

GEOLÉN INGENIERÍA, S.L.

Informe ESG y Sostenibilidad 2025

ESG & Sustainability Report 2025

Prepared in accordance with the Voluntary Sustainability Reporting Standard
for small and medium-sized undertakings (VSME) - Basic Module

Reporting period: 1 January - 31 December 2025

Document Information

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Contents

1. Introduction and general, and/or entity specific information
2. B1 - General information - Basis for Preparation
3. B1 - General information - List of sites
4. B2 - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy
5. B3 - Environment - Total Energy Consumption
6. B3 - Environment - Estimated Greenhouse Gas Emissions
7. B3 - Environment - Greenhouse Gas Emissions intensity
8. B6 - Environment - Water Withdrawal
9. B7 - Environment - Description of circular economy principles
10. B7 - Environment - Breakdown of waste by type
11. B7 - Environment - Total Hazardous and Non-Hazardous waste
12. B8 - Social - Workforce - General characteristics: type of contract
13. B8 - Social - Workforce - General characteristics: gender
14. B8 - Social - Workforce - General characteristics: turnover rate
15. B9 - Social - Workforce - Health and safety
16. B10 - Social - Workforce - Remuneration, collective bargaining and training
17. B11 - Governance - Convictions and fines for corruption and bribery

Introduction and general, and/or entity specific information

Disclosure of any other general and/or entity specific information on the reporting period

This is GEOLÉN INGENIERÍA, S.L.'s first VSME Basic Module report, covering 1 January to 31 December 2025. The report is based on information available in the Integrated Management System, accounting and administrative records, HR databases, training records and occupational health and safety documentation. Where final year-end source data were not available at the date of preparation, reasonable estimates have been used. Estimated datapoints principally concern workforce turnover, 2025 recordable accidents and fatalities pending final PRL confirmation, the allocation of a limited number of training hours by gender, minimum-wage and collective-bargaining coverage pending final documentary confirmation, the destination of waste streams where treatment documentation was not yet consolidated, the allocation of the 2024-2025 Ni-Cd battery indicator to 2025, biodiversity and water-stress screening, and the absence of corruption/bribery convictions and fines pending final management confirmation. These estimates will be replaced or confirmed in the next reporting update when the underlying evidence is closed.

B1 - General information - Basis for Preparation

Basis for preparation (Basic Module Only or Basic & Comprehensive Module)

Option A (Basic Module only)

Basis for reporting (consolidated or individual basis)

Sustainability report prepared on an individual basis

Report contains disclosures from the previous reporting period that remain unchanged

NO

List of omitted disclosures deemed to be classified or sensitive information

None

Undertakings legal form

private limited liability undertaking

NACE sector classification codes

NACE N - 71.12 Engineering activities and related technical consultancy

Size of balance sheet (total assets)

€ 2,686,503.00

Turnover

€ 5,640,261.00

Number of employees

104.94

Employee counting methodology

As an average across the reporting period

Type of number of employees

Full-time equivalent (FTE)

Country of primary operations and location of significant assets

Spain

Description of sustainability-related certification(s) or label(s) This disclosure should include, where relevant, the issuers of the certification or label, date and rating score

GEOLÉN operates certified management systems covering quality (ISO 9001:2015), environmental management (ISO 14001:2015), occupational health and safety (ISO 45001:2018) and energy management (ISO 50001:2018). Certificate copies are maintained within the Integrated Management System.

B1 - General information - List of sites

Identifier of site	2025-01-01 – 2025-12-31			
Address of site	Postal code of site	City of site	Country of site	
1	Calle Séneca 1, Local 7	41907	Valencina de la Concepción	Spain
2	Calle Maimónides 6	41907	Valencina de la Concepción	Spain
3	Polígono Industrial de Antequera, Calle de las Adelfas 16	29200	Antequera	Spain
4	Carretera Me dina-Paterna km 1.5, Finca La Tejera	11170	Medina-Sidon ia	Spain

B2 - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Sustainability issues addressed by practice, policy and/or future initiative

Climate change Pollution Water and marine resources Circular economy Own workforce

Practice, policy and/or future initiative is publicly available

NO

Undertaking has set a target which is related to a policy

NO

B3 - Environment - Total Energy Consumption

Total energy consumption

648.19 MWh

B3 - Environment - Estimated Greenhouse Gas Emissions

	2025-01-01 - 2025-12-31
tCO2e	
Currently stated	
Gross Scope 1 greenhouse gas emissions	159.95
Gross location-based Scope 2 greenhouse gas emissions	3.02
Total (gross) location-based Scope 1 and Scope 2 GHG emissions	162.98

