition**. We are a **highly internationalized group** with teams in around fifteen countries. This year **our team grew by 6%**, and today we are **nearly 1,300 people** united by a shared set of values and a way of working that define who we are. Today, as the world goes through turbulent times and uncertainty has become the new normal, we hold on to our legacy and to all those who have been part of our journey as we look ahead, envision where we want to go, and act with the conviction that **building your own path is the strongest way to move forward**.

2025 in Figures

SOCIAL



1,276

employees
6% increase in workforce

92,000

euros in donations
and sponsorships

ENVIRONMENT



91,898

metric tons
of CO₂ produced

1.5M

trees managed in
TerraNostra plantations

GOVERNANCE



► *Global Corporate
Compliance
Program*

BUSINESS



+8%

increase in sales
compared to 2024

+15%

increase in EBITDA
compared to 2024

70%

international sales

18

industrial
operating sites



MatHolding Group

MatHolding Group | Non-Financial Information Statement 2025

MatHolding

MatHolding is a Spanish family-owned multinational industrial group and a leader in solutions and technologies for the **sustainable and efficient management of agriculture and water**.

Sustainability is an intrinsic value of our business: we promote more sustainable agriculture and better management of water resources through efficient and innovative solutions.

The group's history dates back to 1935 and has been built on **trust in people, commitment and innovation**, together with the adaptability and long-term vision that have shaped our experience in the market.

Thanks to our work, **we help ensure food production and access to clean water and generate economic growth** in the territories where we operate and among the stakeholders we work with, while providing stable, inclusive, high-quality job opportunities, sharing our *know-how* and *expertise*.



Empowering Sustainable Futures

PURPOSE

To contribute to the sustainability of agriculture and water resources through efficient and innovative solutions.

Values

MatHolding's values were defined in collaboration with the Ethos-Universitat Ramon Llull Chair, following the signing of a collaboration agreement in February 2025 to promote research in applied ethics. The Chair's guidance enabled a review process more closely aligned with the **real impact of the business and with the main ethical, social and environmental challenges of the agriculture and water sectors**. This strengthened the integration of ethics and corporate social responsibility into MatHolding's strategy and decision-making.

COMMITMENT

To the founding values of a family-owned company.

INNOVATION

To develop effective solutions and address the major challenges facing agriculture and water.

TRUST

To build strong relationships with all our stakeholders.

SUSTAINABILITY

As a driver of transformation in agriculture, water resources and the land.

VISION

To build the future of the group and our partners, guided by responsible ambition.

90 Years of Industrial Growth: A Global Vision for Agriculture and Water

The MatHolding Group has grown in the agriculture and water management sectors both organically and inorganically, with a clear **ambition to expand globally and become a world leader** in the sectors in which it operates.

The business has its origins in **1935**, when **Industrias Químicas del Vallès S.A. (IQV)** was established to manufacture copper sulfate for agriculture. In **1980**, the shareholders began distributing innovative **drip irrigation systems in Iberia: Regaber**, a precision irrigation company, is key to the **transformation and modernization of agriculture in Iberia**. The business's growth led to the decision in **2003** to create **Hidroglobal** to take on urban and industrial projects.

In **2005** the **MatHolding Group was created**, marking a new stage of **professionalization and growth with a global outlook**, international expansion, and industrial diversification.

With that same innovative drive, the group launched an **acquisition strategy in 2014** focused on water management system suppliers, acquiring DOROT, OCV, and ARI, which were merged under the name **Aquestia** in 2021. Reinforcing this industrial strategy, **a majority stake in STF was acquired in 2017**, followed in 2024 by the **integration of SI and Yamit**.

In **2022**, **TerraNostra** was established to focus on farm modernization and management. That same year, **VEGGA** was also established to drive agricultural digitalization, as a 50% joint venture with Sistemes Electrònics Progrés.

Drawing on 90 years of experience in agriculture and driven by the ambition to continue leading the sector's transformation, **MatHolding created Cerestia in 2025**. Cerestia is an umbrella brand that brings together the group's agricultural businesses.



1935

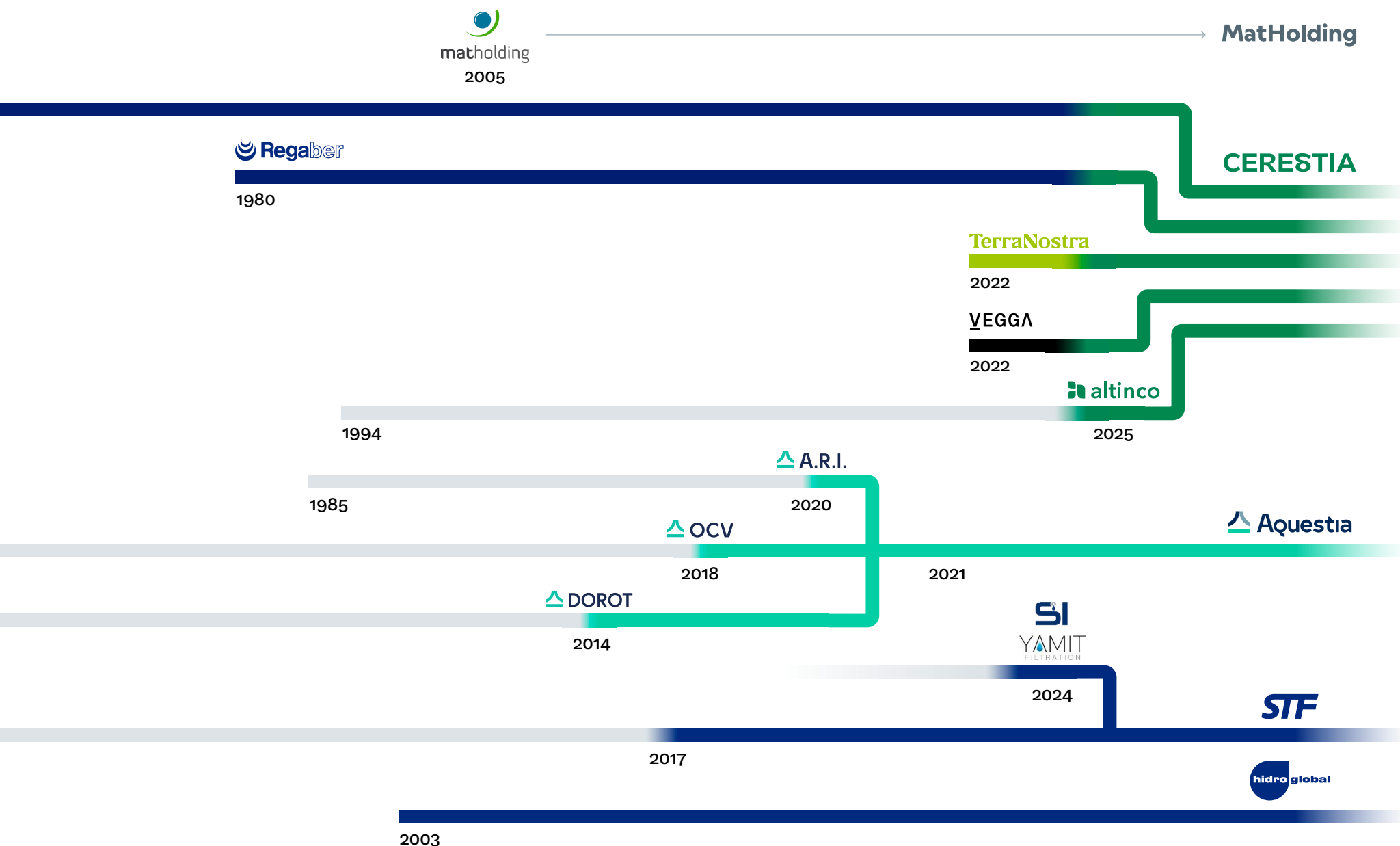
It is a **comprehensive ecosystem of solutions and technology** that reflects the group's strategic vision for the future of agriculture.

2025 marked the **market launch of CERESTIA**, and the project got off to a strong start. In September, Altinco was acquired to strengthen the group's commitment to plant health through the incorporation of biosolutions. An agreement was signed with **Banco Santander** to drive the modernization of Spanish farmland through **TerraNostra**, and **ModpoW AgriTechnologies joined Cerestia as a strategic partner** in agronomic leadership, reinforcing the strategy of supporting farmers in the **transition toward more sustainable and efficient agriculture**.

1955

1940

1935



Local Service, Internacional Presence

The MatHolding Group is made up of **more than 1,300 people across 15 countries**. Around **70% of the group's sales are generated outside Spain**.

 **Headquarters:** Parets del Vallès (Barcelona, Spain),
MatHolding Parets, Carrer del Garbí 3, Pol. Ind. Can Volart,
08150 Parets

18

Industrial operating sites

Including production and assembly plants and distribution warehouses in Spain, Israel, India, China, the United States, Italy, Brazil and Mexico

17

Countries with a local presence

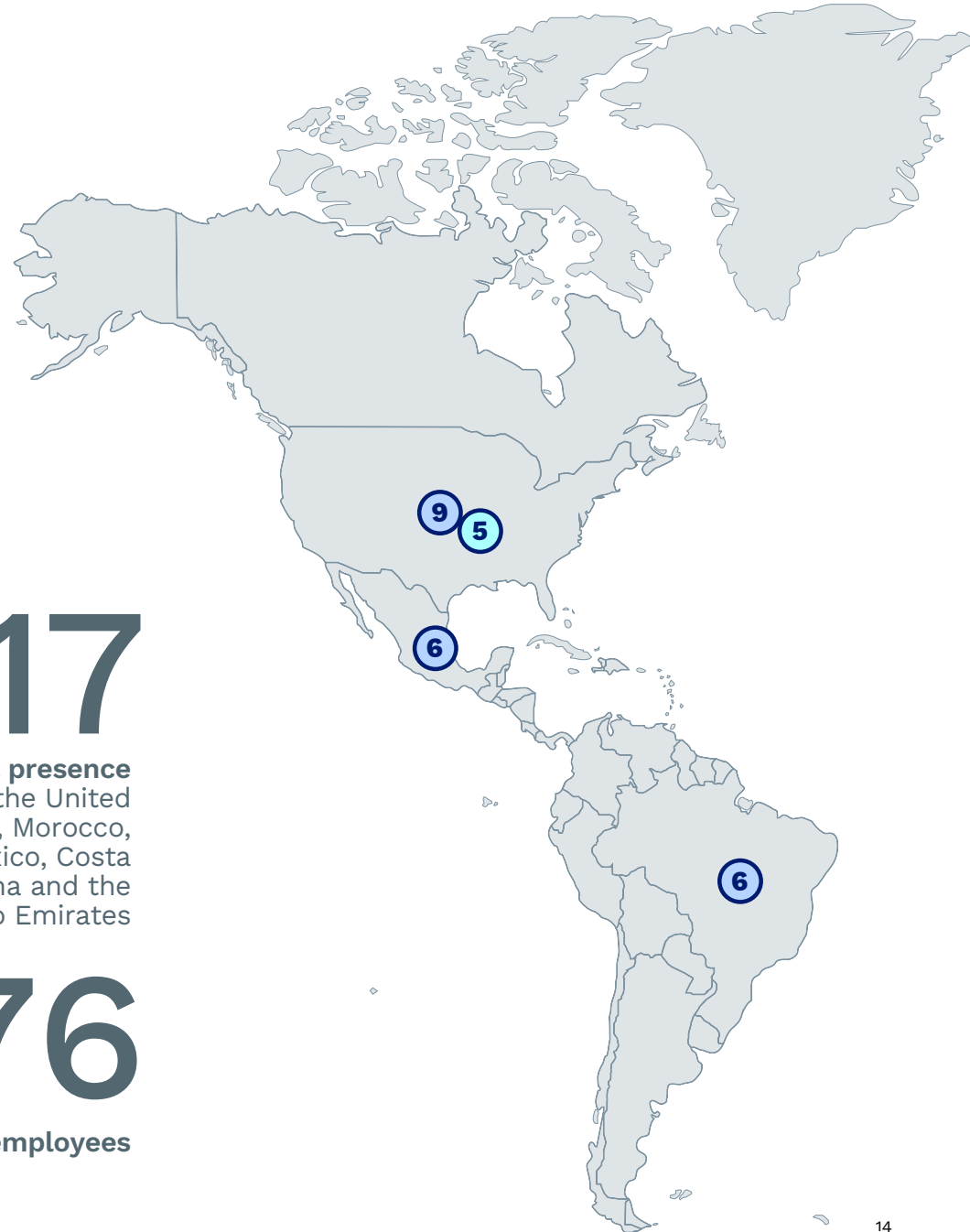
Spain, Israel, India, China, the United States, Portugal, Türkiye, Morocco, Italy, Germany, France, Mexico, Costa Rica, Chile, Brazil, Argentina and the United Arab Emirates

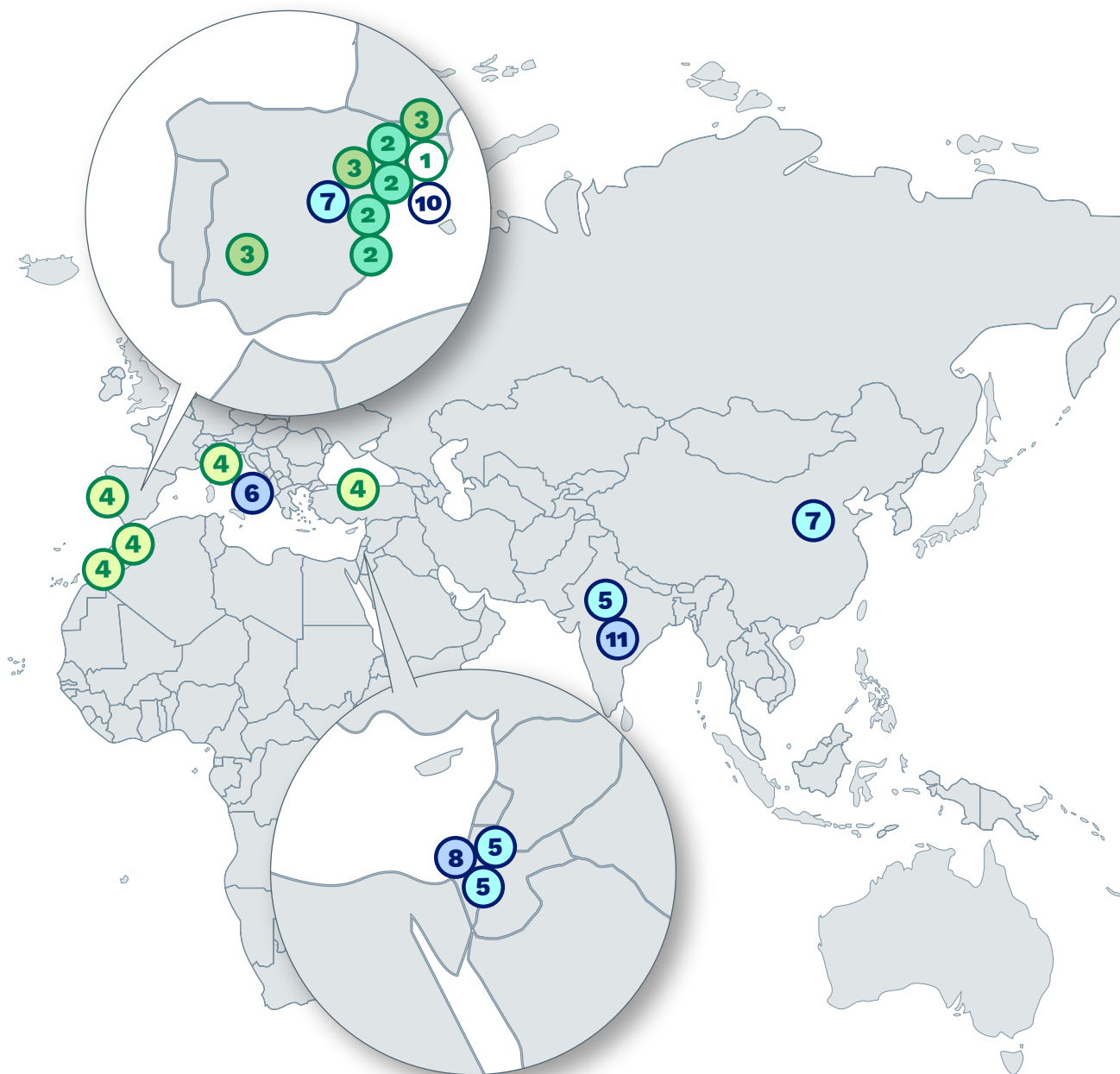
+140

Countries where we provide services

1,276

MatHolding Group employees





CERESTIA

8

- 1 Headquarters:**
 - Parets del Vallès
- 2 Crop care production plants (IQV + Altinco):**
 - Mollet, Cheste, Quart de Poblet, Mollerussa
- 3 Operating centers:**
 - **Regaber:** Parets del Vallès
 - **TerraNostra:** Extremadura
 - **VEGGA:** Palau d'Anglesola
- Sales offices:**
 - 13 offices in Spain and Portugal
- 4 Subsidiaries:**
 - **IQV:** Türkiye, Portugal and Italy
 - **Altinco and Regaber:** Morocco

WATER DIVISION

1

AQUESTIA

- 5 Production plants:** Israel (2), India, the United States
- 6 Assembly plants:** Italy, Mexico, Brazil

STF

- 7 Production plants:** Monzón (Huesca), China
- 8 Assembly plant:** Israel
- 9 Distribution warehouse:** the United States

Hidroglobal

- 10 Headquarters:** Parets del Vallès
- 11 Assembly plant:** India

Strategic Vision

MatHolding is a **multinational, family-owned group** with a solid industrial base and a long-term vision aimed at leading the **transformation of the agriculture and water management sectors** toward more sustainable, efficient and profitable models.

Over its 90 years, the group has built an identity of its own based on a culture of hard work and humility, combined with ambition and boldness. We call this culture the **MatWay**: a way of doing things that always revolves around purpose, the why and the what for.

This vision allows the group to anticipate market trends and drive strategic investments internationally.

The group structures its activities into **two divisions, agriculture and water**—which share a strong industrial orientation and a clear drive for leadership.

Agriculture is facing a profound **transformation of its value chain**, driven by the global challenges of **climate change and population growth**.

At MatHolding we cover three of the main pillars of this value chain: **irrigation and sensor infrastructure, inputs (plant-protection products and nutrients), and digitalization**. Drawing on the business excellence that defines us, we focus on strategic crops in the Iberian Peninsula, namely woody and horticultural crops, to build a unique, differentiated model that supports farmers and leads the sector's transformation.

