



**BOLUDA CORPORACIÓN MARÍTIMA, S.L.
& SUBSIDIARIES**

Non-Financial Information Statement as of 31 December 2020

NON-FINANCIAL INFORMATION STATEMENT

This document contains the information required by the Non-Financial Information Statement (NFIS) of Boluda Corporación Marítima, S.L. and Subsidiaries, which has been prepared by the Director of the Parent Company in compliance with Law 11/2018 of 28 December 2018, amending the Commercial Code, the revised text of the Capital Companies Law approved by Royal Legislative Decree 1/2010 of 2 July, and Accounting Audit Law 22/2015 of 20 July in the area of non-financial information and diversity.

The NFIS details the main aspects of the business model and the short, medium and long term risks facing the consolidated Group, as well as information on environmental, social and personnel aspects, combating corruption and bribery, and human rights, for the year ending 31 December 2020. The document follows the framework of the Global Reporting Initiative (GRI), an international reporting framework recommended by the Non-Financial Information Act 2018, and its contents have been adapted to the reality of the Group's business model and activity.

This Non-Financial Information Statement is part of Boluda Corporación Marítima's Consolidated Annual Report (hereinafter CAR), submitted in a separate document.

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NON-FINANCIAL INFORMATION STATEMENT**Chairman's letter**

This 2020 Non-Financial Information Statement reviews one of the most complex years in our long history. Despite this, I am delighted that by relying on our steadfast aims of international expansion and excellence in service, our business strategy and above all, the talent and engagement of all our Corporation employees, we have continued to serve society with the same zeal.

The uncertainty that has characterized 2020, in not only the health sector but also the social, economic, financial and political spheres, has strongly influenced activity in our sector, to a certain extent accelerating the profound changes that were already being experienced. During the last two years we have had to adapt to mobility restrictions, an economic recession leading to the largest contraction in GDP of the last 50 years, and to new ways of interacting and working.

Our response to this complicated economic situation and uncertainty was quick and effective. The steadfast commitment to safety and job protection for employees we made at the start of the pandemic has remained unchanged.

We have endeavoured to provide all the health measures necessary for a safe work environment. Likewise, we have continued to follow specific protection protocols in working with our goods and services suppliers for safety at all times.

Our belief in our business model based on the values of quality, innovation and commitment has once again brought positive results, reinforcing the confidence of our clients and positioning us among the most important companies worldwide in the maritime sector.

Boluda Corporación Marítima aspires to give social responsibility a more ambitious and global dimension in the near future, rising to the challenges and opportunities presented by the United Nations Sustainable Development Goals (SDGs) and their fulfilment for the year 2030.

In the knowledge that human capital must be managed properly to guarantee the future competitiveness of the Corporation, our social responsibility extends to training. The professionalism of our employees and their experience are increasing in value, hence our commitment to ongoing training of our staff and trainees, both in the fleet and in our logistics and administrative departments.

In the environmental domain, Boluda Corporación Marítima implements medium and long-term projects to help improve energy efficiency and thus reduce the impact of its activities.

The general fall in business during 2020 caused the pandemic led to a reduction in polluting emissions compared to the previous year. Although the data are not particularly significant, they are nonetheless positive: we continue with our commitment to reducing our carbon footprint and consumption of other natural resources such as water, not only on ships but also in our on-shore facilities.

Boluda Towage has continued to improve the construction and hydrodynamics of its fleet, with increased energy efficiency in its new tugs, data measurement and collection equipment to optimize operations, and adaptability to the different ports in which they operate.

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Our engines offer better performance, are less polluting and generate lower noise emission. Following the example of Germany, in Spanish ports such as Valencia, Castellón, Seville and Carboneras where connections already installed, our tugs use shore power connection systems. This avoids use of auxiliary engines, thus saving energy and reducing noise and emissions, and also results in improved quality of life for crews.

This year Boluda Lines shipping company has increased its number of regular lines via the Daily Canarias service, choosing optimal navigation routes, with the ideal depths, at more economical speeds, with optimized manoeuvring times and constant analysis to reduce consumption.

Furthermore, we use tin-free paints for ships hulls to minimize the impact on marine organisms and silicone paints with an antifouling effect, which prevent the accumulation of algae, molluscs and other incrustations below the waterline. This results in reduced drive resistance and increased energy efficiency.

Our Company has action plans for environmental accident prevention, through the "Hydrocarbon Spill Contingency Plan (SOPEP)", with guidelines and procedures focused on avoiding incidents of this kind or minimizing their impact, and insurance cover provided by Britannia P&I.

Our international-going vessels and those over 500 GT also have protection plans such as anti-terrorism, sabotage, assaults or stowaways, which could be causes of contamination.

Boluda Maritime Terminals Tenerife is taking part in a noteworthy project using hydrogen fuel cells in RTG crane propulsion. The objective is to achieve zero CO², greenhouse gas and polluting particle emissions in terminals, which will also contribute to improving quality of life in port environments. The Corporation also supports the "Canarian Renewable Hydrogen Cluster Hub" project, together with a score of other public and private entities.

Our maritime terminals in Spain have internal maritime plans, with the measures and actions necessary to avoid incidents during different operations.

This year we have been awarded the concession to start up a new container terminal in the port of Santander, which will be added to six operational logistics platforms in the Canary Islands, Seville and Villagarcía.

In a market with increasingly globalized customers, our priority centres on diversifying business models to maintain our leading position in the maritime sector in all our services, particularly ship towage, maritime transport and freight logistics.

To strengthen our strategic position in southern Spain, Boluda Port Services has acquired the company Amarradores del Puerto de Cádiz in the mooring sector, which although less visible, has vital importance in proper port functioning.

Beyond maintaining our support for humanitarian projects we have in fact aimed to increase this as far as possible. Examples of this include Mujeres por Africa, Aportem Puerto Solidario Valencia and collaboration with NGOs and charitable foundations through our Humanitarian Transport initiative, which provides container shipment of basic necessities aboard the company's vessels.

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As Chairman, I have every confidence that despite the situation caused by Covid-19, together we will reach a safe port, and contribute not only to economic recovery and employment creation in the areas where our Corporation operates, but also to a return to normality and a way out of this crisis.

Vicente Boluda
Chairman of Boluda Corporación Marítima

NON-FINANCIAL INFORMATION STATEMENT**1. About the company****1.1 Business model**

Boluda Corporación Marítima, SL, a holding group ("Boluda Corporación Marítima, SL & subsidiaries", hereinafter, the Group) dedicated to port and maritime services, has a consolidated net worth of 190,352 thousand euros and a turnover of 621,592 thousand euros in 2020. Among its activities three main divisions are highlighted: Boluda Towage, Boluda Shipping and Boluda Tankers.

Boluda Towage, the Group's core business, centres mainly on tugboat services. Also providing coastal, ocean, and offshore towage and maritime salvage services, this division is an undisputed leader on both a national and international level, with a fleet of over 300 tugs operating in the main ports of Europe, Africa, America and the Indian Ocean.

Boluda Shipping division:

- Through Group's shipping subsidiary Boluda Lines, it operates various commercial lines linking the Iberian Peninsula, the Canary Islands, the Balearic Islands, Italy, northern Europe, the west coast of Africa and Cape Verde. On land, the regional offices situated throughout the main cities and ports serve the specific needs of each client, offering a personalized, door-to-door service for all types of dry and reefer cargo.
- Boluda Cargo Int'l and Miller y Cía. provide freight forwarding and shipping agent services, respectively, with a comprehensive logistics portfolio: international maritime and coastal containerized transport, chartering, air and land transport, warehousing and distribution, special cargo, customs clearance, international trade consulting, insurance and projects.
- With the subsidiary Boluda Maritime Terminals, this division participates in port logistics and manages various maritime terminals along the entire Spanish coast, serving the main shipping companies and all types of vessels covering heterogeneous transport options.
- Finally, through its subsidiary Miller Logística, Boluda Shipping provides freight storage, localization, handling and distribution in its logistics warehouse in Las Palmas de Gran Canaria.

The Group also provides mooring services in certain ports via Boluda Port Services, and provides expert assessment and insurance via VB Comisarios de Averías.

In Spain, the number of daily lines to the Canary Islands has been increased during 2020, with the Daily Canarias service; also, the company Amarradores del Puerto de Cádiz has been acquired, and a concession has been won to start up a new terminal in the port of Santander.

Regarding the Boluda Tankers Division, a sale agreement was negotiated during 2020, and finalized in October.

One of the Group's main goals is to foster collaboration with all port and logistic services providers, in an aim to improve our competitive edge, and remain a benchmark for excellence in all services provided.

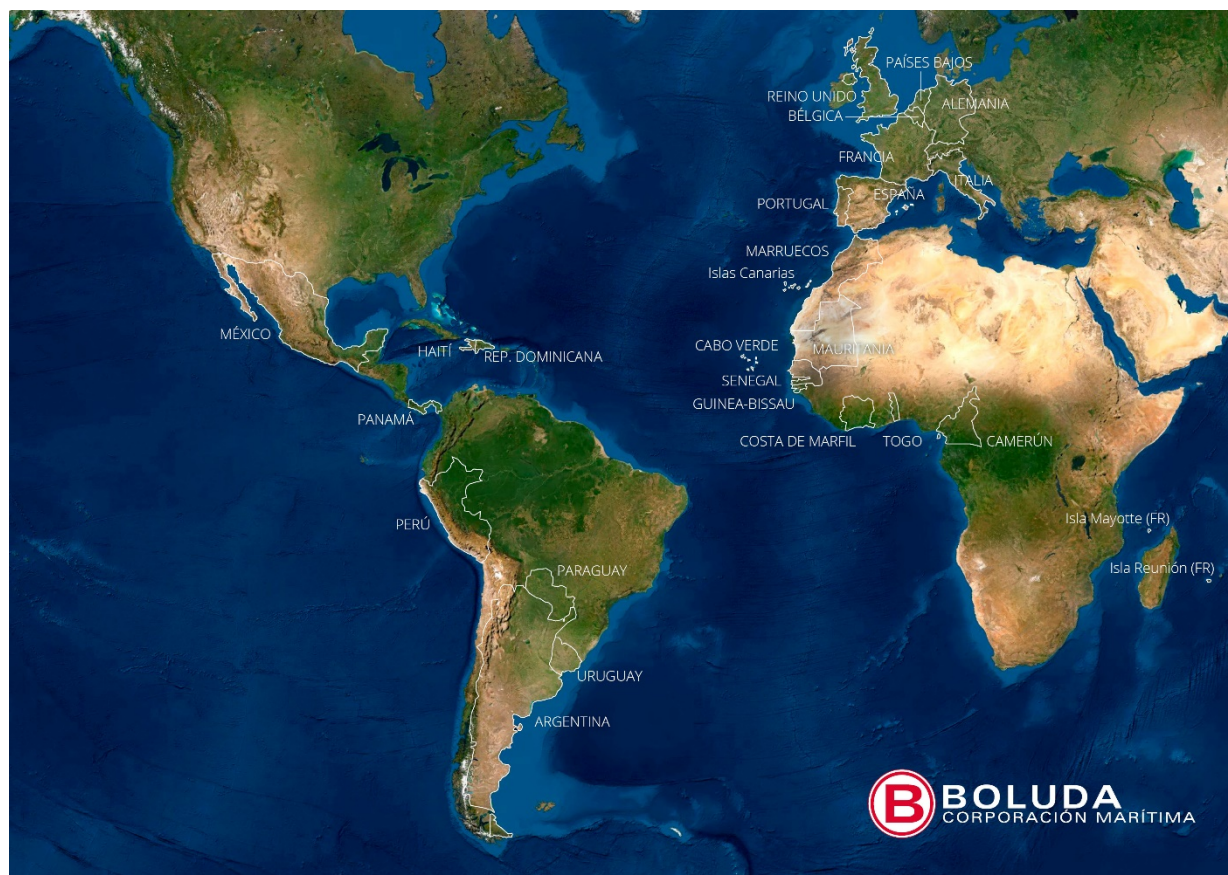
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1.2 Goals

Boluda Corporación Marítima is one of the leading maritime companies worldwide with more than 180 years' experience. Our primary goals during 2020 were:

- Consolidating international expansion.
- Diversifying services.
- A firm commitment to adopt the latest technological advances contributing to sustainability, both in the fleet and in workplace equipment for sea and land staff.

In 2021 we will continue to opt for these three business strategies to remain a sustainable company providing environmentally responsible maritime services.



In order to maintain our position as maritime sector leader, it is fundamental for the Group to pursue an internationalization strategy in all our transport, towage and freight logistics management services. Therefore, during 2021 sustained business growth will be prioritized to meet the needs of increasingly globalized customers.