B3 - Environment - Greenhouse Gas Emissions intensity

Location-based Scope 1 and Scope 2 Greenhouse Gas Emissions intensity Calculation: (Scope 1 + Scope 2 GHG emissions location-based) / turnover

0.0000289 tCO2e per €

B6 - Environment - Water Withdrawal

Total amount of water withdrawn from all sites

322.07 m³

Amount of water withdrawn at sites located in areas of high water-stress

322.07 m³

B7 - Environment - Description of circular economy principles

Undertaking applies circular economy principles

Yes

Description of how circular economy principles are applied

GEOLÉN applies segregation and controlled management of construction and demolition waste, hazardous waste and other operational waste streams, using authorised waste managers where applicable. Environmental aspects and waste generation are monitored within the Integrated Management System.

B7 - Environment - Breakdown of waste by type

Type of waste	2025-01-01 - 2025-12-31					
Waste diverted to recycle or reuse (volume)	Waste diverted to recycle or reuse (mass)	Waste directed to disposal (volume)	Waste directed to disposal (mass)	Total waste recycled, reused and directed to disposal (volume)	Total waste recycled, reused and directed to disposal (mass)	
m³	kg	m³	kg	m³	kg	
13 02 05 - Hazardous - Mineral-based non-chlorinated engine, gear and lubricating oils	0.00		0.02		0.02	
15 01 10 - Hazardous - Packaging containing residues of or contaminated by hazardous substances		0.00		24.00		24.00
15 02 02 - Hazardous - Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances		0.00		29.00		29.00
16 05 06 - Hazardous - Laboratory chemicals, consisting of or containing hazardous substances, including mixtures of laboratory chemicals		0.00		136.00		136.00
16 06 02 - Hazardous - Ni-Cd batteries		0.00		9.00		9.00
17 09 04 - Non-Hazardous - Mixed construction and demolition wastes other than those mentioned in 17 09 01, 17 09 02 and 17 09 03		0.00		24,929.00		24,929.00

B7 - Environment - Total Hazardous and Non-Hazardous waste

Total Hazardous waste generated (mass)

198.00 kg

Total Non-Hazardous waste generated (mass)

24,929.00 kg

Total waste generated (mass) Calculation: total Hazardous waste generated + total Non-Hazardous waste generated (mass)

25,127.00 kg

Total Hazardous waste generated (volume)

0.02 m³

Total Non-Hazardous waste generated (volume)

0.00 m³

Total waste generated (volume) total Hazardous waste generated + total Non-Hazardous waste generated (volume)

0.02 m³

B8 - Social - Workforce - General characteristics: type of contract

Number of permanent contract employees
98.72
Number of temporary contract employees
6.23

B8 - Social - Workforce - General characteristics: gender

Number of male employees
68.67
Number of female employees
36.28
Number of other gender employees
0.00
Number of non-reported gender employees
0.00

B8 - Social - Workforce - General characteristics: turnover rate

Employee turnover rate Calculation: (number of employees who left during the reporting period / average number of employees during the reporting period) * 100
9.52 %

B9 - Social - Workforce - Health and safety

Number of recordable work related accidents in the reporting period

0.00

Rate of recordable work related accidents in the reporting period Calculation: (number of recordable work-related accidents in the reporting year / total number of hours worked in a year by all employees) * 200000. The amount of 200000 hours represents the total annual working hours of 100 employees (40 hours per week for 50 weeks per year) and serves as the standard base for calculating the incidence rate over a year, applicable to undertakings with up to 250 employees

0.00

Number of fatalities as a result of work-related injuries and work-related ill health

0.00

B10 - Social - Workforce - Remuneration, collective bargaining and training

Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement

YES

Percentage of employees covered by collective bargaining agreements Calculation: (number of employees covered by collective bargaining agreements / total number of employees) * 100

100.00 %

Average number of annual training hours per male employee

14.79

Average number of annual training hours per female employee

11.08

Average number of annual training hours per other gender employee

0.00

Average number of annual training hours per non-reported gender employee

0.00

B11 - Governance - Convictions and fines for corruption and bribery

Total number of convictions for the violation of anti-corruption and anti-bribery laws

0.00

Total amount of fines for the violation of anticorruption and antibribery laws

€ 0.00