Water management is itself an **immediate, structural challenge** in a global context marked by **growing pressure on water resources**, climate change, urban and industrial expansion, and unsustainable consumption patterns.

For MatHolding, it is a **strategic opportunity** to respond to the sector's challenges through solutions that combine industrial expertise in filtration, conveyance, hydraulic control and water treatment with **innovative and sustainable digital solutions**. Irrigation infrastructure, water reuse, and desalination are three major strategic areas for the group.

CERESTIA



altinco

Regaber

TerraNostra VEGGA

In **2025**, MatHolding launched **Cerestia**, a **comprehensive ecosystem of solutions and technologies for agriculture**. Cerestia was created from the synergy between the group's agricultural companies: **IQV**, specializing in plant health and founded in 1935; **Regaber**, focused on precision irrigation since 1980; **VEGGA**, specializing in agricultural digitalization since 2022; **TerraNostra**, focused on farm modernization and management since 2022; and **Altinco**, acquired by the group in September 2025. Cerestia aims to support farmers throughout the entire value chain, helping them address the sector's challenges while leading the transformation of agriculture.



WATER DIVISION



Aquestia

STF

hidro global

In the water division, MatHolding has established itself as a **global leader** in the manufacture of water conveyance, control and filtration systems for agricultural, industrial and municipal applications.

Aquestia is a global leader in water conveyance and control systems; **STF** is an international benchmark in water filtration and treatment, strengthened by the integration of **Yamit Filtration** and **SI Irrigation Systems** as key industrial assets; and **Hidroglobal** develops comprehensive hydraulic infrastructure projects.

These **industrial synergies** enable the group to offer a **distinctive value proposition worldwide**. Spain, India, China and the United States join Israel as the group's **international hubs**, from which it provides comprehensive solutions for water management professionals.



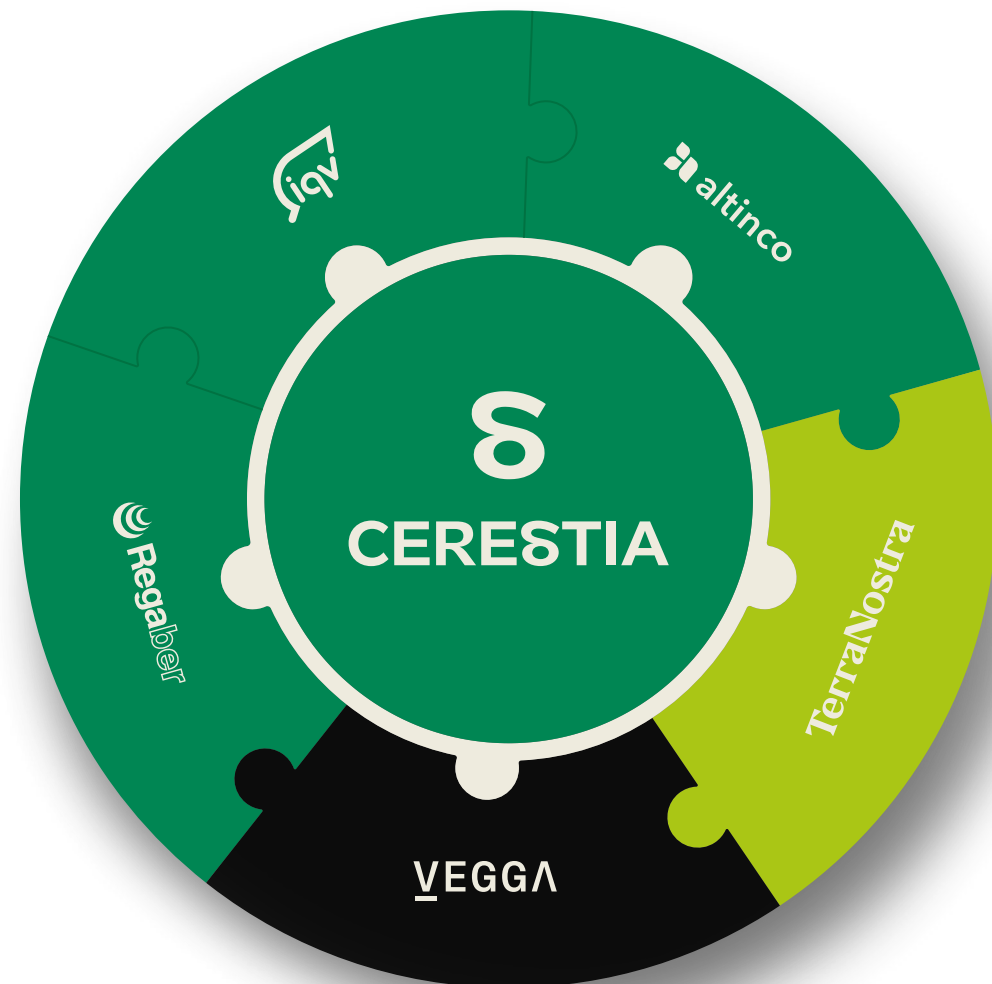
Cerestia

#PushingAgricultureForward

Cerestia is a unique proposition that integrates **plant health services, precision irrigation, digitalization, and farm transformation and modernization**, combining the comprehensive vision of the group's agricultural companies with **90 years of agronomic knowledge in the sector**.

Cerestia is built to be the **benchmark in agronomic knowledge and support**, and it is backed by the structures and experts of each of the companies that make up the group's agro division.

The Cerestia model adapts flexibly to each customer and crop, with the aim of **delivering real, measurable and sustainable results** that boost the sector's competitiveness and support the continuous development of farms.





CERESTIA CROP CARE

IQV: A **global leader in copper salts**, specializing in copper and metalaxyl-based crop protection solutions. It has **three production plants in Spain**—Mollet, Cheste and Quart de Poblet—and **subsidiaries** in Portugal, Italy and Türkiye.



Altinco: Specializing in **biosolutions for plant health**, it has been part of Cerestia since September 2025. Founded in **Mollerussa in 1994**, the company manufactures residue-free biosolutions. It has a team of **35 employees** and a presence in **more than 20 countries**.



A **pioneering company** that introduced **drip irrigation to the Iberian Peninsula in 1980**. It designs its own solutions and distributes equipment from the market's leading brands in precision irrigation, irrigation infrastructure and canal management. It is also active in urban landscaping. It operates in **Spain, Portugal and Morocco**.



VEGGA

A **digital precision agriculture platform** created in 2022 as a 50/50 venture with **Sistemes Electrònics Progrés**. It integrates reliable and efficient technologies for the **digital management of crops and farms**, in collaboration with organizations such as IRTA, BASF and Modpow. Its modules add value in **irrigation, fertilization, plant health, agroclimatic monitoring and performance measurement**, enabling data-driven decision-making.

It operates mainly in **Spain and Portugal** and has a presence in **more than 20 additional countries**, particularly Italy and Chile.



TerraNostra

A **project designed to transform and modernize agricultural holdings**. It is aimed at farmers seeking to convert medium-sized farms to high-value crops, such as olives and almonds, using intensive and super-intensive production systems. It promotes the **professionalization of the sector, generational renewal and the revitalization of rural areas**. It showcases Cerestia's best practices in solutions and products. Its first **Operations Center** manages **1,000 hectares in Extremadura**.

STRATEGIC ALLIANCE

Cerestia places agronomic expertise at the heart of its strategy. To achieve this, the group has entered into a strategic partnership with **Modpow AgriTechnologies** to strengthen Cerestia's agronomic expertise. Founded in 2010, Modpow operates in the **Iberian Peninsula, France, Morocco and the United States**.

Water Division

#DirectingTheFlow

MatHolding's water division represents the **group's commitment to efficient, safe, and sustainable water management**. It brings together the group's expertise and industrial capacity in water management worldwide.

The companies that make it up specialize in the **design, manufacture, and marketing of systems** for the **treatment, filtration, conveyance, and control of water and other liquids**.

Its solutions are applied in **industrial, agricultural and municipal sectors**. The group's water division offers a **comprehensive value proposition that spans the entire value chain** and ensures **efficiency, quality, and a high capacity to adapt to market needs**.





Aquestia

A **global leader in hydraulic valves** for the control, monitoring and comprehensive management of fluid conveyance systems in agricultural and industrial applications. It operates **production plants in Israel, the United States and India**, and has **subsidiaries in more than 10 countries** across Europe, the Americas and Asia.

The brand was created through the **2022 integration of Dorot, ARI and OCV**, which now combine their expertise under a **single global offering**.



STF

A **global benchmark in water filtration and treatment** for the agricultural, industrial and municipal sectors. Specializing in the design and manufacture of filtration systems and metalworking solutions for hydraulic infrastructure, it has been part of MatHolding since 2017.

With **production plants in Spain and China**, an **assembly plant in Israel** and a **distribution warehouse in the United States**, STF expanded its global capabilities in 2024 through the integration of the assets of **Yamit Filtration and SI Irrigation Systems**.



hidro global

Specializing in **comprehensive water-cycle management solutions**, with a focus on urban and industrial environments. Its activities range from water collection, conveyance and treatment to water return or reuse, improving **water efficiency throughout the entire infrastructure**.

It currently has an **international presence** and a subsidiary in India.



Challenges, Trends and Opportunities

Challenges, Trends and Opportunities

Population growth and climate change are two global factors that have had, and will continue to have, a **profound impact on humanity's development** over the coming decades. In this scenario, the agricultural sector and the water sector are undergoing a profound transformation to adapt to new conditions and needs.

Agriculture is essential for feeding the population and for the health of the planet: the United Nations' COP summits recognize agriculture as a **key sector in the fight against climate change** due to its **carbon absorption capacity** and its contribution to **food security and the bioeconomy**, establishing itself as an essential part of global climate strategies.

But on the other hand, the agricultural sector consumes approximately **70% of the world's fresh water**. The FAO projects that **by 2050 agricultural water needs will increase by 50%** due to population growth and higher food demand. At the same time, **water resources are shrinking** due to climate change and management shortcomings. This is driving the need to modernize systems and infrastructure and, in addition, to turn to new water sources.

Water regeneration, reuse and desalination are becoming established as **complementary resources**. Globally, it is estimated that only 11% of domestic and industrial wastewater is reused. In agriculture, **Israel** is the most advanced country, with **87% of water reused in agriculture**, while in other countries such as the United States this figure is below 10%.

At MatHolding we drive industrial and technological solutions designed to protect agriculture and optimize water management: sustainability is intrinsic to our business and guides the innovation of our solutions to help build more efficient and resilient agricultural systems and the responsible use of water resources.

We are at a moment when **technology is causing major disruption** across every sector, and water and agriculture will not be left out. At MatHolding we are committed to **taking part in this transformation** from a position of strength and market knowledge, and with a **long-term vision** to lead the sectors in which we operate.



8 Agriculture

The agricultural sector is operating in an **increasingly complex environment**. In addition to the global factors already mentioned, there is a **profound structural transformation**, characterized by the industrialization and professionalization of farms, the shift toward mechanizable crops and new varieties, as well as **greater environmental regulatory demands** and changes in consumption habits, all of which put pressure on the productive capacity of the agri-food system.

This scenario requires producing **more food with fewer resources and in a more sustainable way**, while also ensuring the **economic viability of farms** and social and territorial balance.

Cerestia represents **MatHolding's strategic opportunity** to support the transformation of the agricultural sector in Iberia through a **comprehensive proposition of solutions and technologies for farming**.

Cerestia helps improve **decision-making, production efficiency, and the economic sustainability** of farms with its comprehensive proposition that brings together **plant health, precision irrigation, digitalization, and the modernization and comprehensive management of farms**.

Among the main challenges facing the sector are:



Environmental sustainability

- ▶ Optimization of chemical use
- ▶ Efficient water use
- ▶ Reduction of the carbon footprint



Economic sustainability

- ▶ Digitalization
- ▶ Industrialization
- ▶ New varieties and crops
- ▶ Land consolidation



Social sustainability

- ▶ Generational renewal
- ▶ Territorial balance
- ▶ Rural development and territorial balance

Water Management

Water management operates in an environment shaped by global and structural factors. **Almost two-thirds of the world's population** experience severe water scarcity for **at least one month a year**, and **more than two billion people** live in countries where the **water supply is insufficient**. This is our motivation for promoting innovative, sustainable solutions that help conserve and optimize this valuable resource.

Water connects every facet of life: it is essential for **human survival, agriculture, industry and ecosystems**. However, **population growth, climate change, and unsustainable consumption patterns** pose significant threats to its availability and quality. This scenario calls for evolving water management models toward **more efficient, resilient, and sustainable systems**, capable of optimizing the use of water resources across the entire value chain and of responding to an increasingly demanding regulatory environment in terms of quality, reuse and traceability.

MatHolding's water division—made up of **Aquestia, STF and Hidroglobal**—represents the group's strategic opportunity to respond to these challenges through an integrated industrial and technological proposition.

The natural synergies between the division's companies, based on the complementary nature of their capabilities in **hydraulic conveyance and control, water filtration and treatment**, and the development of **comprehensive water management projects**, contribute to water management aligned with current environmental and social needs.

Among the main challenges facing the sector are:



Environmental sustainability

Efficient water management that makes it possible to:

- ▶ Optimize its use
- ▶ Prevent misuse
- ▶ Prevent water losses



Economic sustainability

Technology, monitoring and real-time management (digitalization) make it possible to:

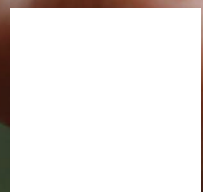
- ▶ Make better decisions
- ▶ Prevent losses
- ▶ Reduce costs



Social sustainability

Social improvement based on:

- ▶ Improved water infrastructure
- ▶ Improved access to drinking water



#MatWay

Our Commitment to Sustainable Development

A Corporate Culture That Defines Us: *MatWay*

MatHolding is an industrial multinational that has developed a **corporate culture of its own** aligned with the founding values of a **family-owned company**: commitment, trust and vision, innovation, and sustainability. In this special year marking the **90th anniversary of MatHolding's founding**, we want to highlight this culture that identifies us and guides our ambition for growth. We call it **MatWay**: a way of doing things that always revolves around purpose, the "why", and the "what for".

#WeAreMat represents everyone who is part of the group. In 2025, MatHolding drove various internal initiatives aimed at strengthening cohesion, strategic alignment, and a sense of belonging.



Manifesto

MatWay charts our course for growth without losing our essence, our identity.

MatWay draws on our founding values, those of a family initiative that has become a global industrial group.

MatWay is...

- ▶ **Always thinking beyond the what: it's the how and the why.**
- ▶ **Working with ambition and boldness, without fear of making mistakes.**
- ▶ **Long-term vision and adaptability to our environment.**
- ▶ **A culture of hard work and humility.**
- ▶ **Passion and discretion. It is consistency.**
- ▶ **The confidence of having come this far, earning a place in the world among giants.**

Above all, it is the day-to-day work of a committed team capable of leading the future we imagine and building it together.



Positive Impact on Our Stakeholders

At MatHolding, we identify the following as stakeholders directly or indirectly involved in the company's operations: customers and end consumers; shareholders and partners; employees and union representatives; suppliers; competitors; public authorities and institutions; media; and society and local communities.

The consistency and trust built up over the group's 90 years of activity form the basis of the relationship between MatHolding and our stakeholders. Aligning the business with our social, economic, and environmental commitments is part of the company's DNA. We understand that communication with all our stakeholders is essential to fulfilling our mission of leading the sustainable transformation of agriculture and water management.



Employees and trade union representatives



Customers and consumers



Shareholders and partners



Competitors



Media



Suppliers



Society and local communities



Public administrations and institutions



MatConnect: The New Intranet for the MatHolding Group

All the group's staff are connected internally through two-way communication channels.

In 2025, **MatConnect**, the group's new corporate intranet, was launched, conceived as a tool to boost internal collaboration and strengthen connections between teams globally. In a first phase, the project has been rolled out in the Iberian Peninsula, and it is expected to progressively extend to all 1,300 people who make up MatHolding worldwide.

In the water division, Aquestia uses the mobile app **Connecteam** as an internal communication tool, facilitating connection and the exchange of information between people at its various production sites.



MatHolding Global Summit

MatHolding Global Summit: On 12 May 2025 at the Fundació Joan Miró in Barcelona, the group held its largest internal corporate event, coinciding with the **commemoration of the 90th anniversary of the founding of Industrias Químicas del Vallès**, the company that gave rise to the group, and also of STF, founded in 1935 and brought into MatHolding in 2017.

The gathering brought together 120 people from management teams from around ten countries. **The group's president, Pau Relat**, reviewed the previous fiscal year and shared the main strategic milestones, including the launch of Cerestia, MatHolding's new corporate image, and the strategic vision for the agriculture and water divisions. A tribute was also paid to the founding Matosas family, highlighting the track record, values, and way of working of a family-owned group.

The summit continued on 13 May with working sessions by division, with the Cerestia teams meeting at IESE and the water division teams at STF's headquarters in Monzón, with the aim of **delving deeper into strategic priorities and strengthening collaboration between teams**.





#WeAreMat

Christmas Lunches

It is a tradition at the group's sites in Iberia to hold a **Christmas lunch**.

In 2025, to close out the commemoration of the 90th anniversary of the creation of **IQV in Mollet del Vallès**, a special lunch was organized at El Circuit de Montmeló, bringing together the teams **of the group located in Parets and Mollet**.

The event was attended by both current and retired employees from IQV, strengthening the intergenerational bond that characterizes the Mollet plant. During the event, tribute was paid to people with more than 25 years at the group, as well as to those beginning their retirement.

Pictured: Christmas celebrations at Parets+Mollet (with MatHolding-Regaber-IQV teams), Altinco, STF and VEGGA.