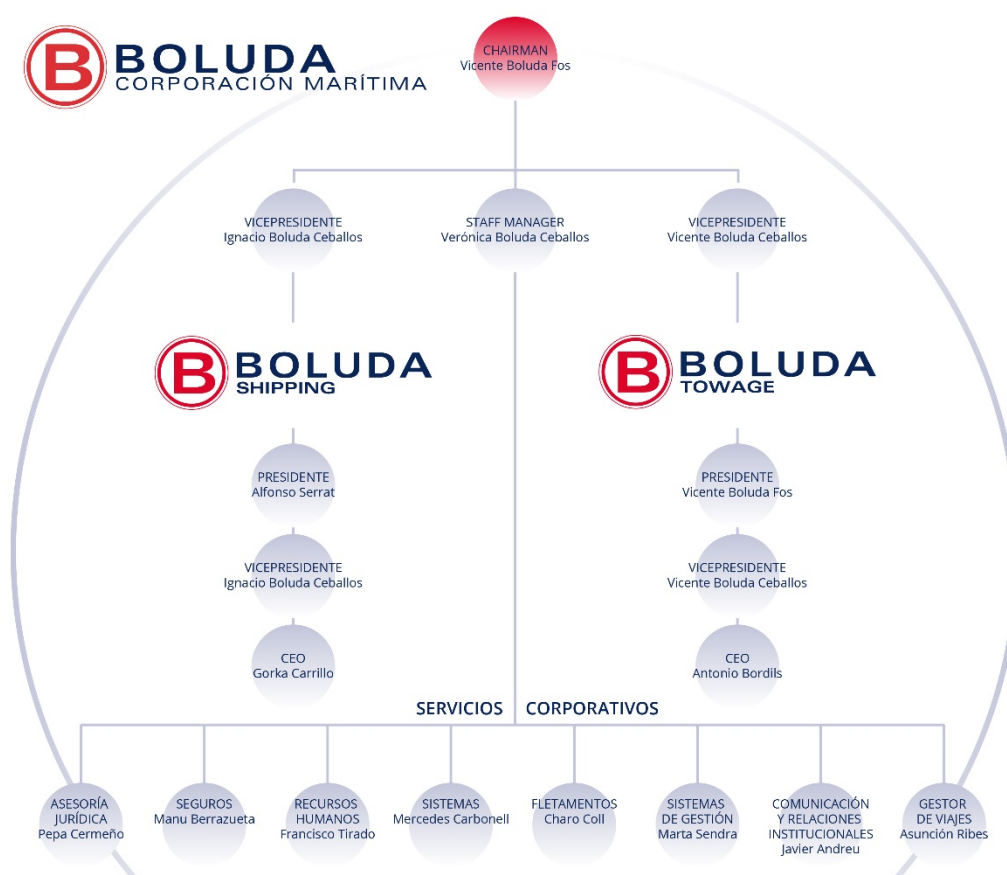
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Furthermore, geographical expansion will meet another of our business goals: job creation and collaboration in economic growth opportunities in the countries where we provide maritime services.

It is important to note that the geographical scope and scale of the business provides the Group each year with an essential tool to control costs, employing strategies to make the company more price competitive and create customer loyalty.

1.3 Structure and organization

The Group's organisational structure is shown below:



1.4 Market environment

Boluda Corporación Marítima's business is dependent upon changes in the economy and freight traffic. Nevertheless, the Group operates in a globalized environment, diversifying its business and geographical areas to mitigate market risk.

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The market concentration currently trending in the shipping industry is an opportunity for Boluda Corporación Marítima, thanks to its position as one of the major global operators which provides access to global deals with large corporations who demand high quality and service standards.

Advances such as low sulphur fuel oil use are being included in international regulations, and the Group is investing heavily in these trends, which prove highly profitable by increasing entry barriers for new competitors in the industry.

2. Policies

The Group is committed to attaining quality in transport service to satisfy customers' contractual expectations, with a management system in accordance with ISO 9001 and 14.001 standards, which strengthens interaction between processes, establishing specific goals and objectives to develop and promote continuous improvement.

For the Group, social responsibility is the commitment of members of society, either as individuals or as part of a group, both to themselves and to society as a whole. In this sense, the Group has been socially responsible for many years, taking responsibility voluntarily for minimizing its impact on society and the environment and maintaining a proactive attitude to benefit its stakeholders. The Group is also committed to compliance with the Universal Declaration of Human Rights.

It is noteworthy that our range of quality, safety and environmental policies in the different divisions and companies that make up the Group show commitment to an environmental policy that enhances pollution prevention, permanent compliance with legal and regulatory standards, additionally to other requirements the organization endorses, which are applied in all environmental aspects under the Group's control or influence.

The organization, processes, procedures and resources these management systems possess, specifying responsibilities and outcome evaluation, permit us to check the efficacy of the system, in order to reach our goals in respect to the management principles stated below:

2.1 Safety, Quality and Environment Policy

We continue to apply our Safety, Quality and Environment Policy, which has the following goals:

- Guarantee company employees a safe and healthy work environment, committing to preventing injury or deterioration in health.
- Promote continuous improvement in safety management practices through training.
- Guarantee the safety, quality and protection of the work environment prohibiting alcohol or drug consumption.
- Identify customer needs via feedback.
- Provide a transport service that complies with the contractual specifications in force.

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- Promote continuous service improvements, creating improvement plans for customer service satisfaction.
- Prevent marine environment damage due to ship operation.
- Promote protection of the environment, biodiversity and ecosystems and sustainable use of resources, mitigating and adapting to climate change.
- Promote awareness and application of regulations and practices for marine environment preservation.
- Prepare effective emergency response to maritime accidents.
- Improve the environmental performance of the organization.

In order to comply with this policy, we have set up an Integrated Management System which aims to make known at all times what should be done, who should do it, how and with what means, in an integrated manner aligned with the competencies of each hierarchical level.

The Management System has a procedure whereby senior management carry out a yearly (or more frequently if circumstances so require) review of the functioning of the entire system, in order to control, modify and approve policies where necessary, evaluate new threats and opportunities that may appear and take appropriate measures to avoid or mitigate any significant impact that may occur.

2.2 Information Security Policy

Within the framework of the Information Security Policy, the Group and its staff commit to the following:

- It is forbidden to reveal any information regarding clients and/or suppliers and/or employees of the company, to which they have had access in the performance of their duties therein, to anyone outside the company without prior written consent, except when necessary to comply with the obligations of the post or the company imposed by applicable standards, or ordered to do so by the competent authority under current law.
- The information referred to above may be used only in the manner required to perform work functions in the company, and not in any other way or for any other purpose, even after the employment relationship between employee and company has terminated.
- It is forbidden to use any other information obtained owing to employee status in the company, in any way that is not necessary for performance of functions.
- In performance of functions in the company it is necessary to comply with current national and regional regulations relating to personal data protection, in particular supplementary provisions, or any other rules replacing them in the future.

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- It is forbidden to disclose the passwords provided for use in their corresponding computer systems to anyone else, either belonging to or independent of the company.
- It is forbidden to disclose any systems, procedures or mechanisms in place for the security of the facilities to any person outside the company.
- Signees of the Information Security Policy shall continue to comply with the foregoing commitments even after the employment relationship between employee and company is terminated for any reason. They are liable to the Group and third parties for any damage that may arise due to breach of any of the commitments set out in the Policy and will reimburse the Group for any compensation, penalties or actions that it is forced to settle as a consequence of said non-compliance.
- It is an obligation to avoid any type of action using computer equipment and communication media made available to users that could be considered workplace harassment or intimidation, or an attack on personal dignity. Among other actions, therefore, it is forbidden to install or display screensavers, photos, videos, animations, and/or any other means of reproducing or viewing offensive or threatening content that violates personal dignity, with or without sexual content.

The Group has its own web application to distribute the Information Security Policy, containing a digital file which all employees are obliged to read.

3. Risk management

The Group has implemented the appropriate management systems to manage the different companies in the Group. In this way, each company in which it has been implemented has its own management system integrating different perspectives in order to assess company management.

The Corporation has numerous certificates in Spain, France and Germany, Belgium, Mexico and Uruguay, following the Satisfied Quality Level (SQL) ISO 9001: 2015, ISO 14001: 2015, ISM, MLC, as shown in the following table:

SPAIN	Certificates
Companies:	25
Total Certificates:	86
• Quality – ISO 9001:2015	25
• Quality Assurance Seal -Port Authority	2
• Environment – ISO 14001:2015	15
• Environmental best practices – Port A.	1
• Occupational Health and Safety - ISO 45001	2
• State Ports Benchmark	2
• MLC – Maritime Labour Convention – ILO	4
• ISM – Document of Compliance - IMO	4

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• ISM – International Safety Management - IMO	14
• ISPS - International Ship and Port Facility Security Code - IMO	14
• AEO – Authorized Economic Operator - EU	2

FRANCE	Certificates
Companies	15
Total Certificates	23
• Quality – ISO 9001:2015	15
• ISM – Document of Compliance	4
• ISM – International Safety Management	4

GERMANY	Certificates
Companies:	1
Total Certificates:	6
• Quality – ISO 9001:2015	1
• Environment – ISO 14001:2015	1
• ISM – Document of Compliance	2
• ISM – International Safety Management	2

BELGIUM	Certificates
Total Certificates:	1
• ISM – Document of Compliance	1

MOROCCO	Certificates
Companies:	2
Total Certificates:	3
• ISM – Document of Compliance	1
• Quality – ISO 9001:2015	2

MAURITANIA	Certificates
Companies:	1
Total Certificates:	1
• Quality – ISO 9001:2015	1

SENEGAL	Certificates
Companies:	1
Total Certificates:	2
• ISM – Document of Compliance	1
• Quality – ISO 9001:2015	1
• ISM – Document of Compliance1	1

IVORY COAST	Certificates
Companies:	3
Total Certificates:	4
• ISM – Document of Compliance	1
• Quality – ISO 9001:2015	3

CAMEROON	Certificates
Companies:	1
Total Certificates:	1
• Quality – ISO 9001:2015	1

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MEXICO		Certificates
Companies:		1
Total Certificates:		3
• Quality – ISO 9001:2015		1
• Environment – ISO 14001:2015		1
• ISM – Document of Compliance		1

URUGUAY		Certificates
Companies:		1
Total Certificates:		2
• Quality – ISO 9001:2015		1
• ISM – Document of Compliance		1

All management systems in the Group's different companies, except the Quality Assurance Seal (Marca de Garantía APV) have attained the high level SQL structure of the International Standardization Organization, and a have the same methodology.

During 2020, Boluda Towage Spain (the Tugboat Division in Spain) has been preparing for Multi-Site certification, which they are expecting to obtain in March 2021, and a new company "Off Shore Tenerife" has been certified in ISO 9001.

Work is also being undertaken with a view to integrating this into one single management system for the Group in each indicated area.

In this way, once the Group has defined the scope of the system, the policy to be implemented and/or the commitments of each company, it identifies the stakeholders and conducts risk analysis according to probability and associated impact, taking the necessary measures to remove or mitigate impact, and setting the objectives and goals to be reached.

Each different business area evaluates the possibility of new risks by assessing the identified risks at least once a year, submitting analyses to the division's management, which reviews the most significant risks with potential medium and long term impact.

Following this methodology, the main risks detected were:

- Strategic / Business Risks.
- Operational / Service provision Risks.
- Financial / Administration Risks
- HR Risks.
- Legal Risks.
- IT Risks.
- Environmental and Security Risks.
- Economic Risks for Health Emergency

A new risk has been detected in this area due to the global health crisis.

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Each risk category has been broken down into items corresponding to detected risks, which undergo probability and impact assessment.

The main non-financial risks detected that may affect our goals are:

- Strategic Process:
 - Market changes.
 - Loss of market share/loss of customers.
 - New legal requirements.
 - Legal noncompliance.
 - New business lines.
 - New requirements of stakeholders.
 - Competition.
- Strategic Process - Resource Management (Infrastructure, Organization, Communication):
 - Inclusion of assets in the Group.
 - Personnel in sensitive posts with insufficient training.
 - Equipment breakdown.
 - Damage to infrastructures.
 - Security attacks/ship hijack.
 - Operating Process.
 - Service provision.
 - Customer satisfaction.
 - Customer Loyalty.
- Support Processes (BCI):
 - Management systems.
 - Financial/Administration.
 - Employment and HR issues.
 - IT-related

New risks have also been detected in this area

- Risks to Employee Health and Safety: Pandemic (Covid-19)
- HR Risks (Teleworking office personnel, and isolation bubbles to protect fleet employees)

4. Environmental aspects

The Group's commitment to the environment is set out in the environmental policies of its different management systems, including performance objectives, in which the following commitments are highlighted:

- Commitment to protecting the environment, biodiversity and ecosystems, as well as using resources sustainably and mitigating and adapting to climate change.

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- Legal compliance with both national and international legislation of each country.

Additionally, within the scope of the different management systems, the Group carries out impact assessment in each different business area where the Group may have an impact. This evaluation is carried out at least once a year, and whenever potentially dangerous situations indicate the need to reassess impact. Once aspects have been identified and evaluated, measures are proposed and human and material resources are assigned to eliminate, reduce or mitigate them.

The Group has obtained Standard 14.001 environmental certificates in its different geographical areas and company activities, progressively adding new centres to the different certificates.

The Group is aware of the potential environmental impact of its activity, principally in the following areas:

- Energy consumption
- Waste generation

Regarding the precautionary principle, wherever there is a great possibility of environmental impact, the Group's entire fleet complies with Shipboard Oil Pollution Emergency Plans (SOPEP), action plans to prevent environmental accidents, which describes guidelines and procedures to avoid incidents or impact of this type. We also have insurance issued by our protection and indemnity club (Britannia P&I), to cover all these eventualities, and which are certified and endorsed by the flag country on fuel pollution, including wreck removal in the event of shipwreck.