Parets + Mollet



Altinco



STF



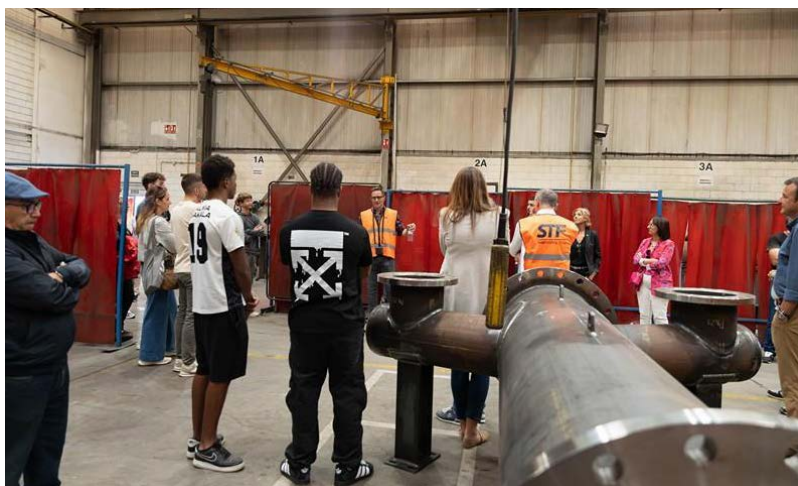
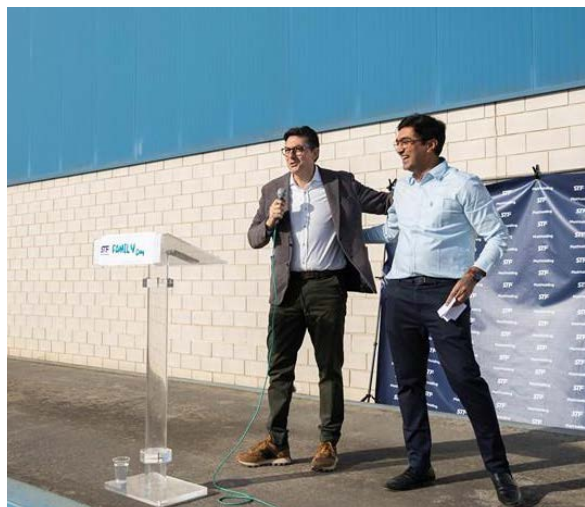
VEGGA

#WeAreMat STF Family Day

To mark the **company's 90th anniversary**, in October 2025, STF Filters held an open day at its Monzón plant for its employees and their families, bringing together more than 300 attendees.

The initiative brought families closer to the company's industrial operations and work processes, strengthening the bond between the organization and those closest to it and recognizing the dedication of the people who are part of STF.

At the event, a tribute was paid to the founding Canales family, highlighting the track record and values of a family-owned company.



#WeAreMat Team Building at Aquestia Israel

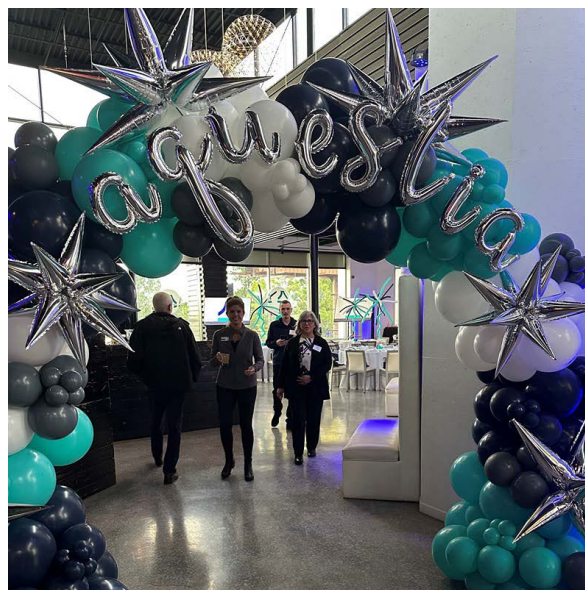
The entire Aquestia Israel team took part in a two-day gathering at the Dead Sea, combining team-building activities with the opportunity to learn about the region's industrial infrastructure and water transport systems.



#WeAreMat Tribute at Aquestia—Tulsa

In December, we held a ceremony at **Aquestia USA's** headquarters in Tulsa, Oklahoma, to unveil a statue in **tribute to OCV's founder**.

MatHolding acquired the American company OCV directly from its founding family, the Radfords, in 2018.



Since then, the company first became part of Dorot and, following the merger with ARI, of Aquestia USA.

Aquestia USA has a strong presence in the United States, as well as internationally, in the fire protection and fuel-system valve markets.



Through this event, MatHolding paid tribute not only to Tex Radford, but also to everyone who came before us and gave their very best to help the company evolve into what it is today. It also honored the values he embodied: commitment, hard work, perseverance, honesty and the boldness to think big.

The visit reaffirmed MatHolding's commitment to the Tulsa plant and community as the group's industrial hub for the North American market.

MatHolding's Managing Director, Jordi Crespi, together with Celso Hamer, CEO of Aquestia, representatives of the Radford family and former employees who worked with Tex, attended the President's Circle Dinner, an annual event that brings together current employees and former employees who worked at OCV for more than 25 years.



#WeAreMat

Positive Impact on People and the Environment

At MatHolding, the group's industrial and technological activity, aimed at addressing the global challenges of agriculture and water management, generates a positive impact on society, customers and the environment in which it operates.

This commitment extends beyond business activity through a **Corporate Social Responsibility (CSR) strategy** that promotes the group's people getting involved in social support and local development initiatives.

Throughout 2025, we promoted a range of charitable initiatives involving the MatHolding team, fostering a committed corporate culture aligned with the group's values. These included renewing our collaboration with El Gran Recapte, organized by El Banc dels Aliments, which combined employees' voluntary participation in food-sorting activities with financial donation campaigns.



Charity markets were also organized at the Parets workplace to coincide with the beginning of summer and winter, in collaboration with social organizations such as Dream Nepal and Fundació Catalonia, which works to promote the inclusion of people with disabilities.

At Christmas, Altinco purchased locally sourced products and items made by Special Employment Centers from Associació Alba in Tàrraga and Fundació Casa Dalmases in Cervera.



In the field of inclusive sport, MatHolding participated as the main sponsor of the Onat Foundation, an initiative aimed at promoting equal opportunities and social cohesion. The foundation held an awards ceremony attended by the group's president, Pau Relat, reinforcing the company's commitment to a fairer and more inclusive society.



Thanks to MatHolding's renewed collaboration, Dream Nepal opened a churro shop in Kathmandu during the summer as part of its social project to support adolescents and young people.

Dream Nepal is an NGO founded in 2015 that supports the children of women in prison through foster homes, educational projects and mentoring programs. It currently provides accommodation for 78 children and adolescents in homes known as Mala Homes.

For its part, **Aquestia** promotes social-impact initiatives through its Community Engagement Steering Committee, which develops social programs tailored to the needs of local communities in the countries where it operates.

In 2025, these initiatives included educational and social inclusion programs, such as hosting university students and working with vocational training centers, local schools and people with disabilities; support initiatives for vulnerable groups, including at-risk youth, people with mental health conditions and Holocaust survivors; as well as community-contribution projects, environmental conservation and emergency support.



In addition, Aquestia promoted social-support initiatives in particularly challenging circumstances, strengthening internal cohesion and support for employees and their communities. It also implemented workplace environmental-sustainability initiatives, including process digitalization, waste reduction and the promotion of responsible resource-use practices.



#WeAreMat

Sponsorships and Donations



At MatHolding Group, every year we renew our actions in support of **reducing inequality, promoting employment and inclusion, respecting diversity, and improving the situation of children, young people, and groups at greater risk of social exclusion**, while forging new alliances to achieve the Sustainable Development Goals.

As a result of our social commitment, for another year the companies of MatHolding Group have contributed more than €90,000 to these causes.

Business and Culture



Assistance and Emergencies



Employment and Inclusion



Local Initiatives



Other initiatives and partnerships as part of our social contribution:



Industry Partnerships





External Communication

External communication is a **key element in giving visibility to the group's activity** and strengthening transparency toward society and our various stakeholders. In 2025, coinciding with the launch of Cerestia, MatHolding stepped up its communication efforts to **highlight its positive impact in the fields of agriculture and water management**.

Throughout the year, the group issued four strategic corporate press releases focused on significant milestones:

- ▶ Presentation of the **2024 financial results and the launch of Cerestia**.
- ▶ Recognition of **VEGGA** by **ACCIÓ** as **"Catalonia Exponential Leader"**.
- ▶ **Acquisition of Altinco** to strengthen Cerestia's position in sustainable plant health.
- ▶ **Alliance with Banco Santander** to drive the transformation of agricultural estates into high-value crops (TerraNostra).

These actions contributed to significant media presence for the group throughout the year.

During **2025**, **MatHolding** and the **group's companies** were **mentioned in more than 300 articles**, in both **digital** and **print media**.

The group's media coverage included leading national outlets such as **Expansión**, **La Vanguardia**, and **El Periódico** (Grupo Prensa Ibérica), as well as a notable presence in regional and trade media, strengthening MatHolding's position in territories key to its activity and consolidating its visibility as a leading industrial group in the agriculture and water management sectors.



267

Mentions in online media articles in 2025

50M

Cumulative daily audience



52

Mentions in print media articles in 2025

50M

Cumulative daily audience

LA VANGUARDIA

Expansión

el Periódico

**PRENSA
IBÉRICA**

Interempresas

VIA empresa

europa press

theNBP
THE NEW BARCELONA POST

MAT Holding adquiere la firma agroquímica Altinco

INDUSTRIA/ El grupo de la familia Matosas refuerza su división agrícola, Cerestia, que puso en marcha este año tras unificar sus negocios vinculados al sector.

Eric Gatell, Barcelona

El grupo industrial MAT Holding, especializado en tecnologías de riego agrícola y fitosanitarios para la protección de los cultivos, ha cerrado la adquisición del 100% de la empresa agroquímica Altinco. Con esta operación, cuyo importe no ha trascendido, la compañía propiedad de la familia Matosas refuerza su división agrícola, Cerestia, y avanza en el ámbito de la sostenibilidad.

Altinco, con sede central en Mollerussa (Pla d'Urgell), es un fabricante de productos bioestimulantes y de biocontrol fundado en 1994. La firma facturó ocho millones de euros en 2024, el 60% en España y el 40% entre más de 20 países. Su equipo está formado por 35 personas y su catálogo está compuesto principalmente por productos de biocontrol, es decir, los indicados para controlar plagas y enfermedades, y bioestimulantes, que potencian los procesos naturales de las plantas para mejorar la absorción y eficiencia de los nutrientes, así como la tolerancia al estrés



Pau Relat, presidente de MAT Holding.

Un grupo con presencia global

MAT Holding se ha consolidado como un grupo con presencia global. Dispone de diez plantas de producción, cuenta con 1.200 empleados repartidos en 15 países y da servicio en los cinco continentes. En 2024, la compañía obtuvo una facturación agregada de 406 millones, un 17% más que el año anterior, y un ebitda de 56 millones, un 40% más. Su división agrícola representa el 60% del negocio, mientras que la de agua, bajo las marcas Aquestia, STF e Hidroglobal, el 40% restante.

asociado al cambio climático.

Gracias a esta incorporación, la división agrícola diversifica su portfolio, cuya oferta actual se basa principalmente en las sales de cobre de IQV. MAT Holding creó Cerestia este año para unificar todos sus negocios vinculados a la agricultura: sanidad vegetal, a través de IQV, líder mundial en sales de cobre; riego de precisión, con la filial Regaber; transformación y modernización de fincas, con TerraNostra, y digitalización de la agricultura, mediante la plataforma Vegga.

“En la historia de MAT Holding hemos combinado el crecimiento orgánico con operaciones estratégicas alineadas con nuestra visión a largo plazo, y la incorporación de Altinco es un salto en la apuesta por liderar la transición hacia una mayor sostenibilidad del sector agro”, valoró ayer Pau Relat, presidente de MAT Holding y de Fira de Barcelona.

Está previsto que Joan Minguella, director general de Altinco, siga liderando la empresa agroquímica.



Fincas cultivadas en Extremadura por Terra Nostra, filial de MAT Holding

Mat Holding y Santander transforman fincas agrarias

La filial Terra Nostra busca suelo en Extremadura y el Ebro

VEGGA, entre las 10 empresas más disruptivas de Cataluña

VEGGA, una joint venture impulsada por MatHolding y Sistemes Electrònics Progrés, ha sido seleccionada como una de las diez empresas más disruptivas del año en Cataluña. Se trata de un reconocimiento concedido por ACCIÓ -la agencia para la competitividad de la empresa- en el marco del programa Exponential Leaders, que identifica a empresas consolidadas y startups como referentes en el ámbito de la innovación disruptiva.

VEGGA lidera la digitalización del sector agrario con una plataforma que combina IoT e inteligencia artificial para gestionar los cultivos de manera más eficiente. Es una solución que optimiza el riego, la fertilización y los tratamientos fitosanitarios, con foco en la rentabilidad y la sostenibilidad, y cuenta con alianzas con socios como el IRTA o BASF. Está presente en más de 25 países, y sus principales mercados son España, Portugal, Chile e Italia.

“Somos un ejemplo de cómo dos empresas familiares catalanas —una multinacional, MatHolding, y una pyme, Sistemes Electrònics Progrés— han decidido aliarse para liderar la transformación del sector desde dentro, pensando en la sostenibilidad y la rentabilidad”, explica Eduard Obis, director general de VEGGA. El programa Exponential Leaders reconoce en las empresas galardónadas su capacidad de generar un impacto positivo en la sociedad más allá del negocio, su propuesta de valor diferencial, la cultura empresarial y sus posibilidades de crecimiento exponencial. También se tiene en

cuenta su capacidad de incorporar tecnologías disruptivas como la IA, el big data o la biotecnología avanzada. Estas compañías se especializan en sectores como la salud y las ciencias de la vida, la energía, la agricultura o la cultura. Los Exponential Leaders de 2025 son, además de MatHolding-VEGGA: 4BlueTech, Admit Therapeutics, Casa Batlló, Grup Estabanell (Energy in the Cloud - ERIA), Prototyxyz, Sequentia Biotech, Sycal Medical, UniScool y Yplasma.



VIAempresa

Economía Empresa Innovación Opinión Afterwork Agenda Podcasts Territorio

MatHolding adquiere la empresa agroquímica mollerussense Altinco

La compañía urgelense fabrica productos bioestimulantes y de biocontrol y facturó ocho millones de euros en 2024

MATHOLDING ADQUIERE LA AGROQUÍMICA CATALANA ALTINCO

POR REDACCIÓN theNBP | 09 SEP 2025

Con la compra de este fabricante de productos naturales bioestimulantes y de biocontrol, el grupo refuerza CERESTIA, su división agrícola creada este mismo año

Mat Holding reorganiza su área agraria y factura un 17% más

La empresa supera los 400 millones de euros en ventas

GABRIEL TRINDADE
Barcelona

Mat Holding avanza a grandes zancadas para alcanzar su objetivo de lograr un volumen de negocio de 500 millones de euros en el 2026. La compañía especializada en fitosanitarios y gestión del agua superó por primera vez el año pasado los 400 millones de ventas y lo hizo, además, con una mejora notable de la rentabilidad incluso en un año marcado por varias adquisiciones. Para dar continuidad al crecimiento, la empresa acaba de reorganizar su división agraria con el lanzamiento de la nueva marca Cerestia.

“La alimentación es uno de los grandes retos para el futuro del planeta. Debemos incrementar la producción con el mismo espacio de tierra cultivable. Para ello, contamos con herramientas como la digitalización, el uso eficiente del agua y de los insumos”, explica el presidente ejecutivo de Mat Holding, Pau Relat, a su vez presidente de Fira de Barcelona. Cerestia combina el conocimiento agronómico

de las cuatro empresas de la división: IQV (referente mundial en sales de cobre); Regaber (líder de riego de precisión en la península ibérica), y las más recientes, creadas en el 2022: TerraNostra (transformación y modernización de fincas) y Vegga (plataforma para la digitalización).

La facturación de Mat Holding

La compañía de fitosanitarios y gestión de agua eleva el ebitda un 40%, hasta los 56 millones

se situó concretamente en 406 millones en el 2024, lo que supone un crecimiento del 17%. Además, logró incrementar un 40% el resultado operativo bruto (ebitda), hasta los 56 millones. “En cinco años, hemos duplicado el tamaño de la empresa en una combinación entre crecimiento orgánico y adquisiciones estratégicas”, señaló Relat. La empresa fundada y

controlada por la familia Matosas no desvela el resultado neto.

En el 2024, Mat Holding realizó varias operaciones corporativas e inversiones de calado por un valor de 45 millones. Se trata de la compra de la planta de producción de IQV en Quart de Poblet, la compra de Yamit y ST, la transformación de las fincas del proyecto Terra Nostra y la puesta en marcha de una fábrica en India. “Algunas operaciones no consolidaron durante 12 meses o todavía no se les ha aplicado las sinergias, por lo que esperamos que su contribución a la cuenta de resultados crezca”, aseguró Relat.

Con sede en Parets del Vallès, el grupo realiza el 70% del negocio fuera de España. Su principal mercado extranjero es EE.UU. “Contamos con filial propia desde el 2018”, señala Relat, quien añade que la política arancelaria que está aplicando Donald Trump tiene un efecto menor en el negocio. Mat Holding cuenta con presencia comercial en 140 países y actividad industrial en España, Israel, China, India y EE.UU. La plantilla asciende a 1.200 trabajadores. ●

europapress / economía finanzas

Santander y MatHolding anuncian una alianza para transformar fincas agrícolas en cultivos de alto valor





Participation in Trade Fairs and Events

During 2025, all the group's companies took part as exhibitors or sponsors in at least a hundred trade fairs and events, both international and more local in scope, consolidating our presence at the leading forums in the agriculture and water management sector. These gatherings are a key opportunity to stay close to our customers and partners, spot opportunities, learn firsthand about sector trends, and share our latest innovations and solutions.

Cerestia was officially launched at Mundolivar in Córdoba in June and made its debut at Fruit Attraction at IFEMA Madrid in September. In addition, either individually or already under the Cerestia umbrella, IQV, Regaber, Altinco, TerraNostra and VEGGA were present at events such as the Agroglobal agricultural fair in Portugal; the Phytoma National Advisors' Meeting in Valencia; Olinvestment; Citrus Connect; the International Potato Congress in El Carpio; the International Avocado Growing Conference; the International Almond Forum; the “Gestió de l'Aigua en sequera” (Water Management in Drought) conference; and the Fira de Sant Josep in Mollerussa.

Aquestia, for its part, takes part every year in more than twenty international and local events and conferences on water supply, sanitation, irrigation, fire protection, fuel supply, desalination, and industry.

STF's participation is notable at Global Water Expo Riyadh, SMAGUA Zaragoza, World Ag Expo Tulare, Aquatech Amsterdam, WEFTEC Chicago, AGRO Israel and ITE Beijing. It also attended Pollutec Lyon together with Hidroglobal.







Responsible Management

Corporate Governance Structure

MatHolding's Board of Directors

The main responsibilities of our **Board of Directors (Mat Investment Holding, S.L.)** are approving the group's strategy and overseeing its execution, supervising the group's budget management, and making decisions on investments and divestments to develop the strategy.

Its composition is as follows:

- ▶ **Eduma Inversiones, S.L.**
Represented by María José Matosas Mateu.
- ▶ **Mathoste Inversiones, S.L.**
Represented by Alexandre Matosas Pijuan.
- ▶ **Fernando Serra Cailà**, Independent Director.
- ▶ **Bon Vent de Riba-Roja, S.L.U.**
Represented by **Ramón Carbonell Santacana**, Independent Director.
- ▶ **Pau Relat Vidal**, Director and Chairman of the Board.
- ▶ **Ricard Tubau Roca**, Independent Director.
- ▶ **José María Rojí Buqueras**, Non-Director Secretary.

Our Board of Directors meets periodically to monitor and evaluate the progress of the group's businesses.

Other Governing Bodies

In addition to the parent company's Board of Directors, the group's various companies each have their own governing body responsible for the development and strategy of each business, acting independently except in matters requiring prior authorization from the shareholders' meeting or sole shareholder, in accordance with each company's bylaws or internal regulations.



Our Code of Ethics

At MatHolding we maintain a **firm commitment to business ethics**, integrity, and good governance, and we apply it across all our activities and in our relationships with all our stakeholders, both internal and external.

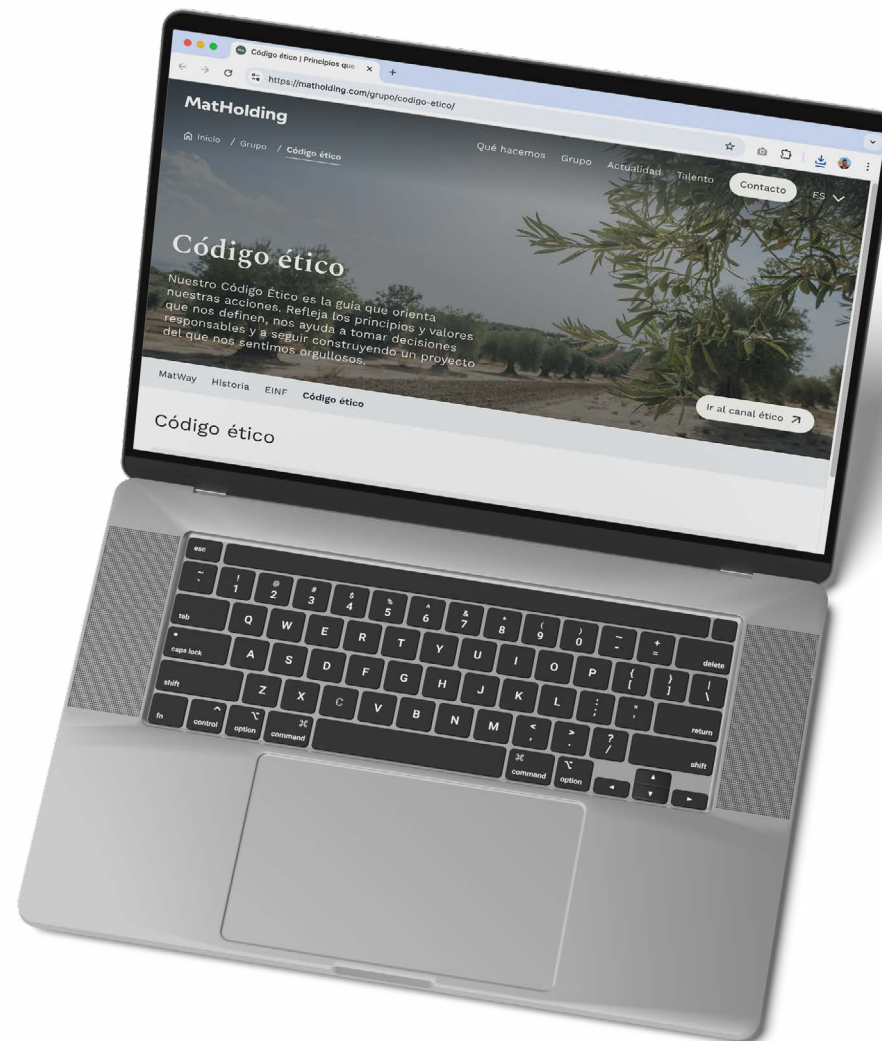
Our **Code of Ethics** is the guide that shapes our actions. It sets out the purposes, principles, and values that define us and helps us make responsible decisions, reflecting our commitment to society, our business partners, and our team. It is our reference point for continuing to build a solid project that we are proud of.

In 2025 we updated our Code of Ethics with the aim of:

- ▶ Updating and reinforcing our corporate values.
- ▶ Restructuring the document to guide the reader through it.
- ▶ Incorporating practical examples that help improve understanding of the guidelines.
- ▶ Updating and supplementing existing sections, including new relevant aspects to highlight.

This update was **approved by the Board of Directors**.

The renewal of the Code of Ethics was carried out in line with the update of MatHolding's corporate image, and the document was published to coincide with the launch of the new website in May. It has been accessible on the website (<https://matholding.com/grupo/codigo-etico/>) and on MatConnect (our intranet) since that date.



Group Ethics Channel

MatHolding

Within the framework of the **Global Corporate Compliance Program**, and in compliance with **Law 2/2023** governing the protection of persons who report regulatory infringements and the fight against corruption, MatHolding Group has a confidential channel available for **reporting actions contrary to the law** that could constitute serious or very serious criminal or administrative offenses, as well as **violations of MatHolding's Code of Ethics**, such as those related to bribery, corruption, money laundering, breaches of information security, occupational health and safety, the environment, and competition law. The channel also allows users to **report breaches of policies integrated within the Global Corporate Compliance Program**.

The Ethics Channel, managed by the person responsible for the Internal Information System, namely the *Compliance Director* of MatHolding Group, is **available to the internal staff** of all companies that make up the group, **as well as to interested third parties**. It provides a space not only for reporting potential irregularities but also for raising questions and addressing any concerns related to the *Global Corporate Compliance Program*. The [Ethics Channel Usage Policy](#) and the procedure implementing it, published on the corporate website, regulate how it operates.

During 2025, the operation of the Ethics Channel remained stable, with no significant structural changes.

In this fiscal year, **a total of 2 complaints** were formally received relating to possible human rights violations, specifically linked to situations of workplace harassment, which were handled in accordance with the internal procedure established to ensure a proper investigation. In none of the cases was it possible to objectively confirm the existence of sanctionable regulatory infringements, although preventive measures were adopted

to mitigate any potential risk. By contrast, no reports were received relating to corruption, money laundering, insider trading, or customer data privacy.

How to Access the Channel

- **External online platform:** available 24 hours a day, 365 days a year, accessible via the QR code or the following link: [Ethics Channel](#).
- **Email:** an email address set up to handle complaints and respond to related questions and inquiries: ethics@matholding.com.
- **In-person meeting:** you can request a meeting directly with the *Compliance Director* of MatHolding Group.

To request a meeting or address questions or inquiries about the Ethics Channel, you can write to ethics@matholding.com



Scan the QR code to
learn more about our
Ethics Channel

Privacy and Data Protection

MatHolding Group processes the personal data of data subjects in the course of our activity, complying with the requirements set out in **Regulation (EU) 2016/679** of the European Parliament and of the Council of 27 April 2016 on the **protection of natural persons** with regard to the processing of personal data and on the free movement of such data, as well as all other applicable regulations in each of the countries in which we operate.

In the area of personal data processing management, handled by the *Compliance Area* and overseen by the external **Data Protection Officer**, the group's entities periodically **review and update** the main management documents and tools, including:

- ▶ **The Record of Processing Activities** and the corresponding risk analysis reports.
- ▶ **Data Protection Impact Assessments**, when necessary.
- ▶ **The Security Document**.
- ▶ **Contracts and clauses** requiring signature by employees and third parties (customers or suppliers).
- ▶ **Data protection notices and policies** to provide information and ensure transparency for data subjects.
- ▶ **Information systems linked** to the processing of personal data.



Likewise, we regularly process requests to exercise the **rights of access, rectification, erasure, objection, restriction, and portability** received through the communication channels set up for this purpose by MatHolding Group's companies, as well as any complaints or inquiries raised by data subjects.

Given that personal data processing is a cross-cutting, routine activity in all the group's companies, we promote **awareness-raising actions** aimed at staff to reinforce good practices in data protection.

At MatHolding Group, we have **technical and organizational security measures** designed to guarantee the **confidentiality, integrity, and availability** of the personal data managed. **In 2025, no incident related to theft and/or loss of personal data affecting normal business operations was recorded.**

Global Corporate Compliance Program

Since 2021, at MatHolding Group, we have been working on the design and development of our *Global Corporate Compliance Program* (the “GCCP”), with the aim of **identifying, mapping, and monitoring the main risks** at the criminal, legal, and operational levels, assessing their likelihood of occurrence and potential impact.

Launched at the initiative of the Board of Directors and management, the GCCP aims to **build trust** with all our internal and external stakeholders, strengthening corporate integrity, **protecting our organization against potential risks, and helping preserve the group's reputation**.

The GCCP also aims to strengthen a shared corporate culture based on **the common purpose and values** of all the group's companies, aligning our ways of working and **reinforcing our culture of excellence**.

In 2025, with the aim of **consolidating our #MatWay culture**, MatHolding Group rolled out various initiatives across the organization aimed at covering the main compliance areas within the GCCP.





Criminal compliance

We continued to develop and update the criminal risk prevention model, strengthening the related controls, the identification of sensitive activities and internal staff awareness. The aim is to ensure that all the group's critical processes include measures to prevent and detect potential unlawful conduct.



ESG

We continued to make progress in developing the procedures required to comply with non-financial reporting and due diligence obligations, while also focusing our efforts on preparing for the necessary future regulatory adaptations.



Regulatory framework

We continuously develop, review, publish and implement the internal policies, standards and procedures that support the GCCP. This common regulatory framework ensures consistency across the group's companies and facilitates the uniform adoption of good compliance practices.



Business risk map

We updated the group's strategic and operational risk map, identifying the risks with the greatest likelihood of occurrence and impact. This exercise helps strengthen decision-making, prioritize mitigation measures and enhance the ability to anticipate potential risks.



Data protection

We continued reviewing and updating essential privacy documents, as well as the controls and procedures related to compliance with applicable regulations. Employee awareness and the maintenance of technical and organizational security measures were also reinforced.



Quality, Safety and Environmental Management

To ensure people's safety and health, respect and care for the environment, and the quality of our services, MatHolding Group's companies have certified management systems for each of these areas.

These, together with other sector-specific certifications, allow us to go beyond regulatory compliance and meet both our customers' requirements and the group's own commitments.

Certification	Regaber	IQV	Aquestia	ARI	STF	Hidroglobal	Dorot	OCV	Altinco
IMS: ISO 9001 and 14001	✓	✓	✓	✓	✓	✓	✗	✗	✗
ISO 9001	✓	✗	✗	✗	✗	✗	✓	✓	✓
ISO 14001	✗	✗	✗	✗	✗	✗	✓	✗	✓
ISO 56001	✗	✗	✗	✗	✗	✗	✗	✗	✓
ISO 45001	✗	✗	✓	✓	✗	✗	✓	✗	✗
ISO 17025	✓	✗	✗	✗	✗	✗	✗	✗	✗
ISO 27001	✗	✗	✓	✗	✗	✗	✗	✗	✗
	✓	✗	✗	✓	✗	✓	✗	✓	✗
Other certifications	Water Meter Verification Laboratory Module D: Conformity to type based on quality assurance of the production process. (Royal Decree 244/2016 and Order ICT/155/2020).	  	✗		 	✗	✗	✗	   

Commitment to Quality in the Supply Chain and With Customers

At MatHolding we recognize that the strength and effectiveness of the supply chain depend on a network of suppliers operating to high-quality standards. That is why our commitment to good governance extends to our suppliers of equipment, materials, and services.

We **extend our standards to our business partners** through an approval process that verifies they have adequate manufacturing processes and management systems, such as quality management, good manufacturing practices, environmental management, and occupational risk prevention.

This commitment also applies to our customers. Our businesses have quality control processes in place, including the detection of incidents, non-conformities and breaches, as well as complaint management.

The ultimate goal of these processes is to continuously identify areas for improvement and apply corrective actions that allow us to provide the highest-quality service tailored to our customers' needs. All cases are managed by assigning responsibility and setting deadlines to ensure they are properly resolved.

Our management system also provides for the implementation of **preventive actions**, including the incorporation of measures into operational, support, and strategic processes or the transformation of certain procedures into processes in their own right.

Complaints

In 2025, a total of **1,058 complaints** (including complaints related to quality defects, packaging errors, and service incidents, among others) were received across MatHolding Group, representing a **4% decrease compared with 2024**, a year in which a total of 1,102 complaints were recorded. This trend reflects a positive development in quality and service management, in line with the group's efforts to improve its processes and customer experience while maintaining its commitment to continue analyzing the causes of incidents and strengthening prevention and improvement measures.

Company	Complaints
Regaber	475
Hidroglobal	100
STF (Monzón, China, Israel, USA)	276
IQV (Mollet, Cheste, Quart de Poblet)	121
Altinco	37
Aquestia	49
Total	1,058

Responsible Economic Management

Contribution by Geographic Area

Information relating to the group's companies, joint ventures, and associated companies as of December 31 is as follows:

Region	2025		2024		2023	
	Net income	Tax paid	Net income	Tax paid	Net income	Tax paid
Spain	25,461,434	7,370,732	19,330,687	6,823,254	14,891,101	5,067,313
Portugal	3,160,337	957,298	4,403,890	976,585	2,682,723	1,036,125
Aquestia Group*	12,112,689	(1,056)	6,530,692	1,610,357	301,888	1,738,462
Others**	1,670,758	—	1,485,872	—	1,229,606	—
Total	42,405,218	8,326,974	31,751,142	9,410,196	19,105,318	7,841,899

* The Aquestia Group includes, in addition to Israel, all the regions where its subsidiaries are located, such as the USA, Mexico, and Italy, as well as the consolidation adjustments attributable to it.

** Other: includes companies whose relative importance is not significant, as well as certain consolidation adjustments.





Environmental Management

Our Environmental Performance

PRODUCTION

91,898

Metric tons of CO₂ produced in 2025

77,996

Metric tons of CO₂ produced in 2024



14%

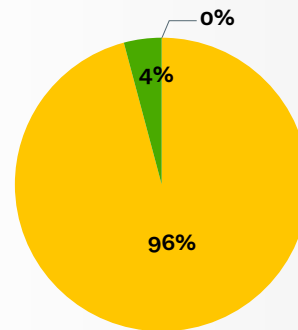
Increase in non-hazardous waste compared with 2024



13%

Decrease in hazardous waste compared with 2024

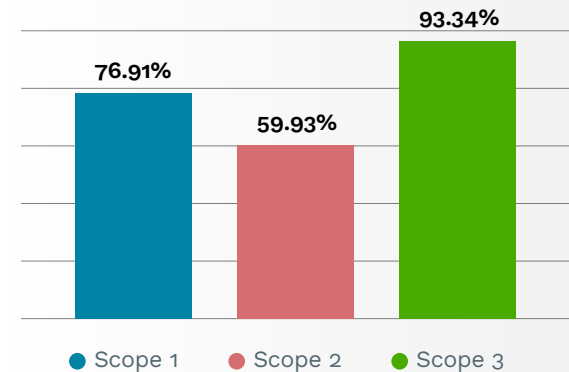
METRIC TONS PRODUCED BY COUNTRY



● Spain ● Israel
● Rest of the world

CARBON FOOTPRINT

Spain's share of total emissions



ENERGY CONSUMPTION



14,970,508

Kilowatt-hours (kWh) of electricity consumed in 2025

2,589,157

21% increase in electricity consumption compared with 2024

Environmental Policy

At MatHolding, we promote the responsible and efficient use of resources and work to progressively reduce the environmental impact associated with our activities.

Our approach is based on the efficient use of raw materials, energy, water, and other natural resources and on minimizing the waste generated. In doing so, we respond both to climate challenges and to the needs and expectations of our stakeholders, remaining aligned with the Sustainable Development Goals (SDGs).

To ensure that our operations are carried out in accordance with sustainability criteria, we have **environmental policies** in place at each of the group's companies, which set out the following commitments.

To ensure these commitments are met, each production site has an **environmental management system** and dedicated personnel who set objectives and monitor them in line with operating guidelines. In this way, we ensure compliance with environmental legislation and integrate environmental management into our business activity.

COMMITMENTS TO THE RESPONSIBLE USE OF PRODUCTION RESOURCES

1. **Compliance with environmental legislation and adoption of voluntary standards** where these provide additional benefits.
2. **Environmental risk management:** a proactive and preventive approach, prioritizing anticipation and the minimization of impacts.
3. **Continuous improvement of the environmental management system.**
4. **Environmental protection and the reduction of environmental impacts and the carbon footprint,** both in direct and subcontracted activities, through:
 - ▶ Implementation of technical, production and management improvements
 - ▶ Efficient use of resources:
 - ▶ Energy-efficiency measures
 - ▶ Water-efficiency and water-saving measures
 - ▶ Progressive transition towards electricity consumption from 100% renewable energy sources
 - ▶ Minimization of the impact of refrigerant gases present in the workplace
 - ▶ Reduction of paper consumption and promotion of digital information
 - ▶ Recycling and the circular economy
 - ▶ Carbon footprint measurement
 - ▶ Planning measures to reduce and offset generated emissions, as well as emissions associated with the services provided to customers

Environmental Impact of Operations

The environmental impact of MatHolding Group is directly linked to the nature of the activities carried out by each company.

Below, we detail the main environmental impacts associated with the different production processes of MatHolding Group's companies:

In 2025 and 2024, there were no fines recorded for violations of applicable environmental regulations.