Likewise, foreign going vessels and those greater than 500 GT also have emergency response plans against crimes such as terrorism, sabotage, raids or stowaways, that could also cause pollution.

Terminales Marítimas, with activity on a national level in Spain, operates within the "National Maritime Plan", which also set out measures and actions to be taken to avoid incidents during different operations.

In 2020, the Group has continued both national and international expansion. In Spain, the number of regular lines with the Daily Canarias service has been increased, and the company has acquired Amarradores del Puerto de Cádiz, as well as obtaining a concession to start up a new terminal in Santander. The continuous expansion of the Group is reflected in a significant impact on most Environmental indicators, which will be analysed at different points of this report. Particularly relevant are COVID-19 and the "Operation and maintenance recommendations for air conditioning and ventilation systems in buildings and premises to prevent spread of SARS-CoV-2". Application of the abovementioned preventive measures for protecting the safety and health of all employees has impacted on good environmental practices related to electricity consumption.

4.1 Pollution

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In the sphere of pollution, the Group has working procedures to promote preventive maintenance, optimizing the fleet and thus fuel consumption and associated emissions, dealing with climate change and sustainable use of resources in greater depth.

Notably, the Group's German tugboats are fitted to use shore power when in port, which reduces MGO consumption and air and noise pollution. Like Germany, Spain is also developing a project for its tugs to connect to shore power, provided that permission is granted from Port Authorities. Currently, shore power connections are available for all tugs in Valencia and Castellón, and are already partially implemented in ports such as Almería, Alicante and Seville.

Apart from atmospheric pollution, the Group does not consider light pollution and noise data to be relevant material; nonetheless, in Spain new-build vessels have been designed with low sound levels, mainly to improve employee comfort.

4.2 Circular economy, waste prevention and management

As mentioned above, this year three situations have affected the number of assets that belong to the Group. In fact, the Shipping Division has seen increased traffic due to a greater number of vessels on the Daily Canarias regular line services, and has acquired the company Amarradores del Puerto de Cádiz, as well as the exploitation and construction of a maritime terminal in the port of Santander.

In turn, Boluda assets have reduced during 2020 with the sale of Boluda Tankers, with assets in Spain and Panama, which has an impact on the results obtained.

All ships in the Group's fleets weighing over 400 GT, including all new additions, have a waste management plan, which includes guidelines to be followed regarding different kinds of waste generated on board.

All fleets, including the most recent additions, comply with current legislation, in that all waste in the fleet is managed properly with the different authorized managers appointed by the Port Authorities in each country. In all cases waste delivery is accompanied by the corresponding Marpol Certificate receipt for the delivered waste, as set out in law.

Hazardous fuel waste is delivered to managers authorized for its recovery.

The Group's terminals in Spain serve as a benchmark, as they are certified as waste managers and all waste is managed in line with current legislation.

Boluda Shipping division has a garbage management plan for the Boluda Lines fleet which has been rewarded by the Port Authorities with a reduction in the fixed waste reception rate for ships operating under ISO 14.001 certification.

Data on waste generated in 2019 and 2020 by the companies in the group's different areas of operation are given below:

2019	2020
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	Hazardous waste (m³)	Non-hazardous waste (m³)	Hazardous waste (m³)	Non-hazardous waste (m³)
Spain¹	3,784	2,138	24,853	8,281
Boluda Towage France	26,097	1,168	5,471	469
Boluda Towage Europe	345	445	528	183
Boluda Towage Mexico	131	257	77	110
Boluda Towage Latam	3	12	0	32
Total	30,360	4,019	30,929	9,075

During 2020, data collection has been consolidated and information is now available from the following areas: Spain, France, Morocco, Mauritania, Senegal, Ivory Coast, Togo, Cameroon, Mauritius and Reunion Islands (Boluda Towage France), Germany, Belgium, the Netherlands and the United Kingdom (Boluda Towage Europe), Mexico (Boluda Towage Mexico), Uruguay (Boluda Towage Latam).

In waste analysis, the figures on hazardous waste generated have remained similar, from 30,360 m³ in 2019 to 30,887 m³ in 2020, whereas there is an upward trend in non-hazardous waste, passing from 4,019 m³ in 2019 to 9,292 m³ in 2020, showing improved management on taking into account that during 2020 waste management has newly included Covid-19 protection masks.

Food waste is considered non-material, since on all ships food and garbage is adequately managed so that the waste produced is minimal and irrelevant compared to other waste generated.

4.3 Sustainable use of resources

Taking into account of the issue of scarcity, all resources should be used in a sustainable way. All Group activity is carried out under the awareness that natural resources are finite and therefore require controlled use. We organise environmental awareness days, as well as applying operational control mainly over water and fuel consumption.

In addition, ships with more than 400 GTs have an energy efficiency plan. In Spain, in ports with this facility, shore power connections are being installed to supply tugboats with electricity while moored at dock, thus lowering CO2 emissions. Renewable energy is also being introduced, using solar panels to recharge emergency batteries. This achieves a twofold benefit, cutting non-renewable electrical energy consumption and reducing battery waste due to greater durability.

¹ Spain includes the activities of Boluda Towage Spain, Boluda Shipping, Boluda Corporación Marítima and Boluda Tankers until October 2020

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As regards action carried out in terminals in Spain, the Group is in the process of improving infrastructures for a better use of resources, with improved facilities and investment in more efficient machinery.

The following table shows energy consumption (Gasoil, Fuel Oil and Electricity)²:

	2019			2020		
	GasOil (GJ)	Fuel Oil (GJ)	Electricity (GJ)	GasOil (GJ)	Fuel Oil (GJ)	Electricity (GJ)
Spain¹	1,061,478	2,522,425	25,772	940,444	2,157,005	19,616
Boluda Towage France	763,505	315,664	14,561	641,850	49	22,201
Boluda Towage Europe	334,965	0	18,852	1,382,448	0	39,272
Boluda Towage Mexico	69,363	0	1,203	60,504	0	1,968
Boluda Towage Latam	14,696	0	2,224	22,568	0	4,565
Total	2,244,006	2,838,089	62,612	3,047,814	2,157,054	87,621

The table below shows water consumption:

	Water Consumption (m ³) ²	
	2019	2020
Spain¹	19,678	14,895
Boluda Towage France	8,160	8,464
Boluda Towage Europe	1,065	3,968
Boluda Towage Mexico	4,859	4069
Boluda Towage Latam	674	1452
Total	34,436	32,847

Regarding water consumption, note that all water consumed by the Group comes from the public water supply network. There is a slight decrease in water consumption this year compared with 2109, from 34,436 m³ to 32,831 m³.

The following table shows raw materials consumption:

2019		2020
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² In the report on energy consumption, water consumption, consumption of raw materials and emissions, data related to the Cape Verde, Portugal and Malta offices are not included as they are considered non-material.

We used DEFRA data for 2019 and 2020, respectively, to calculation consumption. In line with the operational organization of the Group, the data in these indicators referring to France combines the data of France itself with the following countries included within the reporting scope: Cameroon, Ivory Coast, Morocco, Mauritania, Senegal and Togo. Latam data includes Uruguay and Argentina, while Europe includes the United Kingdom, Germany, Belgium and the Netherlands.

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	Oil (Tn)	Paints and solvents (Tn)	Tow/mooring lines (Tn)	Batteries (Tn)	Others (Tn)	Oil (Tn)	Paints and solvents (Tn)	Tow/mooring lines (Tn)	Batteries (Tn)	Others (Tn)
Spain ¹	335	34	26	3	12	283	35	31	2	38
Boluda Towage France	278	33	55	3	3	200	33	23	3	4
Boluda Towage Europe	65	8	16	1	1	232	23	12	15	1
Boluda Towage Mexico	19	3	0	0	1	22,28	5,78	3,06	0,54	0,07
Boluda Towage Latam	3	1	2	0	0	6	1	2	0	0,05
Total	700	79	99	7	17	744	97	71	21	43

In summary, in raw materials consumption several indicators show a slight increase compared to 2019, while others have remained in the same range.

4.4 Climate change

The Group's core business is port towage, and maritime and land transport, which entail considerable energy resource consumption, and which in turn results in greenhouse gas emissions.

The Group's different management systems have identified and assessed the various risks incurred by its activities, including environmental risks.

³The following table shows emissions by origin, with a total of 403,013 Tons CO² emissions in 2020:

	2019		2020	
	Fuel consumption (Tn CO ₂)	Electricity consumption (Tn CO ₂)	Fuel consumption (Tn CO ₂)	Electricity consumption (Tn CO ₂)
Spain ¹	682,851	2,056	242,311	1,201
Boluda Towage France	86,104	371	48,814	3,055
Boluda Towage Europe	25,573	124	105,545	229
Boluda Towage Mexico	7,067	1	4,619	1
Boluda Towage Latam	1,222	15	1,723	20

³ The Tn CO² of electricity consumption for 2019 and 2020 has been calculated for Spain, France, Belgium, the Netherlands, Germany and the United Kingdom with the data provided by the Carbon Footprint database for June 2019 and 2020. The remaining of the countries have used 2013 IAE data as a reference.

NON-FINANCIAL INFORMATION STATEMENT

Total	802,717	2,568	403,013	4,506
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As in other points, in the area of Spain, it is worth mentioning the addition of new Canarias–Cádiz lines, with a great environmental impact due to traffic.

In response to this the Group is implementing projects in different geographical areas and departments that help to improve energy efficiency, in order to reduce our carbon footprint.

In terms of improving energy efficiency and reducing our carbon footprint, some of the actions to be addressed by the Group in the medium and long term are listed below:

- Fleet renewal, new-build harbour tugs:
 - o Improved construction design, hydrodynamic improvements and increased energy efficiency and noise reduction.
 - o Fitted with less polluting, enhanced performance engines.
 - o Fitted with revolution jumps in the main engines
 - o Fitted with measurement equipment with data collection system.
- General operative fleet improvements:
 - o Energy efficiency plans.
 - o Use of silicone paints with lower drag resistance for the hull.
 - o Shore power connections for auxiliary engines in ports with this facility.
 - o Navigation with economical systems, establishing an adequate system of motor loads for both towage and navigation.
 - o Choice of appropriate navigation routes.
- Containerships:
 - o Navigation in correct depths to reduce consumption
 - o Maintaining continuous contact with control to navigate at optimal speeds (energy saving) and arriving at terminals punctually.
 - o Continuous consumption monitoring in order to take appropriate corrective action if/when consumption rises.
- Working groups to identify improvement opportunities:
 - o Monitoring of legislation as a start point to draw up action plans to meet regulatory changes, as a basis for improvement opportunities.
 - o Environmental diagnosis: planned environmental audits carried out in different activities and areas to evaluate level of compliance with the different standards.

With regard to other environmentally harmful gases such as SO_x, the towage fleet consumes gasoil instead of VLSFO, which means fuels with lower sulphur levels and therefore a much smaller contribution to SO_x emissions than other vessels of similar characteristics. Likewise, in anticipation of regulations coming into force in 2020 requiring vessels to use very low sulphur fuel, this type of fuel has already been incorporated on containerships since December.

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Regarding NOx, vessels over 400 gross ton Gt possess the International Atmospheric Pollution Prevention (IAPP) certificate, issued and verified by different maritime bodies, with periodic checks that the engines of the Group's ships comply with the International Maritime Organization's strict requirements regarding these gases. Within the Group gas emissions of this type are so minimal that this is not considered material, and it is currently beyond the Group's scope to reduce these emissions, so there are no goals in this respect.

4.5 Climate change initiatives

Mindful of its environmental responsibilities, the Group has carried out the following initiatives:

- The Group has obtained a certificate for using tin-free paints on submerged areas in all vessels to minimize impact on aquatic species. The Company also uses silicone paints to lower resistance and fuel consumption.
- All the Group's vessels over 400 Gt in have an Oil Spill Contingency Plan, with spill kits to clean up spills. In the same way, our terminals are in compliance with the National Maritime Plan which analyses environmental risks, identifying the most vulnerable areas and the most appropriate way to address risks that may materialize.
- In addition, all ships of more than 400 Gt that are foreign-going to marine areas of varying vulnerability have a Ballast Water Management Plan, to prevent accidental cross-contamination via transport of microorganisms from another area.
- Since November 2017 URAG/L&R has been a member of "Partnerschaft Umwelt Unternehmen (PUU), an environmental alliance of companies committed to environmental and biodiversity protection, corporate social responsibility, climate change and energy efficiency. PUU enables members to exchange information, knowledge and experiences.

The Group does not operate in protected areas, meaning this area is considered non-material. Nonetheless, we maintain a firm commitment to the marine environment, and scrupulous compliance with international legislation, painting the submerged part of our ships' hulls with tin-free paints that are harmless to marine life, and avoiding discharging any type of waste into the sea.

In relation to suppliers/subcontractors, the management system provides controls on the legal obligations and environmental responsibilities of anyone performing work on behalf of any of the Group's business areas.

5. Social and personnel aspects**5.1 Employment**

NON-FINANCIAL INFORMATION STATEMENT

The Group has a total of 3,782 employees (3,987 in 2019), distributed by gender, age, country and professional category, as shown in the tables below⁴:

Germany							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	3	1	4	<30	9	2	11
Administrative	22	13	35	30-50	110	10	120
Crew and operations personnel	196	4	200	>50	102	6	108
Total	221	18	239	Total	221	18	239
Total %	92.47%	7.53%	100.00%	Total %	92.47%	7.53%	100.00%

Germany (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	3	1	4	<30	12	3	15
Administrative	22	12	34	30-50	110	8	118
Crew and operations personnel	197	4	201	>50	100	6	106
Total	222	17	239	Total	222	17	239
Total %	92.89%	7.11%	100.00%	Total %	92.89%	7.11%	100.00%

Belgium							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	2	0	2	<30	36	2	38
Administrative	27	15	42	30-50	133	12	145
Crew and operations personnel	290	6	296	>50	150	7	157
Total	319	21	340	Total	319	21	340
Total %	93.82%	6.18%	100.00%	Total %	93.82%	18.75%	112.57%

Belgium (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total

⁴ The Group does not have employees in Malta, Mauritius or Uruguay.

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Management	2	0	2	<30	37	2	39
Administrative	28	14	42	30-50	118	10	128
Crew and operations personnel	269	4	273	>50	144	6	150
Total	299	18	317	Total	299	18	317
Total %	94.32%	5.68%	100.00%	Total %	94.32%	5.68%	100%

Cape Verde							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	2	4	6
Administrative	8	8	16	30-50	6	4	10
Crew and operations personnel	0	0	0	>50	0	0	0
Total	8	8	16	Total	8	8	16
Total %	50.00%	50.00%	100.00%	Total %	50.00%	50.00%	100.00%

Cape Verde (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	3	4	7
Administrative	9	8	17	30-50	6	4	10
Crew and operations personnel	0	0	0	>50	0	0	0
Total	9	8	17	Total	9	8	17
Total %	52.94%	47.06%	100.00%	Total %	52.94%	47.06%	100.00%

Cameroon							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	19	2	21
Administrative	11	6	17	30-50	86	5	91
Crew and operations personnel	109	1	110	>50	15	0	15
Total	120	7	127	Total	120	7	127
Total %	94.49%	5.51%	100.00%	Total %	94.49%	5.51%	100.00%

NON-FINANCIAL INFORMATION STATEMENT

Cameroon (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	22	2	24
Administrative	8	6	14	30-50	80	5	85
Crew and operations personnel	105	1	106	>50	11	0	11
Total	113	7	120	Total	113	7	120
Total %	94.17%	5.83%	100.00%	Total %	94.17%	5.83%	100.00%

Ivory Coast							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	15	6	21
Administrative	12	7	19	30-50	61	8	69
Crew and operations personnel	84	9	93	>50	20	2	22
Total	96	16	112	Total	96	16	112
Total %	85.71%	14.29%	100.00%	Total %	85.71%	14.29%	100.00%

Ivory Coast (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	29	2	31
Administrative	21	6	27	30-50	171	11	182
Crew and operations personnel	218	8	226	>50	39	1	40
Total	239	14	253	Total	239	14	253
Total %	94.47%	5.53%	100.00%	Total %	94.47%	5.53%	100.00%

Spain							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	15	5	20	<30	94	22	116
Administrative	243	169	412	30-50	620	116	736
Crew and operations personnel	748	1	749	>50	292	37	329

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Total	1006	175	1181	Total	1006	175	1181
Total %	85.18%	14.82%	100.00%	Total %	85.18%	14.82%	100.00%

Spain (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	17	6	23	<30	99	21	120
Administrative	237	156	393	30-50	675	113	788
Crew and operations personnel	826	11	837	>50	306	39	345
Total	1080	173	1253	Total	1080	173	1253
Total %	86.19%	13.81%	100.00%	Total %	86.19%	13.81%	100.00%

France							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	9	1	10	<30	41	3	44
Administrative	73	48	121	30-50	416	38	454
Crew and operations personnel	569	14	583	>50	194	22	216
Total	651	63	714	Total	651	63	714
Total %	91.18%	8.82%	100.00%	Total %	91.18%	8.82%	100.00%

France (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	2	0	2	<30	46	2	48
Administrative	79	44	123	30-50	420	35	455
Crew and operations personnel	566	13	579	>50	181	20	201
Total	647	57	704	Total	647	57	704
Total %	91.90%	8.10%	100.00%	Total %	91.90%	8.10%	100.00%

Holland							
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NON-FINANCIAL INFORMATION STATEMENT

Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	6	0	6	<30	37	2	39
Administrative	49	20	69	30-50	130	14	144
Crew and operations personnel	256	1	257	>50	144	5	149
Total	311	21	332	Total	311	21	332
Total %	93.67%	6.33%	100.00%	Total %	93.67%	6.33%	100.00%

Holland (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	5	0	5	<30	37	2	39
Administrative	47	15	62	30-50	114	11	125
Crew and operations personnel	238	1	239	>50	139	3	142
Total	290	16	306	Total	290	16	306
Total %	94.77%	5.23%	100.00%	Total %	94.77%	5.23%	100.00%

Morocco							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	1	0	1
Administrative	12	1	13	30-50	57	1	58
Crew and operations personnel	72	0	72	>50	26	0	26
Total	84	1	85	Total	84	1	85
Total %	98.82%	1.18%	100.00%	Total %	98.82%	1.18%	100.00%

Morocco (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	7	1	8
Administrative	17	2	19	30-50	124	1	125

NON-FINANCIAL INFORMATION STATEMENT

Crew and operations personnel	140	0	140	>50	26	0	26
Total	157	2	159	Total	157	2	159
Total %	98.74%	1.26%	100.00%	Total %	98.74%	1.26%	100.00%

Mauritania							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	4	0	4
Administrative	1	1	2	30-50	15	1	16
Crew and operations personnel	20	0	20	>50	2	0	2
Total	21	1	22	Total	21	1	22
Total %	95.45%	4.55%	100.00%	Total %	95.45%	4.55%	100.00%

Mauritania (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	6	0	6
Administrative	1	1	2	30-50	11	1	12
Crew and operations personnel	18	0	18	>50	2	0	2
Total	19	1	20	Total	19	1	20
Total %	95.00%	5.00%	100.00%	Total %	95.00%	5.00%	100.00%

Mexico							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	2	0	2	<30	59	4	63
Administrative	42	26	68	30-50	175	21	196
Crew and operations personnel	278	2	280	>50	88	3	91
Total	322	28	350	Total	322	28	350
Total %	92.00%	8.00%	100.00%	Total %	92.00%	8.00%	100.00%

NON-FINANCIAL INFORMATION STATEMENT

Mexico (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	41	5	46
Administrative	29	24	53	30-50	159	20	179
Crew and operations personnel	257	3	260	>50	86	2	88
Total	286	27	313	Total	286	27	313
Total %	91.37%	8.63%	100.00%	Total %	91.37%	8.63%	100.00%

Portugal							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	1	2	3
Administrative	5	3	8	30-50	4	1	5
Crew and operations personnel	0	0	0	>50	0	0	0
Total	5	3	8	Total	5	3	8
Total %	62.50%	37.50%	100.00%	Total %	62.50%	37.50%	100.00%

Portugal (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	2	2	4
Administrative	4	2	6	30-50	2	0	2
Crew and operations personnel	0	0	0	>50	0	0	0
Total	4	2	6	Total	4	2	6
Total %	66.67%	33.33%	100.00%	Total %	66.67%	33.33%	100.00%

United Kingdom							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	1	0	1	<30	4	2	6
Administrative	10	3	13	30-50	33	1	34

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Crew and operations personnel	67	0	67	>50	41	0	41
Total	78	3	81	Total	78	3	81
Total %	96.30%	3.70%	100.00%	Total %	96.30%	3.70%	100.00%

United Kingdom (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	1	0	1	<30	5	2	7
Administrative	11	3	14	30-50	37	1	38
Crew and operations personnel	78	0	78	>50	48	0	48
Total	90	3	93	Total	90	3	93
Total %	96.77%	3.23%	100.00%	Total %	96.77%	3.23%	100.00%

Senegal							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	0	1	1
Administrative	13	6	19	30-50	28	5	33
Crew and operations personnel	38	0	38	>50	23	0	23
Total	51	6	57	Total	51	6	57
Total %	89.47%	10.53%	100.00%	Total %	89.47%	10.53%	100.00%

Senegal (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	0	5	5
Administrative	15	6	21	30-50	34	4	38
Crew and operations personnel	43	3	46	>50	24	0	24
Total	58	9	67	Total	58	9	67
Total %	86.57%	13.43%	100.00%	Total %	86.57%	13.43%	100.00%

Togo							
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NON-FINANCIAL INFORMATION STATEMENT

Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	9	1	10
Administrative	8	3	11	30-50	75	1	76
Crew and operations personnel	107	0	107	>50	31	1	32
Total	115	3	118	Total	115	3	118
Total %	97.46%	2.54%	100.00%	Total %	97.46%	2.54%	100.00%

Togo (2019)							
Professional category	Male	Female	Total	Age range	Male	Female	Total
Management	0	0	0	<30	10	1	11
Administrative	9	3	12	30-50	76	1	77
Crew and operations personnel	108	0	108	>50	31	1	32
Total	117	3	120	Total	117	3	120
Total %	97.50%	2.50%	100.00%	Total %	97.50%	2.50%	100.00%

The following table shows total workforce distributed by hiring modality:

2020	Permanent Contracts				Temporary Contracts			
	Full time	Part time	Total	%	Full time	Part time	Total	%
Total	3264	79	3343	87.97%	448	9	457	12.03%

2019	Permanent Contracts				Temporary Contracts			
	Full time	Part time	Total	%	Full time	Part time	Total	%
Total	3438	80	3518	88.02%	470	9	479	11.98%

The table below shows the average numbers of hired staff by gender, age range and professional category⁵:

⁵ The average of contracts was calculated by adding the number of active staff on the last day of each month, dividing the resulting number by the 12 monthly periods.

NON-FINANCIAL INFORMATION STATEMENT

Average part-time contracts									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	0	1	1	2	0	0	0	0	2
Administrative	0	6	16	22	3	25	13	41	63
Crew and operations personnel	1	3	22	26	0	0	2	2	28
Total	1	10	39	50	3	25	15	43	93

Average part-time contracts (2019)									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	0	2	2	4	0	0	0	0	4
Administrative	3	16	28	47	3	20	16	39	86
Crew and operations personnel	33	89	119	241	1	10	3	14	255
Total	36	107	149	292	4	30	19	53	345

Average full-time contracts									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	5	53	34	92	0	19	4	24	115
Administrative	35	261	169	465	33	159	67	259	724
Crew and operations personnel	255	1615	920	2790	12	25	1	38	2828
Total	295	1929	1123	3347	45	203	72	320	3667

Average full-time contracts (2019)									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	1	11	16	28	1	1	5	7	35
Administrative	31	176	106	313	20	85	32	137	450
Crew and operations personnel	303	1943	988	3234	25	126	30	181	3415
Total	335	2130	1110	3575	46	212	67	325	3900

Average temporary contracts									
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NON-FINANCIAL INFORMATION STATEMENT

Professional category	Male				Female				Total
Management	0	0	3	3	0	0	0	0	3
Administrative	9	16	5	30	9	14	5	28	58
Crew and operations personnel	67	191	39	297	2	3	0	5	302
Total	76	207	47	330	11	17	5	33	363

Average temporary contracts (2019)									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	0	0	1	1	0	0	0	0	1
Administrative	14	16	9	39	8	8	4	20	59
Crew and operations personnel	112	291	85	488	10	13	1	24	512
Total	126	307	95	528	18	21	5	44	572

Average permanent contracts									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	5	54	33	92	0	19	4	23	115
Administrative	26	251	180	457	27	170	75	272	729
Crew and operations personnel	189	1428	902	2519	10	22	3	35	2554
Total	220	1733	1115	3068	37	211	82	330	3398

Average permanent contracts (2019)									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	1	13	17	31	1	1	5	7	38
Administrative	19	176	126	321	15	97	44	156	477
Crew and operations personnel	224	1741	1022	2987	17	123	31	171	3158
Total	244	1930	1165	3339	33	221	80	334	3673

Below, staff data on number of dismissals in 2020 by gender, age and professional category.

NON-FINANCIAL INFORMATION STATEMENT

Dismissals									
Professional category	Male				Female				Total
	"<30"	"30-50"	">50"	Total	"<30"	"30-50"	">50"	Total	
Management	0	3	0	3	1	1	0	2	5
Administrative	1	9	13	23	1	5	6	12	35
Crew and operations personnel	5	27	14	46	0	2	0	2	48
Total	6	39	27	72	2	8	6	16	88

Dismissals 2019									
Professional category	Male				Female				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Management	0	0	1	1	0	0	0	0	1
Administrative	1	9	10	20	1	5	1	7	27
Crew and operations personnel	23	12	9	44	0	0	0	0	44
Total	24	21	20	65	1	5	1	7	72

The next table reports average pay broken down by gender, age range and professional category.