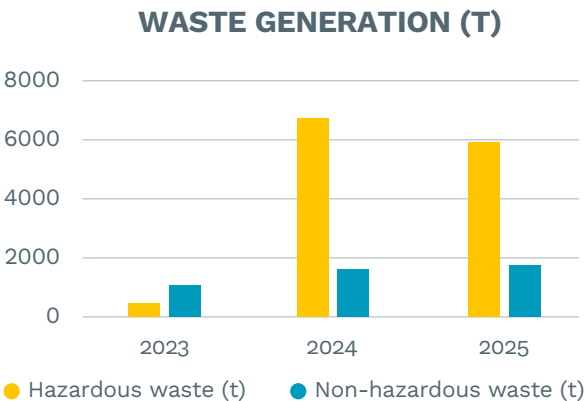
IQV		Regaber Hidroglobal	Aquestia	STF	Altinco	MatHolding Group
Main activity	Production process for copper- and metalaxyl-based fungicides	Distribution	Assembly of parts and components	Manufacturing of components, metallurgical equipment and filters	Development, production and marketing of sustainable agrochemical solutions	
Main impacts	▶ Consumption of natural resources and raw materials (copper-based and organo-copper products formulated for repackaging, active plant-protection ingredients and adjuvants) ▶ Consumption of packaging material, <i>packaging</i> and wrapping ▶ Generation of hazardous waste and water containing plant-protection product residue ▶ Emissions to the atmosphere (total organic compounds - TOC), mainly vapors from solvents used to formulate concentrated emulsions or impregnated granules, together with sulfur oxides (SOx), particulates, nitrogen oxides (NOx) and carbon monoxide (CO) from fuel-oil boiler combustion	▶ Consumption of materials made from cast and ductile iron, stainless steel, bronze, marine bronze, polyamide and PVC ▶ Emissions from product distribution ▶ Placing on the market the packaging containing our products	▶ Painting processes are outsourced except at Dorot, which has its own paint booth	▶ Consumption of raw materials and natural resources ▶ Atmospheric emissions of volatile organic compounds (VOCs) from the use of liquid-paint solvents and emissions from the shot-blasting process ▶ Contaminated wastewater from the pickling and passivation process, which is collected in drums ▶ Generation of hazardous waste, in particular paint dust and liquid-paint sludge, all of which is handled by authorized waste managers	▶ Consumption of raw materials and natural resources ▶ Wastewater from the manufacture of agrochemical solutions ▶ Placing of packaging on the market through product sales	▶ Consumption of natural resources and consumable products ▶ Waste generation ▶ Staff mobility

Circular Economy, Waste Prevention and Management

Waste management at production sites is carried out in strict compliance with current regulations. We prioritize proper segregation, treatment, and recovery of waste to support the circular economy.

Each activity generates specific waste, and depending on its nature, we apply differentiated management solutions that optimize its treatment and minimize its environmental impact.

The most relevant types of waste for MatHolding Group's companies, according to production processes, and the solutions for managing them are as follows:



Waste type	Hazardous'	Non-hazardous
2023	592.7	1,068.03
Waste/ t	0.011	0.020
2024	6,848.87	1,356.42
Waste/ t	0.088	0.017
2025	5,929.22	1,548.88
Waste/ t	0.065	0.017

'The machinery oil consumption of Aquestia has been included, and the data reported for 2024 has been revised.

	Manufacture of plant-protection products	Water-cycle-related products	Manufacture of metallurgical components, equipment and filters
Waste	Hazardous waste from contaminated empty cardboard, plastic and metal containers that held active substances and adjuvants and are therefore classified as hazardous waste. The most significant waste consists of contaminated granules from production-line cleaning and granule-line rejects, as well as water contaminated with plant-protection products during production-line cleaning.	Line cleaning generates a diluted aqueous solution of the manufactured product. This is collected and stored in containers and reused when the same product is formulated again. When it cannot be reused, it is stored and managed as hazardous waste.	Most of the waste generated is non-hazardous, with notable quantities of aluminum, scrap metal and copper.
Solution	More than 90% of the waste generated is non-hazardous, consisting mainly of packaging waste from purchased products, while approximately 10% is hazardous.	To ensure the proper management of hazardous waste such as electrical and electronic equipment at the end of its useful life, Regaber is a member of the ECOTIC waste-management scheme.	The waste generated is recovered, as is the cardboard waste from packaging. At some plants, the reuse of packaging materials such as cardboard and paper is encouraged.

Packaging System

At the end of their useful life, the packaging of our products is incorporated into the recycling system established in each country, in compliance with applicable packaging waste regulations.

The packaging system for plant-protection products is governed by ADR regulations, which determine the required composition and characteristics of the packaging based on the type of product it contains. For this reason, the application of eco-design criteria for this type of packaging is limited.



Direct GHG emissions associated with fossil fuel consumption. These emissions mainly come from heavy machinery and vehicles used at operating sites: cranes at port facilities (mobile cranes, gantry cranes and fixed cranes), wheel loaders, reach stackers and forklifts, as well as mobile sources such as passenger vehicles used, to a lesser extent, by management, sales teams and other employees.



Sustainable use of resources

We continuously monitor the consumption of natural resources—water, energy and fuel—at all our production sites.

The table details natural resource consumption data at MatHolding Group's production sites, both in total and per unit of production. See *Appendix 1 (Metric tons of production by country)* and *Appendix 2 (Resources by country)* for details by geographic area.

Total Indicators²

Production	Metric Tons	52,481	77,996	91,898
Resources	Indicator	2023	2024	2025
Water (m³)	Consumption	58,483	81,511	127,632
	Per unit of production	1.11	1.05	1.39
Electricity (kWh)	Consumption	10,613,644	12,381,350	14,970,507
	Per unit of production	202.24	158.74	162.90
Renewable Energy (kWh)	Consumption	-	200,359	426,517
	Per unit of production	-	2.57	4.64
Natural Gas (kWh)	Consumption	16,375,699	21,329,483	24,525,731
	Per unit of production	312.03	273.47	266.88
Propane Gas (kWh)	Consumption	4,328	4,321	3,340
	Per unit of production	0.08	0.06	0.04
Diesel Consumption (Liters)	Consumption	21,091	36,724	38,188
	Per unit of production	0.40	0.47	0.42
Fuel Oil Consumption (kg)	Consumption	22,700	16,000	34,980
	Per unit of production	0.43	0.21	0.38
LPG Consumption (kg)	Consumption	7,257	16,415	16,562
	Per unit of production	0.14	0.21	0.18
Company Transport Fuel Consumption (Liters)	Diesel Liters	215,307	157,349	157,260
	Gasoline Liters	219,262	183,239	329,066

²The Israeli subsidiaries have fully resumed their activity following the armed conflict that affected fiscal year 2024. Likewise, in 2025 the data-collection process for international subsidiaries was strengthened, providing more accurate and consistent information.

Climate Change: Reducing Greenhouse Gas (GHG) Emissions

Throughout 2025, we continued strengthening our internal environmental data-collection system, improving the quality of the information available, and refining our carbon footprint calculation tool.

This allows us to identify the main sources of emissions, monitor the results of the environmental measures implemented across the group and, ultimately, guide MatHolding Group's climate change strategy.

We also continue collaborating with our stakeholders and taking part in voluntary initiatives and agreements to reduce greenhouse gas (GHG) emissions, such as:

- ▶ Controlling the environmental risks that our activity may entail, with the aim of preventing and minimizing them.
- ▶ Promoting working groups related to sustainability.
- ▶ Adhering to climate-change-related agreements: Voluntary agreements to reduce greenhouse gas (GHG) emissions.



GHG Emissions

In 2025 we calculated the carbon footprint of our activities, applying a new methodology based on the emission factors of the Spanish Ministry for Ecological Transition and the Demographic Challenge (MITECO), in compliance with Royal Decree 214/2025.

Total emissions amount to 17,316 t CO₂eq, which include direct emissions (scope 1) from the consumption of fossil fuels in our own vehicles and machinery, as well as from combustion in boilers and non-electric climate-control systems at our facilities; emissions from the operation of all fixed facilities (scope 2); and indirect GHG emissions (scope 3). (See *Appendix 4: Carbon footprint calculation*).

Based on these calculations, MatHolding Group will assess the development of a **2030 Decarbonization Plan, in line with the commitments under the Paris Agreement and those of the European Union**. The plan would provide the group's Board of Directors with an analysis of current and future emissions and establish **a roadmap toward decarbonization**. This roadmap would define measures aimed at progressively reducing the various components contributing to the group's carbon footprint, set priority areas for action based on objective criteria and the interim milestones needed to assess progress, and propose an investment plan to that end.

The following emission factors were used to determine CO₂-equivalent emissions:

- For the calculation of **Scope 1 emissions**, the emission factors provided by the Spanish Climate Change Office for 2024 and updated in 2025 were used for all regions.
- For the calculation of **Scope 2 emissions** in Spain, the market-based method was used, with sources verified against the Ministry for Ecological Transition and the Demographic Challenge (MITECO) to determine the emission factor associated with each Spanish electricity supplier contracted in 2025. For the other regions, the emission factor of each country's electricity mix was used.
- For the calculation of **Scope 3 emissions**, the emission factors provided by the "Department for Environment, Food & Rural Affairs (DEFRA)" for 2024 were used for all regions.

GHG Emissions: Totals (t CO₂ eq)

Scope 1	2025
Direct emissions from operations	6.003,56
Scope 2	
Electricity consumption	6.695,39
Scope 3	
Water purchase	65,98
Product distribution	3.333,52
Corporate travel	1.217,33
Totals	17.315,79

GHG Emissions: Breakdown by Country

t CO ₂ eq	Year	Spain	Israel	Other	Total
Scope 1					
Direct emissions from operations	2025	4.617,39	1.363,37	22,81	6.003,56
Scope 2					
Electricity consumption	2025	4.012,65	1.895,87	786,87	6.695,39
Scope 3					
Water purchase, product distribution and corporate travel.	2025	3.631,72	847,66	137,45	4.616,83

SCOPE 1. DIRECT EMISSIONS FROM OPERATIONS

Direct GHG emissions associated with fossil fuel consumption. These emissions mainly come from heavy machinery and vehicles used at operating sites: cranes at port facilities (mobile cranes, gantry cranes and fixed cranes), wheel loaders, reach stackers and forklifts, as well as, to a lesser extent, mobile sources such as passenger vehicles used by management, sales teams and other employees.

SCOPE 2. ELECTRICITY CONSUMPTION

Indirect GHG emissions over which we have some degree of control, associated with the electricity consumed by buildings in the business areas and by machinery and work equipment connected to the electricity grid.

SCOPE 3. WATER PURCHASE, PRODUCT DISTRIBUTION AND BUSINESS TRAVEL

Indirect GHG emissions over which we have no direct control, associated with water consumption, product distribution and business travel by car, train and plane. This category accounts for the largest volume of GHG emissions released into the atmosphere.



Pollution Prevention, Waste Prevention and Resource Optimization Improvements

At MatHolding Group, we periodically carry out environmental audits of facilities and activities to assess the level of compliance with legal requirements and our own commitments, as well as to identify new opportunities for improvement.

During 2025, we continued advancing the implementation of initiatives begun in previous years and incorporated new specific actions at each of the group's companies.

Below, we detail some of the improvement actions implemented:

Aquestia

- 1 Installation of a solar self-consumption system, which reduces indirect scope 2 emissions
- 2 Replacement of the air-conditioning system in the main assembly hall with a more efficient one
- 3 Significant improvement in the building's energy efficiency through modernization of the HVAC system
- 4 Strengthened internal monitoring of energy consumption and operational management
- 5 Greater stability of environmental conditions at the plant, improving comfort and operational continuity
- 6 Extraction and pollutant filtration systems in the paint shop's chimneys
- 7 Operator training to ensure proper use of the extraction and filtration systems
- 8 Management of the painting process to reduce emissions: material control, proper ventilation, and minimizing *overspray*
- 9 Integration of energy and emissions monitoring into the plants' internal management
- 10 Maintenance of company vehicles following manufacturer's guidelines: oil changes and checks of brakes, tires, fluids, engine and safety systems

Regaber - Hidroglobal

- 1 Recirculation of water used in the water-meter laboratory and test benches; cardboard and plastic are collected for recovery
- 2 Prevention, recycling and material reuse measures, including reuse of packaging provided by suppliers at the warehouse

STF

- 1 Awareness talks continue to be scheduled for section supervisors and operators
- 2 Periodic checks of paint stock and expiration-date control
- 3 Periodic ambient noise measurements to assess noise pollution
- 4 During 2023-2024, measures were implemented to replace certain products with lower-risk alternatives: for example, the welding anti-spatter spray, previously supplied as an aerosol, was replaced with a liquid, less hazardous version
- 5 Use of equipment such as flashlights or lamps with rechargeable batteries
- 6 Periodic ambient noise measurements are carried out to assess noise pollution and to implement noise-reduction measures, such as the installation of silencers during 2024, which allowed us to reduce the noise generated at our shot-blasting and powder-coating facilities
- 7 In the previous fiscal year, activated-carbon adsorption filters were installed at the liquid-paint facility to capture volatile organic compounds (VOCs) and thereby reduce our emission levels
- 8 The maintenance program for the booth filters at the liquid-paint facility continues in order to ensure paint particles are captured
- 9 Generation of renewable energy for self-consumption via solar panels to reduce the carbon footprint of the activity
- 10 Sustainable purchasing management: purchases from local suppliers are prioritized. Efficiency considerations are also encouraged when acquiring machinery and equipment
- 11 Use of the storage tank during hydraulic tests to recirculate the water used
- 12 Implementation and certification under the AENOR "Towards Zero Waste" scheme, which recognizes that STF recovers most of its waste, keeping it out of landfill and promoting the circular economy

IQV (Mollet)

- 1 Sensors to detect dust emissions into the atmosphere
- 2 Continuous measurements at each emission source
- 3 O₂ and ammonia concentration detectors to detect leaks and oxygen enrichment
- 4 Voluntary acoustic measurements and process improvements
- 5 Process water treatment plant
- 6 Lighting study when the DEI audit is carried out
- 7 100% recycling of treatment-plant sludge, fed back into the process
- 8 Carbon footprint study
- 9 Energy improvements
- 10 Reuse and recirculation of process water

Altinco

- 1 Installation of a water evaporator machine that reduces wastewater and allows it to be reused for cleaning and irrigation
- 2 Optimization of the cleaning circuits of the packaging machines
- 3 Reuse of IBCs, both internal and external
- 4 Reuse of materials such as cardboard and paper
- 5 Study to replace combustion-engine forklifts with electric ones
- 6 Encouraging the use of hybrid leased vehicles whenever possible
- 7 Assessment of replacing the boiler with a more efficient one



Talent Management

Key Social Indicators 2025

EMPLOYMENT STABILITY AND QUALITY

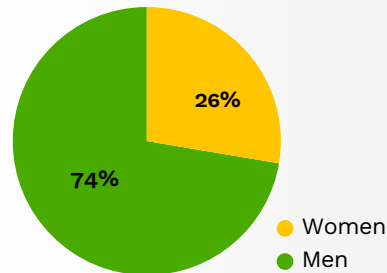
1,276
employees

98%
of employees have permanent contracts

95%
work full time

6%
increase in headcount compared with 2024

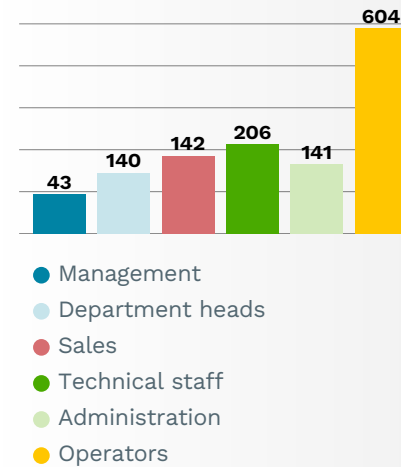
GENDER AND AVERAGE AGE



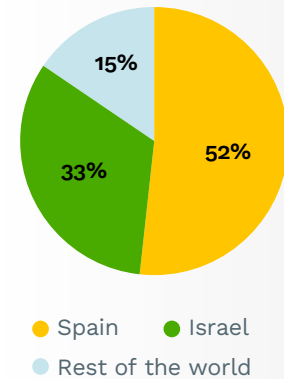
41%
of hires in Spain are women

52%
are aged between 30 and 50

WORKFORCE BY PROFESSIONAL CATEGORY



EMPLOYEES BY COUNTRY



TRAINING

15,229
Training hours

+50%
increase in training hours compared with 2024



EQUALITY

- ▶ Action plans to reduce pay gaps
- ▶ Consolidation of positive action in recruitment processes
- ▶ Analysis of professional profiles and categories



TALENT

- ▶ Organizational renewal
- ▶ HR business partner
- ▶ Competency-based management
- ▶ Talent mapping

Our People

People are the soul and driving force of MatHolding. In 2025 the group was made up of 1,276 professionals, located mainly in Spain (661), Israel (417) and other countries (198). This year we increased our year-end workforce by 6.2%, growth driven by the acquisition of Altinco, which added 38 people, and by various operational needs that arose during the year.

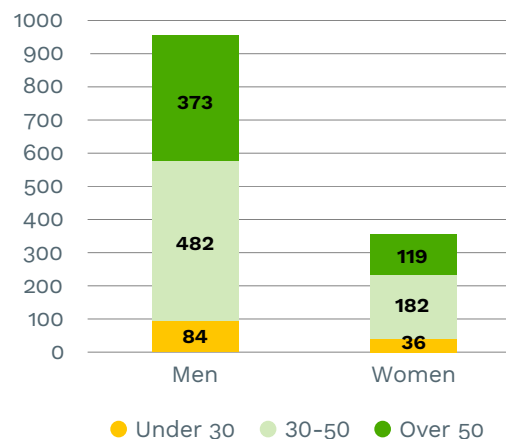
The average profile of our workforce is male (74%), aged between 30 and 50 (52%), with a permanent contract (98%) and working full time (95%).

The largest group is production operators (604), representing 47% of the total, followed by technical staff (206), administration (141) and sales (142).

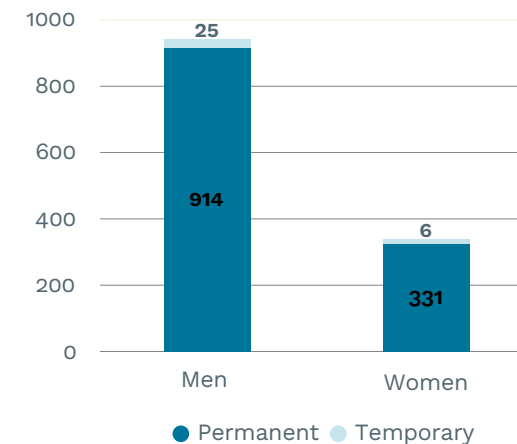
In terms of gender equality, there is a growing trend toward hiring women in practically all professional categories. In Iberia, women accounted for 41% of all hires during the year.