Average Pay (€) ⁶⁷						
Professional category	Male			Female		
	<30	30-50	>50	<30	30-50	>50
Management	0.00	152,481.36	158,887.38	185,598.19	63,633.34	123,470.35
Administrative	17,749.53	37,341.02	55,092.24	14,102.11	27,905.41	36,198.31
Crew and operations personnel	30,815.41	40,935.50	47,936.26	21,251.40	50,407.64	37,209.52

Average Pay (€) (2019)						
Professional category	Male			Female		
	<30	30-50	>50	<30	30-50	>50
Management	209,448.55	131,408.53	157,495.85	129,686.60	106,751.00	140,384.46
Administrative	14,615.25	39,494.91	54,323.63	14,999.91	30,024.82	38,421.39

⁶ Average salaries have been structured based on the real annual salaries of the employees under study, for the entire financial year 2020, and are not projected or annualized.

⁷ Currency changes to euros have been made taking the date 12/31/2020 as a reference, and using the source <https://www1.oanda.com/lang/es/currency/converter/>

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Crew and operations personnel	29,208.75	38,35.,64	47,950.68	25,424.51	43,605.22	42,384.57
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The next table reports total average pay by professional category and gender, with analysis of the pay gap ⁸ by professional category.

2020	Average Pay (€)		Ratio and Pay Gap	
	Male	Female	Ratio Female/Male	Pay Gap
Management	155,251.53	115,249.47	74.23%	25.77%
Administrative	42,376.05	28,188.28	66.52%	33.48%
Crew and operations personnel	42,175.18	40,925.72	97.14%	2.96%

2019	Average Pay (€)		Ratio and Pay Gap	
	Male	Female	Ratio Female/Male	Pay Gap
Management	146,183.94	134,051.41	91.70%	8.30%
Administrative	43,281.99	28,853.99	66.67%	33.33%
Crew and operations personnel	40,291.89	37,898.32	94.06%	5.94%

The following table shows average pay of Sole Director and Senior Management⁹ in euros, broken down by sex.

	Average Pay Sole Director (€)	
	2020	2019
Male	2.000.000,00	2.000.000,00
Female	N/A	N/A

	Average Pay Senior Management (€)	
	2020	2019
Male	155,251.53	146,183.94
Female	115,249.47	134,051.41

⁸ The pay gap is a statistical calculation comparing percentages of women's and men's earnings calculated by dividing average women's earnings by the men's average.

⁹ Senior Management employees are included in the professional category Management tables reported in this NFIS in section 5, "Social and personnel aspects".

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5.2 Organisation of work

Our corporation groups jobs according to the professional categories structured throughout this section as follows:

2020	Number of employees	Percentage of total
Management	45	1.19%
Administrative	865	22.87%
Crew and operations personnel	2872	75.94%
Total	3782	100.00%

2019	Number of employees	Percentage of total
Management	37	0.93%
Administrative	839	21.04%
Crew and operations personnel	3,111	78.03%
Total	3,987	100.00%

The personnel of the different companies that make up our group have regulated working times.

As can be seen in the previous table, more than 75% of our employees are directly related to activity on board ships, mooring, maritime terminals, workshops and overland transport. They all have work quadrants, with differentiated service provision and rest times, in order to guarantee a 24 hours a day, 365 days a year service.

Therefore, all Group employees at each level have defined working hours, with a small staff team in charge of bases, repairs and navigation-related services who are available to attend to any incidents in order to guarantee fleet operation and services.

To date, the Group has received no "right to disconnect" complaints.

Within the different national regulatory frameworks of the countries where the Group operates, work is organized at the Group management level. The Group develops this management in compliance with the legislation of each country, the specific needs of each business and the employment agreements negotiated with employee representatives.

Due to the diverse characteristics of the Group, the regulatory framework for organization of working hours is adapted to comply with general national regulations in each country in which operations are carried out, always respecting established maximum hours, and rest periods between days.

In this regard, the Group designs the work rotas and on-board shifts based on different international regulations such as the ones set out below:

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- MLC Maritime Labour Convention.
- International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW)
- ISM International of Safety Management Code.
- ISPS Code: The International Ship and Port Facility Security Code
- European guidelines.

As an example of national regulations for the fleet and drivers, in addition to the framework of the Employees Statute there is a specific regulation in the Royal Decree of Special Working Days (RD Law 1961/95), in which the parameters for the organization of working time are established and delimited.

For the development and application of the aforementioned regulations, mechanisms are established within the Collective Agreements of application, and this is reflected in the different work schedules that are drawn up on an annual basis.

In terms of work-family policies and promoting responsible application of maternity and paternity leave by both parents, the Group has approved 100% of the employees requests, always establishing the necessary measures to avoid delaying the permit for the whole year 2020 (and has accumulated zero days' delay during the entire period).

Additionally, as a process-facilitating measure the Group's central and national human resources departments provide the resources for employees to process documents with the Group itself, as well as with the different public bodies responsible for benefits payment.

To date, the Group has not received any complaints regarding organization of work.

Regarding absenteeism, the total hours of absenteeism during the year is reported in the table below:

	Total absenteeism (h)	
	2020	2019
Hours of absenteeism	116,341 ¹⁰	370,437

5.3 Health and safety

The Group guarantees the health and safety of all its employees during service provision, carrying out periodic reviews of all employees' health status, and also occupational risk prevention plans aimed at eliminating all existing risks in the work setting.

¹⁰ Given the special circumstances in 2020 caused by the COVID-19 global pandemic, absenteeism and accident rates are included only for Spain. The Corporation is currently developing and improving systems to be able to provide global data for the report in the coming year (2021).

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The Group has long-term support partners such as public national protection systems in the different countries in which we operate, private medical entities to treat our employees' injuries, as well as to provide initial and periodic medical check-ups, and external assistance services to implement our prevention and safety policies for all roles in the company.

With the participation of employee representatives in each workplace, the following preventive policy is carried out:

- All our workplaces have carried out risk assessments for each post.
- A Prevention Plan has been drawn up including all the necessary actions to guarantee safety.
- All employees are informed of existing risks, and trained in safe performance of work.
- Before an employee joins the company, a medical examination is carried out to obtain a certificate of professional competence, and a medical health check is subsequently offered to employees on an annual basis.
- In the case of fleet personnel, the review is carried out by the relevant public system in each country (competent body in this domain), since a medical fitness certificate is mandatory for service provision, with specifications set out in the international regulations of the Maritime Labour Convention.

The Group is also subject to other national and international regulations and certifications in employee health and safety matters, such as those listed below:

- ISM: International Code of Security Management.
- STCW: International Convention on Standards of Training, Certification and Watchkeeping for seafarers
- OSHAS: Occupational health and safety management systems.

Health and safety indicators in the plants that make up the four divisions of the Group are reported below:

	Incidence of accidents			
	2020		2019	
	Male	Female	Male	Female
Occupational accidents	49	4	164	4
Severity rate	1.22	0.07	0.60	0.05
Incidence rate	22.55	1.84	19.50	0.48
Occupational illness	0	0	0	0

The formulas used to calculate Incidence and Severity Rate are as follows:

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Severity rate:

$$\frac{\text{Days not worked due to occupational accident with leave} \times 10^3}{\text{Total hours worked}}$$

Days lost are calculated as the difference between the calendar days (without discounting bank holidays or vacations in the calculation) between the registration date and the date of leave. The days lost represent the severity of the accidents occurring during the fiscal year or period of reference.

Incidence rate:

$$\frac{\text{Number of occupational accidents on work days} \times 10^6}{\text{Total hours worked}}$$

In calculating hours worked, effective hours of work in which the reference employees were "exposed to risk" of an accident at work are included. This calculation excludes hours not worked due to permission, vacation, sick leave, absenteeism, etc. Calculation of hours worked also includes overtime. Hours not worked owing to the accidents included in the calculation are deducted from total hours worked.

5.4 Social relations

Within the framework of social relations, we can distinguish two different areas: on one hand, relations with more representative trade unions at the local, regional or national level, and on the other relations with employee representatives in each company.

At the institutional level, the Group holds regular meetings with the most representative unions to address general issues, regulatory frameworks, future plans, etc.

In line with legislation of the different countries in which it operates, the Group establishes labour representation considering the number of employees represented.

National regulations are tailored specifically to each territory geographical area, and regulate rights of representation, guarantees and rights of information and consultation.

Collective agreements and employment agreements are negotiated and agreed via employee representatives:

- Information is provided on a quarterly basis regarding overtime hours and percentage of absenteeism incurred in each workplace during the time frame.
- Meetings with the employee representatives are held periodically to deal with workplace-related matters such as:
 - o Annual work calendar.
 - o Health and Safety issues.
 - o Aspects of interest to employee representatives.

Likewise, employee representatives are informed of any situations which may imply a change in work conditions, in terms of work hours, shift rotations, remuneration system etc., setting out

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procedures regulated by current legislation. Likewise, any disciplinary cases and/or sanction that affect represented employees are reported.

In international sectors like the maritime sector, European directives set out complaint procedures which are transposed to national regulations; thus, the Maritime Labour Convention sets out the necessary guarantees so that all seafarers have the precise channels to file claims both on board and on land, and are not left unattended in the event of a grievance.

Percentage of personnel coverage by collective agreements in the countries in which the company has a presence.

% Coverage of Collective Agreement		
	2020	2019
Germany	100.00%	100.00%
Belgium	100.00%	100.00%
Cape Verde	0.00%	0.00%
Cameroon	100.00%	100.00%
Ivory Coast	29.46%	65.61%
Spain	100.00%	100.00%
France	96.40%	96.1%
Holland	80.72%	81.70%
Morocco	100.00%	52.83%
Mauritania	0.00%	0.00%
Mexico	0.00%	0.00%
Portugal	100.00%	100.00%
United Kingdom	100.00%	100.00%
Senegal	100.00%	100.00%
Togo	100.00%	100.00%

Collective agreements either included health and safety norms developed, or refer to the current national regulations on occupational health and safety and risk prevention.

5.5 Training

We provide a broad range of training plans, both on a national level and by department or sector, meeting personnel's training needs as detected either by those responsible for the development areas or by employees themselves.

These training plans cover all the professional categories of the corporation's workforce:

- Administrative.
- Fleet crew
- Mooring

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- Terminals.
- Shipyard works
- Drivers

Total hours of training by professional category are reported below.

Hours of training		
	2020	2019
Management	1,773	803
Administrative	439	24,654
Crew and operations personnel	29,616	18,329
Total	31,828	43.787

5.6 Universal access for people with disabilities

The Group complies with the different applicable national laws regarding inclusion of people with disabilities, respecting job reserve percentages and forming agreements with special centres to foster employment in people with disabilities.

In addition to strict compliance with the law, the Group makes purchases from special centres collaborating in this area.

The Group has adopted all access measures, both on a physical level, by eliminating architectural barriers to our offices and work centres, and at the employment level, by promoting the inclusion of disabled personnel in our selection processes.

	Employees with disabilities	
	2020	2019
Male	24	13
Female	2	1
Total	26	14

5.7 Equality

With respect to equal opportunities, measures and protocols against sexual and gender-based harassment, we distinguish between on one hand the applicable regulatory framework and, on the other hand, the awareness that the Group as a whole has built up in this area, prohibiting

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gender-based discrimination under any circumstances. We underline that all collective agreements negotiated by the Group include the following clauses:

- Equality of opportunity and treatment *“The parties to this Collective Agreement declare their respect for principle of equal treatment at work in all senses, without discrimination based sex, marital status, age, race or ethnicity, religion or belief, disability, sexual orientation, etc. (...)”*
- Sexual harassment: *“Sexual Harassment: any behaviour, verbal or physical, of a sexual nature that has the purpose or effect of undermining the dignity of a person, particularly when creating an intimidating, degrading or offensive environment. Harassment because of gender: any behaviour based on a person’s gender, with the purpose or effect of violating their dignity or creating an intimidating, degrading or offensive environment.”*

Notwithstanding the above, if applicable the Group will look into setting up specific plans in this area.

6. Respect for human rights

In France the Group has a code of ethics oriented towards protecting human rights in the work environment. In Spain work has begun in 2019 on developing a Corporate Compliance Management System, with a plan to set up a whistleblower hotline as part of the system.

Likewise, to tackle seafarer exploitation, all Group fleet vessels travelling outside port boundaries must have the certification of compliance with the MLC 2006 agreement, compulsory for vessels over 500 Gt. or foreign going ships. In line with this, all vessels managed by Boluda Lines are currently certified, as are the Bremen Fighter, VB Hispania, VB Matador, and VB Maestro tugboats.

Via its subsidiaries the Group formalizes the following declarations among the commitments of the aforementioned MLC 2006 agreement:

- Not contracting children under 18 years, covered by child labour.
- Grievance procedures available for all onboard personnel.
- Repatriation insurance for death.

The MLC 2006 is an agreement between the International Maritime Organization (IMO) and the International Labour Organization (ILO), setting out minimum living and working conditions on board in a single instrument, entitling seafarers and marine workers to decent working conditions in almost all aspects of their work and living environment, including minimum age, labour agreements, rest times, wage payment, annual paid vacations, repatriation on termination of contract, onboard medical attention, use of authorized private contracting and placement services, accommodation, food and catering, protection of safety and health and accident prevention, and grievance procedures for handling seafarers’ complaints, consolidating more than 60 existing ILO instruments and conventions, among which we highlight:

- Forced Labour Convention, 1930 (No. 29).

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- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

The Group is aware that seafarers are covered by the provisions of other ILO instruments and have other, recognized, fundamental rights and freedoms that apply to all persons, and to which the Group fully subscribes. Among these are international standards of ship safety, personal protection and quality of ship management included in the International Convention for the Safety of Life at Sea, 1974, as amended, and the Convention on the International Regulations for Preventing Collisions, 1972, as amended, as well as seafarer training and competence requirements contained in the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended.

To date crew members have not registered any complaints to the Group in this respect.

Additionally, the rest of the fleet has specific collective agreements including all the aforementioned instruments.

7. Corruption and bribery

Within Spain, specifically concerning certain activities of Boluda Cargo Int'l and Fuerteventura and La Luz Terminals, Authorized Economic Operator (AEO) requirements have been included in the management system, requiring business partners (suppliers/clients) to make commitments regarding corruption and bribery. In this way the Group undertakes to demonstrate its opposition to any corrupt or illegal practice to gain profit.

In 2020 we have begun developing a Corporate Compliance Management System, to be integrated into the Management Systems currently implemented in the Group's companies, which will protect the Group from possible criminal practices such as corruption or bribery. Within the framework of this new corporate compliance management system, an ethical code will be included for Group employees and ethical clauses in contracts with suppliers as a measure to combat corruption, bribery and money laundering.

This is expected to be finalized and implemented in Spain in mid-2021.

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The Group received no reports of corruption, bribery or money laundering during 2020 in Spain.

8. Commitment to society and sustainable development**8.1 Impact of company activity on employment and local development in different communities and areas**

Boluda Corporación Marítima and its different strategic divisions, such as Boluda Towage, responsible for port, coastal, offshore and maritime salvage services, and Boluda Shipping, which provides international transport and logistics services, have a significant year-on-year positive impact on the economies of the countries and communities where they operate, thanks to their national and international geographic expansion over the last 40 years.

Actions in response to COVID-19

The various services provided by the Corporation in this sector, such as maritime, land and rail freight transport, shipping agent, loading and unloading in maritime terminals, freight forwarding, project cargo transportation, as well as towing services, maritime rescue, ships mooring, expert accident assessment, and transport and supply with boats and barges to ships, all make this business holding company a leader in maritime services, which makes a significant contribution to economic and social progress in areas where the company operates.

In 2020, despite the international economic crisis arising from the COVID-19 pandemic, Boluda made it a priority to protect jobs in the geographical area where it operates, and opted for teleworking and increased security measures in response to the lack of foresight in government mechanisms for health measures, particularly during the first half of 2020.

Given our mission of responding to and meeting the maritime transport and port logistics needs of society in an efficient, responsible and professional manner, from the start we opted to guarantee the different services carried out in the Maritime Corporation. Services such as freight transport, international logistics, ship towage, and bunkers transport and supply (until October 2020, when the Tanker division was sold) are intrinsic within this strategic sector and essential to help prevent goods supply shortages in the population.

In line with this, days before the state of alert was declared, practically all the holding company's office employees across five continents where our maritime services are provided began working from home. Likewise, all tug, ship and oil tanker crews followed the strictest health security measures recommended by the respective Ministries of Health of the countries in which they operate to avoid new infections.

Crises always provide the opportunity to learn which present and future actions should be taken to protect the health and economic security of employees, the self-employed, small and medium-sized companies and the large business sector in Spain and the countries in those who operate the company.

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In this regard, we can highlight that in a year in the midst of COVID-19 crisis, the maritime corporation made a great financial investment in Spain through its Boluda Shipping division by:

- Establishing a daily shipping service between the Iberian Peninsula and the Canary Islands (called Daily Canarias).
- Submitting a tender to the Santander Port Authority to construct and operate a maritime terminal in that area, awarded to Boluda Maritime Terminals (subsidiary of Boluda Shipping) by the Board of Directors of that authority on 16 December 2020. This infrastructure is expected to be finished in 2022 and will involve an investment of more than 38 million euros in civil works, installations, construction and purchase of equipment.

At the international level, Boluda's determination to remain leader in quality maritime services and national and international geographic expansion yielded the result that Boluda Towage (specifically the subsidiary Boluda Towage Europe) won the open tender for the renewed towage service concession in the Belgian port of Zeebrugge.

With regard to Spain, the international health crisis facing maritime sector employers in the first half of 2020 caused significant anxiety among the different national operators in the port sector. Indeed, several companies that decided to moor their ships in port, limit their connections or simply cancel routes.

Boluda Shipping, through the Boluda Lines shipping company, responded to this situation with its particular entrepreneurial vision by keeping the entire fleet operational to guarantee the supply of basic necessities in all ports where it operates. As a result of this strategy a new weekly direct line was opened between Cádiz and the Canary Islands, to prevent shortages of supplies in the Canary market, since the shipping company is a benchmark company in the Canary Islands, with a market share of over 40%.

Far from mooring its fleet, therefore, Boluda was the only shipping company to maintain all weekly connections between the Iberian Peninsula and all Canarian ports. It was a titanic effort given the substantial drop in demand, but the company's commitment to the Canary Islands is a current and future priority. Boluda Lines transported more than 300,000 tons in the first two months of the state of alert, ensuring the transit and supply of food, medicine and health material in the island territories.

In this way, Boluda Lines, a company operating in maritime freight traffic in Spain for over 150 years (its origins date back to 1837 with Naviera Fos, created five generations back on the maternal side of the current chairman, Vicente Boluda Fos) showed their enduring commitment to Canarian society in terms of produce and goods supply, and in maintaining jobs and generating wealth, especially at a time like the one recorded in 2020.

After a few months of good results, Boluda Lines decided to expand its maritime transport business with a historic milestone: linking the Iberian Peninsula with the Canary Islands via daily connections from the ports of Cádiz and Seville. This so-called Daily Canarias project has changed the distribution and logistics system in the archipelago.

This investment has meant an economic boost in the Canary Islands, but also in Cádiz and Seville, where both the Andalusian ports and those of the archipelago have seen a reactivation of commercial activity, with daily loading/unloading of perishable produce. To enhance this

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commercial exchange with clients and society in Cadiz, the company has opened new offices in this city, located on Avenida del Puerto, 1 - 6º B, Edificio Trocadero.

For both consumers and clients, this historical milestone entails better quality in sensitive cargo and perishable products, and for clients it has also brought significant improvements in distribution times and stock, as well as savings in storage costs.

Therefore, this daily link not only consolidates Boluda Lines' leading position in connecting the Canary Islands and the Iberian Peninsula, but by reducing land traffic congestion, it also reduces the carbon footprint impact on the environment.

Aside from the measures taken by the maritime company to mitigate the effects of COVID-19 in 2020, we report below the most significant impact the Corporation's business has had on employment and local development in the main locations where it operates.

SPAIN**Canary Islands:**

Ever since Boluda Corporación Marítima bought shipping agent company Miller y Cía. and with this acquisition entered the Canarian market, maintaining and strengthening its commitment to logistics development in the archipelago year on year has been a clear priority for the maritime holding company. The company currently manages four maritime terminals, offering eight maritime routes with stopovers on the islands and a logistics portfolio covering practically the entire logistics chain.

During these 27 years, the divisions of Boluda Towage (through subsidiary Boluda Towage Spain) and Boluda Shipping have shown a strong commitment to strategic development and the future of the maritime sector in the Canary Islands, in terms both of port traffic security, and of providing the highest quality maritime transport and logistics services that are reliable for customers.

The Canarian market has certain peculiarities due to its isolated situation. For this reason, a comprehensive logistics offer in the Canary Islands is essential to respond to customer needs, especially those directly related to the tourism sector. With a view to economic recovery after the different phases of crisis, Boluda is moving towards action plans which will create new social and economic opportunities within the archipelago, with the aim of promoting the competitiveness of the business network in the islands and favouring employment creation.

For the Corporation, connectivity with this region is paramount, and underpins the maritime services offered, and above all the launch of Daily Canarias, the first daily line linking the Canary Islands with the south of the Iberian Peninsula. The contribution and impact on Canarian society and its social development constitutes a key vector of change, that reduces the limitations that its distance from the peninsula may cause. It provides an ideal framework to promote internationalization and the necessary resources to lead into a new economic cycle, with ambitious growth in its employment structure.

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But the holding company goes further, considering that in the coming years the Canary Islands has a real opportunity to become a global services provision hub. In fact, Boluda is currently establishing its administrative and financial nucleus in the Canary Islands, with a workforce of about 400 people. This multinational offers all the company's services in the Canary Islands: maritime and overland transport, load/unload in terminals, freight forwarding, shipping agent, project cargo transport, towage, maritime salvage, logistics warehousing, mooring, and bunkers transport and supply (until October 2020 when the Tanker division was sold). These services provide added value and increased competitiveness to the island economy and its quality of work, covering sectors beyond those already consolidated in the archipelago such as tourism.

Links with other countries, especially on the west coast of Africa, is one of the main strategic goals of the company, achieved by providing services with a quality/cost balance that reflects powerful synergies generated by the holding company in the Canary Islands.

In the social sphere, a selection of events and sponsorships promoted by Boluda demonstrate commitment and respect for Canarian society, although in 2020 it was not possible to hold either the Symphonic Concert at the Las Palmas maritime terminal, or the Christmas concert in Tenerife, due to the pandemic.

To sum up, the Canary Islands plays a fundamental role in the progress and economic development of the company, with a reciprocal impact on profits.

CAPE VERDE:

Our activity in the Cape Verde Islands which began in 2011 has been renewed since 2017 due to the Group's overarching interest in connecting as yet neglected economic areas in full social growth such as this West African archipelago by opening new trade routes.

With a population of just over 500,000 people and a GDP well below global averages, it is ranked at 137 (of 190) by Doing Business, which offers great business opportunities.

The company's contribution to this unique society is not only aimed at being a driver for increasing employment; in fact, it is at the core of our economic strategy. The services we provide help improve key aspects of its social and economic development, through diversification, innovation and creation of higher added-value business activity.

The growing demand for maritime routes connecting this part of the world, reflecting European and Western interest, has prompted us to invest heavily in this geographical enclave, establishing four key business bases within the archipelago, located in Praia, Mindelo, Sal and Boa vista. Our presence provides direct work to more than twenty people inside the port and commercial areas. Likewise, our reputation in the maritime sector helps stimulate commercial and social activity with Cape Verde.

This country, located off the West African coast, is an archipelago whose principal source of wealth is tourism. This sector requires that hotel chains receive a regular supply of all kinds of consumer goods essential for providing a quality service. The service provided by Boluda Shipping subsidiaries has significantly benefited the main sector of the country (tourism), and

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these improvements in produce supply results in an increase in jobs and consequently enhanced quality of life.

In collaboration with shipping agents Miller y Cía., a new commercial line was opened in Cape Verde in September 2017, which Boluda Lines has consolidated and recently increased in frequency to provide a weekly service. This line operates between Las Palmas, Sal, Bonavista, Mindelo, Praia, Bissau/Dakar and Las Palmas, and provides connections with the following markets:

- Europe / Spain (Mainland y Canary Islands), Portugal, Italy and Northern Europe.
- America, USA, Argentina, Uruguay and Canada.
- Asia / China.
- Africa / Mauritania, Senegal and Guinea-Bissau.

MEXICO:

The Boluda Towage Mexico division, operating on the American continent since 1997, has made its main impact via hiring local staff, which has created 350 direct jobs and substantial indirect employment. The company has optimized the supply chain, hiring local suppliers which generates wealth, improves delivery times and provides services at a more competitive cost.

These measures help to build trust and improve quality of life, with better opportunities for families and education for children, which can also substantially reduce juvenile crime.

AFRICA: MAURITANIA/SENEGAL

With regard to the Boluda Shipping division, the Business Group maintains a close relationship with two West African countries Mauritania and Senegal, where it has been providing maritime transport services for decades. Boluda Lines provides weekly connections between the ports of Dakar (Senegal)/Bissau (Guinea Bissau), Nouadhibou and Nouakchott (Mauritania) with the Iberian Peninsula via the Canary Islands.

The impact on the economies of Mauritania and Senegal is clearly evident, since fishing is one of the region's main resources, and shipping division Boluda Lines, highly specialized in transport of frozen and reefer produce, therefore provides regular transport service from the fishing grounds of the eastern Atlantic to European markets as containerized transport is the ideal means of exploiting the high productivity of the area. In recent years Boluda Lines has transported an average of 30,000 tons/year of cephalopods, shellfish and frozen fish from the fishing grounds of Mauritania and Senegal to European markets.

Turning to Boluda Towage, its subsidiary Boluda Towage France provides towing services in Nouadhibou and Dakar, as well as in the ports of Tangier Med (Morocco), San Pedro and Abidjan (Ivory Coast), Lomé (Togo) and Douala (Cameroon), the latter until the end of 2020. This activity has generated more than 600 direct jobs on the African continent, demonstrating the spirit of collaboration behind the business group's commitment to local development and the social and economic framework.

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Also noteworthy, within the framework of Corporate Social Responsibility (CSR) initiatives the company maintains a historic ongoing collaboration with Senegal, where through the corporate program Humanitarian Transport in conjunction with Boluda Lines, the company collaborates with various NGOs providing free container shipping of school, health, humanitarian and manufacturing supplies. In 2020, as one of thirteen national companies participating in a CSR initiative, Boluda Lines provided a container to be stocked with food and humanitarian aid material to give support during the COVID-19 health crisis.