More information in Appendix 5. Tables on MatHolding's workforce.

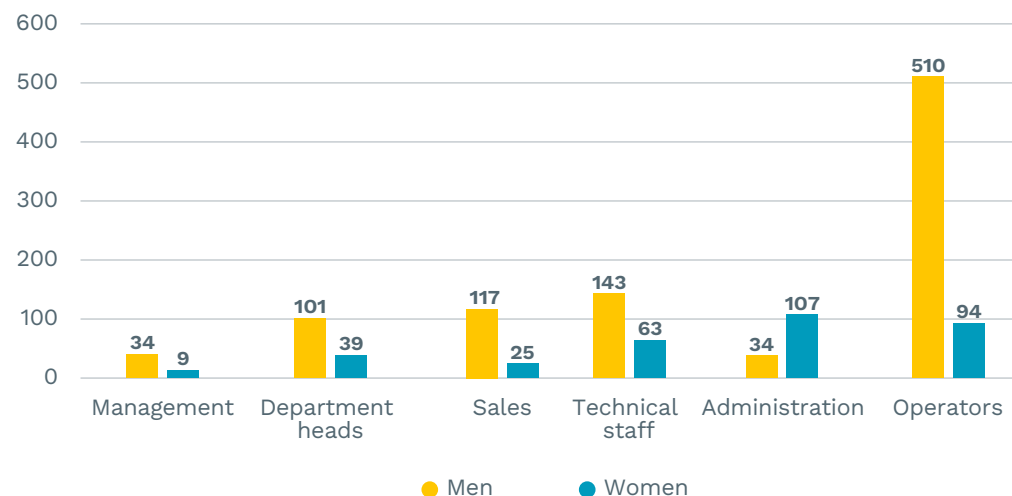
WORKFORCE PROFILE BY GENDER AND AGE



WORKFORCE PROFILE BY GENDER AND CONTRACT TYPE



WORKFORCE BY GENDER AND PROFESSIONAL CATEGORY



Organizational Renewal

In line with our commitment to job stability, employment quality, and the wellbeing of our workforce, during 2025 we continued carrying out various initiatives aimed at developing our team's internal talent and consolidating our organizational model.

In keeping with the organizational renewal process of recent years, the most important milestone of 2025 has been the **creation of Cerestia**, a new umbrella brand bringing together several of the group's companies in the Iberian market: IQV, Regaber, VEGGA, TerraNostra and Altinco.

The creation of Cerestia aims to bring greater organizational cross-functionality, make better use of synergies between companies, and significantly boost teamwork.



Gender Equality

At MatHolding, we promote an environment based on equal opportunities, ensuring non-discrimination on grounds of gender in hiring processes, pay policy, and access to social benefits.

To move toward a more gender-balanced workforce, in 2025 we maintained our efforts to increase the presence of women in selection processes in order to increase the number of women hired.

As a result, the fact that 41% of new hires in Iberia were women means that, if this trend continues over time—41% women versus 59% men—the gender gap will tend to narrow progressively. In the medium and long term, consistently bringing in a significant percentage of women makes the workforce increasingly balanced and, as a result, steadily reduces the pay gap between genders.

Currently, the highest proportion of women is concentrated in the administration area, the only category in which the number of women (98) exceeds the number of men (31). This distribution reflects the characteristics of the sector in which we operate, which traditionally has greater male than female representation overall, mainly in manufacturing positions.

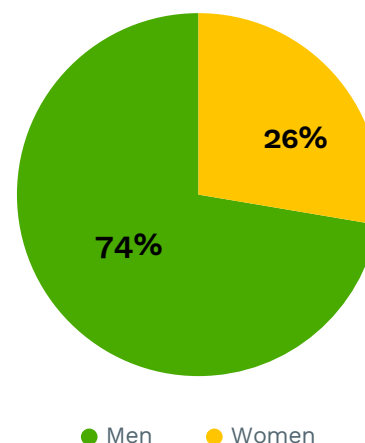
Likewise, in 2025 we continued working on the action plans derived from the equality plans approved in 2022 for the group's various companies. The main goal of these action plans is to promote equal treatment and opportunities between genders, as well as to comply with the Equality Act, encouraging specific training in this area.

Currently, three of our group's national companies have an Equality Plan, all duly registered in accordance with current regulations.

EQUALITY ACT ACTION PLAN

- ▶ **Consolidation of positive action measures** in recruitment, hiring and promotion processes.
- ▶ **Consolidation of the professional classification system** to facilitate objective salary comparisons.
- ▶ **Identification of potential pay gaps and implementation of corrective measures** in accordance with applicable regulations.
- ▶ Implementation of **specific equality training initiatives** aimed at raising awareness and promoting the use of inclusive language.
- ▶ **Continuation of the Leadership Program**, aimed at managers and executives from the group's different companies. This is an ongoing program for new leaders joining the group.

WORKFORCE BY GENDER 2025



Pay Policy

At MatHolding we have a pay policy that adapts to the cultural and labor diversity of our environment and that seeks to respond to the needs of our global and diverse workforce.

In Iberia, during 2025, we carried out a detailed study of the pay gap, using the average pay for each category as a reference for the calculation, with standard categories applied consistently across the group, and comparing men's and women's pay to identify the percentage differences between them.

The pay differences identified reflect the reality of our organization and of the sector in which our various companies operate. There are also professional profiles that are not very homogeneous across categories, and most of the gender pay gap can be attributed to this factor.

The results of the analysis must be viewed in the context of the structural reality of the agricultural sector, historically characterized by a greater presence of male workers, especially in certain functional areas such as sales. This results in greater average seniority in these positions and, consequently, higher pay, which tends to widen the existing pay gap.

In the medium term, this gap is expected to narrow progressively as younger employees join and as the presence of women in these areas increases.

Likewise, another factor contributing to the gap is the proportion of production staff, who make up more than half of the total workforce. In this group, men are in the majority, both in the industrial sector generally and in our industrial companies, which significantly influences the aggregate indicators.

More information is available in Appendix 6: Average Pay and Pay Gap 2025, 2024 and 2023.

ACTION PLAN TO REDUCE THE GENDER PAY GAP

With the aim of achieving effective equality across different job roles, over the past two years we have implemented the following measures:

- ▶ **Salary studies** based on up-to-date market data.
- ▶ Development of **talent maps** aimed at identifying employees' potential within the organization, assessing their characteristics and understanding their individual career aspirations.
- ▶ **Implementation of career development plans** to support professional growth.
- ▶ **Prioritization of internal promotions and salary reviews**, with a particular focus on women.
- ▶ **Prioritization of hiring women** for positions in which they are underrepresented.
- ▶ Proposals for **positive action measures**, where candidates have equivalent merit and ability, in favor of the **underrepresented gender**.

Efficient Organization

Work-Life Balance and Flexibility

At MatHolding we are committed to work-life balance as a key element for our employees' optimal performance as well as for facilitating genuine equality between men and women.

In 2025, 95% of the workforce worked full time, demonstrating the group's commitment to job stability.

We have a **work-life balance policy** based on a flexible working-hours framework, within which our team can adjust their working day to their personal needs through self-tracking and management of their hours balance. This policy includes improvements aimed at employees with family responsibilities (dependent children, dependents with disabilities, or dependent elderly relatives).

During 2025 we continued applying the remote-work protocol, which allows for **occasional remote work** for employees in positions that allow them to carry out their duties from home, provided the need is justified for a personal or professional reason. This model is voluntary, assigned to named individuals and reversible, requires manager approval, and generally may not exceed 20% of working days and never more than 30%.

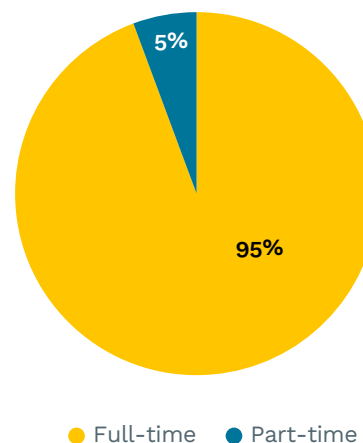
We also continue to apply our **digital disconnection policy** with the aim of creating healthy work habits and improving the balance between personal and professional life.

Absenteeism

At MatHolding we recognize that our employees' health, safety and wellbeing directly impact the absenteeism rate. For this reason, we work on work-life balance policies like those described above, aimed at keeping these rates under control, and we regularly monitor how absenteeism evolves at the group's various companies.

More information is available in Appendix 8: Absenteeism, Paternity and Maternity Leave, Dismissals and Hires.

WORKFORCE BY WORKING HOURS 2025



Training and Performance

At MatHolding we work continuously to ensure the development of our people, both when new employees join the organization—to ensure their proper integration into the company—and whenever there is a role change or a specific training campaign related to leadership or each company's activity. We have professionals dedicated exclusively to managing internal training for the different profiles that make up our organization.

The Human Resources Department, together with management and the heads of each area, analyzes, groups and prioritizes training needs. Based on this analysis, a **Training Plan** is established each year for employees' professional development, tailored to the specific needs of each of the group's companies.

In 2025, training activities increased significantly, especially in the management, technical and operator categories. This represents a 50% increase over the previous year.

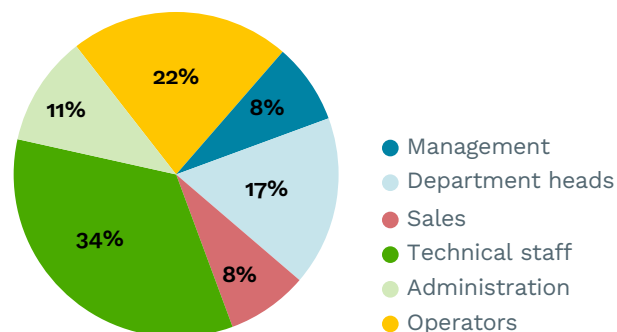
Regarding the type of training, this year we highlight, for department heads, technicians and operators, the continuation of specific training focused on developing teamwork, communication and leadership (more information in the “Professional Development” subsection).

TRAINING HOURS IN SPAIN (*)

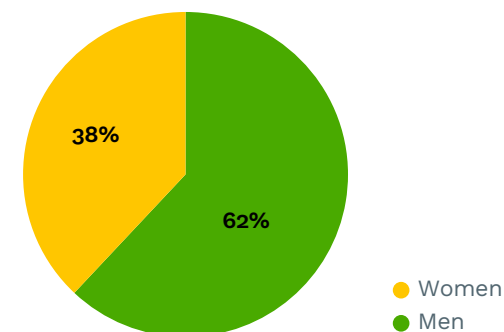
Category	2023	2024	2025
Management	966	750	1,255
Department heads	1,904	2,266	2,526
Sales	395	1,349	1,217
Technical staff	2,288	3,072	5,163
Administration	967	1,082	1,641
Operators	2,615	1,642	3,427
Total	9,133	10,159	15,229

* Spain-only data

TRAINING HOURS BY PROFESSIONAL CATEGORY



TRAINING HOURS BY GENDER



Training for Integration

With the aim of ensuring good integration into our corporate culture, both for new hires and for employees who change roles or functions, at MatHolding we have an initial training program called **Onboarding Plan**. This program supports new hires as they adapt to our organization, ensuring the proper transmission of our values and corporate culture. The Onboarding Plan also includes mandatory Occupational Health and Safety training, essential for guaranteeing a safe working environment.

In 2023 we updated the *Onboarding Pack*, unifying and customizing it for each of the group's companies in order to offer a more coherent, complete experience tailored to each organization's context.

Professional Development

At MatHolding, we have various policies and initiatives aimed at our workforce's professional development. Among these, one that stands out is the development of **individual career plans**, aimed at individuals identified as having high potential within the organization, with the goal of supporting their growth and career progression within the company.

In 2023 we launched the **Leadership Program**, a training program, with the main goal of driving cultural change and transformation in line with current needs and a future-oriented vision, while providing a common *management* style for all the group's companies in Iberia. This program focuses on three fundamental pillars: teamwork, communication and leadership.

As a continuation of the leadership program that began in 2023, during 2025 a new program was organized to keep working with and supporting our managers in Iberia. As highlighted in previous years, providing a common management framework is important for MatHolding, which aims to create a leadership culture of its own that endures over time. This year, the training sessions were complemented by the involvement of a coach who worked individually with each manager, focusing on their professional development and leadership improvement. MatHolding aims to keep working on training all of its professionals, and programs of this kind will continue in the future.



Universal Accessibility for People with Functional Diversity

In line with our commitment to the community, at MatHolding we promote the creation of quality jobs, encourage youth employment, and support the workplace integration of people with functional diversity who meet the requirements for the position.

MatHolding's businesses comply with the **requirement to have at least 2% of staff with a disability rating of 33% or higher**, in accordance with the General Disability Act. Specifically, the Spanish companies subject to this regulation are IQV, Regaber and STF.

During 2025, the group's businesses in the Iberian Peninsula employed **13 people with a disability rating of 33% or higher** (14 people in 2024 and 8 in 2023). Internationally, the organization currently employs **24 people with disabilities**, a figure that remains above the level recorded in 2024 and 2023, when there were 21 people.

Additionally, the group's policy in Spain and Portugal gives priority to procuring services from Special Employment Centers (CEE). **In 2025, spending on services provided by these centers amounted to €346,759.44**, compared with €383,316.32 and €292,878.41 in 2024 and 2023, respectively.

We work with Special Employment Centers such as:



More information on CEE billing in Appendix 9.

Labor Relations

All of MatHolding's staff are subject to the collective bargaining agreement corresponding to the activity carried out at each of the group's companies.

At the national level, the applicable collective agreements are as follows:

- ▶ Chemical Industry Agreement
- ▶ Offices and Business Premises Agreement
- ▶ Barcelona Metal Trade Agreement
- ▶ Huesca Iron and Steel Industry Agreement
- ▶ National Collective Agreement for Consulting Firms, Information Technology, and Market and Public Opinion Research Companies
- ▶ Córdoba Agricultural Sector Agreement
- ▶ National Collective Agreement for Real Estate Management and Brokerage Firms

Across the group, we have four works councils: three at IQV's Cheste, Mollet and Quart de Poblet sites, and one at STF. At the remaining sites, there is no formal employee representation.

MatHolding maintains open, transparent communication with the workforce's legal representatives through regular exchanges with the various union and Health and Safety representative bodies, while keeping its staff informed through the communication channels described above.



Health and Safety

At MatHolding Group, we have adopted a preventive policy based on the continuous improvement of our employees' working and health conditions, with the aim of raising safety, health and wellbeing standards across the entire workforce.

In each of the group's companies **we have a health and safety management system and an occupational risk prevention policy**, aligned both with guidelines set by the group and with the legislation applicable in each country and adapted to the management needs and specific characteristics of each workplace.

We also have **health and safety committees** at our respective sites, made up of company and employee representatives. These committees drive initiatives and propose improvements to working conditions aimed at strengthening our prevention culture.

Likewise, in each of the group's companies, we have our own staff whose responsibilities include managing **prevention and safety**. We have established two-way communication channels through the relevant prevention delegates, ensuring a constant flow of information and participation.

Preventive management is complemented by collaboration with **external prevention services and outside consulting and training firms specializing in health and safety**, thereby ensuring coverage of all specialties: safety, industrial hygiene, ergonomics, psychosocial factors, and collective and individual health surveillance.

More information is available in Appendix 7: Incidence Rates.

Workplace Accidents

The group's accident rate fell significantly this year, dropping from 2.6% to **1.3%**. In 2025, there were a total of **16 accidents with sick leave** (16 men), none of them serious.

In 2024, there were a total of **31 accidents** (27 men and 4 women), and in 2023, there were a total of **27 accidents** (27 men).

Occupational Illnesses

During 2025, as in 2024 and 2023, **there were no occupational illnesses**.





Signatories

Having met on March 30, 2026, the directors of MAT Investment Holding, S.L., in compliance with the requirements set out in Article 49 of the Commercial Code and related legislation, and in accordance with the Company's Consolidated Management Report, hereby issue this consolidated non-financial information statement for fiscal year 2025.

Mathoste Inversiones, S.L.
Tax ID B62764923 (represented by Alexandre Matosas Pijuan)

Pau Relat Vidal

Eduma Inversiones, S.L.
Tax ID B31741366 (represented by María José Matosas Mateu)

Fernando Serra Cailà

Bon Vent Riba-Roja, S.L.U.
Tax ID B65063364 (represented by Ramón Carbonell Santacana)

Ricard Tubau Roca

José María Rojí Buqueras



Appendices

Scope of the Report

This Non-Financial Information Statement (NFIS) is **addressed to all our stakeholders to explain MatHolding Group's activity and results for fiscal year 2025** (from January 1 to December 31, 2025), and it is an **annex to the management report of the consolidated annual accounts** of MAT Investment Holding, S.L. and Subsidiaries.

It is an exercise in **transparency** through which we **report on our sustainability commitments** from business, governance, social and environmental perspective. The information reported in this document covers the **activity of Regaber, IQV, STF, Hidroglobal, VEGGA, TerraNostra, Altinco and, lastly, the Aquestia Group.**

The Board of Directors of MAT Investment Holding, S.L. and Subsidiaries prepares this report **in accordance with Law 11/2018**, of December 28, amending the Commercial Code, the consolidated text of the Capital Companies Act and the Audit Act with regard to non-financial information.

This law transposes into Spanish law **Directive 2014/95/EU** of the European Parliament and of the Council of October 22, 2014, amending Directive 2013/34/EU as regards **disclosure of non-financial and diversity information** by certain large undertakings and groups, with the aim of **increasing the confidence of investors, consumers and society in general.**

MatHolding has analyzed the materiality of the requirements of Law 11/2018 by carrying out an internal study of the most material points. As shown in Annex I, "Index of contents required by Law 11/2018 of December 28", the NFIS has, for the most part, been prepared **following the Global Reporting Initiative (GRI) Standards** selected for those requirements considered material to the business.

The financial information included in this report, unless expressly stated otherwise, is consistent with the Consolidated Financial Statements for the annual period ended December 31, 2025, and should be read together with the 2025 Consolidated Annual Accounts, which have been subject to an external audit.

During this fiscal year, we acquired Altinco to strengthen our Cerestia brand. In addition, the previous year saw an expansion process through the acquisition of two international companies (SI and Yamit), as well as the purchase by IQV of a new factory. These transactions have led to substantial changes in various aspects reported in this document relating to environmental and social data. However, we note that in the previous fiscal year no environmental data was obtained for the two international companies acquired in 2024. In 2025, it was possible to include this data. We also highlight that data for Altinco was included from the date of its acquisition in September 2025 through December 2025.

Therefore, the comparative data for fiscal years 2024 and 2025 are affected by these additions.

For general questions about this report, stakeholders may contact the following address: **Pol. Ind. Can Volart, Carrer del Garbí, 3, 08150 Parets del Vallès, Barcelona.**

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
General information		
A brief description of the business model, including its business environment, organization, and structure	03. MatHolding Group Business model	GRI 2-1 <i>Organizational details</i> GRI 2-2 <i>Entities included in sustainability reporting</i> GRI 2-6 <i>Activities, value chain and other business relationships</i> GRI 2-9 <i>Governance structure and composition</i>
Markets in which it operates	03. MatHolding Group	GRI 2-1 <i>Organizational details</i> GRI 2-6 <i>Activities, value chain and other business relationships</i>
The organization's objectives and strategies	03. MatHolding Group	GRI 2-23 <i>Commitments and policies</i>
Main factors and trends that may affect its future development	04. Challenges, Trends and Opportunities	GRI 3-3 <i>Management of material topics</i>
Reporting framework used	10. Appendices Scope of the report	GRI standards selected GRI 2-3 <i>Reporting period, frequency and contact point</i> GRI 2-5 <i>External assurance</i>
Environmental commitment		
Environmental management		
Management approach: description and results of policies relating to these matters, as well as the main risks related to these matters linked to the group's activities	07. Environmental Management	GRI 2-23 <i>Commitments and policies</i> GRI 2-24 <i>Embedding commitments and policies</i> GRI 3-3 <i>Management of material topics</i>
Resources dedicated to environmental risk prevention	07. Environmental Management Circular economy, waste prevention and management	GRI 3-3 <i>Management of material topics</i>
Amount of provisions and guarantees for environmental risks	07. Environmental Management	GRI 3-3 <i>Management of material topics</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Responsible water management		
Water consumption and supply	07. Environmental Management Sustainable use of resources Appendix 1 and Appendix 2	GRI 3-3 <i>Management of material topics</i> GRI 303-3 <i>Water withdrawal</i>
Energy efficiency and consumption		
Direct and indirect energy consumption	07. Environmental Management Sustainable use of resources Appendix 1 and Appendix 2	GRI 302-1 <i>Energy consumption within the organization</i>
Measures taken to improve energy efficiency	07. Environmental Management Sustainable use of resources	GRI 3-3 <i>Management of material topics</i>
Use of renewable energy	07. Environmental Management Sustainable use of resources	GRI 302-1 <i>Energy consumption within the organization</i>
Responsible use of raw materials		
Consumption of raw materials and measures adopted to improve the efficiency of their use	07. Environmental Management Appendix 3	GRI 3-3 <i>Management of material topics</i> GRI 301-1 <i>Materials used by weight or volume</i>
Climate change		
Greenhouse gas emissions generated as a result of the company's activities	07. Environmental Management Climate change: reducing greenhouse gas (GHG) emissions Appendix 4	GRI 305-1 <i>Direct GHG emissions (scope 1)</i> GRI 305-2 <i>Energy indirect GHG emissions (scope 2)</i> GRI 305-3 <i>Other indirect GHG emissions (scope 3)</i>
Measures adopted to adapt to the consequences of climate change	07. Environmental Management Climate change: reducing greenhouse gas (GHG) emissions	GRI 3-3 <i>Management of material topics</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Voluntarily established medium- and long-term reduction targets for greenhouse gas emissions and the means implemented to achieve them	07. Environmental Management Climate change: reducing greenhouse gas (GHG) emissions	GRI 3-3 <i>Management of material topics</i>
Circular economy		
Prevention, recycling, reuse, and other forms of waste recovery and disposal measures	07. Environmental Management	GRI 3-3 <i>Management of material topics</i> GRI 306-3 (2020) <i>Waste generated</i>
Biodiversity protection		
Measures taken to preserve or restore biodiversity	07. Environmental Management	GRI 3-3 <i>Management of material topics</i>
Impacts caused by activities or operations in protected areas	07. Environmental Management	GRI 3-3 <i>Management of material topics</i>
Social commitment and staff-related matters		
Management approach: description and results of policies relating to these matters, as well as the main risks related to these matters linked to the group's activities	08. Talent Management Our people Organizational renewal	GRI 2-23 <i>Commitments and policies</i> GRI 2-24 <i>Embedding of commitments and policies</i> GRI 3-3 <i>Management of material topics</i>
Employment		
Total number and distribution of employees by sex, age, country and professional category	08. Talent Management Our people Organizational renewal	GRI 2-7 <i>Employees</i> GRI 405-1 <i>Diversity of governance bodies and employees</i>
Total number and distribution of types of employment contracts, annual average of permanent contracts, temporary contracts and part-time contracts by sex, age and professional category	08. Talent Management Our people Organizational renewal Appendix 5	GRI 2-7 <i>Employees</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Number of dismissals by sex, age and professional category	08. Talent Management Our people Organizational renewal Appendix 8	GRI 401-1 <i>New employee hires and staff turnover</i>
Average pay by sex, age and professional category or of equal value	08. Talent Management Appendix 6	GRI 405-2 <i>Ratio of basic salary and remuneration of women to men</i>
Pay gap	08. Talent Management Appendix 6	GRI 405-2 <i>Ratio of basic salary and remuneration of women to men</i>
Average remuneration of directors and executives	08. Talent Management Pay policy	Internal criteria
Contributions to social security and savings schemes	Not applicable	Not applicable
Implementation of digital disconnection policies	08. Talent Management Efficient organization	GRI 3-3 <i>Management of material topics</i>
Percentage of employees with disabilities	08. Talent Management Universal accessibility for people with disabilities	GRI 405-1 <i>Diversity of governance bodies and employees.</i>
Organization of work		
Organization of working time	08. Talent Management Efficient organization	GRI 3-3 <i>Management of material topics</i>
Number of absenteeism hours	08. Talent Management Efficient organization Appendix 8	Internal criteria
Work-life balance measures	08. Talent Management Efficient organization	GRI 3-3 <i>Management of material topics</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Health and safety		
Occupational health and safety conditions	08. Talent Management Health and safety Workplace accidents Occupational illnesses	GRI 403-1 <i>Occupational health and safety management system</i>
Workplace accidents	08. Talent Management Health and safety Workplace accidents Occupational illnesses	GRI 403-2 <i>Hazard identification, risk assessment, and incident investigation</i> GRI 403-9 <i>Work-related injuries</i>
Labor relations		
Organization of social dialogue	05. Our Commitment to Sustainable Development	GRI 3-3 <i>Management of material topics</i>
Employees covered by collective bargaining agreement by country	08. Talent Management Labor relations	GRI 2-30 <i>Collective bargaining agreements</i>
Assessment of collective agreements, particularly in the field of occupational health and safety	08. Talent Management Labor relations	GRI 3-3 <i>Management of material topics</i>
Training		
Training hours by professional category	08. Talent Management Training and performance	GRI 404-1 <i>Average hours of training per year per employee</i>
Total number of training hours by professional category	08. Talent Management Training and performance	GRI 404-1 <i>Average hours of training per year per employee</i>
Universal accessibility for people with disabilities	08. Talent Management Universal accessibility for people with disabilities Appendix 9	GRI 405-1 <i>Diversity of governance bodies and employees</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Equality	08. Talent Management Gender equality Pay policy	GRI 3-3 <i>Management of material topics</i> GRI 2-23 <i>Commitments and policies</i> GRI 405-1 <i>Diversity of governance bodies and employees</i>
Information on respect for human rights		
Application of due diligence procedures	06. Responsible Management	GRI 2-23 <i>Commitments and policies</i> GRI 2-26 <i>Mechanisms for seeking advice and raising concerns</i>
Prevention and management measures for potential abuses committed	06. Responsible Management	GRI 3-3 <i>Management of material topics</i> GRI 2-23 <i>Commitments and policies</i>
Complaints of human rights violations	06. Responsible Management	GRI 2-26 <i>Mechanisms for seeking advice and raising concerns</i>
Promotion and compliance with ILO provisions	Not material	GRI 3-3 <i>Management of material topics</i> GRI 2-23 <i>Commitments and policies</i>
Information on the fight against corruption and bribery		
Measures to prevent corruption and bribery	06. Responsible Management	GRI 2-25 <i>Processes to remediate negative impacts</i> GRI 2-23 <i>Commitments and policies</i> GRI 2-26 <i>Mechanisms for seeking advice and raising concerns</i>
Measures to fight money laundering	06. Responsible Management	GRI 2-25 <i>Processes to remediate negative impacts</i> GRI 2-23 <i>Commitments and policies</i> GRI 2-26 <i>Mechanisms for seeking advice and raising concerns</i>
Contributions to foundations and non-profit entities	06. Responsible Management	GRI 201-1 <i>Direct economic value generated and distributed</i>

Index of Contents Required by Law 11/2018 of December 28 on Non-Financial Information and Diversity

Information required by Law 11/2018	Reference (section)	Reporting criteria
Information about the company		
The company's commitments to sustainable development	05. Our Commitment to Sustainable Development 07. Environmental Management	GRI 3-3 <i>Management of material topics</i>
Responsible supply chain management	05. Our Commitment to Sustainable Development Positive impact on our stakeholders 06. Responsible Management Commitment to quality in the supply chain and with customers	GRI 2-6 <i>Activities, value chain and other business relationships</i> GRI 2-24 <i>Embedding commitments and policies</i>
Management of customer relations	06. Responsible Management Commitment to quality in the supply chain and with customers	GRI 3-3 <i>Management of material topics</i>
Measures for consumer health and safety	06. Responsible Management Commitment to quality in the supply chain and with customers	GRI 3-3 <i>Management of material topics</i>
Complaint systems, complaints received and their resolution	06. Responsible Management Commitment to quality in the supply chain and with customers	GRI 2-16 <i>Communication of critical concerns</i> GRI 2-25 <i>Processes to remediate negative impacts</i> Internal criteria
Tax information and transparency		
Profits obtained, country by country	06. Responsible Management Responsible economic management	GRI 207-4 <i>Country-by-country reporting</i>
Income taxes paid and public subsidies received	06. Responsible Management Responsible economic management Appendix 10 (Subsidies)	GRI 207-4 <i>Country-by-country reporting</i> GRI 201-4 <i>Financial assistance received from government</i>

Appendix 1.

Metric Tons of Production by Country

Production

Year	Unit	Spain	Israel	Other	Total
2023	t	50,004	2,108	369	52,481
2024	t	74,608	3,025	363	77,996
2025	t	88,122	3,406	370.00	91,898

Appendix 2. Resources by Country

Spain Indicators¹

Production	t	50,004	74,608	88,122
Resources	Indicator	2023	2024	2025
Water (m³)	Consumption	51,015	72,551	110,364
	Per unit of production	1.02	0.97	1.25
Electricity (kWh)	Consumption	7,127,171	9,506,344	10,894,984
	Per unit of production	142.53	127.42	123.64
Renewable Energy Produced (kWh)	Consumption	–	200,359	426,517
	Per unit of production	–	2.69	4.84
Natural Gas (kWh)	Consumption	15,871,645	19,853,567	22,012,218
	Per unit of production	317.41	266.10	249.8
Propane Gas (kWh)	Consumption	1,441	1,604	649
	Per unit of production	0.01	0.02	0.01
Diesel Consumption (Liters)	Consumption	21,091	36,724	38,188
	Per unit of production	0.42	0.49	0.43
Fuel Oil Consumption (kg)	Consumption	22,700	16,000	34,980
	Per unit of production	0.45	0.21	0.40
LPG Consumption (kg)	Consumption	7,257	16,415	16,562
	Per unit of production	0.15	0.22	0.19
Company Transport Fuel Consumption (Liters)	Diesel Liters	66,414	67,075	60,289
	Gasoline Liters	17,326	16,652	28,194

Israel Indicators²

Production	t	2,108	3,025	3,406
Resources	Indicator	2023	2024	2025
Water (m³)	Consumption	5,973	7,649	13,118.0
	Per unit of production	3	2.53	3.9
Electricity (kWh) ³	Consumption	2,197,564	2,419,774.0	2,747,638.0
	Per unit of production	1,042	799.9	806.7
Natural Gas (kWh) ³	Consumption	503,182	2,715,633.6	2,512,640.4
	Per unit of production	239	797.3	737.7
Company Transport Fuel Consumption (Liters)	Diesel Liters	148,378	89,915	95,659.6
	Gasoline Liters	200,439	164,022	295,818.8

¹In this fiscal year, the annual data for the IQV Quart de Poblet subsidiary have been included.

²The Israeli subsidiaries have resumed 100% of their activity following the armed conflict that affected fiscal year 2024.

³The figure for 2024 has been corrected due to a numerical error that was detected.

Indicators (other)⁴

Production		t	369	363	370
Resources	Indicator	2023	2024	2025	
Water (m³)	Consumption	1,495	1,311	4,150.4	
	Per unit of production	4.06	3.62	11.2	
Electricity (kWh)	Consumption	1,288,909	1,290,795	1,327,885.7	
	Per unit of production	3,496	3,559.71	3,588.9	
Natural Gas (kWh)	Consumption	873	868	872.5	
	Per unit of production	2.37	2.39	2.4	
Propane Gas (kWh)	Consumption	2,887	2,717	2,691.1	
	Per unit of production	7.83	7.49	7.3	
Fuel Oil Consumption (kg)	Consumption	0	0	0.0	
	Per unit of production	0	0	0.0	
Company Transport Fuel Consumption (Liters)	Diesel Liters	515	359	1,311.5	
	Gasoline Liters	1,497	2,565	5,053.4	

⁴In 2025, the data-collection process for international subsidiaries was strengthened, providing more accurate and consistent information.

Appendix 3.

Consumption of Main Raw Materials at Assembly, Distribution and Production Sites

Raw materials	Consumption (t) ⁵		
	2023	2024	2025
Copper-based and organo-copper products	–	110	–
Chopped and crushed copper, copper wire, tin-coated copper	4,959	4,671	4,708
Adjuvants (emulsifiers, dispersants, solvents, etc.)	–	362	39.76
Active plant-protection ingredients	–	122	51.64
Acids (various)	5,754	8,840	9,391
Oxygen	4,348	4,936	5,143
Bulk plant-protection materials	–	–	26
Inorganic compounds and formulated actives	–	2,067	2,200
Flanges	922.18	1,527	79,873
Oxy-fuel and laser cutting	746.22	1,272	923
Fasteners	293.54	275	2,925
Pipes	242.67	408	520
Paint	15.97	822	626
Sheet metal	224.56	1,099	1,201
Shells	268.69	399	696
Filter tanks	290.23	1,481	722
Steel	112.60	6,726	10,126

Raw materials	Consumption (t) ⁵		
	2023	2024	2025
Other	5,489	8,994	15,572
Plastic	–	3	4
Cardboard	–	1	1
Wood	–	14.7	14.9

⁵In 2025, the data-collection process for international subsidiaries was reviewed, resulting in more accurate and consistent information.

Appendix 4.

Carbon Footprint Calculation

Scope 1

	Year	Unit	Spain	Israel	Other
Natural gas consumption (production)	2023	0.18 kg CO ₂ /kWh natural gas	2,857	91	–
	2024	0.1816 kg CO ₂ /kWh natural gas	3,605	268	–
	2025	0.182 kg CO ₂ /kWh natural gas	4,006	457	–
Propane gas consumption (production)	2023	2.94 kg CO ₂ /kg propane gas	4	2	8
	2024	2.94 kg CO ₂ /kg propane gas	5	–	8
	2025	2.966 kg CO ₂ /kg propane gas	2	–	8
LPG consumption (production)	2023	2.98 kg CO ₂ /kg LPG	22	–	–
	2024	2.98 kg CO ₂ /kg LPG	49	–	–
	2025	1.545 kg CO ₂ /kg LPG	26	–	–
Diesel consumption (production, forklifts)	2023	2.87 kg CO ₂ /l diesel	61	2	–
	2024	2.87 kg CO ₂ /l diesel	105	–	–
	2025	2.737 kg CO ₂ /l diesel	105	–	–
Fuel oil consumption (production)	2023	3.13 kg CO ₂ /kg of fuel oil	71	–	–
	2024	3.13 kg CO ₂ /kg of fuel oil	50	–	–
	2025	2.079 kg CO ₂ /kg of fuel oil	73	–	–

	Year	Unit	Spain	Israel	Other
Fluorinated gas consumption	2023	R134A (1.3 t CO ₂ eq / kg leak), R407C (1.624 t CO ₂ eq / kg leak) and R410A (1.924 t CO ₂ eq / kg leak)	229	–	–
	2024	R134A (1.3 t CO ₂ eq / kg leak), R407C (1.624 t CO ₂ eq / kg leak) and R410A (1.924 t CO ₂ eq / kg leak)	6	–	–
	2025	HFC-134A (1.53 t CO ₂ eq / kg leak)	191	–	–
Company transport	2023	2.66 kg CO ₂ /liter diesel	177	395	4
		2.23 kg of CO ₂ /liter gasoline	39	447	1
	2024	2.66 kg CO ₂ /liter diesel	178	239	1
		2.23 kg of CO ₂ /liter gasoline	37	366	6
	2025	2.517 kg CO ₂ /liter diesel	152	241	3
		2.249 kg of CO ₂ /liter gasoline	63	665	11

Scope 2

	Year	Unit	Spain	Israel	Other
Purchase of electricity	2023	0.273 kg of CO ₂ /kWh	1,946	600	352
	2024	0.260 kg of CO ₂ /kWh	2,472	412	335
	2025	Country-specific electricity mix or Spanish supplier emission factor	4,013	1,896	787

Scope 3

	Unit	Year	Spain				Israel			Other
Water purchase	Catalan Office for Climate Change (t CO ₂)	2023			15		2			1
		2024			28		3			1
	DEFRA	2025			57		7			2
Product distribution ⁶	Catalan Office for Climate Change (t CO ₂)	2023	7,640	670,187	3,055	1,484	0	0	0	0
		2024	10,419	812,289	1,782	1,343	0	0	0	0
	DEFRA	2025	2,266	336	496	66	52	19	99	
Corporate travel										
Car	Catalan Office for Climate Change (t CO ₂)	2023			285		0			0
		2024			172		361			0
	DEFRA	2025			253		700			14
Train	Catalan Office for Climate Change (t CO ₂)	2023			904		0			0
		2024			1		0			0
	DEFRA	2025			20		4			3
Plane	ICAO (t CO ₂)	2023			178		89			0
	Catalan Office for Climate Change (t CO ₂)	2024			174		59			0
	DEFRA	2025			203		0			19

	2023	2024	2025
TOTAL t CO₂ eq	690,244	834,774	17,316

⁶The emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA), expressed in kg CO₂eq/t-km, for product distribution by ship show a significant difference compared with the emission factors used in previous fiscal years. This discrepancy highlights a notable change between the emissions reported in 2024 and those considered for 2025.