EUROPE:

In December 2020, Boluda Towage signed a purchase contract for the Dutch company Iskes Towage & Salvage. This acquisition took place in February 2021 and added eight tugs to the division's fleet, serving three ports in the Netherlands, Germany and Portugal. An intensive internal and external communication campaign was carried out by employees and in the media to publicise this transition, using the appropriate channels for each group.

This acquisition allows the company to expand its services in ports in the Netherlands and Germany, where the subsidiary Boluda Towage Europe has operated since German company URAG and Dutch company Kotug Smit Towage were acquired in 2017 and 2019. Furthermore, a new country, Portugal, has been added to its global reach.

8.2 Engagement and dialogue strategies with local communities

The Business Group uses a variety of communication channels to engage with stakeholders whether they be customers, employees, port authorities, unions, etc., keeping them up-to-date with issues concerning the daily processes of the company.

In addition to traditional media, the holding group has enhanced its digital communication and is active on the most wide-reaching social media such as Facebook, Twitter, LinkedIn and YouTube, which permit interactive engagement with stakeholders.

In addition, in 2020 the Group published 26 press releases as part of its external communication.

Boluda has identified and prioritized the following stakeholders, Group 1 being the most paramount for the corporation:

GROUP 1:

- Employees
- Clients.
- Suppliers
- Port authorities
- Unions

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- Management
- Competitors

GROUP 2:

- Media
- National Government

GROUP 3:

- Subcontractors
- Supplies
- Tertiary sector.
- NGOs.

The following table indicates the topics, communication channels and commitments to improve identified for each stakeholder:

Stakeholders	Topics	Communication Channels	Commitments to Improve
Employees	Training and development	Social Media	Job website/Intranet
	Social Benefits	Website	Work climate surveys
	Health and Safety	Email	Streamlined timetables
Clients	Service	Social Media	Customer satisfaction surveys
	Professionalism	Website	
	Personalized Attention	Telephone Face-to-face Post	
Suppliers	Good contractual relationship	Social Media	Improve payment conditions
Port Authorities	Good contractual relationship	Social Media	
	Partnerships on common issues	Website Telephone Post	

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Unions	Fair labour practices	Website	Improve communication
	Agreements	Telephone	
	Occupational health and safety	Post	
Management	Effective decision-making system		Compliance
Competitors		Website Social Media	
Media.	News Release	Press releases	Improve communication

8.3 Partnerships and sponsorships

In Spain, the Group is a member of various associations in the maritime sector, such as:

- National Association of Spanish Ships (ANAVE)
- Valencian Ship-owners Association (ANV)
- National Tugs Association (ANARE)
- Valenciaport
- Marca de Garantía Foundation of the Port of Valencia
- Platform for Spanish Port Investors (PIPE)
- Spanish Maritime Cluster (CME)
- Port of Las Palmas Foundation
- Association of Entrepreneurial Maritime Activities (ASEAM)
- Spanish Maritime Institute (IME)
- Real Academia de la Mar
- Propeller Club Valencia
- National Association of Stevedoring Companies and Port Employment Centres (Anesco)
- Canary Islands Federation of Port Companies
- Spanish Association of Shipping Agents

It is also connected to the Valencian and national business sector, as a member of entities such as:

- Valencian Business Association (AVE)
- EDEM Business School (EDEM)
- Family Business Institute (IEF)
- Valencian Business Confederation (CEV)
- Chamber of Commerce, Industry and Navigation of Valencia
- Association for the Progress of Management (APD)
- Alliance for Ibero-America Business Council (CEAPI)
- Círculo de Confianza de la Nueva Economía (CCNE)
- Club Financiero Génova

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- Association of SAP Users of Spain (AUSAPE)
- New Economy

As a multinational leader in the provision of maritime services, within the framework of its Corporate Social Responsibility Policy Boluda is in ongoing collaboration with several foundations, reflecting a firm commitment to minimize any potential impact of the company's activities on society and the environment.

Among these foundations are:

- Valencian Foundation for Advanced Studies
- Rei Jaume I Awards
- Mujeres por Africa
- APOTEM - Puerto Solidario Valencia
- Conexus
- Ports of Las Palmas Foundation
- Valencian Community Prince Felipe Research Centre Foundation
- Puerta de América Foundation
- Real Madrid Foundation
- Foundation for Analysis and Social Studies (FAES)

In Mexico, Boluda belongs to:

- Asociación Mexicana de Armadores y Remolcadores Marítimos (Asomar), through the company Compañía Marítima del Pacífico (CMP), which provides port towing services with Mexican vessels, and also a Federal Government advisory body on maritime and port services.
- Chamber of Commerce of Spain in Mexico, via the company Servicios Corporativos Marítimos (SCM).

Through Boluda France, the Group belongs to and collaborates with the following institutions:

- Association Française de Droit Maritime
- Association Professionnelle des Entreprises de Remorquage Maritime (Aperma)
- Association Française des Juristes d'Entreprise (AFJE)
- Union Maritime et Industrielle de la Réunion (UMIR)
- Union Maritime et Fluviale (UMF)
- Union Patronale des Bouches du Rhône (UP 13)
- Comité Marseillais des Armateurs de France (CMAF)
- Propeller Club
- Groupement Havrais des Armateurs
- Club de la Croisière Marseille Provence
- Association Normandie Maritime

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- Société de Régate du Havre
- Association Service de Dunkerque
- Syndicat Armement Francais
- Unión Maritime Brest et Region
- Union Maritime du Port de la Rochelle
- Chambre de Commerce Francaise au Maroc
- Confederation Generale des Entreprises Marocaines
- Communauté Portuaire de Côte d'Ivoire
- Union des Consignataires et Armateurs. Côte d'Ivoire
- Chambre de Commerce et d'Industrie de France. Côte d'Ivoire
- Communauté Portuaire de San Pedro. Côte d'Ivoire
- Association des Grandes Entreprises du Togo
- Allance Pour la Promotion du Port de Lomé
- Cluster Maritime d'Afrique Francophone
- Communaute des Acteurs Portuaires Dakar

Northern Europe

Through Boluda Towage Europe, the Group belongs to the following associations:

- European Tug Owners Association
- International Salvage Union
- The Maritime Circle Zeebrugge
- The Anchor Club
- Foundation Port Community in Zeebrugge (AZPI)
- Royal Belgian Shipping Association
- Rotterdam Port Promotion Council
- VRC: Rotterdam Water Clerks Foundation
- Royal Dutch Recue Society y Golf Course Rhon
- British Tug Owner Association
- Cruise Britain Group
- Mersey Maritime
- UK Harbour Master Association
- Deltalings
- Northsea Port Promotion Council
- VCR – Cargadoors Foundation
- London River Boat Users
- Nautical Foundation in Bremerhaven

8.4 Support for non-profit foundations and social action

Among various other initiatives, the Group collaborates closely with the following associations:

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- **Aportem-Puerto Solidario Valencia**, a non-profit entity that seeks to enhance corporate social responsibility in the Valencian port community and its surrounding neighbourhoods.

Since its foundation, Aportem has carried out various solidarity campaigns aimed at schools and institutions near the port of Valencia. With the collaboration of professionals in the sector, it has collected several thousand personal and household hygiene items, as well as clothing and household items.

During the COVID-19 pandemic, this entity made a major effort by multiplying its budget in 2020 to serve the most affected in the Maritime District of Valencia. Thanks to its solidarity with those affected by the COVID-19 crisis, in 2020 the entity went from a budget of 28,000 euros to investing 63,210 euros.

- **Mujeres por África**: The private foundation Mujeres Por África (Women for Africa) was created with the goal to become a national and international reference for commitment to sustainable economic and social development, human rights, peace, justice and human dignity, aimed especially at women and girls on the African continent.

This foundation seeks to continue to the work carried out by the "Women for a Better World", meetings consolidating social models that dignify the life of women and facilitate sustainable development on the continent.

In 2020, the Group contributed 150,000 towards its activities.

- **Valencian Foundation for Advanced Studies**: The Valencian Foundation for Advanced Studies is a non-profit organization created in 1978 with the aim of promoting scientific research and development in Spain, bringing together scientific and business entities to collaborate on studies and research projects. The King of Spain is the Honorary President. The Valencian Foundation for Advanced Studies has been chaired by Vicente Boluda since 2012 and in 2015 his role was extended for another 4 years.

In 2020, the Group contributed 18,000 euros towards its activities.

- **Rey Jaime I Awards Foundation**: The Foundation has pioneered hosting and consolidating leading initiatives in the scientific field, organizing multiple outreach activities. In order to make the awards official, in 1996 the Valencia Regional Government and the Valencian Foundation of Advanced Studies created the **Rey Jaime I Awards Foundation**, with a jury formed mainly by Nobel Prizewinners and granting the most generous awards in Spain.

In 2020, the Group contributed 12,000 euros towards its activities.

- **Puerto de Las Palmas Foundation**: In 2020, the Group contributed 30,000 euros towards its activities.

In addition, the Group has founded its own charity project, **Humanitarian Transport** through which it collaborates with NGOs and aid organizations, providing free shipping space for

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humanitarian, cultural or sports material on vessels bound for disadvantaged countries or ones with humanitarian crises.

The Group has contributed a total of €752,189.19 to foundations and associations, an increase of €156,622.14 on the amount during the 2019 fiscal year.

Below are the social and charity initiatives undertaken during 2020, mainly in Spain, Mexico, the Netherlands, Belgium and countries in the West coast of Africa.

France	
Association/Beneficiaries	Action
Société Nationale de Sauvetage en Mer (SNSM) (Via Boluda Boluda Dunkerque)	
Talleres protegidos: Antilope, Le Verdier, L'artisanerie, Federation Aveugles, Flaven, Vauban, EALD, ESAT Les Etangs, E2A, APEI West44) (Via Boluda Le Havre, Boluda Dunkerque, Boluda Marseille Fos, Boluda Nantes Saint Nazaire, Cogereem, Boluda La Reunion – France)	Help in job placement and professional retention for people with disabilities.

Africa	
Asociación / Beneficiarios	Action
Chambre de Commerce Européenne au Togo European Chamber of Commerce in Togo	Donation for COVID relief (Boluda Lomé -Togo).
Haut Conseil pour la Mer	Donation to support the organization of World Oceans Day (Boluda Lomé -Togo).
Funeral in Dakar	Help the family. Union of Dakar Tugboats (URD) Dakar, Senegal.
Funeral in San Pedro	Help the family. La Pétrussienne, Ivory Coast.
Haouma-Marruecos Asociation (Via Boluda Tanger Med, Morocco)	Sponsorship of social activities and local festivals. Ramadan hamper, aid for COVID-19 crisis.
La marmite du Partage Organización humanitaria (Via Towage Company, Nouadhibou, Mauritania)	Assistance for disadvantaged groups in the country.
Special Covid Management Fund (Via Boluda Tanger Medy Detroit Lamanage Society, Morocco)	Participation in the campaign of solidarity with consequences of COVID-19.
Collaboration with Senegal Government	Boluda Lines shipping company provided a container to be loaded with food and humanitarian aid products for support during the COVID-19 health crisis. Thirteen Spanish companies, the Spanish Chamber

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	of Commerce in Senegal and the Spanish Embassy in Senegal participated in the CSR action, managed via Boluda Corporación Marítima's Humanitarian Transport initiative.
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Netherlands / Belgium	
Association/Beneficiaries	Action
Sea-related organisations	
Online Sponsorship, World Port Da, Rotterdam (Netherlands, September 2020)	World Port Days, also known as World Harbor Days, is a large maritime festival held annually in Rotterdam.
Tugspotters.com (Netherlands)	Sponsorship of Tugspotters website.
Dutch National Towage Museum Maassluis (Netherlands)	Donation to the foundation of the world's only towage museum.
Harbour Personality of the year Award (Netherlands, January 2020)	Sponsorship of Harbor Personality of the Year award.
Port Days Terneuzen (Río Escalda: France, Belgium and Netherlands area)	Sponsorship.
New Year's Reception Port of Zeebrugge + Maritime Circle + APZI (Río Escalda area)	Sponsorship of New Year's reception for the port community of Zeebrugge.
New Year's reception Seamen's club Terneuzen (Río Escalda area)	Sponsorship of the New Year's reception for the foundation, which works for the welfare of seafarers.
New Year's Reception Antwerp (Belgium)	
Social / Educational	
Educational Information Centre Mainport Rotterdam	Sponsorship of ads and videos.
Argonaut Student Club Antwerp March 2020	Sponsorship of the Argonaut gala, a student association of the Antwerp Maritime Academy since 1957.

Mexico	
Association/Beneficiaries	Action

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Banco de alimentos de Córdoba (Food bank) Via Compañía Marítima Mexicana (CMM)	Monthly donation of 10,000 MXN (120,000 MXN per annum) in support of people most in need in the City of Córdoba, Veracruz and surroundings.
FIDENA. Fideicomiso de Formación y Capacitación para el Personal de la Marina Mercante Nacional Via Servicios Corporativos Marítimos (SCM)	Support for future Naval Mechanical Engineers of the country's three Merchant Nautical Schools. One-year internship in tugboat operations as a support and training program for qualification, with a cost of 11,330 MXN (transportation and food), giving an annual total of 2,447,280 MXN for 18 students.
Administración Portuaria Integral de Tabasco Via Compañía Marítima del Pacífico (CMP)	3,000 MXN to help those affected by the 2020 winter floods in the State of Tabasco, aid delivered to the Tampico Port Administration.
Administración Portuaria Integral de Altamira Via Compañía Marítima Mexicana (CMM)	3,000 MXN to help those affected by the 2020 winter floods in the State of Tabasco.
Administración Portuaria Integral de Ensenada Via Compañía Marítima del Pacífico (CMP)	To support the Port and local authorities, the Triumph cargo ship was mobilized and towed to avoid an environmental disaster and possible maritime pollution of the Ensenada Bay. Loaded with minerals and fuel, the ship was abandoned in the bay in 2017 and showed signs of sinking. Three tugboats were used to move it to the dock where it could be moored and safely unloaded. This service, with an estimated cost of 1,500,000 MXN, was performed free of charge.
Collaboration with de Marina de la Armada de México Secretary's Office Via Compañía Marítima del Pacífico (CMP)	Assistance in the port of Guaymas to transport the Santos patrol ship to San Carlos to be sunk as an artificial reef tourist attraction.

Spain	
Association/Beneficiaries	Action
APORTEM / Puerto Solidario Valencia Via Boluda Corporación Marítima	Christmas 2020 Campaign. Contribution to "Who am I" toy purchases for 3rd grade 16 students from Ausiàs March school in Valencia.
ASOCIACIÓN DE VOLUNTARIOS EN EMERGENCIAS Y RESCATE DE LANZAROTE (EMERLAN) Via Boluda Lines	Boluda Lines loaned a reefer container to this association to help store perishable food during the state of alert.
APORTEM / Puerto Solidario Valencia Via Boluda Corporación Marítima May 2020	As a founding partner of Aportem, Boluda Corporación Marítima is involved in a food campaign for more than 200 families at risk of social exclusion in the Maritime District of Valencia.

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APORTEM / Puerto Solidario Valencia Via Boluda Corporación Marítima July 2020	Boluda Corporación Marítima helped extend the aid campaign to nearly 300 families affected by the pandemic.
APORTEM / Puerto Solidario Valencia Via Boluda Corporación Marítima October 2020	Boluda Corporación Marítima helped deliver 2,000 masks and 40 litres of sanitizer to almost 500 students from different schools in the Maritime District.

8.5 Suppliers

To streamline operations, the Group applies several purchasing policies in its different divisions. We are currently implementing a corporate procedure that introduces measures to monitor and adapt our purchases aligned with human rights, environmental and anti-corruption.

Provider selection and interaction is pivotal for the Group in terms of service results, since the performance of the chosen providers almost always directly or indirectly affects the quality of the service provided by the Group.

Port towage has a procedure for coordinating activities, where not only safety requirements but also environmental requirements must be met by all suppliers/subcontractors, who must all provide the necessary documentation to perform the contracted service efficiently, complying with legal and Company requirements. Additionally, by way of supervision, inspection staff review the documentation provided as well as the work carried out at their assigned work centres, evaluating different service providers at least annually in coordination with the purchasing department, based on the following criteria: results obtained, technical capacity, price point, payment facilities, speed of service and potential synergies with the company.

Suppliers with potentially the greatest direct impact on services provided by the Group due either to the specialization of their service or economic importance, are treated in their own special category classified as Critical Suppliers.

In the Boluda Shipping division in Spain, there is a procedure for commercial partners, which includes of the Authorized Economic Operator (AEO) requirements, in which documentation is required from all service providers to guarantee the safety of the cargo and goods, also serving as a way to communicate instructions to all suppliers and to anyone who can perform services on behalf of the Group.

All suppliers are supervised and evaluated by the Boluda Shipping purchasing department, and in the particular case of the Boluda Lines shipping company, environmental audits are carried out on the ships in the fleet (13 supplier audits).

The purchasing policy does not currently address social, gender equality and environmental issues.

8.6 Consumers

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Delivering quality service to all our clients, both direct and indirect, is the core focus of the Corporation.

Quality management in the Group is decentralized and tailored to the needs of the clients in each country; each company is authorised to make decisions on a local level, albeit following the guidelines and objectives set at Group Management level.

Providing services which involve the entire logistics chain, Boluda Shipping has in place the necessary measures to guarantee the security of goods, and that customers receive their shipment in optimal conditions. Therefore, both terminals and the ships are certified in the ISPS code, which includes all the necessary security mechanisms which prevent unauthorized personnel from accessing the merchandise storage facilities while they wait to be loaded for shipment. the same measures are applied during maritime transport, with existing measures to secure customer shipments, including perimeter fencing, access control and surveillance cameras in terminals, and restricted access areas on ships.

In addition, both in maritime and overland transport, freight is sealed within the different containers being transported. This seal has a unique number, which is communicated to customers and identified in documentation accompanying the containers throughout their journey, thus guaranteeing traceability of the container and with it the goods owned by the customer.

In port towage services, the client stipulates both technical and safety conditions and other standards to be met for adequate provision of the service. Meetings are held periodically to verify that the conditions for providing the service are met, and centre managers review whether customer specifications are being fulfilled on an annual basis.

Regarding the complaints/claims system, complaints/claims are received by each area manager and handled locally, provided they fall within their powers. Cases where the complaint cannot be solved in this way are referred to Division management for assessment and resolution.

8.7 Tax information

Below is a breakdown by country of profits obtained by the Group in 2020 and 2019:

2020	Profits/(losses)before corporate tax (thousands of €) ¹¹
Spain	1,824
France	(919)
Germany	(12,036)
Holland	(1,032)
Belgium	(1,986)
United Kingdom	(4,722)
Malta	(3,201)
Portugal	(17)

¹¹ Profit before corporation tax is reported in the Non-Financial Information Statement without consolidation adjustments.

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Cape Verde	59
Togo	1,187
Morocco	5,119
Senegal	(1,138)
Cameroon	(33)
Ivory Coast	(1,306)
Mauritania	869
Mauricio	2,457
Mexico	3,782
Uruguay	(342)
Total	(11,435)

2019	Profits/(losses) before corporate tax (thousands of €)
Spain	27,897
France	7,205
Germany	(10,834)
Holland	(22,412)
Belgium	(533)
United Kingdom	(964)
Malta	9,320
Portugal	(130)
Cape Verde	(61)
Togo	272
Morocco	5,229
Senegal	(297)
Cameroon	(41)
Ivory Coast	(1,418)
Mauritania	1,095
Mauricio	1,709
Mexico	3,199
Uruguay	(268)
Total	18,968

The breakdown taxes paid in 2020 and 2019 is reported in the following table:

2020	Corporation tax paid (cash basis) (thousands of €)
Spain	3,070
France	(1,096)
Germany	14
Holland	454

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Belgium	656
United Kingdom	288
Malta	183
Portugal	0
Cabo Verde	0
Togo	124
Morocco	482
Senegal	8
Cameroon	288
Ivory Coast	398
Mauritania	28
Mauritius	0
Mexico	1,275
Uruguay	0
Total	6,172

2019	Corporation tax paid (cash basis) (thousands of €)
Spain	2,485
France	1,210
Germany	31
Holland	228
Belgium	0
United Kingdom	0
Malta	0
Portugal	0
Cabo Verde	0
Togo	203
Morocco	597
Senegal	511
Cameroon	800
Ivory Coast	902
Mauritania	35
Mexico	923
Uruguay	0
Total	7,925

The Group confirms that, as in 2019, it has not received significant public subsidies in the year ending 31 December 2020.

NON-FINANCIAL INFORMATION STATEMENT**9. About the Non-Financial Information Statement - Table showing compliance with Law 11/2018 of 28 December**

This non-financial information statement meets the requirements of Law 28 December 11/2018, prepared in accordance with the Global Reporting Initiative (GRI) sustainability reporting framework, as adapted to the reality of the Group's business model and activity.

The Group has carried out an internal materiality assessment to identify the most relevant aspects to report to stakeholders, as well as to meet the requirements of non-financial reporting, based on current regulations. For aspects considered non-material for the organization, this report addresses its management approach, but does not give detailed information on KPIs or other quantitative indicators, as they are not considered representative of the Group's activity.

In compliance with Law 11/2018 in the table below lists the section of the present Non-Financial Information Statement that meets each requirement and identifies which reporting standard has been used for each objective. Specifically, the GRI content index shows which pages of the Non-Financial Information Statement respond to each reporting area identified by Law 11/2018, the GRI index used, as well as possible omissions at the time of reporting the contents covered by those indicators according to the model indicated below.

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Content	Section	Related GRI index
Business model		
- Business environment and business model	1.1; 1.2; 1.3.	102-1 102-2 102-4
- Markets in which the company operates	1.1; 1.4.	102-6
- Objectives and strategies	1.2.	103
- Factors and trends affecting development	1.4.	103
- Policies	2; 2.1; 2.2.	103
- Risks	3.	102-15
Environmental aspects		
Global		
- Effects of company activity on the environment and health and safety	4.	103
- Precautionary principle, number of provisions and guarantees for environmental risks	4.	102-11
- Resources allocated to environmental risk prevention	4; 4.5.	103
Pollution		
- Carbon emission measures	4.1; 4.4.	103
- Measures associated with light, noise and other forms of pollution	4.1.	103
Circular economy and waste prevention and management		
- Initiatives aimed at promoting the circular economy	4.2.	103
- Waste management measures	4.2.	103 306-2
- Actions to combat food waste	4.2.	103
Sustainable use of resources		

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Content	Section	Related GRI index
- Water: consumption and supply	4.3.	303-5
- Raw materials: consumption and measures	4.3.	301-1
- Energy: consumption, measures and use of renewables	4.3.	302-1
Climate change		
- Greenhouse emissions	4.4.	305-1 305-2
- Measures to adapt to climate change	4.4.	103
- Emission reduction goals	4.4.	103
Biodiversity		
- Preservation measures	4.5.	103
- Impacts caused in protected areas	4.5.	103
- Social and personnel aspects		
Employment		
- Total number and distribution of employees by gender, age, country and professional category	5.1.	102-8
- Total number and distribution of work contract types	5.1.	102-8
- Annual average of permanent, temporary and part-time contracts by gender, age and professional category	5.1.	102-8 405-1
- Number of dismissals by gender, age and professional category	5.1.	401.1
- Average pay scales by gender, age and professional category or equal value	5.1.	405.2
- Pay gap, pay for equivalent jobs or average in the company	5.1.	405-2
- Average pay for directors and executives	5.1.	103
- Right to disconnect policies	5.1.	103
- Employees with disabilities	5.1.	405-1

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Content	Section	Related GRI index
Organization of working time		
- Organization of work	5.2.	103
- Hours of absenteeism	5.2.	403-2
Work-Family policies	5.2.	103
Health and safety		
- Occupational health and safety conditions	5.3.	103
- Work accidents: frequency and severity	5.3.	403-2
- Occupational disease, breakdown by gender	5.3.	403-2
-		
- Social relations		
- Organization of social dialogue	5.4.	103
- Percentage of employees covered by collective agreement by country	5.4.	102-41
- Effect of collective agreements on health and safety at work	5.4.	403-4
Training		
- Training policies implemented	5.5.	103.
- Total hours of training by professional category	5.5.	404-1
Universal access for people with disabilities	5.6.	103
Equality		
- Measures to promote equality, equality plans and non-discrimination and diversity management policy	5.7.	103
Human rights		
- Due diligence in matters of human rights and where applicable, mitigation, management and reparation	6.	103 102-16
- Reporting human rights violations	6.	406-1

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Content	Section	Related GRI index
- Promotion and compliance with ILO conventions on freedom of association and collective bargaining	6.	103
- Elimination of employment discrimination, forced or compulsory labour and child labour	6.	103 406-1
-		
Corruption and bribery		
- Corruption and bribery prevention Measures	7.	103
-		102-16 102-17
- Measures to combat money laundering	7.	103
- Support for foundations and non-profit entities	8.4.	413-1
Society		
Commitment of the company to sustainable development		
- Impact of the activity of society: employment, local development, local populations and land	8.1.	103; 203-2
- Dialogue with local communities	8.2.	103; 102-43
- Partnerships and sponsorships	8.3; .	102-13.
Subcontracting and suppliers		
- Purchasing policy adapted to social, gender equality and environmental issues	8.5.	103.
- Social and environmental responsibility considerations in relations with suppliers and subcontractors	8.5.	103.
- Supervisory systems and audits and outcomes	8.5.	103.
Consumers		
- Consumer health and safety measures	8.6.	103.
- Claims systems, complaints received and resolutions	8.6.	103.
-		
Tax information		

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Content	Section	Related GRI index
- Profits before tax by country	8.7.	103.
- Taxes paid on profits	8.7.	103.
- Public subsidies received	8.7.	103

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EXECUTION OF NON-FINANCIAL INFORMATION STATEMENT CORRESPONDING TO THE FINANCIAL YEAR 2020

The undersigned, Sole Director of Boluda Corporación Marítima, S.L. executes the 2020 Consolidated Non-Financial Information Statement, as expressed in the above pages 1 - 68, on 31 March 2020.

Vicente Boluda Fos

Sole Director