Appendix 5.

Tables on MatHolding's Workforce

Staff Distributed by Country and Region

Total number of employees 2025	Fiscal year 2025	Spain	Israel	Portugal	Morocco	USA	EMEA	APAC	LATAM
	1,276	661	417	16	5	69	17	46	45
Total number of employees 2024	Fiscal year 2024	Spain	Israel	Portugal	Morocco	USA	EMEA	APAC	LATAM
	1,201	601	409	15	1	71	11	54	39
Total number of employees 2023	Fiscal year 2023	Spain	Israel	Portugal	Morocco	USA	EMEA	APAC	LATAM
	1,034	496	401	15	1	54	12	14	41

Workforce Profile

By gender:

2025

Gender	Employees	%	Spain	Israel	Other Countries
Men	939	74%	480	311	148
Women	337	26%	181	106	50
Total	1,276		661	417	198

2024

Gender	Employees	%	Spain	Israel	Other Countries
Men	903	75%	438	319	146
Women	298	25%	163	90	45
Total	1,201		601	409	191

2023

Gender	Employees	%	Spain	Israel	Other Countries
Men	780	75%	362	315	103
Women	254	25%	134	86	34
Total	1,034		496	401	137

By age:**2025**

Age	Employees	%	Spain	Israel	Other Countries
<30 years	120	9%	58	38	24
30-50	664	52%	345	207	112
>50 years	492	39%	258	172	62
Total	1,276		661	417	198

2024

Age	Employees	%	Spain	Israel	Other Countries
<30 years	105	9%	49	42	14
30-50	637	53%	330	191	116
>50 years	459	38%	222	176	61
Total	1,201		601	409	191

2023

Age	Employees	%	Spain	Israel	Other Countries
<30 years	85	8%	36	41	8
30-50	556	54%	286	191	79
>50 years	393	38%	174	169	50
Total	1,034		496	401	137

By professional category:**2025**

Category	Total	Spain	Israel	Other Countries
Management	43	27	8	8
Department head	140	68	45	27
Sales	142	48	33	61
Technical	206	142	34	30
Administration	141	59	58	24
Operators	604	317	239	48
Total	1,276	661	417	198

2024

Category	Total	Spain	Israel	Other Countries
Management	48	26	12	10
Department head	122	53	39	30
Sales	126	37	32	57
Technical	194	131	31	32
Administration	146	58	66	22
Operators	565	296	229	40
Total	1,201	601	409	191

2023

Category	Total	Spain	Israel	Other Countries
Management	44	30	9	5
Department head	97	43	38	16
Sales	121	41	36	44
Technical	151	99	32	20
Administration	146	56	65	25
Operators	475	227	221	27
Total	1,034	496	401	137

Workforce by professional category and gender:

2025

Category	Total	Total		Spain		Israel		Other Countries	
		Men	Women	Men	Women	Men	Women	Men	Women
Management	43	34	9	22	5	6	2	6	2
Department heads	140	101	39	50	18	29	16	22	5
Sales	142	117	25	43	5	32	1	42	19
Technical	206	143	63	89	53	28	6	26	4
Administration	141	34	107	13	46	15	43	6	18
Operators	604	510	94	263	54	201	38	46	2
Total	1,276	939	337	480	181	311	106	148	50

2024

Category	Total	Total		Spain		Israel		Other Countries	
		Men	Women	Men	Women	Men	Women	Men	Women
Management	48	37	11	22	4	8	4	7	3
Department heads	122	90	32	39	14	28	11	23	7
Sales	126	105	21	35	2	31	1	39	18
Technical	194	141	53	83	48	28	3	30	2
Administration	146	42	104	13	45	19	47	10	12
Operators	565	488	77	246	50	205	24	37	3
Total	1,201	903	298	438	163	319	90	146	45

2023

Category	Total	Total		Spain		Israel		Other Countries	
		Men	Women	Men	Women	Men	Women	Men	Women
Management	44	39	5	29	1	7	2	3	2
Department heads	97	67	30	29	14	25	13	13	3
Sales	121	103	18	38	3	34	2	31	13
Technical	151	109	42	62	37	29	3	18	2
Administration	146	44	102	11	45	21	44	12	13
Operators	475	418	57	193	34	199	22	26	1
Total	1,034	780	254	362	134	315	86	103	34

Workforce by category, gender and age:

2025

Age	Employees	%	Spain	Israel	Other Countries
<30 years	120	9.4%	58	38	24
Men	84	70%	37	29	18
Women	36	30%	21	9	6
30-50	664	52.0%	345	207	112
Men	482	73%	245	154	83
Women	182	27%	100	53	29
>50 years	492	38.6%	258	172	62
Men	373	76%	198	128	47
Women	119	24%	60	44	15
Total	1,276		661	417	198

2024

Age	Employees	%	Spain	Israel	Other Countries
<30 years	105	8.7%	49	42	14
Men	82	78%	33	38	11
Women	23	22%	16	4	3
30-50	637	53.0%	330	191	116
Men	470	74%	232	149	89
Women	167	26%	98	42	27
>50 years	459	38.2%	222	176	61

Age	Employees	%	Spain	Israel	Other Countries
Men	351	76%	173	132	46
Women	108	24%	49	44	15
Total	1,201		601	409	191

2023

Age	Employees	%	Spain	Israel	Other Countries
<30 years	85	8.2%	36	41	8
Men	67	79%	23	38	6
Women	18	21%	13	3	2
30-50	556	53.8%	286	191	79
Men	410	74%	200	152	58
Women	146	26%	86	39	21
>50 years	393	38.0%	174	169	50
Men	303	77%	139	125	39
Women	90	23%	35	44	11
Total	1,034		496	401	137

Contract type by gender:

2025

Contract type	Total	Spain	Israel	Other Countries
Permanent	1,245	638	412	195
Men	914	461	308	145
Women	331	177	104	50
Temporary	31	23	5	3
Men	25	19	3	3
Women	6	4	2	0

2024

Contract type	Total	Spain	Israel	Other Countries
Permanent	1,153	572	393	188
Men	872	423	306	143
Women	281	149	87	45
Temporary	48	29	16	3
Men	31	15	13	3
Women	17	14	3	0

2023

Contract type	Total	Spain	Israel	Other Countries
Permanent	993	471	389	133
Men	750	346	304	100
Women	243	125	85	33
Temporary	41	25	12	4
Men	30	16	11	3
Women	11	9	1	1

Contract type by professional category:

2025

Contract type	Total	Spain	Israel	Other Countries
Permanent	1,245	638	412	195
Management	43	27	8	8
Department heads	139	67	45	27
Sales	142	48	33	61
Technical	201	138	33	30
Administration	139	58	57	24
Operators	581	300	236	45
Temporary	31	23	5	3
Management	0	0	0	0
Department heads	1	1	0	0
Sales	0	0	0	0
Technical	5	4	1	0
Administration	2	1	1	0
Operators	23	17	3	3

2024

Contract type	Total	Spain	Israel	Other Countries
Permanent	1,146	571	389	186
Management	48	26	12	10
Department heads	122	53	39	30
Sales	124	36	32	56
Technical	185	128	27	30
Administration	138	57	60	21
Operators	529	271	219	39
Temporary	55	30	20	5
Management	0	0	0	0
Department heads	0	0	0	0
Sales	2	1	0	1
Technical	9	3	4	2
Administration	8	1	6	1
Operators	36	25	10	1

2023

Contract type	Total	Spain	Israel	Other Countries
Permanent	993	471	389	133
Management	44	30	9	5
Department heads	97	43	38	16
Sales	120	41	36	43
Technical	146	97	30	19
Administration	142	54	65	23
Operators	444	206	211	27
Temporary	41	25	12	4
Management	0	0	0	0
Department heads	0	0	0	0
Sales	1	0	0	1
Technical	5	2	2	1
Administration	4	2	0	2
Operators	31	21	10	0

Type of working day by gender:

2025

Type of working day	Total	Spain	Israel	Other Countries
Full time	1,206	611	402	193
Men	904	459	300	145
Women	302	152	102	48
Part time	70	50	15	5
Men	35	21	11	3
Women	35	29	4	2

2024

Type of working day	Total	Spain	Israel	Other Countries
Full time	1,126	553	389	184
Men	868	419	308	141
Women	258	134	81	43
Part time	75	48	20	7
Men	35	19	11	5
Women	40	29	9	2

2023

Type of working day	Total	Spain	Israel	Other Countries
Full time	974	458	385	131
Men	749	347	303	99
Women	225	111	82	32
Part time	60	38	16	6
Men	31	15	12	4
Women	29	23	4	2

Note: people with reduced hours are considered part-time

Appendix 6. Average Pay and Pay Gap 2025, 2024 and 2023

2025

IBERIA professional category	Average pay (euros)		%
	Men	Women	
Management	138,790.18	92,228.03	33.55%
Department heads	64,962.21	58,135.44	10.51%
Sales	53,644.65	42,882.02	20.06%
Technical	41,994.32	37,058.61	11.75%
Administration	49,779.97	31,038.97	37.65%
Operators	33,850.31	28,150.00	16.84%

AQUESTIA professional category	Average pay (euros)		%
	Men	Women	
Management	165,252.67	117,035.28	29.18%
Department heads	73,250.16	69,378.13	5.29%
Sales	60,301.03	45,633.92	24.32%
Technical	52,260.80	43,360.60	17.03%
Administration	51,306.13	37,208.57	27.48%
Operators	30,607.75	27,843.21	9.03%

2024

IBERIA professional category	Average pay (euros)		%
	Men	Women	
Management	123,658.52	94,377.97	23.68%
Department heads	65,670.56	58,486.24	10.94%
Sales	52,519.50	45,969.11	12.47%
Technical	41,357.57	36,075.43	12.77%
Administration	45,334.71	29,972.97	33.89%
Operators	32,481.85	27,613.57	14.99%

AQUESTIA professional category	Average pay (euros)		%
	Men	Women	
Management	133,803.60	97,818.68	26.89%
Department heads	64,360.94	55,345.73	14.01%
Sales	62,275.77	48,483.09	22.15%
Technical	44,148.17	38,231.85	13.40%
Administration	40,887.05	33,403.88	18.30%
Operators	29,487.83	27,232.52	7.65%

2023

IBERIA professional category	Average pay (euros)		%
	Men	Women	
Management	115,705.48	–	–
Department heads	55,197.64	49,301.90	10.68%
Sales	51,017.65	45,544.05	10.73%
Technical	38,251.58	33,312.61	12.91%
Administration	36,808.33	26,594.06	27.75%
Operators	30,368.38	23,177.99	23.68%

AQUESTIA professional category	Average pay (euros)		%
	Men	Women	
Management	143,605.81	97,574.52	32.05%
Department heads	64,231.96	50,001.76	22.15%
Sales	66,349.13	56,926.18	14.20%
Technical	50,254.46	47,785.07	4.91%
Administration	35,877.38	32,767.63	8.67%
Operators	28,081.85	24,623.32	12.32%

The expenses accrued during the fiscal year for all remuneration items paid to the members of the Board of Directors of the parent company amounted to €1,750,525 in 2025 (€1,949,163 in 2024). In addition, the members of the Group's Senior Management received a total of €2,227,396 in all remuneration items during fiscal year 2025 (€1,997,680 in 2024). (See note 23.a "Information relating to Directors and Senior Management personnel" of the consolidated annual accounts).

Appendix 7. Incidence Rates

Company(*)	Incidence Rate 2023	Incidence Rate 2024	Incidence Rate 2025
Riegos Iberia Regaber S.A.	1.89	2.73	0.91
Industrias Químicas del Vallés S.A.	2.76	4.17	1.82
IQV Agro España, S.L.	14.29	–	–

(*) The incidence rate for the group's remaining companies is 0.00.

Appendix 8. Absenteeism, Paternity Leave, Dismissals and Hires

Paternity and Maternity Leave

During 2025, our group recorded a total of **26 periods of paternity and maternity leave**, with a 100% return rate.

Paternity and maternity leave	2023	2024	2025
Return-to-work and retention rates after maternity or paternity leave	94%	100%	100%
Number of people who took maternity and paternity leave	16	21	26
% of people who returned to the same position after leave	94%	100%	100%
% of people still with the company 12 months after the end of their leave	94%	100%	100%

Absenteeism

During 2025, the national absenteeism rate was 5.03%, up 8%, partly linked to workforce growth. In the two previous years, the absenteeism rate was 4.57% (2024) and 5.20% (2023).

The international absenteeism rate was 13% (men: 10%, women: 3%), with an overall absenteeism rate of 7.41%. In 2024, the international absenteeism rate was 13% (men: 11%; women: 2%), with an overall absenteeism rate of 7.57%.

	2023	2024	2025
Days of absenteeism	8,895	8,464	9,818
Men	7,006	6,770	6,813
Women	1,889	1,694	3,005
Average days worked	171,124	185,042	195,289
Absenteeism rate	5.20	4.57	5.03
Men	4.09	3.66	3.49
Women	1.10	0.92	1.54

Dismissals in the Iberian Peninsula

At the national level, there were a total of 12 dismissals in 2025, compared with 14 in 2024 and 17 in 2023.

2025

Contract type	Total	Men	Women
30-50	6	5	1
Management	–	–	–
Department heads	1	1	–
Sales	1	1	–
Technical	2	1	1
Administration	–	–	–
Operators	2	2	–
>50	6	4	2
Management	1	1	–
Department heads	1	–	1
Sales	1	1	–
Technical	2	1	1
Operators	1	1	–

2024

Contract type	Total	Men	Women
<30	3	–	3
Technical	3	–	3
30-50	9	7	2
Department heads	1	1	–
Sales	1	1	–
Administration	1	–	1
Operators	6	5	1
>50	2	1	1
Department heads	1	1	–
Administration	1	–	1

2023

Contract type	Total	Men	Women
<30	2	2	–
Operators	2	2	–
30-50	8	5	3
Administration	3	–	3
Operators	5	5	–
>50	7	5	2
Department heads	3	2	1
Technical	1	1	–
Administration	1	–	1
Operators	2	2	–

International Dismissals

Internationally, there were 33 dismissals in 2025, compared with 42 in 2024 and 97 in 2023.

2025

Contract type	Total	Men	Women
<30	5	4	1
Operators	5	4	1
30-50	20	20	–
Management	1	1	–
Department heads	3	3	–
Administration	2	2	–
Operators	14	14	–
>50	8	5	3
Department heads	1	1	–
Technical	1	1	–
Administration	3	–	3
Operators	3	3	–

2024

Contract type	Total	Men	Women
<30	14	14	–
Management	1	1	–
Operators	13	13	–
30-50	22	21	1
Sales	1	1	–
Technical	7	7	–
Operators	14	13	1
>50	6	6	–
Management	1	1	–
Sales	1	1	–
Operators	4	4	–

2023

Contract type	Total	Men	Women
<30	39	38	1
Administration	1	–	1
Operators	38	38	–
30-50	38	32	6
Management	2	2	–
Department heads	1	1	–
Sales	3	2	1
Technical	2	2	–
Administration	6	2	4
Operators	24	23	1
>50	20	16	4
Management	1	–	1
Department heads	1	–	1
Technical	3	3	–
Operators	15	13	2

National Hires

2025

Hires	Temporary	Permanent	Total
Men	6	36	42
Women	9	20	29
Grand total	15	56	71

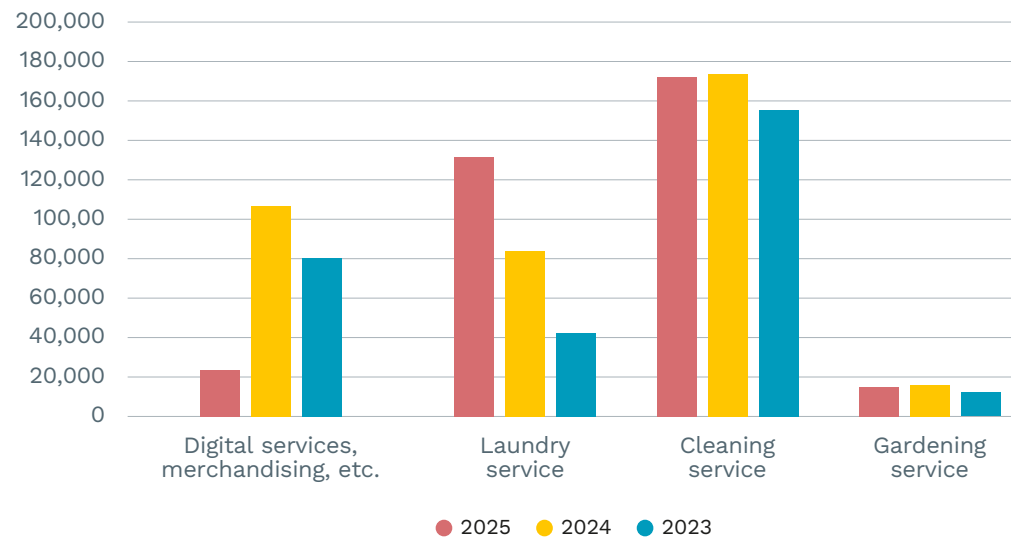
2024

Hires	Temporary	Permanent	Total
Men	4	23	27
Women	3	17	20
Grand total	7	40	47

Appendix 9. CEE Billing

CEE Billing	2025	2024	2023
Digital services, merchandising, etc.	24,232	108,365	80,612
Laundry suppliers	133,293	84,484	42,316
Cleaning suppliers	173,913	174,919	157,557
Gardening suppliers	15,321	15,549	12,394
Total	346,759	383,316	292,879

TURNOVER OF SPECIAL EMPLOYMENT CENTERS (CETs)



Appendix 10. Subsidies Received

During fiscal year 2025, subsidies were received mainly in **connection with loans from the CDTI** (see Consolidated Annual Accounts).

In the two previous fiscal years, subsidies linked to loans from the CDTI were also received.

MatHolding

Published by:

MatHolding SL
C/Garbí, 3 - Pol. Ind. Can Volart
08150 Parets del Vallès. Barcelona

Phone: +34 93 573 74 00

www.matholding.com